



# TEAMSTER AVIATION PROFESSIONAL

*Newsletter of the Teamsters Aviation Mechanics Coalition*

**Volume 6, Issue 2**

## ***Airline Division Board and Staff Meet at Unity***

**T**he Airline Division Advisory Board of Directors met on May 11 in Las Vegas, Nevada. The meeting was led by Eastern Region VP George Miranda and Airline Division Director David Bourne.

Airline Division Representatives reported to the ABOD on the status of ongoing negotiations, arbitrations and activities at their various airlines. Special Guests included Michael "Mick" Yauger, National Director of the Teamsters Military Assistance Program, and Elizabeth Murray-Belcaster, a consultant to the IBT who briefed the board on the Teamsters Military Assistance Program. Also attending was Geoffrey Hoffa who has a keen interest in aviation and the TAMC.

Additionally, the status of the TAMC as a non-profit was discussed and there is overwhelming support for the project. The TAMC also reported on the ongoing investigation into maintenance issues at Allegiant Air, the Aerospace Maintenance Competition, the MRO Americas Conference and Bob Fisher's speaking engagement at Embry-Riddle University in Miami.

The ABOD meeting is a forum for the Airline Division Representatives to report issues and possible solutions at their respective properties to the Board members so that they can advise the Director on particular courses of action. The Board also discusses industry trends as they relate to our various represented aviation crafts. This process has been very successful since instituted by Captain Bourne when he became Airline Division Director in 2008.



## **Calls for a Fair Contract Intensify**

**O**ver 100 United Airlines mechanics and related support personnel rallied outside the company's annual shareholders' meeting on June 10 in Chicago to warn investors and customers of problems at the airline.

Despite record profits of over \$2 billion dollars in 2014 and a pay package of over \$11 million dollars for CEO Jeff Smisek, the company won't negotiate in good faith.

More than 9,000 Teamster workers are seeking a fair collective bargaining agreement - they have gone years operating without a contract. The maintenance workers, who are critical to the airline's operations, are losing patience as the company drags its feet on reaching a fair collective bargaining agreement five years after the United-Continental merger announcement.

"United-Continental workers, shareholders and customers have been loyal through tough times. They have shouldered the burden of myriad problems—including integration and customer service issues—that have taken a toll on United's earnings and reputation," said David Bourne, Director of the Teamsters Airline Division. "The company appears willing to risk United's turnaround by provoking a labor dispute with its aircraft maintenance technicians and related workers. And the timing couldn't be worse."

The correlation between happy workers and happy customers is obvious. United was last among traditional carriers in the JD Power Customer Satisfaction Survey released in May 2015.

"As employees and shareholders of this company, we have a long-term interest in the success of the airline and it's time for management to do the right thing and offer us a well-deserved, industry-leading contract," said John Laurin, a 29-year United Airlines maintenance technician.

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## TAMC Report on the 2015 Aerospace Maintenance Competition

### Teamsters Sponsor, Compete in Prestigious Event

The Teamsters Aviation Mechanics Coalition was a major sponsor of this year's Aerospace Maintenance Competition (AMC). The event, which is designed to showcase and promote the skills and craft of Aviation Maintenance technicians, was held in Miami, Florida the week of April 15.

The event featured more than 200 competitors on 39 teams, consisting of five mechanics each. Mechanics came from seven countries to showcase their skills. The teams competed for awards in the following categories: Space, Commercial Aviation, International Commercial Aviation, General Aviation, Schools, Military, OEM/MRO, Charles E. Taylor Professional AMT Award and the William F. "Bill" O'Brien Award for Excellence in Aircraft Maintenance.

Teams were comprised of members of the military (U.S. and other national service branches), commercial airlines (both foreign and domestic), manufacturers, aviation schools, labor unions, general aviation, and even the world's first commercial space line. The teams included: UPS; Etihad Airways; Flight Options; South Seattle College; Southern Illinois University; Embraer; Southwest Airlines; National Aviation Academy; West LA College; Embry-Riddle Aeronautical University; Eastern Florida State College; Utah State; Alaska Airlines; China Eastern Airlines; Vaughn College of Aeronautics and Technology; FedEx; American Airlines; Boeing; Redstone College; China Southern Airlines; Wastjet; Air China; Virgin Galactic; US Coast Guard Air Station Clearwater; Spartan College of Aeronautics and Technology; Aviation Institute of Maintenance; Broward College Aviation Institute; New Zealand Airforce; Aviation High School NY; Salt Lake

City Community College; A.L.A.E.A (Australian Licensed Aircraft Engineers Association); Baker Aviation; Indian Hills Community College; US Army 128th Aviation BDE; and HEACO.

The competition included many disciplines of aviation maintenance including:

- Aircraft Power Distribution Troubleshooting
- Avionics Troubleshooting
- Cable Rigging
- Charles E. Taylor Exam
- Cockpit and Wing Sealant
- Composite Skill
- External Power Receptacle Simulator
- Fiber Optic
- Fuel Quantity
- GIV Wheel and Brake Removal & Installation
- Human Factors Exam
- NDT
- Pitot Static
- Regulatory & Maintenance Technical Publication Research
- Safety Wiring
- Turbine Engine
- Wiring & Cannon Plug
- Weight and Balance
- Event Information Manual
- Pneumatic/Hydraulic Lines and Fittings
- Space Vehicle – Vacuum Loading Operation
- Airworthiness Documentation Review
- JT8-15 Pressure Ratio Bleed Control (PRBC)

UPS Local 2727 AMTs Brian McCarthy, Nick Sosa, Bryan Metzmeier and Trent DeRudder competed in the event. "The

competition allows our members to display the skills they use every day. We're proud of our AMTs and appreciate the opportunity to prove their professionalism and skills at the competition year after year," said Tim Boyle, Principal Officer of Local 2727.

Airline Division Director David Bourne addressed the crowd at the opening of the competition, underlining how important AMT jobs are to aviation safety. He also promoted the TAMC's effort to support and advance our craft. "I commend each and every one of you for your dedication and professionalism. It's through your efforts and unwavering commitment to aviation safety that the world is enjoying the safest air travel in history," Bourne said.

"This event showcases the skills of our veteran mechanics to promote the craft and help attract new mechanics to the field," said TAMC friend John Goglia, an AMT and a former two-term NTSB board member and Executive Director of the competition. The TAMC has long worked with Goglia to advance the cause of aviation safety worldwide.

TAMC Chair Chris Moore and Airline Division Representative Bob Fisher spoke on behalf of the TAMC to promote the aircraft maintenance profession. "We are proud and honored to have been a sponsor of the competition and we look forward to building our relationship with AMC in the future," said Moore. "It was great to see the next generation of aircraft mechanics compete with such skill and dedication," added Fisher.

Special thanks go to TAMC members Dave Saucedo from Local 986 and Gary Kagel from Local 769 for volunteering as observers to document the event and help us prepare for next year's competition.



## Airline Division Director Captain David Bourne Hikes 230 Miles for Wounded Veterans



On Saturday June 6, Airline Division Director Captain David Bourne finished a monumental trek. Beginning on the morning of Memorial Day out of respect for our fallen and wounded troops, he set off on a course through the mountains of Scotland, walking in rain, snow and sleet to raise funds for the iPods for Wounded Veterans program.

Director Bourne issued the following statement after finishing his hike in Scotland:

*"We started on Memorial weekend to cross Scotland from ocean to ocean to honor our U.S. servicemen and we made it – all 230 miles on foot over mountains, forest, rocks, and heavy forest. There were a lot of blisters, aches and some sprains along the way, but everywhere we stopped along the way, when people heard what we were doing, someone came forward with extra bandages, or an ankle or knee brace so we could continue walking.*

*"I want to thank my wife for her understanding and agreeing that this was a worthy cause and allowing me to give up our vacation for this fundraiser. I also want to thank Local 769 Business Agent David Renshaw, for his unselfish work*

*with iPods for Wounded Veterans and for introducing us to this great organization. Dave Renshaw is one of the finest young men that I have ever worked with, and if he is any example of what to expect from our Locals, then we are in good hands. I also want to thank General President Hoffa and General Secretary-Treasurer Ken Hall for their firm and unwavering commitment on working with our servicemen and women.*

*"Finally, I want to thank each and every one of you who sent messages of encouragement along the way. You will never know how encouraging it was coming off the trail every night, cold, wet and sore and find your messages and "likes" to my account. You kept me going day after day. What we did was nothing compared to what our wounded troops have endured. I am so honored to have so many Teamsters and others step up to support my walk and support this program to help our wounded veterans. They deserve so much more than we can ever give them. I urge each of you to please visit <http://ipodsforwoundedveterans.org/> and donate anything you can. Thank you from the bottom of my heart."*

## TAMC Continues Support for Allegiant Air Pilots Following Investigation

Since the release of the TAMC report on Allegiant Air maintenance, the coalition's efforts to support Teamster pilots at the airline have grown. As reported in the last issue of the newsletter, the TAMC investigation – conducted on behalf of concerned pilots – shined a light on maintenance-related issues that have resulted in an unusually high number of air returns and other incidents. Everything from inadequate maintenance training to a lack of reliable spare parts was found in the investigation, leading to recommendations for more FAA oversight, training and investments in IT. After the report went public, our findings have received considerable national attention, including news coverage in USA Today and ABC News outlets. We continue to stand with Teamsters pilots in the fight for safety and other improvements needed at Allegiant.

Visit <http://ibt.io/allegiant-mx> to read the TAMC report and go to [www.teamsterair.org/tamc](http://www.teamsterair.org/tamc) for further coverage.

## UAL Picket

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For more information on negotiations, please read the negotiations roundup at the end of the of the newsletter.

Check out the video of the United Airlines mechanics' rally here: [www.teamster.org/videos/2015/06/united-shareholder-action](http://www.teamster.org/videos/2015/06/united-shareholder-action)

## Airline Division Partners With Industry & Unions, Reports Unfair Subsidies to Gulf Nation Carriers

The International Brotherhood of Teamsters and the Teamsters Airline Division continue to apply pressure to re-open consultations with the governments of Qatar and the United Arab Emirates in order to address subsidies that violate U.S. Open Skies policy. These violations were brought to light in a 55-page report revealing \$42 billion in government subsidies and unfair benefits provided to Qatar Airways, Etihad Airways and Emirates Airline. The report was authored by American Airlines, Delta Air Lines, United Airlines, the Air Line Pilots Association, the Allied Pilots Association, and the Association of Professional Flight Attendants, along with the Teamsters Airline Division.

International Brotherhood of Teamsters General President Jim Hoffa threw his support behind American jobs and workers in the airline industry. "Unfair labor practices are once again hurting U.S. workers and

threatening jobs here in Michigan and across America. This time, the threat is coming from overseas, as three airlines from the Middle East — Qatar Airways, Etihad Airways and Emirates — are embracing shady financial practices and anti-worker policies to undercut U.S. companies," said Hoffa.

President Hoffa, along with a coalition of presidents from other labor unions — including the presidents of the Air Line Pilots Association International, the Allied Pilots Association, the Association of Flight Attendants, the Association of Professional Flight Attendants, Communications Workers of America, and the Transport Workers Union of America, AFL-CIO — sent a letter to Congress urging the U.S. government to open consultations with Qatar and the United Arab Emirates.

The letter was extremely well received. In a bipartisan effort, over 250 members of Congress wrote to U.S. Secretary of State

John Kerry and U.S. Transportation Secretary Anthony Foxx to encourage the Cabinet members to open consultations with Qatar and the United Arab Emirates. These efforts are heavily supported in the airline industry as well. The leaders of the nation's three largest airlines (Richard Anderson, Delta Air Lines chief executive; W. Douglas Parker, chairman and chief executive of American Airlines Group; and Jeff Smisek, chairman, president and chief executive of United Airlines) discussed these subsidies and how they create unfair international competition and are bad for American airline industry jobs at a National Press Club luncheon on Friday, May 15.

Labor leaders, politicians and the airline industry are united on this issue. It's time to restore fair competition to our skies.

More information on the issue, as well as the report, may be found on the Partnership's website: [www.openandfairskies.com](http://www.openandfairskies.com).

## Airline Division Representative Fisher Speaks at Embry Riddle

On Wednesday April 1, Airline Division Representative Bob Fisher spoke with a class of management students at Embry-Riddle University in Miami. Assistant Professor Mitch Geraci extended the invitation and facilitated the discussion due to his concerns with the perceptions his class had formed about unions. Since Geraci previously worked in the industry, he felt his class should hear from labor to get a better understanding of how the practical relationship worked.

Fisher talked briefly about his history in the industry as well as the purpose of labor unions. He touched upon important timeline points, notably a series of Supreme Court decisions regarding railroads in the 1940s which established that unions have a duty of fair representation, requiring that unions challenge and defend the actions of management where and when investigation reveals that mistakes were made in the company's case. Many in the class were unaware of these important events. Fisher corrected many misconceptions about unions and their actions.

Fisher then took questions from the class. During the course of the question-and-answer session, one of the students said that he believed that unions served little purpose because of regulations governing the operations of the airline industry protecting workers and their salary levels. Fisher explained that

without unions there would be erosion in the wages and working conditions in the industry. Without unions, basic safety regulations would have likely never been put in place and corporations have been pushing an anti-union dialogue that has falsely represented them since the 1890s.

The TAMC was highlighted as one of the ways unions are looking proactively at industry concerns. It was explained that the establishment of this new non-profit, with the idea of recruitment and retention of mechanics into the industry, would be a benefit to both labor and management. There were also questions and concerns expressed about the pending shortage of mechanics and how this organization could be a useful tool to fix the problem.

At the end of the class Professor Geraci invited Fisher to return for future classes. Fisher committed to returning as his schedule permits. He gave the experience a glowing review. "This was an excellent forum to discuss how labor and management function in the real world," he said. "The students were engaged and asked excellent questions. I hope the students enjoyed this as much as I did and I look forward to doing it again. I wish to thank the faculty for making me feel at home during the visit, and especially to Mitch Geraci for extending the invitation."

## NEGOTIATIONS ROUNDUP

### ExpressJet

An agreement was made to resume negotiations on the week of June 8 following discussion between ExpressJet's new executives and union leadership. However, the company declined to provide transportation to the rank-and-file Teamsters who are members of the negotiating committee. This places a large and unjust burden on the members who are participating in this process. They must be able to show up on time to negotiations and return to their other work activities in the same manner. Without this guarantee, there is a strong likelihood that the contract will not be fair. The Teamsters have cancelled those planned dates and are in the process of planning new dates and locations for the contract negotiations.

### Frontier

The union and company have been in Section 6 negotiations since early 2013 and NMB mediation since December 2014. Indigo Partners, LLC purchased Frontier from Republic Airlines in early 2014 with very little progress being made. The company has repeatedly arrived at sessions with no written proposals and, as of our last meeting, the company was instructed by the Mediator to bring a complete and comprehensive economic proposal to the table on June 29 and 30.

The union has put the company and Mediator on notice that the company is bargaining in bad faith and being regressive with their proposals. There has been a major upheaval in management with the CEO and VP of maintenance leaving without notice. Frontier Airlines Maintenance Controllers Section 6 negotiations for a new contract are progressing with numerous articles agreed to. Notice on behalf of Frontier Airlines Aircraft Appearance Agents (Cleaners) and Maintenance Cleaners Section 6 has been sent with negotiation dates being exchanged.

### NetJets

The union negotiating committee met in direct negotiations with the company during the week of April 4 in regards to

Article 26. Local 284 Principal Officer Paul Suffuletto and IBT International Representatives Captain Paul Alves and Chris Moore had a "status" discussion with NetJets VP for Labor Relations Mike Maratto and Jim Johnson. The conversation was productive as the parties discussed possible paths for making headway regarding the challenges of successfully combining negotiations including a single contract that will bring MCC into the current MX agreement with carve-outs for their specific classification. The negotiating committee continued to prepare proposals throughout the aforementioned week with a considerable amount of time dedicated to Article 31, seniority.

On June 1, the Teamsters were informed of a leadership change at NetJets which could affect ongoing negotiations with mechanics. Adam Johnson will replace Jordan Hansell as the CEO and Bill Noe will be moving into the dual roles of President and Chief Operating Officer. Local 284 Principal Officer Paul Suffuletto and the rest of the Teamsters Union congratulated the new management team and are hopeful that the new team can restore positive labor-management relations between the company and the union-represented employees.

### UAL

On March 11 and 12, the parties met in Rosemont, Ill. On March 11, the union negotiating committee presented its comprehensive proposal to the company. The proposal included the rank-and-file negotiating committee's wage proposal, scope provisions, health and welfare, work rules and pension.

In addition to presenting scope, health and welfare, and pension and wages, the rank-and-file committee agreed to close out ten previously open language items in an effort to move towards a final agreement.

The parties then met again in Fort Lauderdale during the week of April 20 as directed by the NMB. Immediately prior to arriving in FLL, the IBT leadership was informed by the Mediator that he had

directed the company to not present a proposal that week and that the agenda for the session would be:

1. To complete the economic analysis of IBT March proposal.
2. To present industry comparisons side by side for contrasting purposes.
3. A discussion on TeamCare.

The negotiating committee was extremely disappointed with the last-minute directive the Mediator gave to the company, however the committee complied with the orders of the Mediator rather than abandon the process. The committees utilized the week to anticipate and strategize for the company's expected next pass.

In meetings with the company, union economist Dan Akins gave a "State of the Industry" presentation, which included United's ranking in the industry based on the current union proposal in relation to their major competitors. This corroborated and supported the current proposal as reasonable, in line with the industry, and one that achieves the goal of providing an industry-leading agreement.

At the close of the April discussions, Airline Division Director Capt. David Bourne expressed to the company and the Mediator that it is the company's turn to pass a comprehensive proposal and that it was the IBT's expectation that a pass would occur in the next mediated session.

Meanwhile during the week of May 2, a decision was reached in the sub-UA medical arbitration case. The majority decision was sustained in part and denied in part. The Board ruled that the institution of a 90-10 coinsurance violated Article 16 of the Collective Bargaining Agreement. The Board also ruled that other increases such as copays and out-of-pocket maximums were not in violation of Article 16. According to the decision, "The remedy is remanded to the parties for a period of 60 days, after which the remedy will be returned to the Board for resolution. The Board maintains jurisdiction of the remedy portion of this Award." When a remedy has been agreed upon it will be reported in the dispatch.

What this decision established was that with the HMOs there was a three



decades old practice of not instituting, or describing a possible split in respect to coinsurance. In writing the opinion the arbitrator found, "Thus, the language in the Agreement providing employees with an HMO option, when read together with the Company's description of its HMO offerings, in the context of the Company's practice over more than 30 years, persuades a majority of the Board that the Company violated Article 16.A.2. of the Agreement when it imposed 90 percent co-insurance as part of its HMO offerings, a change that was not in line with employee expectations."

The full decision along with the transcripts can be found here:

<http://teamsterair.org/sites/teamsterair.org/files/uploads/arbtranscriptday1-3.pdf>

<http://teamsterair.org/sites/teamsterair.org/files/uploads/arbitrationtranscriptday2.pdf>

The parties met the week of May 11 in Las Vegas under the direction of the National Mediation Board. On Tuesday May 12 the company approved their version of a comprehensive economic proposal. The proposal did not meet the union negotiation committee's expectations.

The company's bullet points addressed wages, premiums, longevity, shift differentials, vacation accrual schedules, sick accruals, holiday schedule, profit sharing, active medical plan designs as well as longer contract duration than the previous pass. Additionally, the company opened the idea of creating changes to the current retirement plan.

The union negotiation committee disagreed with the direction of United's comprehensive proposal. Acting in good faith, the union negotiating committee reviewed the terms of the proposal in caucus after the parties broke. The union committee subsequently developed a series of enquiries for the company.

On Wednesday May 13, the parties again held a face-to-face session, in which the union presented its enquiries to the company. After the session, economists from both sides met to review the economic data. The work of reviewing and determining the valuations of the company's proposal is ongoing.

Both committees along with representatives from the fund talked about ways to

finalize the health care proposal. Some of the negotiations would be subject to approval by the TeamCare Plan Trustees.

On Thursday May 14, the union negotiation committee met internally to work on the counter proposal delivered in the next round of negotiations in June.

On June 4, the Resource Utilization arbitration continued in Newark. As previously reported in the December 6 Mechanics Dispatch, the company requested and received a continuation of the case due to a change in their attorney. At the meeting the company presented its evidence and testimony as the IBT had previously rested pending any rebuttal. After the company rested there was one very brief rebuttal witness from the union. The arbitrator then declared the record closed and it was determined that closing arguments would be submitted in the form of briefs. The day's testimony and rebuttal took about five hours. Legal counsel for both sides will now wait for the transcripts from this last day of testimony before beginning the process of writing the briefs. This part of the process is anticipated to conclude in July. At that time the Arbitrator, leading the tripartite panel, will craft a decision. Once a decision is rendered it will be released in the same fashion as both of the medical arbitrations.

Mediated talks with United had not been going well. As a result the negotiating committee requested of the Division that all possible legal pressure be brought to bear on the company to move these talks forward. The first planned event took place at the annual shareholders meeting at Willis Tower in downtown Chicago on June 10 and is covered in the first part of this newsletter. The event included a demonstration and hand billing prior to the meeting, followed by attendance of the meeting, to demand an industry-leading contract.

The parties met the week of June 15 in Las Vegas with the Union working on finalizing its comprehensive proposal. Finalizing the proposal was delayed by the announcement of the closing of JFK at the beginning of the session. After the closure announcement, the committee discussed ways to defend against the loss of positions in JFK. Several ideas were floated, and throughout the week members of the committee, along with the IBT leadership, worked with the company to accomplish

that goal. In addition, the IBT leadership is exploring all possible legal and contractual options in determining the path forward. Updates on this situation will be provided in future newsletters.

The Teamsters passed a comprehensive counterproposal to the company. After some discussions at the table about the proposal, the company caucused. When the parties reengaged before lunch, the mediator suggested face-to-face, across the table discussions regarding the remaining open items could help facilitate progress. Subcommittees were formed quickly to address items that were agreed to in principal but required clarification or amendment to reflect the understandings. Significant progress was made in these small committee meetings.

These committees met again on June 18 and further progress was made, including more complex economic items on several articles. TAs on the following were signed: Article 2, Article 12, Article 13 and Article 19. These are in addition to articles addressed and agreed to or tentatively agreed to previously during the expedited process at the start of these negotiations. Those previously TA'd articles are Articles 20 and 23, with Articles 21 and 22 agreed to in principal but requiring some minor edits or clarification. Significant progress was also made on Article 5. If not TA'd, they will be addressed during the next round of talks. There are still some economic articles that require modification to reach agreement. These articles will be addressed in the coming sessions. Subcommittee discussions were also held to address outstanding issues regarding health and welfare. In addition to the articles, two LOAs dealing with Field Trips and Line Premiums were TA'd and an agreement in principal was reached on a station recall rights LOA.

The positive change in the direction of negotiations was refreshing. It was agreed that due to the progress made, subcommittees would continue to meet to attempt to finalize several issues prior to the next session. The next round of mediated talks will be the last week of July. At press time, the location was yet to be determined. As soon as the information is available regarding the city, it will be reported in the online weekly dispatch.