



TEAMSTERS AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

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NTSB Go Team Training

On August 18-19, 2015, the Teamsters Airline Mechanics Coalition (TAMC), in conjunction with the Teamsters Airline Division and Local 618, sponsored Go Team training at Local 618 in St. Louis. Gilbert Olarte, Brendan McQuillan and Tony Pape are pilots that attended from Locals 357 and 1108, and mechanics Gary Kagel (UAL), Vic Austin (UAL), and Bill Johnson (UAL) from Locals 455, 769 and 856, attended the two-day course which was led by former two-term National Transportation Safety Board (NTSB) member and industry safety expert John Goglia. Also in attendance was Airline Division Representative Paul Alves. Colonel Alves, who spent 25 years investigating accidents during his United States Air Force career, added a new dimension to Goglia's course by providing insight into the many investigations he conducted.

The two-day "basic" training covered what to expect at an accident site as well as the NTSB expectations for those who are granted "party status." In addition, proper conduct at the accident site, as well as analysis and discussion of many past accidents, were covered.



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Fight for Safety



TAMC Lobbies for Parity in Drug Testing, Moratorium on New Repair Stations

On August 26 and 27, members of the Teamsters Aviation Mechanics Coalition (TAMC) came to Washington, D.C. to air their grievances and fight to improve airline safety. TAMC Chairman Chris Moore led the effort to meet with a bipartisan group of policy experts and legislative staff. He was joined by International Representative and TAMC Board Member Bob Fisher; Gary Kagel, a member of the TAMC Steering Committee from Local 769; Tom Reid, a TAMC Steering Committee member from Local 210; and Greg Unterseher, a business agent from Local 1224.

The TAMC requested that global drug testing standards be brought into uniform parity so that testing can be fair and equal for all airline mechanics. Airline repair stations exist all over the world and many carriers based in the United States outsource their repairs to foreign countries.

Each nation has different standards for their drug testing, some of which are lower than the standards in the United States. Additionally, the TAMC lobbied for a moratorium on the certification of new repair stations worldwide following three consecutive reports by the U.S. Office of the Inspector General detailing an extensive failure by the Federal Aviation Administration (FAA) to properly oversee existing repair stations. The TAMC believes that if the FAA cannot oversee existing repair stations, new ones should not be certified until

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Teamsters Receive Charles A. Taylor Award



Taylor, the award recognizes the lifetime achievements of airline mechanics in the airline industry. These Teamsters recently received this award:

Teamster airline mechanics take a great deal of pride in their craft and some have recently risen from the ranks to achieve the most prestigious award that an aviation mechanic can receive: The Charles Taylor Master Mechanic Award. Named for the first powered flight mechanic, Charles

Russ Lewis

Russ Lewis was a dedicated mechanic for United Airlines. The World War II veteran, he flew B-24 Liberators in the Pacific theater, worked for United for over 65 years, never retiring, and passed away in August 2013. Lewis was an amazing mechanic and was highly respected for his work ethic, his skill set and his passion for his craft. A ceremony was held where his family received both the Charles Taylor Award and the Master Pilot Award, an extremely rare feat in the aviation industry.

Bruce Rollin

Bruce Rollin is a metrologist in the San Francisco International Airport Metrology Department. Born in Moline, Ill, his family moved to the Bay Area after World War II, where he has lived ever since. Rollin is a Navy veteran and learned electric work in the service, a skill that helped lay the foundation for his current career. He is very active in the union, having logged around 30 total years as a shop steward, and continues to assist his co-workers to this day. Rollin's manager submitted the initial application for him to be considered for the Charles Taylor Award, in recognition of his significant accomplishments for the company as well as his dedication to fostering a good working relationship between the company and its workforce.

Larry Kuntz

Larry Kuntz was hired by United Airlines on April 6, 1970, and has worked throughout the base, primarily in the engine shop, ever since. He has been passionate about aircraft since he was a child, growing up in Kansas and watching airplanes fly overhead near Schilling Air Force Base. Currently, he works on PW4000 engines. Before working at United, Kuntz served the United States in the Navy aboard the USS Ranger, as a sheet metal mechanic. He became a certified welder while in the Navy. His FAA award ceremony was held March 26, 2015, and was attended by three generations of the Kuntz family, along with about 100 co-workers. Kuntz is respected for his meticulous nature at work. These attributes serve him well on the two farms he owns where he grows wheat, soybeans and hay.

Fight for Safety

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all of the existing stations are able to be examined for compliance on a regular basis.

Moore was pleased with the meetings and is hopeful that action on these items can happen soon. "Our number-one goal is to improve safety and conditions for airline mechanics and the flying public. To that extent, these past two days have been full of productive and informative meetings with policy makers across the political spectrum and I'm hoping we can get some attention paid to these issues," Moore said.

Captain David Bourne, Director of the Teamsters Airline Division, applauded the efforts of the TAMC to pressure lawmakers on airline safety issues.

"I'm grateful for the work of the entire TAMC. The FAA needs to remember their commitment to the safety of the flying public. The efforts of the TAMC are important in keeping the spotlight on these issues," Bourne said.

NTSB Training

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Because on site accident investigation is extremely hazardous, the Teamsters also provided blood-borne pathogen (BBP) training as part of the Go Team training. Enjoli DeGrasse, Industrial Hygienist from the Teamsters Safety and Health Department, who provides this training for the Airline Division, was on hand to train the students in the event that they have to deploy to the scene of an aircraft accident. DeGrasse covered subjects related to BBP, Ebola and proper use of personal protective equipment.

The TAMC and Airline Division would like to thank Local 618 Secretary-Treasurer Marvin Kropp and the entire Executive Board for providing the meeting space, with a special thanks to Local 618 Vice President Tom Cole and Local 618 staff member Sandy Clark for coordinating the event.

Teamsters Promote Aviation Safety at FAA Safety Info Share Meeting

Teamster mechanics from United and UPS were at the FAA Safety Info Share in Dallas on September 15, 16 and 17, to discuss safety issues that affect aviation professionals throughout all crafts. A particular focus of the meeting was the disturbing trend by management to force discipline into the Aviation Safety Action Program (ASAP). The discipline issue had been brewing for years and in recent months has threatened to boil over due to a challenge to ASAP Advisory Circular (AC) 120-66B from one carrier.

The issue at hand was consensus and whether a carrier can discipline if all three parties do not agree. The AC states that in the absence of a consensus, the FAA has the ability to act as the tie breaker and accept the report into the program. The carrier's position held that only a unanimous decision by the FAA's Event Review Committee (ERC)

can result in an accepted report, and that the FAA member cannot accept that report but can only decide "how the report will be handled" and that the term "handled" only pertains to the appropriate exercise of the FAA's "legal and regulatory authority" rather than accepting the report into the ASAP.

However, the FAA rebuts that idea stating the FAA's ERC member's acceptance of a report in the absence of a consensus does not convert the ASAP into an amnesty program. In fact, the FAA ERC member may decide to exclude a report thus dissuading members from filing a report in an effort to avoid enforcement action.

Although this case is an extreme example, most Teamster ERC members are reporting the same trend toward discipline. For that reason, members from many of the labor union ERCs in attendance met independently of the Info Share breakouts to

compare notes and examine this trend across all crafts and the industry.

During the meeting it became evident the every labor union ERC member has been hearing the term "get out of jail free card" as management's description of the program. Even more troubling is the evidence that more and more managers are attempting to exert undue pressure on their ERC members to exclude reports so that discipline can be administered. This trend, as evidenced across the industry, is proof that more and more senior managers are losing sight of or have no concept of the value of the ASAP program.

The Airline Division and the TAMC are working hard to change this mindset and continue to fight carriers and the FAA every time they violate AC 120-66B, the memorandum of understanding or the non-disciplinary letters of agreement.

NEGOTIATIONS ROUNDUP

ExpressJet

Lead union negotiator Bob Luciano and Teamsters Airline Division representative Chris Moore, accompanied by a Teamster staff economist, met with ExpressJet Chief Operations Officer Alex Marren, Vice President of Maintenance Bob Madigan and Senior Director Lon Ziegler on July 13, 2015. The purpose of the meeting and discussions, outside of the mediated negotiations for two separate agreements that are being conducted with a federal mediator, are to determine if there is enough common ground to try to reach a single agreement.

Although there are great differences in a number of key areas, both sides agreed that it would be worth the effort to convene the negotiating committee(s) to try to reach a single agreement. Outside of the federal mediation process that both the legacy ExpressJet and legacy Atlantic Southeast Airlines are involved in, the Teamster leadership agreed to a meeting with a combined negotiating committee

to explore how progress could be made on a joint collective bargaining agreement.

The talks, which occurred September 15-17 in Atlanta, centered on using the current ExpressJet agreement as the template. Over 10 separate sections were discussed, with tentative agreements initialed on three. Four others are close to agreement and the other sections were discussed separately by each side to see if consensus was close. The parties will set up future dates and locations to resume talks.

NetJets

Your committee reviewed, corrected and passed Articles 8 (grievance) and Article 20 (training) to the company for its review. The committee is composed of technicians John Wolfe, Isaac Thielman, Fred Price, Thomas Freeman and Local 284 President Paul Suffoletto, and International Representatives Paul Alves and Chris Moore. The committee also worked on cleaning up Article 29 (field service).

There is still more to consider on this

article and the Teamsters will continue work on it at the next set of meetings. On the morning of September 2 the union worked on Article 16 (holidays). The Teamsters received Articles 7, 13, 14 and 20 back from the company and started review of the company proposals. On the afternoon of September 2 the union met with NetJets management about Article 8 (grievance) and reached a tentative agreement for that article. The parties went over Article 7 (union representation), Article 13 (bereavement), Article 14 (leaves of absence) and Article 20/ 20A with the company committee. There is still more work to do on those articles. After the meeting with the company, the Teamsters worked on Article 14 (leaves of absence) and sent it back to the company for their review.

On September 3 there was a meeting at the union hall with the Teamster staff economist. The union went over a presentation given by the company two weeks prior concerning costs of the hanger operation. The union finished up corrections to Article 13 (bereavement) and sent it

NEGOTIATIONS ROUNDUP continued

back to the company for review. The day concluded by having a discussion regarding Article 14 (leaves of absence) and the temporary air boss position.

The negotiating committee worked internally on October 5 and October 6. The negotiating committee for this round of talks was comprised of technicians John Wolfe, Isaac Thielman, Fred Price and Thomas Freeman, Local 284 President Paul Suffoletto and Airline Division International Representatives Paul Alves and Chris Moore.

On October 5, the hanger and multi-crew cooperation subcommittees met separately from the Teamsters' representatives. The committee worked on Article 22 (job classifications), went over the company proposal for Article 16 (holidays) and reviewed Article 25 (sick leave). On October 6, the committee met as a whole. The committee made several changes to Article 16 (holidays). The committee also started to work on Article 27 (shifts and days off). On October 7, the committee finished the changes to Article 16 (holidays) and submitted it to the company for its review. The committee started work on Article 30 (vacations). After lunch, the committee met with company representatives. The company decided to caucus on Article 16 (holidays) and gave the committee Article 20 (training) and Article 31 (seniority) to review. Talks concluded for the day and the committee worked separately on Article 20 (training) for the rest of the evening. On October 8, the committee met with the company all day and deep into the evening discussing Article 20 (training). The result of those talks was a tentative agreement on Article 20 (training). The union and the company are coordinating dates in November to continue negotiations.

UAL

The parties met in Las Vegas the week of July 27, 2015, at the direction of the federal mediator. The process of working in subcommittees continued through the session. Several articles (listed below) required adjustment/clarification prior to reaching tentative agreements. The flight

simulations test negotiations committee and the company met through the week to discuss language applying to their craft.

Discussions continued on Article 16 (benefits). The company's Article 16 proposal was presented and meetings were held to clarify their positions on several items. The full benefits committee will be present, and briefed, on the results of those talks during the August 10 session. This will happen before the article is presented to the full rank-and-file negotiating committee. Input is required from TeamCare on costing issues. Once approved by the committee, the counter-proposal will be presented to the company. The Article 14 (safety and health) subcommittee had productive discussions during the week and presented the article to the full committee for approval. This was then passed to the company. The company countered, and the subcommittee is in the process of review. Discussions will continue with the company during the next session.

A tentative agreement was reached on Article 5 (vacancies) late on the evening of July 30 along with a letter of agreement regarding how supervisors that hold seniority may return to the craft in the future. Article 6 (recall) discussions are ongoing, but will need input from legal prior to finalizing language for this article. Article 21 (general and misc.) and Article 22 (transportation) were finalized in subcommittee. These articles were reviewed by the negotiations committee and a tentative agreement was reached.

A special committee on workers at the John F. Kennedy International Airport (JFK) met with company representatives in ongoing discussions regarding issues surrounding members stationed at that airport. It is the goal of this committee to minimize disruptions for members in New York. The tenor of the talks remained positive through this session.

Negotiations resumed August 10 in Las Vegas at the direction of the mediator. Among the items addressed was a Teamsters counter proposal to Article 16 (health and welfare), letters of agreement, and Article 3 (facilities maintenance) issues. The facilities committee was very close to

agreement on language terms for this section. Further discussions were held regarding JFK with three letters of agreement signed, preserving as many local positions as practicable. The management skills assessment program was also discussed in a separate subcommittee.

The Teamsters Health and Welfare subcommittee met on August 11 in an internal caucus with Teamsters Legal Counsel Ed Gleason and Benefits Actuary Gaelle Gravot of Cheiron, to address language issues in the Article 16 proposal as well as developing a counter to the company's most recent proposal. The amended Teamsters health care proposal was passed to the company. A new counter proposal from the company is expected in the next round of talks.

Letters of agreement from all three collective bargaining agreements were discussed, resulting in some new letters of agreement which were discussed to address new circumstances or clarify existing ones. In addition, some obsolete letters of agreement were removed by mutual agreement. Some existing letters of agreement will be amended as changes to contract language dictate.

Tentative agreements were reached for Article 3 and Article 6. There are a few letters of agreement tied to these articles which still remain open. Article 14 was discussed through the week and great progress was made toward the finalization of this article.

Members from the Seniority Committee continue to work on merging the lists. Unfortunately, this small group is not able to work continuously due to scheduling conflicts with other meetings involving the company's representative to the committee or the Teamsters committee members. Although the meeting opportunities are limited, the committee remains on hand to take advantage of any availability to meet and continue merging the list.

During the week, the committee continued to address adjustments in company seniority and put together a checklist for the next meeting. The committee spent a majority of their time together resolving many outstanding

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seniority disputes from many mechanic workstations. The union was able to resolve most of these protests to the satisfaction of the members. Some of these complaints had been several years old and the union was pleased that many of these matters were settled.

There will be subcommittee meetings scheduled, between the next scheduled round of formal negotiations in September, to address language on several remaining non-economic articles. All agreements reached in these meetings will come before the full committee for review and approval prior to being signed. A meeting was held September 1 at TeamCare headquarters in Rosemont, Ill. TeamCare and union representatives discussed outstanding issues related, for the most part, to administration aspects of the benefits proposal. Prior to this meeting, the Union Benefits committee received the information from United Airlines for 2016 benefits and costs. Meetings were held through the weekend (12-hour sessions) and into the week in an effort to conclude the bargaining and reach an equitable deal for the membership. United passed a comprehensive proposal to the union on Saturday, September 5. The committee at-large and various subcommittees spent Sunday, September 6 in discussions to develop a comprehensive counter proposal. Talks were then adjourned for that session.

The union presented the counter on Monday, September 30, and spent the next day waiting on a response from the company. While waiting, subcommittees continued working out the final remaining open issues.

Both parties' proposals included the "four corners" needed to achieve an agreement: wages, health care, scope and pension, but the final vision of the two sides remains drastically different. The union had hoped that the change in leadership at United would create a more realistic direction in finally fulfilling their longstanding promise to technicians. We had also hoped that the new regime would recognize the sacrifices and hard work by workers to help create the most profitable quarters ever enjoyed by this company. Unfortunately, the new direction that has been advertised to the public has not yet made its way down to the company negotiators.

Although both parties worked long hours throughout the two weeks, it became clear that bargaining would not conclude with an agreement in principle during this session. The direction of the company made it evident that would need to expand their economic platform if they intend to come close to members' expectations.

With that realization, talks were suspended for this session. The union wants the company representatives to go back to

their leadership and discuss the current situation. The union is prepared to continue working toward reaching an agreement that will satisfy the membership or the union will move to the next step of the bargaining process. Hopefully the company will recognize the opportunity that is now available to them and make some real efforts to create a fix.

Earlier this summer, a neutral arbitrator held that United violated the UAL Collective Bargaining Agreement by imposing a 90% co-insurance obligation on employees who participate in the HMOs, Aetna Select Plans and HMSA. The arbitrator directed the company and the union to negotiate an appropriate remedy, and she retained jurisdiction over the case in the event the parties were unable to reach an agreed-upon remedy. Recognizing the great length of time that it would take to secure an arbitration award if the parties had to go back to the arbitrator for a second hearing to determine the appropriate remedy, the union entered into settlement negotiations with the company. The union's objective was to ensure that the 100% co-insurance is restored and the employees who incurred costs on account of the company's violation of the CBA's 100's co-insurance obligation are fully reimbursed. After numerous meetings and discussions with the company, the union has secured both of those objectives in early October.

TAMC ONLINE

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