



TEAMSTER AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

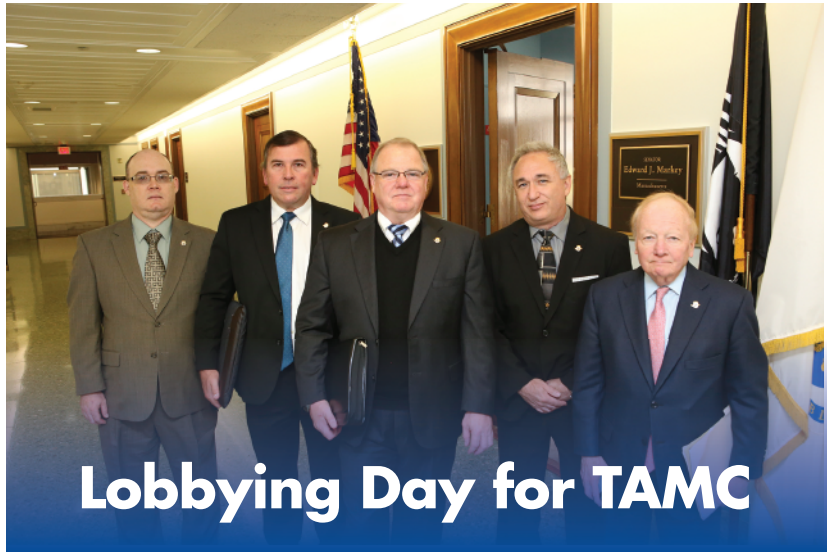
Volume 8, Issue 1

TAMC Board Meets with Pentagon Officials to Discuss Program Employing Veterans in the Airline Industry

Last March, the board of the TAMC attended an event held by the Teamsters Military Assistance Program (TMAP) in Washington, D.C. Liz Belcaster and Mick Yaeger started the gathering by explaining what TMAP is and how it helps our service men and women find good careers when they leave the military. There were presentations by high-ranking officials at several companies who have worked with TMAP and found the program to be successful. Also speaking at the event were representatives from the Department of Defense, the Department of Labor, and Soldier for Life, a transitional assistance program sponsored by the U.S. Army.



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Lobbying Day for TAMC

TAMC Attends Joint Summit on Labor Fatigue

Members of the TAMC attended a joint summit on labor fatigue at the Airlines for America (A4A) headquarters in Washington, D.C. on March 8. The summit was a joint effort of the A4A, FAA, labor organizations and companies. It was designed to encourage conversation and information sharing surrounding fatigue issues in the aviation maintenance community. Several labor organizations were present in addition to the Teamsters, including IAM, AMFA and TWU. Airlines represented included United, American/USAir, Southwest, Jet Blue, FedEx and UPS. The FAA had several representatives present and our host, A4A, had several as well.

Dr. Katrina Avers of the Civil Aerospace Medical Institute gave a detailed presentation on the effects of fatigue on mechanics in the workplace. The data presented by Dr. Avers shows that fatigue is a growing and increasingly troublesome issue in the field. Part of the discussion included how the data was collected (volunteers in the workforce) and a possible way of measuring fatigue levels instantly through the use of a tablet. The tablet is based on a reaction time-test known as the Psychomotor Vigilance Test (PVT), which works similarly to a breathalyzer. A point of concern was data revealing that a technician who has worked a 16-hour shift is impaired to roughly the same level as a person who is legally drunk. Also of concern was information revealing that because of fatigue, on-the-job injuries are dramatically rising. Mechanics working with less than five hours of sleep has led to a nearly 500-percent increase in the rate of incidents. Fatigue has also led to higher rates of ASAP incidents, with an almost 50-percent increase in incidents involving mechanics who have been on the clock for more than 18 hours.

Data also revealed that fatigue is a much more prevalent problem in some

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PAPERWORK:

Which Part is the Right Part?

Since 2008, the airline industry has consolidated from six major carriers to three. This means fleet and maintenance program integration, and that creates a paperwork nightmare for technicians trying to make sure that the correct part is installed on an aircraft.

As aircraft technicians we are always facing the task of troubleshooting and changing aircraft parts. Whether you're at the line, in the hangar or in the shop, you must always identify, confirm and verify the part number via the IPC and then check the effectivity of the aircraft or component to make sure the right part gets installed. Complicating this task is the harmonization and integration of thousands of parts between the fleets of merging carriers. Researching of a part can become a challenge. For instance, a B757 needs a new flight recorder control panel. The technician verified part number via the IPC and the effectivity via the AMM. However, the part number from the IPC did not have the mod, which resulted in the wrong part being installed on the aircraft. In this scenario, the technician followed the correct procedure and still the wrong part was installed on the aircraft. That's just one example.

Be vigilant and verify the part you're installing has the correct software and/or complied with modification. If there is any question at all regarding the effectivity of a part, notify your immediate supervisor and request engineering support. In aviation maintenance, we must get it right every time, so do what is necessary to ensure that the part you install is the correct one.

Here is FAR 43.13 (General). Please take the time to review all of FAR 43 as it applies to your specific maintenance activity. § 43.13 Performance rules (general).

- (a) Each **person** performing **maintenance**, alteration, or **preventive maintenance** on an **aircraft**, engine, **propeller**, or **appliance** shall use the methods, techniques, and practices prescribed in the current manufacturer's **maintenance** manual or Instructions for Continued Airworthiness prepared by its manufacturer, or other methods, techniques, and practices

acceptable to the **Administrator**, except as noted in § 43.16. He shall use the tools, equipment, and test apparatus necessary to assure completion of the work in accordance with accepted industry practices. If special equipment or test apparatus is recommended by the manufacturer involved, he must use that equipment or apparatus or its equivalent acceptable to the **Administrator**.

- (b) Each **person** maintaining or altering, or performing **preventive maintenance**, shall do that work in such a manner and use materials of such a quality, that the condition of the **aircraft**, **airframe**, **aircraft engine**, **propeller**, or **appliance** worked on will be at least equal to its original or properly altered condition (with regard to aerodynamic function, structural strength, resistance to vibration and deterioration, and other qualities affecting airworthiness).
- (c) Special provisions for holders of air carrier operating certificates and operating certificates issued under the provisions of Part 121 or 135 and Part 129 operators holding operations specifications. Unless otherwise notified by the **administrator**, the methods, techniques, and practices contained in the **maintenance** manual or the **maintenance** part of the manual of the holder of an **air carrier** operating certificate or an operating certificate under Part 121 or 135 and Part 129 operators holding operations specifications (that is required by its operating specifications to provide a continuous airworthiness **maintenance** and inspection program) constitute acceptable means of compliance with this section.

[Doc. No. 1993, 29 FR 5451, Apr. 23, 1964, as amended by Amdt. 43-20, 45 FR 60182, Sept. 11, 1980; Amdt. 43-23, 47 FR 41085, Sept. 16, 1982; Amdt. 43-28, 52 FR 20028, June 16, 1987; Amdt. 43-37, 66 FR 21066, Apr. 27, 2001]



Teamster Mechanics Receive Charles Taylor Award

Two Teamsters from SFO Local 856/986 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, mechanics need 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.



Mickey Curry

Curry began his career with the U.S. Air Force in 1966. He served for 22 years as a technician, inspector and maintenance manager. He later worked as a technician for Interstate Cargo Airlines, and an engineer

with Douglas Aircraft Company on the USAF's C-17 program. Curry joined United Airlines in 1988 and has worked at both the OAK (Oakland, Calif.) and San Francisco bases.

"Whether it's airframe heavy overhauls, landing gear or engine overhauls, Mickey is well-respected for his knowledge and work ethic," said Engine Overhaul and Repair Senior Supervisor Jim Boland, who presented Curry with an engraved aircraft window congratulating him on his 50 years of service to the nation and to United Airlines. Base Maintenance Vice President Mark Eldred also spoke highly of Curry at the ceremony attended by Curry's wife Judy, his son Michael, and his daughter Kimberly. Curry made a point to thank everyone involved and reflected on his long and interesting career with the USAF and United.

Larry Anduha

Along with the FAA, United Airlines had the honor on Feb. 10 of presenting the Charles Taylor Master Mechanic Award to LAX Inspector Larry Anduha, who has been with United Airlines at LAX since 1964.



Anduha began his aviation career with the U.S. Air Force. He served from 1958-1962, and it was during that time he received his aircraft and power-plant certification. He later received his FAA A&P license and attended the Brooks-Budde aircraft ground school in 1963. He joined the Continental/United family in 1964 and has been at LAX since. Anduha holds a B.A. in Economics from UCLA.

Technical Services Vice president John Wiitala and Chief Inspector/Quality Control Managing Director Mario Bravo were on hand to present the award to Anduha along with his LAX co-workers and George Mahurin of the FAA. Wiitala presented Anduha with an inscribed trophy made of a scrap engine blade, a local tradition for Taylor Award winners. Bravo called Anduha "an example to many young technicians and inspectors, who respect his knowledge and work ethic."

Lobbying Day *continued from page 1*

environments than others. Scheduling methods play a big part in mitigating risks associated with fatigue, as does the time of day in which you work (midnight shifts create a higher risk of fatigue), the number of shifts worked and frequency of shifts worked.

Lessons already learned through research and experience reveal that while fatigue is common among aviation maintenance professionals, risks associated with fatigue can be mitigated with proper staffing levels, adept scheduling and taking personal responsibility as it relates to hours worked. Because effective means of mitigation are available, there are no plans on the horizon for the FAA to pursue regulation.

Other topics of discussion included increasing awareness of fatigue issues among the rank and file, duty time regulations imposed by the FAA, employer-imposed duty times, and personal responsibility of a technician regarding self-regulating time on the clock. The role of labor organizations and the effect of collective bargaining agreements on employer-imposed duty times were also discussed.

TAMC Chairman Chris Moore meets with House Aviation Subcommittee

TAMC Chairman Chris Moore met with House Aviation Subcommittee staff on February 26. The Aviation Subcommittee (ASC) had asked for the union's thoughts on the upcoming FAA reauthorization bill. The TAMC discussion covered our agenda of standardizing drug and alcohol testing at foreign repair stations, as well as the current lack of FAA inspections at those stations.

The discussion also covered the looming mechanic shortage, along with the TAMC veteran's placement program. The committee is very interested in the project, and they asked that the TAMC prepare a proposal for the committee to review.

The TAMC remains vigilant in our support of tighter safety standards at foreign repair stations, and strong in our commitment to provide good airline jobs for qualified veterans.



Veterans Program *continued from page 1*

TAMC Chairman Chris Moore addressed the gathering. Moore explained the problem of the growing shortage of aviation mechanics, and how the TAMC could help to fill the growing need with service members whose Military Occupational Specialty (MOS) is in aircraft maintenance. Board member Bob Fisher spoke about the possibility of an apprenticeship program with United Airlines as one way of transitioning service members who haven't completed the A&P requirements during their time in the military. The Honorable John Goglia, the first and only airframe and power plant mechanic to receive a presidential appointment to the National Transportation Safety Board (NTSB), then spent time discussing the worldwide shortage of mechanics and how vital it is to replace the generation of mechanics that are about to retire.

After the formal meeting, there was an open discussion followed by an awards ceremony. During the open discussion Moore, Fisher and Goglia met with representatives from the DOL that are specialists in apprenticeship programs. This discussion led to a commitment to further explore avenues to help service members find careers when they rotate out.

The board held its annual meeting after the event and discussed items such as the AMC competition, which occurs in Orlando later this year, as well as the planning for next year's event. The TAMC met on March 31 in Washington, D.C. to discuss the agenda for the next 12 months. Further updates will be forthcoming.



NEGOTIATIONS ROUNDUP

Southwest

The negotiating team for Southwest material specialists has reached a tentative agreement to amend their current collective bargaining agreement with Southwest Airlines.

The negotiating team is comprised of Teamsters Airline Division International Representatives, local union business agents and rank-and-file committee members. The agreement marks an end to a successful round of negotiations that originally began in September of 2013.

The agreement is a result of bargaining that led to an agreement-in-principle on March 3, 2017. If ratified by the membership, it will include a 20 percent signing bonus, 8 percent pay increases effective on the date of ratification and an average of 27.3 percent pay increases over the lifetime of the agreement. The new agree-

ment also eliminates the two-tier pay scale and the 21-year maximum salary cap by creating a new 11-year scale.

A copy of the highlights and the full tentative agreement will be sent to each member for review, along with a timeline and instructions for voting. The current collective bargaining agreement covers more than 300 material specialists that deliver, store and stock aircraft parts. The agreement covers members of Teamsters Locals 19, 986, 455, 104, 781, 769 and 210.

"I am pleased with the ability of the union negotiators and Southwest Airlines to work cooperatively to convert the agreement-in-principle into a tentative agreement, and to do so without entering into the cumbersome federal mediation process," said Capt. David Bourne, Director of the Teamsters Airline Division.

ExpressJet/ASA

Profits over people have been prioritized in the last, best and final offer made by ExpressJet subsidiary Atlantic Southeast Airlines (ASA) to the TAMC Negotiating Committee.

Federally mediated negotiations between more than 360 mechanics represented by the International Brotherhood of Teamsters (IBT) and ASA ended on Thursday, March 30. The carrier told the union that it had provided all of the wage increases it was able to, and that further bargaining on economics would be fruitless.

Under the Teamsters Constitution, such a "last, best and final" offer must be voted upon by the membership. The IBT is planning to ask its membership to vote on the carrier's proposed contract in the coming weeks, with a final result likely to be announced in May.

NEGOTIATIONS ROUNDUP *continued*

The Teamsters first won the right to represent the mechanics at ASA in October 2010, when it was a stand-alone regional carrier. It was purchased by SkyWest and merged with ExpressJet shortly thereafter. Bargaining on a first contract commenced shortly after the mechanics' vote, but has failed to produce a contract after more than six years of negotiations, several of those years with the help of a federal mediator with the National Mediation Board.

"The Teamsters Airline Division is very disappointed that the company could not meet what we feel are reasonable wage proposals. Mechanics are leaving ASA to go to better paying airlines. Our Teamster mechanics at United and UPS make more in their first year than ASA mechanics make after 10 or 15 years. That's a reflection of how this airline treats its workers. We're disappointed, and we think our membership will be too when they vote in upcoming weeks," said Capt. David Bourne, Director of the Teamsters Airline Division.

ASA merged with ExpressJet Airlines in 2011. Its shrinking fleet of regional aircraft flies as a feeder for Delta Airlines and American Airlines. ASA flies more than 20 percent of Delta's regional routes.

"The poor morale, rapid attrition of mechanics and inability to attract new mechanics will inevitably have an impact on their performance as a carrier," Bourne said.

NetJets

As we reported in our last announcement, union negotiators presented management with a comprehensive proposal to resolve all outstanding issues, including pay and subcontracting. We expected management to respond with a counter-proposal this week that would move us closer to a

complete agreement on a new contract. What we got back is more of the same – they want to do aircraft maintenance on the cheap, and they want to use someone else's workforce to do it.

NetJets' marketing materials tell a very different story. For example, their website states: "What sets NetJets apart? The Highest Safety Standards. Our safety standards are second none. We have the most stringent maintenance and operational procedures in the industry."

If there were truth in advertising, their website would also include some other pieces of information that really "set NetJets apart:"

- Every year, thousands of mechanics who aren't employed by NetJets work on NetJets aircraft.
- NetJets **proudly** pays its aircraft technicians and related workers **significantly less** than the average pay of workers at commercial and cargo carriers.
- For more than five years, NetJets management has steadfastly ignored the advice of their own safety personnel – personnel that insist that they need more NetJets technicians at locations around the country to service aircraft when there is a mechanical problem.
- NetJets customers can be assured that the company will maintain a technician-to-aircraft ratio that is always significantly lower than other major airlines.
- The NetJets fleet may be the largest in business aviation, but aircraft maintenance is definitely not part of their business plan.

We have the right to truthfully inform

both NetJets customers and the general public about our labor dispute. This includes bringing attention to the company's outrageous level of maintenance subcontracting critical to its fleet, and also how NetJets pays their safety workers way less than the industry average for passenger and cargo carriers.

Between now and the next round of bargaining that's exactly what we will do. You should have already received an email with copies of newly released materials concerning the labor dispute. The stewards and Local 284 will also be seeking volunteers to participate in upcoming informational activities.

The company's proposals on pay, benefits and job security fall far short of what it will take to get an agreement that the membership and this union will support. If management thinks they can deceive or frustrate our members into accepting an inferior agreement after all this time, they have made a major miscalculation. Let's keep up solidarity and unity on the floor – that's the key to our success at the bargaining table!

In attendance for the union: *Negotiating Team:* Technicians John Wolfe, Isaac Thielman and Tom Piteo; Controller Tom Freeman and Local 284 President Mark Vandak. *Division:* International Representatives Paul Alves and Chris Moore, Outside Counsel Jonathan Wentz.

In attendance for the company: Senior Vice President of Global Maintenance Todd Hattaway, Vice President and Associate General Counsel Mike Maratto, Vice President of Repair Station Operations Mike Limbert, Director of Maintenance Operations Roger James and Staff Counsel Jeff Nagle.

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>.

