



TEAMSTER AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

Volume 7, Issue 4

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



Union Committed To Helping Veterans Find Jobs

TAMC Celebrates First Annual Soldier For Life Anniversary

Teamsters Airline Division and the Aviation Mechanics Coalition (TAMC) representatives were invited by the Teamsters Military Assistance Program (TMAP) to attend the Soldier for Life (SFL) first anniversary celebration. The event was held at the Fort Bliss, Soldier for Life Industrial Training Complex in Oklahoma. TMAP began working with SFL a year ago and has since developed a program that provides training for separating veterans who wish to obtain their Commercial Driver's License (CDL) prior to leaving the service.

The ceremony honored the success of the program and those involved. Approximately 150 soldiers completed the training and transitioned out of the Army into quality Teamster jobs at ABF Trucking. A Teamster flag signed by the General Executive Board was presented to Garrison Commander, Col. Glenn Waters, to memorialize the Teamsters long history and continued support of our Armed Forces.

The Teamsters Airline Division in conjunction with the TAMC began working with TMAP and SFL in April of this year in an effort to replicate this model for aviation mechanics. Capt. David Bourne, after meeting with TMAP representatives Mick Yauger and Elizabeth Belcaster, saw that this would be a

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Teamsters Achieve Safety Excellence

Local Unions, Individuals Win Awards



Two Teamster California local unions were presented with the National Safety Council's Organizational Award of Merit: Outstanding Service to Safety.

Mike Valladares from the San Francisco Maintenance Base Safety Committee submitted the award application for both Local 856, in San Bruno, Calif. and 986 in South El Monte, Calif., to the National Safety Council Labor Division Awards Committee, who reviewed and approved the applications. The committee recognized both local unions for their commitment in supporting safety in all of the workplaces they represent.

The award is based on the scope and effectiveness of safety activities and programming, as indicated by quality of activity and positive organization and implementation. It also takes into account efforts being spent to improve safety of union personnel through safety education and the degree of cooperation with other organizations, legislative bodies and individuals.

Ralph Ortiz Appointed Chairman Of Safety And Health Committee

Ralph Ortiz, the Teamsters' Safety Committee Chairman at the San Francisco Maintenance Base was recently appointed Chairman of the National Safety Council's Safety and Health Committee.

As chairman, Ortiz will see the scope of his responsibilities increased to include conducting the necessary surveys to provide information about transportation activities, preparing articles for the Labor Division Newsletter and other publications, which deal with developments in the transportation safety and health area and assisting the program planning committee, upon invitation, in setting up programs covering subjects under the jurisdiction of the committee.

In addition to his role as Chairman of the Labor Division Health and Safety Committee Ortiz is also Vice-Chairman of the Occupational and Environmental Health Committee and the Operations Plan and Council Policy Committee. Ortiz has also been an invaluable asset to the TAMC and the Airline Division by providing information and assistance to TAMC members, regardless of their airline affiliation throughout the industry.



Soldier For Life *continued from page 1*

great vehicle to provide TMAP entry into the aviation field and create more opportunities for our veterans.

Airline Division Representative and Retired Air Force Col., Paul Alves was assigned to lead the effort between the Airline Division, the TAMC and TMAP, which will result in union Airline

jobs for veterans. Program development is under way with hopes of placing the first candidates in the near future.

For additional information on current programs with Soldier for Life or the Teamsters Military Assistance Program please visit <https://soldierforlife.army.mil/> or <https://teamster.org/tmap>.

TEAMSTERS, UPS REACH SETTLEMENT

Faulty Lifts Taken Out Of Service

The union representing airline maintenance technicians and related classifications who maintain UPS' (NYSE: UPS) fleet of jet engine aircraft reached an agreement with the company requiring UPS to immediately repair and inspect failing equipment used at gateways across the country.

As a part of the settlement, UPS agreed to inspect malfunctioning lifts that allow workers to reach the mechanical components of the aircraft and rise up to 25 feet from the ground. The company will retain a third party to investigate the cause of the failures and will establish an inspection regimen to ensure all 107 19-foot lifts are properly maintained and safe to operate. According to the settlement, "the causes of the...lift failures is of paramount concern to the union and UPS."

The settlement comes after Teamsters Local 2727 had repeatedly raised concerns about malfunctioning lifts that have dropped workers on multiple occasions, including one incident that left an employee with a broken pelvis and leg, directly with the company and with the Occupational Safety and Health Administration (OSHA). Most recently, the union filed for injunctive relief on Nov. 23 in the U.S. District Court in the Western District of Kentucky.

"Maintaining jet aircraft takes a toll on the body and it can be dangerous," said Tim Boyle, president of Teamsters Local 2727. "The people who maintain UPS's fleet need to be assured that their safety is taken seriously. Properly maintaining all equipment including the lifts will keep technicians safe."

A separate complaint filed with OSHA on Nov. 28 has yet to be resolved. At the Lafayette, Louisiana gateway, workers are exposed to mold, vermin and a failing physical plant. Working conditions there include moldy, rotten floors, exposed wiring, a leaking roof and raccoons that have fallen through the ceiling. The complaint states that mechanical staff is "entitled to working conditions that do not pose a risk of harm."

"UPS has repeatedly asserted that safety is everyone's responsibility. It shouldn't take the threat of a lawsuit to make that a reality," said Juan Flores, a mechanic who has been a Teamster member with the company for 15 years. "We spend up to 39 hours a shift at the gateway so that we can be there as planes come in. We work quickly to service the planes and get them back in the air to deliver customers' holiday packages. In return, we ask for a clean and safe workplace."

Many UPS gateways operate with just one aircraft mechanic per shift, meaning he or she works alone around massive aircraft parts and equipment. Lifting injuries and accidents are common. Repetitive stress injuries, hearing loss, inhaling toxic exhaust, and jet engine blasts are among other health risks UPS aircraft maintenance workers face.

UPS announced in December that it beat third quarter earnings expectations with revenue of more than \$14.9 billion. UPS will ship some 700 million packages this holiday shopping season. The company also announced plans to purchase 14 jumbo aircraft from Boeing Co. (NYSE:BA) between 2017 and 2020—the first such order by UPS since 2008. The 14 Boeing 747-8s cost a total of \$5.3 billion before discounts that may have been negotiated.

UPS, the world's largest delivery company, posted \$4.84 billion in profits last year. In September, UPS announced additional stock incentives and 10 percent raises for its top executives: Chairman and CEO David P. Abney, Senior Vice President and CFO Richard N. Peretz, CCO Alan Gershenhorn and President of U.S. Operations Myron A. Gray.

Teamster Mechanics Receive Charles Taylor Award

Teamsters from Local 986 in South El Monte, Calif. and Local 996 in Honolulu, Hawaii have received the Charles Taylor Award, one of the most prestigious honors for an aviation mechanic to receive. Named for the first aviation mechanic in powered flight, a mechanic needs to be a U.S. citizen and to work as an aviation mechanic for a period of 50 years in order to be eligible for the award. Recently, two Teamster mechanics were honored with the Charles Taylor Award.

Myron Kekaula

Myron works out of HNL in Honolulu, Hawaii and received the Charles Taylor Award in October 2016. His ceremony was attended by Scott Allen of the Federal Aviation Administration.

Carl Catalano

Carl works out of LAX in Los Angeles, Calif and received the Charles Taylor Award in July 2016. His ceremony was attended by Charles Taylor II, the great-grandson of Charles Taylor and George Mahurin of the Federal Aviation Administration.

Airline Division Facilitates Member Assistance Program

Teamsters Aim To Assist Members Facing Challenges

The Teamsters realize that life is full of challenges and that workers may require assistance to deal with difficulties that affect their health, well-being and work performance. Recognizing these challenges, the union has bargained with United Airlines to continue a program where members take care of members through Teamsters Member Assistance Program (MAP). MAP provides confidential services to Teamster members and their families at United Airlines.

The purpose of the MAP program is to assist members and their families with comprehensive assistance in the resolution of a wide variety of challenges. Coordinators encourage and motivate employees to seek professional help and refer employees to the most appropriate assistance available. The MAP program provides referrals and resources relating to substance abuse, anxiety/depression, grief and loss, debt management, relationship problems, divorce, domestic violence, child/teen conduct and many other situations that our members face.

MAP representatives use conflict resolution to resolve internal problems between our union members and between our members

and other union members. MAP representatives also assist members with extended illness status (EIS), medical return to work issues, family medical leave (FML) issues and reasonable accommodations process (RAP). MAP organizes fundraisers to help families in tough times.

The Members Assistance Program is voluntary. Information discussed between the employee and MAP Representative is confidential, except when mandated by law. It is up to each member to decide whether or not to follow the recommendations. Individuals desiring more information or assistance can call or visit a MAP representative:

Steve Loone (San Francisco, 650-745-5864), Steve Crummey (Honolulu, 650-745-5867), Mike Brooks (Denver, 303-335-6540) or Caleb Good (System Chairman, Chicago, 630-485-0227)

Once the contract is amalgamated, we will be developing the MAP program at the S-CO stations. We look forward to speaking with you soon.

NEGOTIATIONS ROUNDUP

United

On Sept. 19, the National Mediation Board (NMB) sent a revised meeting notice that reconfirmed the status conference on September 26 and directed the parties to remain in Washington through Sept. 28 to finalize all open issues. The NMB notice also reaffirmed that the NMB's gag order remains in place, but authorized the parties to disseminate key agreed upon terms of the agreement-in-principle (AIP).

At the direction of the NMB, the negotiating committee and company representatives were summoned to Washington, DC to meet with the federal mediators in hopes of resolving the outstanding issues of concern. The meetings started on Sept. 26 with each party explaining their positions to the mediators. The next two days were spent in discussions with both parties explaining their positions and offering potential solutions in order reach consensus on the areas of concern.

When these discussions were largely complete, the committee was tasked with turning this AIP in to a tentative agreement. After some detailed discussion, the committee concluded that the AIP has reached all the minimum points required to turn it to an industry leading tentative agreement on Sept. 28.

On Dec. 5, mechanics at United Airlines stations across the nation ratified a six-year National Joint Collective Bargaining Agreement with the company after more than three years of negotiations.

More than 9,000 mechanics in the bargaining unit will see their compensation move to the top of the industry, as well as marked improvements in leave and a unique industry reset, which will put the mechanics' package 2 percent above the highest compensation in the industry every two years. Teamster members will also receive a signing bonus worth tens of thousands of dollars.

NetJets

The negotiating committee met with the company for bargaining the week of Nov. 28. On Dec. 1 the union presented management with a proposal covering all Article 1 (Recognition) issues, including expanded field service operations, increased positions, the five track dispute and greater job security. The proposal narrowed the gap between the parties. Management is reviewing the proposal and will respond at or before the next bargaining session on Dec. 13.

The union scheduled membership meetings for all technicians, maintenance controllers, stock clerks, fuelers and cleaners on Dec. 7 and Dec. 12 at Local 284 in Columbus, Ohio.

The committee is fighting for the current and long term job security of the workers. When management announced the closure of LUK and HPN maintenance operations, the announcement did not include increased work opportu-

NEGOTIATIONS ROUNDUP continued

nities for unionized workers. There was no planned reduction in the amount of maintenance to be performed across the system so the logical question is: Who will do the work? Rather than assign that work to the union, management wants to use third party vendors. That management mentality is a threat to unionized maintenance operations, paychecks and job security.

The union's proposal focuses on protecting CMH and APA jobs so that the two unionized locations don't stagnate or become irrelevant in management's vendor dominated maintenance network. In ad-

dition, the committee proposed additional field service teams and support staff at current and new locations chosen by the company. These staffing requirements would be phased in over the term of the contract. This proposal would put more money in the pockets of Teamster membership as opposed to subcontractors and ensure that unionized maintenance operations don't become irrelevant to the company's larger maintenance system over the next few years.

Resolving these critical job security issues puts the committee in a position to close out the few remaining economic

portions of our contract. Unity is more important now than at any other phase of negotiations. The union will fight for everything the workers deserve and to have those wages and benefits protected by a Teamster contract.

The parties return to the bargain table the week of Dec. 13. Until then, the union will increase public and customer outreach efforts while waiting for management's response to the negotiating committee's proposals. The union encourages Teamster NetJets members to stay strong and united in this phase of bargaining.

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>.

