



TEAMSTER AVIATION PROFESSIONAL

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After Record-Breaking Hurricane Season TAMC Answers Call for Disaster Relief

Two of the most devastating storms in U.S. history have recently ravaged the Gulf Coast, Florida and Puerto Rico. The timeline for recovery from these storms will be measured in months, and in some cases years. Many Teamster aviation maintenance professionals have suffered great losses; they are in our thoughts and prayers. Countless other Teamsters selflessly volunteered their time and resources to help those less fortunate.

Local 19 Shop Stewards Help Teamster Members, Houston in Days Following Hurricane Harvey

Phil Cady and Art Collins are United Airlines mechanics who also serve as shop stewards with Local 19. As long-time Houston residents, they've seen severe weather before, but Hurricane Harvey was something different altogether.

"There's a lot of suffering out here; not just our people, but everyone," Collins said. "The devastation, I've never seen anything like it. We have everything from guys getting four inches of flooding all the way up to



eight feet. You go to approach people to ask what they need, and they just have this look on their face: like, 'I don't know what to do.'"

Collins' own neighborhood got hit by Harvey, and his home flooded with about a foot of water. Nevertheless, once the storm had calmed down, he and Cady jumped at the chance to become disaster relief volunteers.

"The biggest priority we have right now is getting to the flooded homes; pulling out sheetrock, drywall, carpeting, everything that's been ruined by the floodwater, and preparing these homes for adjusters and for rehabilitation," Cady said. "At the same time, we're looking for people who have lost

everything, and trying to get them the basics – food, water, toiletries. We want to try and get them to at least a place where they feel like there is hope."

Collins and Cady have been coordinating with the Teamsters Disaster Relief Fund, United Airlines, and their membership in the days following the wreckage. As stewards, they have been in touch with fellow mechanics at their shop, checking in on their co-workers who have suffered as a result of Hurricane Harvey.

Despite the hardship, both Collins and Cady are confident in the resilience of their city.

"We're not just union members, we're a family," Cady said. "Membership, management, hourly, we're all together working as a team during this type of crisis."

Collins nodded his head in agreement.

"We're all good neighbors, we'll make this work, we'll come back from this storm and hopefully be ready to help out other people affected by these storms," Collins said. "Texans are tough. We know how to get this done."

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Local 769 Spearheads Disaster Relief in Florida Keys After Hurricane Irma

At a park in the Bahama Village neighborhood of Key West, the fact that it's 90 degrees and humid isn't discouraging Teamster members and their community partners from unloading a packed freight truck. Time is of the essence, and nobody can wait for the sun to go down.

"When people see a trailer coming in here, you see a look of surprise and pure happiness on people's faces," said Stefan McLane, a Local 769 member that drove down the truck from Port Everglades. "We are happy to have such a great relationship with these communities, so we don't mind sharing. Teamsters are hardworking and grateful people. Whatever we can do when the times call for it, let's go out and do it, because that's what being a Teamster is all about – helping each other out, building each other up and being stronger together."

The bustle of activity seems out of place in the otherwise placid atmosphere of the South Florida island chain following Hurricane Irma. While it seems oddly quiet, there are vulnerable people on Key West, and they are in desperate need of supplies.

David Renshaw, a business agent for Local 769 who represents a number of air-

line mechanics, led a team of volunteers in a housing complex a few blocks from the park. They canvassed the apartments, delivering hot meals, water and toiletries to the elderly residents.

"The Keys will rebound and rebuild, but right now we're looking to give people here a quick stepping stone to be headed in the right direction," Renshaw said. "We've had all sorts of people come out to assist, even some retirees are out here delivering these supplies. I know that this will only bring people closer together with the continued involvement of our labor union."

John Bellera has been a Key West resident for over 30 years, and he was thrilled that the Teamsters were in his community handing out food, water and other items at a time when he otherwise would be unable to get them.

"All the local greenery is gone, and things here look like the dark side of the moon now, but the people here are wonderful," Bellera said. "I was a union member before I retired, and they took care of me. They paid for my kids to go to the doctor, they paid for us to go to the dentist and they paid for us when we got sick. It's the best thing that ever happened to this country."

If you live in South Florida and are interested in helping out with disaster relief,

Local 769 is partnering with the Florida Chapter of the Teamsters Hispanic Caucus and Pembroke Pines residents for a donation drive to collect supplies for those affected by Hurricanes Maria and Irma. The donation drive will take place on Saturday, October 14 and Sunday, October 15. Emergency supplies can be dropped off at Flamingo Park (1900 NW 122nd Terrace, Pembroke Pines, FL 33026) from 11 a.m. to 5 p.m. both days. For more information and a list of emergency items that are needed, please email dsj2004@comcast.net.

Teamster Volunteers Head to Puerto Rico to Assist with Relief Efforts

Seventy-nine Teamster members from across the country departed on a flight out of Newark, N.J. as part of a humanitarian mission organized by labor unions to send volunteers to Puerto Rico to assist in the ongoing hurricane relief efforts.

More than 200 volunteers from various labor unions traveled to the island on the flight donated by United Airlines and coordinated by the AFL-CIO. The volunteers will fill critical roles needed to advance the relief efforts in Puerto Rico.

"The incredible outpouring of volunteerism that I have witnessed from our membership these past 72 hours is truly inspiring," said Teamsters General President Jim Hoffa. "We had hundreds of members reach out to us expressing their desire to donate their time and skills to the relief effort despite the challenges they will face in Puerto Rico due to the state of its infrastructure."

Puerto Rico has slowly made progress recovering from Hurricane Maria, but the scale and enormity of the job ahead of them is daunting, and any assistance they receive from the mainland is welcome.

"I'm proud that the Teamsters and the labor movement are leaders in bringing relief to Puerto Rico," said Local 210 member Jessica Yance. "Many Teamsters have family on the island who were hurt by the hurricane. We will be putting our skills to work getting Puerto Rico back on its feet."

Joint Council 16, which has jurisdiction over Local 901 in San Juan, spearheaded the

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effort to identify and select volunteers with the proper skill sets needed in Puerto Rico.

"Our members that volunteered have demonstrated what we can be at our best as Americans," said Teamsters International Vice President and Joint Council 16 President George Miranda. "Without thought of personal hardship, these union men and women are doing whatever they can to help Puerto Rico recover. I am proud of them and proud of the labor movement."

"Tronquistas (Teamsters) are in the street working since the first day after the hurricane passed and we will continue working to bring peace back to our people," said Alexis Rodriguez, Secretary-Treasurer of Local 901. "The only goal of the Tronquistas is to raise Puerto Rico back up, stronger and better."

The Teamsters Airline Division is contacting employers that operate in Puerto Rico and local unions throughout the United States and Canada to identify avenues of support and volunteers. The labor movement is working on the ground in Puerto Rico to bring volunteers to meet specific needs.



The TAMC would like to say thank you to all who have been and will continue to help those in need. If you're interested in volunteering in Puerto Rico with the Teamsters Disaster Relief Fund, go to [http://teamsters.nyc/2017/10/01/join-teamster-volunteer](http://teamsters.nyc/2017/10/01/join-teamster-volunteer-mission-puerto-rico/)

[mission-puerto-rico/](http://teamsters.nyc/2017/10/01/join-teamster-volunteer-mission-puerto-rico/). Additionally, the Teamsters Disaster Relief Fund is collecting monetary donations to support those impacted by Hurricanes Maria, Harvey and Irma. Contributions can be made online at tdr.teamster.org.

Marijuana Use and Your Mechanics License

Medical marijuana use is now legal in 29 states, and nine of those have made recreational use legal as well. This means nothing if you work in a safety-sensitive position such as an A&P mechanic.

There have been many questions from the floor regarding the subject, but the answer is simple: just don't do it. The FAA regulations are pretty clear on the subject, and no matter what state law is, a positive result still carries all of the consequences that go with it. The TAMC has seen an uptick in mechanics testing positive for marijuana in recent years. Some of those who tested positive have argued that a spouse was a chronic user and it was second-hand smoke, or that they accidentally consumed an edible at party. While some of these situations may be true, that does not change the outcome of a positive result.

A positive test result is not always the end of the line. Some companies allow for evaluation and treatment through their Employee Assistance Programs. That does not change the reporting process to the FAA, but in many cases completion of a program results in continued employment if the treatment is successful. Other companies simply choose to fire you, no questions asked.

But be forewarned! A second positive DOT test is cause for

permanent disqualification from performing safety-sensitive work for any DOT-regulated employer! The following information has been provided by the FAA:

An individual's FAA-issued certificate, rating or authorization may be revoked by the agency following a positive drug test result. However, he or she is permanently disqualified from performing aircraft maintenance or preventive maintenance for any DOT-regulated employer after having two positive DOT drug tests. According to the FAA's drug and alcohol testing regulation, 14 CFR part 120, § 120.111(e), an employee is permanently disqualified from performing for an employer the safety-sensitive duties he or she performed prior to the second positive drug test. The following is the specific language:

(e) Permanent disqualification from service. (1) An employee who has verified positive drug test results on two drug tests required by this subpart of this chapter, and conducted after September 19, 1994 is permanently precluded from performing for an employer the safety-sensitive duties the employee performed prior to the second drug test.

These rules apply across the board regardless of which type of certificate you hold. Be aware of what's going on around you so you can protect your license and your career.

CPR/AED TRAINING: WHY IT MATTERS FOR AVIATION MECHANICS



Does your employer offer first-aid, CPR or AED training? Is there an automated external defibrillator (AED) in your work place? Does anyone know how to use it? Would anyone in your workplace know how to perform cardiopulmonary resuscitation (CPR) in an emergency? Would you know what to do if a co-worker was injured or had a heart attack?

These are serious questions. Aviation maintenance workers have injury levels that are higher than the national average, and knowing what to do in the minutes after a medical emergency occurs can often mean the difference between life and death.

Here is a story from one of our employers that shows just how important first-aid training is:

A line technician was at a workstation catching up on computer-based recurrent training, listening to the audio of the course through headphones. In an adjacent break room, a lead line technician was having a meal, when suddenly he couldn't breathe.

"I tried to call for help, but I could-

n't get any words out," the lead line technician said. "There was another tech in the break room, so I furiously gestured to get his attention and tried to tell him to get help." The lead knew he was in serious trouble, but he also knew that one of his colleagues served as an emergency medical technician (EMT) years ago.

The line technician listening to the training audio overheard something that caught his attention.

"I heard someone yelling, almost screaming, calling my name," the line technician said. "At first, I thought it was someone joking with me, but when I turned around, I saw the lead choking and grabbing his throat. His face was turning red."

The line technician immediately came to the lead's aid and performed the Heimlich maneuver. Three quick thrusts to the abdomen later, the blockage was cleared from the lead's airway and he regained his breath. After having some water and getting his breathing back to normal, the lead was fine and did not require treatment.

"I'm so grateful he was right there, otherwise I might not be right here today," the lead said.

The line technician said he was grateful that he had the training to help the lead and just happened to be in the right place at exactly the right time.

"To me, this is a good reminder that we should all take advantage of the CPR and first-aid training that's available here at work," the technician said. "We never know when we'll need it, and I hate to think of what might have happened if the lead didn't get help right away."

Does your company have a safety committee? Do the mechanics have a representative on that committee? If you are covered by a union contract, chances are you already have a safety program. If you are not covered by a contract you should review your corporate safety policy and discuss what can be done with your local management team. Encourage them to provide first-aid, CPR and AED training to a sufficient number of employees so that all shifts have someone available to render aid should one a co-workers become injured or ill.



Teamsters Sign Memorandum of Understanding with U.S. Military

The Teamsters Military Assistance Program (TMAP) entered into a new phase recently when the union signed a memorandum of understanding (MOU) with the U.S. military at Fort Sam Houston in San Antonio. At the signing were Teamsters General President Jim Hoffa and Karen Perkins, Director of Human Resources at Fort Sam Houston.

TMAP has been working successfully with the military for almost a decade on specific hiring practices and policies that connect service men and women and their spouses to credentials and careers in the transportation industry. The Teamsters, as stakeholders in the transportation industry representing 1.4 million workers across the country, have been diligent in providing resources to our military to better identify the tools they require as they transition their military occupational skills into civilian careers.

Many Teamster divisions are participating at stakeholder meetings with the military with regard to policies and training-to-placement efforts: the Airline Division engaging with A&P licensure; the Freight Division with regard to CDL licensing; and the Passenger Transportation Division launching a spouses' initiative with First Group.

The formal partnership and MOU with the International Brotherhood of Teamsters, TMAP and U.S. Army Installation Management Command will allow existing TMAP programs to engage with Army installations and military families throughout the country.

In addition to the formal partnership with the Army, on October 3, the Teamsters entered into a formal partnership with Department of Defense's Military Spouse Employment Partnership.

All of these efforts and partnerships continue to showcase decades of support the Teamsters have given to the men and women and their families who have honorably served this great country.

Teamsters Airline Division Sponsors Nonprofit that Reaches Out to Vets in Need



Teamsters Airline Division Chairman Capt. David Bourne and Economics and Contracts Director Jim Kimball participated in a hospital visit over the weekend as part of their work with a nonprofit that they coordinate closely with and raise money for, iPods for Wounded Veterans.

The nonprofit, an organization that is completely run by volunteers, was started by a retired Teamster, Paul Cardello of Local 170 in Worcester, Mass.

The nonprofit doesn't restrict their activities strictly to donating iPods. They also donate Kindles, iPads, tablets, headphones and a number of other much-needed items for soldiers. They also bring the soldiers letters that were written to them by school children. The event that Bourne and Kimball attended was part of a multi-city tour down the East Coast that featured live entertainment in addition to donations for the recovering veterans.

"If you told me five and a half years ago that we'd have an entertainment division, I'd tell you you're crazy," Cardello said. "This has never been attempted before."

Wounded veterans often have to be in a medical facility for multiple years while they recover from their injuries, and being stuck in a hospital for such a long time can lead to a great deal of boredom and feelings of alienation.

"We saw a young woman who we had seen the last time we were at the medical center, and that was a number of months ago," Bourne said. "You tend to see a lot of the same people over and over. They have to wait weeks and months between operations recovering, and this sort of becomes their life. But they're always happy to see us, and they're a very inspiring group of young men and women."

Over the summer, Kimball and Bourne went on a hiking tour of England and Scotland to raise money for the organization, and they ended up raising more than \$10,000.

"I appreciated the opportunity to do something for our wounded veterans, however small it was," Kimball said. "I wish them a speedy recovery and thank them for their service."

David Renshaw, a business agent with Local 769 who also serves as the Southern Region Representative for the organization, said they are looking to expand.

"It would be great to see additional growth in the West Coast — by that I mean awareness, sponsorship and involvement," Renshaw said. "We really enjoy visiting these veterans and spending time with them. Once we recruit a new volunteer, all it takes is one hospital visit and they're hooked for life."

NEGOTIATIONS ROUNDUP



UPS Air Cargo

Following close to four years of UPS refusing to bargain fairly on a new contract with its aircraft mechanics and related classifications, the workforce of approximately 1,300 employees who maintain the company's air fleet filed a new request with the National Mediation Board (NMB) asking to be released from mediated contract negotiations with the company.

The workers, represented by Local 2727, first requested to be released from mediated negotiations earlier this year. Since then, UPS has refused to bargain fairly or offer reasonable proposals to come to a fair agreement, causing growing unrest and instability within the maintenance workforce as the busy holiday shipping season nears.

Mark Schupp is a Local 2727 member based in Louisville who has been with UPS for almost 10 years.

"UPS isn't taking the negotiating process seriously, and we've had enough," Schupp said. "You'd think before peak flying season UPS would want to make sure its operation is in the best position for success, but instead the company's executives are pushing their entire aircraft maintenance workforce closer and closer to going on strike."

Teamsters Airline Division Chairman Capt. David Bourne delivered the request to the NMB. He also advised the NMB that Teamsters General President James P. Hoffa has pledged his and the International Union's full support of the mechanics' request.

The request states that additional mediation will only "drain the limited, taxpayer-funded resources of the NMB and the likewise limited resources of the union, all while UPS simply plays the waiting game and continues to reap year after year of record profits."

In response to the request, the NMB may offer the mechanics and UPS the opportunity to let a neutral third-party arbitrator decide remaining contract issues. If either the union or the company refuses to arbitrate the dispute, a 30-day "cooling-off" period would be triggered, and the mechanics could then be free to strike any time after the period ends.

"We've offered commonsense proposal after proposal and have only seen costly corporate maneuvers from UPS in return," said Tim Boyle, President of Local 2727. "All UPS aircraft maintenance workers want is to keep the benefits we already have so we can stay healthy and continue to keep UPS planes running effectively. We are sick of UPS' attacks on our health coverage and our

middle-class jobs. We are ready to do whatever it takes to stand up for our families."

UPS crushed earnings estimates and made billions in revenue for the second quarter of 2017 in large part due to the back-breaking work of its aircraft mechanics. In 2016, the company posted \$3.4 billion in profits and announced multimillion-dollar raises for top executives. While the company brings in record profits, it continues to delay contract negotiations with its aircraft maintenance workforce. UPS is also calling for devastating concessions in health benefits for current workers and retirees who spent their lives repairing the company's planes. Under UPS' proposal, health coverage for a retiree and his or her spouse would skyrocket to more than \$19,000 per year in the first year with further increases each year thereafter.

After years of contract delays, the aircraft mechanics and related classifications have grown frustrated with UPS. This summer, dozens of UPS aircraft maintenance workers protested outside one of the company's largest air hubs in Ontario, Calif., calling for UPS to get serious about negotiations and settle a fair contract that protects their basic health benefits. In May, more than 900 of the mechanics sent an open letter to UPS CEO David Abney and the board of directors. The letter cited concerns about UPS' attempt to strip them of their health benefits and stated that they will do whatever it takes to secure a fair contract. UPS mechanics also protested at UPS' annual shareholder meeting in Wilmington, Del., handing attendees an expanded version of the letter to the CEO and board of directors. In late 2016, they voted overwhelmingly to authorize a strike should it become necessary.

NetJets

Your negotiating committee participated in a mediation session conducted by Mediator Mike Tosi in Pittsburgh.

The union and the company did not reach an agreement on a new contract.

NEGOTIATIONS ROUNDUP continued

However, the number of issues that remain in dispute fits on one page. They are some of the most important and hotly debated issues in our contract, including pay raises, job security and the work to be performed by bargaining unit employees.

As a result, the next mediation session will be held in Washington, D.C. at the offices of the National Mediation Board (NMB). The union requested that high-ranking officials at the NMB, including a board member or their representative, and senior staff, meet with the union and the company. Teamsters Airline Division Chairman Capt. David Bourne is planning to attend the session at the NMB. We expect the senior leadership of the company to attend the meeting.

Our focus will be on getting you the money you deserve, protecting your work and making sure that there are good union jobs at NetJets now and in the future. That's because Teamster technicians, maintenance controllers, stock clerks, fuelers and cleaners have helped to make the company an industry leader. We don't claim to be the cheapest source of critical aircraft maintenance, but that's OK; NetJets doesn't claim to be the lowest-cost service provider in the fractional market. The members and the union are standing strong for a good contract. We will go to the meeting at the NMB's offices with that as our one and

only goal. The differences between the two sides can and should be resolved.

We will let you know the date of the next mediation as soon as it is scheduled and provide you with an additional update. If you have any questions, don't hesitate to contact us.

In attendance for the union were Technicians John Wolfe and Tom Piteo, Controller Tom Freeman, Local 284 President Mark Vandak, International Representative Chris Moore, Outside Economist Dan Akins and Outside Counsel Jonathan Wentz. In attendance for the company was Doug Henneberry, Executive Vice President, Aircraft Asset Management; Vice President and Associate General Counsel Mike Maratto. Mediator Michael Tosi was in attendance for the NMB.

Express Jet

The IBT and the company met on October 10 and 11 in Atlanta.

The meeting was a follow up to the September meeting at the National Mediation Board. Both sides exchanged prospective proposals in an effort to reach an agreement.

The Express Jet technician group represented by the IBT granted economic concessions to the company in 2008. Nine years later the company is still reluctant to return employee wages to pre-concession levels. Your union ne-

gotiators have told the company that wage restoration to the 2008 levels on the date of signing with reasonable increases thereafter are the minimum baseline of wages needed to reach an agreement.

Since the company has been given a new five-year Capacity Purchase Agreement to fly at least 100 aircraft for United Airlines, it has the need for qualified mechanics and the financial wherewithal to pay for it.

We think that this is an affront to the technicians who have worked for nine years at wages that are not only concessionary, but well below industry standards – especially to a group of employees who gave up income to save Express Jet from bankruptcy.

Qualified aircraft mechanics are in short supply and the major airlines are offering attractive compensation packages. Express Jet may find itself unable to staff its maintenance positions in the numbers needed to complete its commitment to United Airlines.

The meeting was attended by IBT International Representative Chris Moore, Lead Negotiator Bob Luciano, IBT Staff Attorney Nick Manicone and Financial Advisor Dan Akins for the union. COO Terry Vais, VP of Maintenance Jamie Hill, Financial Analyst Evan Leigh and Human Resources Manager Basya Joyner for the company.

TAMC ONLINE

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

You can also find us at aviationmechanics.org and <https://www.facebook.com/theaviationmechanicscoalition>.

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