



TEAMSTER AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

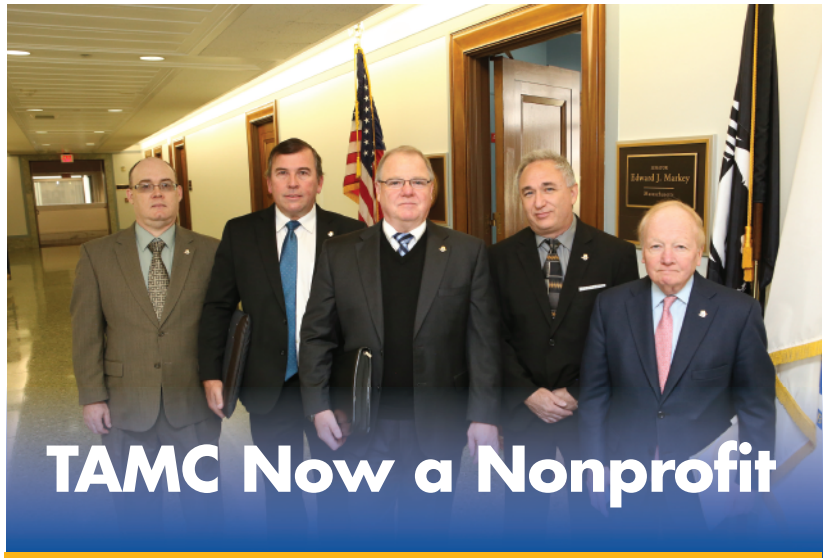
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SEASON'S GREETINGS

TO TEAMSTER AVIATION
MECHANICS AND OUR FAMILIES

As we close out another year of challenging negotiations and persistent lobbying to advance the labor and safety standards of our craft, we would like to extend warm wishes to all of our members this holiday season. Without a doubt, the members of the TAMC are the most active and professional aviation mechanics in the industry, engaged at every level from the bargaining table to the halls of Congress. We hope all Teamster aviation mechanics enjoy a safe and happy holiday season with family and loved ones. We look forward to another year of action to raise the standards of our profession and the entire industry.

- TAMC Steering Committee



Status Will Allow for Expansion of Mission

The Teamsters Aviation Mechanics Coalition (TAMC) was officially granted non-profit status under IRS code 501-6(c), a significant event for the Teamster-founded group that fights for aviation safety. Founded in 2007, the TAMC takes on aviation mechanics' issues at the highest levels. Prior to the formation, aviation maintenance workers concerns went largely unanswered. There was no one group large enough, and with enough resources, to grab the attention of the media, the government and the Federal Aviation Administration (FAA). Mechanics were relegated to a purely reactionary position with each airline's represented members trying to grapple with these matters largely on their own.

That all changed on Sept. 15, 2007. The International Brotherhood of Teamsters and the Teamsters Airline Division recognized the need for all Teamster aviation mechanics' concerns to be heard collectively and the TAMC was born. In February 2008 the TAMC took part in the first-ever Aviation Maintenance Outsourcing Summit in Washington, D.C. It brought together aviation safety experts from all parts of the industry to discuss and debate the trend of airlines farming out their maintenance to the lowest bidder and the perils thereof. Since then the TAMC has been on the forefront of the fight to ensure that repair stations both foreign and domestic are held to the same high standards as in-house facilities.

"We are so proud of all of the hard work of the individuals involved with the TAMC," said Captain David Bourne, Director of the Teamsters Airline Division. "As a union, making sure our mechanics, our members and the flying public are safe is a huge priority. The TAMC has taken the initiative to go

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TAMC Calls for Maintenance Overhaul and Repair Station Consistency

Reports on Unsafe Practices Sought

Aircraft maintenance, repair and overhaul (MRO) stations are expected to make a full recovery from the economic recession within the next year or two. According to a Commercial MRO Market 2012-2022 report, many aircraft are beginning to enter the age where more maintenance is required. The added maintenance burden is expected to increase the need for third-party maintenance.

In 2012 the Federal Aviation Administration (FAA) issued Public Law 112-95, which requires the FAA to ensure that foreign repair stations are inspected to guarantee standards consistent with requirements in the United States. The law also requires foreign repair stations that conduct FAA-sanctioned maintenance must administer drug and alcohol tests consistent with U.S. standards. While it is great that foreign repair stations are being given extra scrutiny, less attention is given to the numerous MROs within the United States.

The TAMC developed the Teamster Outsource Defect Report (TODR) years ago and it has been successful in assisting to create greater safety in aircraft maintenance. The TAMC used the information gathered to add credibility when visiting representatives in Congress about the growing MRO concerns. Some of these reports were very helpful in gaining support for the increased vigilance of the foreign MRO market.

As new concerns are launched related to vendor maintenance, we will once again be turning to the TODR to help broadcast the need for increased domestic MRO attention with real evidence. Many Teamster mechanics continue to see irregular, substandard and in some cases unsafe maintenance practices on aircraft. Examples of these discrepancies filed through the TODR would help improve safety and reliability in U.S. air travel.

The form can be accessed by visiting TeamsterAir.org and looking under the "TAMC" tab. The form can be filed anonymously although contact information is requested only for follow up if needed. All reports are important and those who report the defects are kept confidential. Please help the fight to protect high safety standards in the industry by using the online TODR form.

TAMC Nonprofit

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above and beyond the call of duty to advance these goals. I want to congratulate them on this important milestone and thank them for all of their hard work advancing this cause."

Over the past eight years the TAMC has grown its influence in the industry. The TAMC has provided expert testimony for Congress and helped to shape media opinion on outsourced maintenance. It helped to launch the first-of-its-kind Aviation Safety Action Program (ASAP) Labor Coalition so that workers' voices will be heard in unison at the FAA Safety Info Shares. It has been a sponsor of the Aerospace Maintenance Competition and provided National Transportation Safety Board Crash Investigation Training and Bloodborne Pathogen Training.

In 2014 and 2015, the TAMC launched an investigation into unsafe maintenance practices at Allegiant Airlines in support of their pilots and mechanics. It set up a License Protection Program for mechanics whose FAA investigations fall outside the ASAP programs and attend Maintenance Operations and Repair (MRO) conferences in order stay on top of outsourcing trends.

All of this has been done using volunteers dedicated to the mission and with huge support from the local unions, the Airline Division and the International.

Becoming a nonprofit is the next step in the growth and expansion of the TAMC. Becoming a nonprofit will allow the TAMC to fundraise outside the union and provide additional programs across the industry, not only to Teamster aviation maintenance professionals but to any mechanic wanting to join the group. The goals remain; to improve aviation safety and to improve standards for this profession that will help to attract and retain people interested in an aviation maintenance career.

"These past eight years have been an incredible journey for the TAMC and everyone involved," said Chris Moore, the founder and Chairman of the TAMC. "Our work has expanded into many different areas of aviation safety and the support we receive from our fellow union members and the public has been tremendously encouraging. I want to thank everyone involved for their tireless efforts and let them know that we will not stop fighting for improved airline safety for all."



TAMC Applies Pressure On Capitol Hill

Lobbying Effort Focuses on Legislation to Address Repair Station Issues

On December 8, 2015, the TAMC returned to Capitol Hill for the second time in the past four months. The group, led by TAMC Chairman Chris Moore and joined by International Representative Bob Fisher and TAMC Board Member Gary Kagel, continued their pursuit of the TAMC's biggest legislative priority: A moratorium on new repair station certifications, both foreign and domestic, until inspection and oversight standards can be brought into equilibrium.

"With the volume of critical airline maintenance now being outsourced, as well as a host of issues with vendor maintenance domestically, the TAMC is calling for a moratorium on certifying new repair stations until these issues can be resolved," Moore said. "Union mechanics do excellent work and we need the level of oversight from regulatory authorities

to increase in order to bring vendors and foreign repair stations up to the high standards that the flying public needs and deserves."

Three separate reports by the Office of the Inspector General have found that the Federal Aviation Administration (FAA) has failed to properly oversee repair stations within their jurisdiction. Last year, the TAMC brought these reports to the attention of FAA Administrator Michael Huerta and the FAA took the position that these problems could be addressed through additional training for aviation safety inspectors and the introduction of a new safety assurance system. However, these well-intentioned goals simply cannot be executed due to the lack of FAA inspectors, who provide the oversight at these repair stations. Because of these circumstances with the FAA, the TAMC returned to the Hill to ask for a legislative

solution to this problem.

Another request that was made during this lobby day was that lawmakers pressure the FAA about the drug testing double standards that occur with repair stations both foreign and domestic. While there may not be a legislative fix for regulating repair stations that operate in foreign nations, the FAA can require that U.S. carriers only use vendors who comply with drug testing standards that are mandated in the United States.

"It is extremely important for mechanics, pilots and anyone who uses an airplane as a passenger or pilot that these changes are implemented," Moore said. "Until that happens, the TAMC will vigorously pursue these goals through legislative channels and continue to apply pressure to lawmakers so that mechanics can be better protected at work and everyone can be better protected in the air."

Ralph Ortiz Receives Safety Award



Longtime Mechanic Recognized for Outstanding Service

SFO Safety Committee Chairman Ralph Ortiz was presented the "Outstanding Service to Safety Award" at this year's Fall National Safety Council Labor Division meeting in Atlanta. He received a letter from National Safety Council Awards Committee Chairman Joe Grabinski stating, "Your activities exemplify the meaning and intent of the common goal of safety, both on and off the job, for which the Labor Division was established."

"I want to congratulate Ralph Ortiz on this prestigious honor," said TAMC Chairman Chris Moore. "His dedication to his craft, attention to detail and passion for safety exemplify everything that embodies a great mechanic. On behalf of the entire TAMC, I want to celebrate your achievement by saying keep up the outstanding work."

A MESSAGE FROM CHAIRMAN CHRIS MOORE

2015 Banner Year for the TAMC

I am thrilled to talk 2015 was a huge year with several major milestones for the TAMC. As the TAMC continues to grow and expand its mission to improve airline safety, this year provided many highlights that lifted the group to new heights.

The TAMC took members to lobby lawmakers to promote our position on foreign repair station drug testing standards and the moratorium on certification of any new repair stations due to lack of Federal Aviation Administration (FAA) oversight.

The TAMC continued to monitor shoddy maintenance practices by management at Allegiant Airlines in a whistleblower capacity. An updated report with more incidents of neglect by Allegiant was produced and this document generated lots of publicity. Members of the TAMC did numerous television, radio and newspaper interviews in support of the report and the coalition supported Allegiant pilots by sharing the report with members of Congress in meetings arranged by TAMC member Greg Untersher.

Finally, the organization was officially granted non-profit status under IRS code 501-6(c) in August, allowing for the expansion of funding opportunities and programming under the coalition's umbrella. The TAMC has already worked with the Safety and Health Department at the International to provide "Bloodborne Pathogen Training" to Airline Division local unions. The TAMC is also working with the Teamsters Military Assistance Program to develop an educational program to help veterans transition to civilian aviation at the conclusion of their military careers.

I'm incredibly proud of everything that we've accomplished this year. I want to thank everyone at the International Brotherhood of Teamsters in Washington, D.C, everyone in the Airline Division and all of the folks at the local unions who have assisted us for making 2015 such a success. I cannot wait to see what 2016 will bring.

NEGOTIATIONS ROUNDUP

ExpressJet

International Representative Chris Moore and lead negotiator Bob Luciano, accompanied by Teamsters staff attorney Nick Manicone and economic consultant Dan Akins met with company officials from Oct. 27-29 to continue discussions outside of mediation aimed at reaching a joint collective bargaining agreement.

The meeting had been planned as a financial discussion, but the company sent a comprehensive package and informed members at the Atlanta facility that it had sent the proposal. Teamster representatives examined what the economic portion of the proposal contained. The company said it was a package and needed to be accepted as such. In addition

to the compensation aspect of the package, the union discussed the scope provisions the company is seeking. The job protections in the scope define the agreement. The union and company remain far apart on both issues and are considering the most prudent way to move forward for the benefit and protection of the entire ExpressJet membership.

NEGOTIATIONS ROUNDUP continued**NetJets**

The Negotiating Committee (NC) worked internally on Monday, November 30 and met with the company from Dec. 1-3. Proposals were exchanged on Articles 00 (Agreement), 06 (Strike and Picket Lines), 14 (Leaves of Absence), 22 (Job Classifications), 24 (General), 26 (Furlough and Recall), 27 (Shifts and Days Off), 30 (Vacations), 31 (Seniority) and 32 (Hours of Service). Negotiations were contentious because the company negotiators were unwilling to make quick progress on even the most basic of issues. Despite this, the week concluded with tentative agreements on the following Articles: Agreement, Strike and Picket Lines, Furlough and Recall and Shifts and Days Off. Some progress was made, but not enough to satisfy the NC. In order to do so, management must make completing these negotiations without delay one of its highest priorities. The pilots and flight attendants have already reached tentative agreements with the company on their new contracts. Both groups are currently voting on their proposed contracts. If

NetJets doesn't prioritize these negotiations, then bargaining will become even more contentious than it is already. In order to secure an agreement with the union, management must understand that the union and the employees represented by the organization have no patience for talk about givebacks or concessions. The company is highly profitable, dominates the competition and is positioned to do even better in the future. Management must also show respect for union brothers and sisters in the maintenance controller craft that were accreted into the represented group, because they want improved wages, benefits and working conditions. The union demonstrated that it would agree to reasonable work rules that reflect actual operational differences between the jobs performed by maintenance controllers and other crafts and classes. The union asks for united support behind the NC as they continue to fight for better wages and benefits at NetJets. The union will provide you with additional updates in the future. Negotiations are scheduled to resume the week of Jan. 11, 2016.

UAL

The United Airlines Negotiating Committee met in Houston the week of November 22-28 to complete the process of vetting United's final offer. Various subcommittees worked through the previous week on individual articles, comparing the company offer to previous articles where tentative agreements were reached, items agreed to in principle, and items not discussed or agreed on in an effort to gain a complete understanding of exactly what the company has proposed. These findings were combined into a single list of inconsistencies that were delivered to company negotiators this week. Once that list has been reviewed and the proposal finalized, a vote will be scheduled. In a message to the membership, the committee explained that in order for the voting process to begin, the complete proposal must be sent to the printer, and then mailed to each member's home along with the instructions for the electronic ballot.

TAMC ONLINE

Check out previous issues of the *Teamster Aviation Professional* at www.teamsterair.org/tamc/newsletter.

To receive the newsletter via email, sign up at <http://ibt.io/tamc-nl>.

