



TEAMSTER AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

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Fixing Flight for Fifty Years

UAL Teamster Given Charles Taylor Award

Louis Ray was 8 years-old when his father, a Teamster truck driver, came home with his truck in need of rebuilding and repair. Louis joined his dad in the project and discovered his love for working on machines. By age 14, Louis took up an interest in aviation and decided then he wanted to be an aircraft mechanic. More than 50 years later, Louis has stayed true to his dream.

On September 23, Louis received the Charles Taylor Master Mechanic Award for 50 years of aviation maintenance service. Louis began his career in the Air Force at age 18. He worked on C1-30s for four years and then went to Lockheed. After his service, Louis spent the next 46 years in aircraft maintenance, starting with Texas International until it merged with Continental Airlines. He became a Teamster in 2010.

Even after 50 years of working on planes, Louis, 68, has no immediate retirement plans. He works in Houston and plans to work at least until he is 70.

"It was a very honored accomplishment for me to receive the award," said Louis. "I was proud because it meant that I spent the last 50 years doing what I loved – fixing planes. I spent a half century doing the only thing I wanted to do. Not many people can say that."



Teamsters Take the Hill

*TAMC Generates Bipartisan Support for
Moratorium, Single Drug Testing Standard*

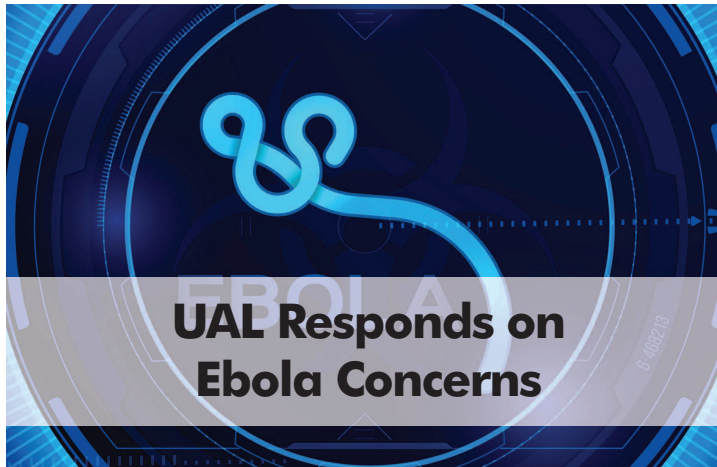
Members of the Teamsters Aviation Mechanics Coalition blitzed Capitol Hill on August 18 to voice concerns about inadequate FAA oversight at foreign and domestic aircraft repair stations. Led by TAMC Chairman Chris Moore and Local 986 Business Agent Dave Saucedo, the team of seven met with 17 congressional offices to advance the TAMC agenda. The Coalition was assisted by lobbyists from Albertine Enterprises.

"The meetings were hugely successful in generating bipartisan support for the priorities of our Coalition," said Chris Moore. "We garnered support for a single standard of drug testing at foreign repair stations and our call for a moratorium on new repair station certifications was well received."

The TAMC raised concerns about inadequate oversight in aircraft maintenance, pointing to three Department of Transportation Office of Inspector General reports over a 10-year period which concluded that the FAA had inadequate oversight of aircraft repair stations, both foreign and domestic. With over 4,800 repair stations worldwide, Teamster aviation mechanics are demanding a moratorium on certifications of any new repair stations until the FAA can prove adequate oversight.

On a related matter, the FAA recently requested comments on drug testing at foreign repair stations. Most travelers are not aware that stringent drug and alcohol testing policies that apply to licensed aircraft mechanics in the U.S. do not apply to mechanics at foreign repair stations, even if they are working on

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Teamsters Take the Hill

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aircraft flown by U.S. carriers. The TAMC recently submitted comments to the FAA calling for a single standard of drug testing at foreign repair stations that is equal to the drug abatement programs required for 121 carriers in the U.S.

Teamster mechanics targeted specific members of the House Transportation and Infrastructure Committee's Subcommittee on Aviation and the Subcommittee on Aviation Operations, Safety and Security of the Senate Committee on Commerce, Science and Transportation.

"We will certainly be following up with the congressional leaders that have pledged their support to either sponsor legislation for a moratorium or sign on to our letter to the FAA demanding a single standard for drug testing at foreign repair stations," said Moore. "We appreciate the members and locals that have participated in this effort, and we thank Airline Division Director Capt. David Bourne and Teamsters General President Jim Hoffa for their continuing support of TAMC initiatives."

In response to concerns raised by UAL/IBT Safety Chairman Ralph Ortiz to United management about preventing the accidental spread of the Ebola virus on United aircraft by passengers that may have exhibited similar symptoms, UAL Director of Technical Operations and Ground Safety Ron Sims issued a response.

Sims thanks the IBT for its shared passion for employee safety and stated that the company has been in constant contact with the Centers for Disease Control and Prevention (CDC). He said that regular updates and guidance has been shared through the company's Flying Together website and referred several of Brother Ortiz's questions to the Infection Control Kits carried on UAL aircraft. But he said these kits are not designed for ground crews.

Sims' letter explained that in the event of a suspected Ebola contamination, the company will follow all CDC directions. He wrote that until an aircraft has been deemed free of the virus – after it is released by the CDC from quarantine and cleaned by a qualified vendor – ground employees will not be expected to enter the aircraft. Further, Sims said the company is checking on Ortiz's question regarding Blue Water to ensure the virus dies in that environment. In the event of contamination, the lavatory system would be part of the hazmat cleanup, he said. *(A full copy of Sims' letter can be found at <http://teamsterair.org/node/1912>.)*

Responding to the letter, TAMC Chairman Chris Moore said, "We appreciate United's response in this important matter. The safety of our membership and the travelling public is something we take very seriously and we are pleased to see that United shares our concerns."

Teamsters International Representative Clacy Griswold added, "We are very fortunate to have someone as dedicated to the safety of our members in the person of Ralph Ortiz. He has followed this situation very closely and done an outstanding job of coordinating with the Division and communicating our members' concerns to United, which has responded in a manner that addresses our concerns."

"I'm very pleased at the dedication of Ralph Ortiz on this matter and the response from United," said Airline Division Director Capt. David Bourne. "This is the type of approach we hope all carriers will adopt as we all adapt to this evolving situation. We will continue to coordinate with our members and locals as information becomes available."

Beyond United, Local 455 had an Ebola incident at Frontier Airlines that was safely resolved. Teamsters across the industry are being proactive and putting the safety of our members first.

Local 986 UAL Mechanic Helps to Save Life

PDX (Portland, Oregon) Lead Facilities Maintenance Technician Rob Pennell recently helped save the life of a stranger who was found unresponsive on the floor of the terminal.

Rob and all ground service equipment and facilities employees at PDX received CPR training through the airport's fire department. He was willing to put his training to work and after examining the man started performing CPR with one hand and dialing for help with the other.

As Rob worked, a few others in the vicinity pitched in, and one who had medical training took over for Rob on the CPR compressions. "I'm glad he did so," Rob recalled. "I had the training, but it's different on a dummy than on a person who is unconscious in front of you. That other guy really knew what he was doing and was using a lot more force than I had been using. It taught me a lesson that I'll be able to use if I need to do this again."

The gentleman was conscious and responsive when EMTs arrived on the scene. "I applaud Rob for his willingness to assist a person in need and for his quick thinking to start CPR," said PDX Facilities and Ground Service Equipment Maintenance Supervisor Jeff Barrow.

This article was first published on United's Flying Together website.

Teamster Mechanics Represent at Fall FAA Aviation Safety Infoshare



Fifteen mechanic and related Teamsters representing Event Review committees and Flight Safety committees from five airlines took part in the FAA Aviation Safety Infoshare in Baltimore the week of September 22. Members from UPS, SWA Material Specialists, ExpressJet, S-UAL and S-CAL took part in discussions that covered subjects including the FAA's proposed changes to AC 120-66C governing ASAP/MSAP programs, human factors, just culture, L.O.S.A for aircraft maintenance, and as always, mechanic fatigue – to name a few.

The Coalition's consistent participation at these events continues to show the passion that Teamster aviation mechanics have for safety in the industry.

"Once again at the recent FAA Aviation Safety Infoshare, the TAMC commitment to aviation safety was visible to the entire industry as Teamster mechanics easily outnumbered all other union mechanic groups combined," said Airline Division Director Capt. David Bourne.

The Infoshare opened with remarks from Warren Randolph, Manager of Accident Investigation and Prevention at the FAA. FAA Administrator Michael P Huerta closed the plenary session by again pointing out that this year has been the safest ever for air travel, with risk down 80 percent over the last 10 years. Much of this is due to risk-based decision-making made available by information gathered from ASAP programs industrywide. Huerta went on to reinforce the fact that information gathered during an ASAP

investigation will not be used against mechanics, adding that if we are not safe, nothing else matters.

Although there were many discussions during the maintenance breakout sessions, the most notable were those on mechanic fatigue and how to deal with it; human factors and how they relate to accidents and injuries; the developing Fatigue Risk Management System; just culture; proposed rule changes to the ASAP AC 120-66C; and mechanic cockpit jumpseat authorization.

Dr. Bill Johnson, FAA Chief Scientist and Technical Advisor for Human Factors in Aviation Maintenance did a presentation on human factors and a comparison of two U.S. and E.U. surveys that covered human factor issues and the similarities between the two. The report contains a lot of interesting information – you can read the summary in the Human Factors newsletter as well as more information on human factors at: http://www.faa.gov/about/initiatives/maintenance_hf

Dr. Katina Avers from the FAA was on hand to continue the discussion on fatigue in aviation maintenance. She spoke about the developing Fatigue Risk Management System (FRMS) for mechanics as well as the need for fatigue to be addressed using duty limits in maintenance collective bargaining agreements. As Teamster Aviation Maintenance Professionals, we are acutely aware of the fatigue issue and remain committed to helping reach a solution that is beneficial to our members. For more information on

FRMS, go to: http://www.faa.gov/about/initiatives/maintenance_hf/fatigue

Randy McDonald from the FAA spoke on the proposed changes in the ASAP/MSAP AC 120-66C. Although much of the Advisory Circular will remain the same, there are a couple of major areas of concern for the TAMC. The change in language to "reckless conduct" from "intentional disregard" and the addition of a "Risk Matrix" continue to make the process more subjective. This will allow management to argue for exclusion from the program, degrading the entire reason for ASAP voluntary reporting. The FAA vision for the future of ASAP is to more closely align it with "Just Culture." While Just Culture if used correctly can be an excellent tool for identifying the root cause of an accident and developing a fix, if not administered correctly it can lead to unjust discipline. You can find a copy of AC120-66C at the following web address: <http://ibt.io/ac120-66c>

Finally, UAL Maintenance Vice President Joe Ferreira led a discussion on the need for Licensed Airman (mechanics) to remain cockpit jumpseat qualified. Ferreira explained the value of having a third-set of trained eyes that are taxi-qualified on the equipment type, adding an additional layer of safety. Further, for the mechanic, observing all of the aircraft systems working in concert with the flight crew is invaluable. Unfortunately, due to misinterpretation of FAR 121.547 and FAA 8900.1, some of our mechanics have been denied access to the cockpit. We will work to help them regain jumpseat access.

Maintenance and related Teamsters who attended the Infoshare include Angel Cantu, Jack Harran, Gary Vasquez, Johnny Vance, Kevin Morris and Joe Narcisse from Local 19; Tom Reid from Local 210; Chuck Landis and Jim Kelly from Local 2727; Mitch Hunt, Don Ramsey and Vic Austin from Local 455; Pramod Thomas from Local 781; and Mike Keating and Mike Woltjen from Locals 856/986.

"As Chair of the TAMC, I want to thank Locals 19, 2727, 781, 210, 455, 856 and 986 for their continued support of their safety committees," said TAMC Chair Chris Moore.

TRAINING IN TAHOE | Local 986 and 856 Host Stewards Seminar

It was a high-elevation training for Teamster stewards attending a three-day seminar hosted by Local 986 and 856 on September 19-21. Held in Lake Tahoe, Calif., the seminar was kicked off by Principal Officers Chris Griswold of Local 986 and Peter Finn of Local 856 who outlined the agenda of the shop stewards training.

Airline Division Director David Bourne made opening remarks and thanked those attending for their participation. Bourne's comments were followed by an update from attorney Ed Gleason on the current state of the system-wide arbitration cases. This update was followed by a history of the Teamsters presented by Karin Jones from the IBT Training and Development Department.

After the first day's presentations, a break out session was held for the stewards from SFO, SEA and HNL to discuss current issues. On the second day, three classes were held. Stewards broke into groups to attend "Grievance Handling and Representation," conducted by Illiana Florez from IBT Training, Sarah Sanford-Smith, Legal Director Local 856, and Bob Fisher, IBT Airline Division Representative; "Railway Labor Act-Negotiations Process," conducted by attorney Ed Gleason and IBT Airline Division Representative Clacy Griswold; and "TAMC," conducted by TAMC Chair Chris Moore and Local 986 Business Agent Dave Saucedo. Each class included active steward

participation in order to ensure understanding of the subject matter. The TAMC class included discussion on lobbying efforts for the craft, the importance of defect reporting, as well as a possible new direction for the group as a non-profit entity.

On Sunday the event continued with a presentation by Trish Suzuki, Political Director for Local 856. Suzuki explained the need for involvement in politics, pointing out that our craft is heavily regulated and our future can change with the stroke of a pen. She also pointed out that labor was outspent 10-1 in the last election cycle by corporations and 3-1 by the Koch brothers alone. Suzuki observed that even though labor is outspent, our power is in our vote.

The seminar wrapped up with a presentation by Principal Officers Chris Griswold and Peter Finn. Both Griswold and Finn thanked the stewards for taking the time to attend the seminar, but more importantly for their dedication to the membership. It was noted that being a steward is a real commitment and this first-responder leadership role is what keeps the members well protected.

The TAMC would like to extend our very heartfelt thanks to Vivian Garcia and Connie Tarango of Local 986, and Nicole Casey, Lisa Saccoman and Trish Suzuki of Local 856 for the outstanding work they did in making the seminar a success.

NEGOTIATIONS ROUNDUP

NetJets

Negotiations resumed the week of October 2nd with the committee working internally and making electronic passes. The committee did a complete review of all articles, including open articles and those with tentative agreements to date. Further, the committee worked on and passed an opening proposal on Article 16 (Holidays) and a counter proposal on Article 26 (Furlough and Recall).

The committee also worked on a draft counter proposal on Article 27 (Shifts and Days Off). The company made a counter proposal on Article 29 (Field Service).

The union and the company will be working to set dates for the next round of talks.

Piedmont

The Piedmont technician contract negotiations remain bogged down over economics. The company is insisting that the technicians agree to raise their health care contributions by anywhere from 90 to over 300 percent, depending on single or type of family coverage, based on company information on future health care cost estimates. It would also change the costs from fixed rate to a percentage of total cost. The company wants to have Piedmont "competitive" with the other carriers in the American-US Airways family of companies.

Unfortunately, the company remains unwilling to offer enough money in wages or benefits to offset these costs and provide a fair and reasonable wage

rate over the life of the agreement. The union negotiating committee is unwilling to present a contract to the membership that is flat on wages over its term.

Negotiations remain ongoing with dates scheduled for November.

SWA

SWA Material Specialist Contract Negotiations continued in Dallas the week of August 25th. The negotiating committee, along with local union business agents and Airline Division representatives met outside of negotiations on August 25th and 26th to work on Articles 5 (Hours of Service), Article 27 (Shift and Day Trades) and Article 8 (Field Service).

Direct negotiations with the com-

NEGOTIATIONS ROUNDUP continued

pany continued on August 27th. The union, after much internal discussion, informed the company that we are staying with our last proposals on Articles 8 and 27 and consider those articles tabled until we are further along in negotiations. The union also made a counter proposal on Article 5. There were no new tentative agreements reached. The committee is working on dates for the next round of talks and will continue to keep members advised of its progress throughout the bargaining process.

UAL

The parties reconvened in Chicago the week of October 20th for another session of bargaining under the direction and supervision of the National Mediation Board.

On Monday, prior to meeting with the company, representatives from TeamCare gave the committee a presentation on what the fund has to offer in regards to health and welfare benefits. There was initial interest, but the committee still requires further information on the various plans offered by TeamCare and associated costs.

On Tuesday morning the company made a proposal in the form of three different bundled economic packages. The committee worked all day on counters to the packages. Late Tuesday evening the negotiating committee made counter proposals on the three packages. The IBT committee's counter was not well received and was met with anger and hostility by the company.

On Wednesday morning NMB Mediator Gerry McGuckin informed the IBT committee that he was disappointed with the counter received on Tuesday night. He informed the group that he sent the company negotiators home. In addition, he told the committee that he was "unwilling to waste the taxpayers' money," since it appeared to him that the committee wasn't at all serious about reaching an agreement, and that future negotiation dates were in jeopardy. The committee vented its frustration to the

mediator and voiced its strong view that the company wasn't serious about reaching a fair agreement from the beginning of what has become a long, drawn-out negotiation. After listening to the committee, the mediator suggested that if the committee would put together a counter proposal, clearing out the remaining non-economic items, he would consider reinstating future mediation dates. The committee then began the process of crafting that counter.

Late on Thursday, after two full days of internal deliberations, the committee delivered its non-economic counter. Mediator McGuckin reviewed the proposal and, while he thanked the committee for its hard work, he determined that – given the state of the non-economic proposal – to move forward he would need to see a comprehensive proposal including all items. The committee continued discussions until around midnight and determined that they considered the mediator's comments and instructions to be unfair. The committee believed that if it made any further moves at this point, it would be negotiating against itself and would do a disservice to the membership. The committee therefore decided that it would not put a new comprehensive proposal together and that it would wait for the company to make the next move. The committee asked the IBT leadership to ask the mediator to advise them in writing exactly what his expectations are concerning his request that they put a new comprehensive proposal together. The committee also asked that the IBT leadership ask the mediator to assist in obtaining information that it has been waiting for from the company for many months.

At this time the IBT leadership is working on the committee's requests. As a result, there are no scheduled dates through the end of the year. If that changes, it will be reported in the weekly dispatch.

On the issue of seniority, the committee met the week of October 6th in Seattle to discuss some open issues prior

to returning to the task of merging the three seniority lists. Two members of the committee had been working closely with a representative from the company in going through each and every person on the seniority list to check for accuracy in order to ensure proper placement on the new combined list. As previously reported, this task was halted last year as contract negotiations came to a standstill.

One of the main topics discussed was on the subject of tiebreakers. After reviewing the practical application of the previously agreed upon method, it became clear that the randomness introduced would be difficult to manage when individual challenges to the list occur. The committee further studied ideas of settling ties that might occur due to the merger of the lists without changing the current perspective of each independent seniority list as it relates to ties in seniority. The remedy for this is not a simple one but the committee is dedicated to finding a fair and balanced solution.

The process of merging the lists will resume in the coming weeks. The list will need to be completed in advance of, or at the same time as, an amalgamated agreement.

UPS

The Local 2727 Negotiating Committee began bargaining sessions with UPS on March 27, 2014. To date, the parties have reached tentative agreements on nineteen articles and exchanges have been made for nineteen other articles. The Negotiating Committee has weekly sessions scheduled with UPS through December 5, 2014.

Progress has been steady and the number of open issues has been narrowed down to economic items such as wages and health care. Local 2727 and UPS will jointly request the National Mediation Board's mediatory services if agreement over intended changes of the current CBA has not been reached by November 1, 2014.