



TEAMSTER AVIATION PROFESSIONAL

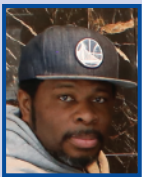
Newsletter of the Teamsters Aviation Mechanics Coalition

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Here's Why Allegiant Mechanics Voted for Teamster Representation



"Before I worked at Allegiant, I was a Teamster for 19 years at UPS Air Cargo. They were a powerful voice for us. The solidarity was there, and it seemed like it was a family. I think workers here need that solidarity; we need that strength. I really believe that Allegiant is on the edge of becoming something really special, and we want a seat at the table so we can make this company the best airline it can possibly be." – Colin Coffman, AZA, Three years with Allegiant Air



"We all come from different cities – Mesa, Las Vegas, Sanford; all over. At all of these places, we need a structure in place to deal with the issues that come up at work, and at each station, there's different issues. That's why I think it's great that we're bringing in the union. What the Teamsters bring to the company is structure – so no matter where you come from or where you are hired, you'll go through the same process as everyone else in the company." – Quentin Parks, LAS, Nine years with Allegiant Air



"Our goal isn't to come in here and be irate, and pull the company down, or bring down anyone personally. We're interested in making the airline a better place to work; more profitable and safer. I want us to shift toward a more career-oriented model for mechanics, because I take my career very seriously – I've been doing this for over 35 years. For young mechanics coming up in the ranks, I don't want to see them leave for another carrier. I want to see good people stay with the company and do well here." – Patrick Jackson, SFB, Seven years with Allegiant Air



"Seniority is a big concern for me. Without a process in place for assigning overtime, you can end up with a situation where there's one guy who has 1,100 hours of overtime for the year while other guys had 150, 200 hours. That's not fair. It's not just with the money aspect, it also has to do with the workload – we want to have work evenly distributed across our shifts for the week. Now that we're Teamsters, we have a chance to negotiate these things and get them in writing." – Ted Hardy, SFB, 11 years with Allegiant Air



Allegiant Air Mechanics And Related Classifications Join Teamsters

**Workers Join Pilots and Dispatchers
as Members of the Union**

Mechanics and related classifications at Allegiant Air voted overwhelmingly for the International Brotherhood of Teamsters to become their collective bargaining representatives in an election with the National Mediation Board (NMB).

The final vote count comes after a petition for representation was filed on December 13, 2017. More than 81 percent of mechanics eligible to vote participated, and those who did voted yes by more than a 4-to-1 margin.

"Congratulations to all of our mechanics who voted to stand united so they can negotiate for better wages, benefits and safety standards under a Teamster contract," said Capt. David Bourne, Director of the Teamsters Airline Division. "We're excited to begin the negotiations process at Allegiant Air."

Allegiant Air employs about 400 mechanics and related technicians, primarily in Las Vegas and in Sanford, Fla., but also in 10 other stations throughout the country. The Teamsters already represent pilots and flight dispatchers employed by Allegiant Air.

Dem Hechanova has been at Allegiant Air in Las Vegas for two years, and he served on the organizing committee during the campaign to bring mechanics into the Teamsters Union.

"We want to get a fair share of what's due to us and have our jobs be up to the industry standards,"

Hechanova said. "Mechanics all throughout Allegiant are really excited, and we're looking forward to getting things done."



Airline Division Business Agents Meet to Burnish Skills, Share Best Practices

In February, business agents representing mechanics, pilots, customer service representatives and other crafts met at the International Brotherhood of Teamsters Headquarters in Washington, D.C., for a three-day training. During the training, a number of important topics were discussed.

Deirdre Hamilton from the IBT Legal Department took the lead on organizing the three-day seminar.

"This arose out of numerous discussions about the specialized nature of representing workers in the airline industry; we wanted to put together a program that 100 percent spoke to those issues," Hamilton said. "One of the trainings that I particularly enjoyed was our discussion on organizing under the RLA. There are a number of circumstances where it isn't immediately clear whether the RLA or the NLRA applies to a bargaining unit, and we discussed the steps that need to be taken to determine that. We want everyone to know that no matter what law the workers are covered under, the IBT is very happy to organize all the workers we can and want everyone to make sure they have tools and resources to do just that."

"It seemed to make sense to get all of this knowledge together in one place," said Nick Manicone, another one of the union's attorneys for the Airline Division. "Whether it be bargaining, contract enforcement, issues we're having at particular sectors or carriers; I think there's a lot that can be learned from one another in regards to what's going on at our different properties."

There were a number of sessions covering the legal processes a business agent is expected to encounter. They included: the Grievance Process, led by International Representative Chris Moore and Southern Region Training Coordinator Iliana Flores; the System Board of Adjustment, led by Deirdre Hamilton and International Representatives Bob Fisher and Paul Alves; Arbitration, led by Nick Manicone and IBT Attorney Matt Harris; and Mergers and Seniority Integration, led by Deirdre Hamilton and International Representative Rick Dubinsky.

In addition to these sessions with everyone from the division present, the business agents also participated in specialty break-out sessions to discuss topics that are specific to representing pilots, technicians, and customer service representatives. These sessions were led by National Coordinator for Customer Service and Flight Attendants Kim Barboro, National Coordinator for Mechanics and Related Vinny Graziano, and International Representatives Scott Hegland, Chris Moore and Rick Dubinsky. An overview of the Railway Labor Act (RLA) was also covered, as well as how to organize and bargain under the law. These sessions were led by the IBT Legal Department, Chris Moore, Deputy Organizing Director Kim Keller, and Kyle Schoembs from the IBT's Economics and Contracts Department. Business Agents viewed presentations by the departments of Communications, Training and Development, Strategic Research and Campaigns and Affiliate Bookkeeping Systems regarding the various resources the International Union has to offer to locals across the country.

At one point, General Secretary-Treasurer Ken Hall addressed the class and spoke with them about the importance the work Business Agents do. General President James P. Hoffa and Airline Division Director Captain David Bourne also met with the attendees afterwards to thank them for everything they do for the union.

"It's great to have leadership from all of our represented crafts – pilots, technicians, customer service representatives, and all other related positions – together for this event," Bourne said. "Trainings like this allow us to share our experiences and help us to better represent our members. I want to thank all of the business agents for their hard work, which continues to make the Teamsters Airline Division the best possible representation for workers in the airline industry."

During the session on the grievance process, Moore and Flores led a discussion with the group on everything that happens from the time a grievance is filed until it's settled. Flores asked the classroom at what point it was necessary to bring a business agent into the grievance process. Teamsters Local 986 Business Agent Clacy Griswold noted that there were two important considerations to take into account when deciding to get involved in a grievance: what the contract states, and what practices you have in place as a local.

"All of the contracts are different, so there is often different language for when and to what capacity the business agent is involved in the grievance with the company," Griswold said. "There is language in the United Airlines contract that is specific as to when a business agent gets involved in a grievance. The other piece to it is that as a local, representing different groups, there's different ways of doing it that you set up yourselves. When you've got a bargaining unit of 3,000 people, the business agent can't be involved in every single grievance from the outset, but in smaller groups, you should get involved as soon as possible."

Teamsters Local 284 President Mark Vandak serves as a business agent for workers at NetJets, where they ratified a new six-year collective bargaining agreement last month.

"I think the best thing that's coming out of this is we're all learning each other's best practices," Vandak said. "Walking through these processes, making sure your stewards know everything they need to know, it's really important, and I'm glad we had the opportunity to do this training. I've learned a lot."

Teamsters Represent at Aviation Industry Safety Meeting



Almost 1,000 aviation maintenance safety professionals from all categories of aviation were on hand for this year's safety InfoShare. The InfoShare is held twice a year, and it brings together both labor and management as well as the FAA, branches of the military and others to discuss ways of making aviation safer for both those who work in the industry and consumers.

Specific breakout meetings were held throughout the day to cover issues pertaining to maintenance, flight operations, dis-

patch, ground operations and the cabin. The aircraft Maintenance sessions included subjects ranging from FAA reorganization, Mechanic Fatigue, Aviation Safety Action Programs (ASAP) and Line Operation Safety Assessments (LOSA).

Teamster mechanics were there in full force, with 17 representatives attending from United Airlines (UAL) and UPS Air Cargo. Tracy MacCorkell and Paul Dodge, UAL Teamster Event Review Committee (ERC) members from San Francisco International Airport did a joint presentation

with UAL Safety Managers on the new Technical Operations Safety Action Program (TSAP) at UAL and how successful it is. Art Collins, Dave Watford and Phil Cady from UAL Houston Airport (IAH) did a joint presentation on LOSA, how the program is developing and how to make it successful in your operation.

For more information on setting up an ASAP or LOSA at your workplace, find us on Facebook @theaviationmechanicscoalition or on our website at <http://aviation-mechanics.org>

THE DOT HAS NEW SAFETY-SENSITIVE TESTING RULES FOR OPIATES – HERE'S WHAT AVIATION MECHANICS NEED TO KNOW

Recently there have been many stories in the news regarding the opioid crisis. Over the past decade opioid abuse has become one of the largest causes of death in the United States, with an average of 115 deaths by overdose per day (according to the Center for Disease Control). Unfortunately, there has been no study exclusively targeting abuse rates among people performing safety-sensitive work, such as maintenance or preventative maintenance on aircraft.

As aviation maintenance technicians, we are some of the most-often injured workers in any industry. Most of us have, at one time or another, been to the doctor due to a sprain, strain, tear, break or laceration. In many cases, some of us have been prescribed some sort of pain medication. That's fine for short-term use, but what happens during a prolonged period of time? Anyone who has been in long-term pain management knows that you build up a tolerance, which requires higher dosages to gain the same relief, and that can lead to misuse and addiction. There begins the downward spiral. Once the injury

is healed, the pain goes away but the craving for opioids remains. This often leads an individual to seek relief by finding illegally distributed pills. With new government and industry regulations on these medications, the supply of illegally purchased pharmaceuticals is drying up. Many people who never even thought of using drugs have become addicted and now must turn to other opioids such as heroin or fentanyl. Sadly, this situation often results in destroyed families, destroyed careers and even the loss of life.

On January 1, 2018, DOT safety-sensitive testing rules changed and they will now include semi-synthetic opioids (i.e., hydrocodone, oxycodone, hydromorphone, oxymorphone). Some common brand names for these semi-synthetic opioids include OxyContin®, Percodan®, Percocet®, Vicodin®, Lortab®, Norco®, Dilaudid® and Exalgo®.

On the following page is a copy of the DOT Employee Notice. Please take the time to read it and pass it along to your co-workers, whether they are using prescribed pain medication or not.

DOT DRUG TESTING: PART 40 - EMPLOYEE NOTICE

This is a reminder that the U.S. Department of Transportation (DOT) drug testing program will soon require testing for four semi-synthetic opioids (i.e., hydrocodone, oxycodone, hydromorphone, oxymorphone). The change is effective January 1, 2018.

What does this mean for the employees?

Beginning January 1, 2018, in addition to the existing DOT drug testing panel (that includes marijuana, cocaine, amphetamines, phencyclidine (PCP), and opiates) you will also be tested for four semi-synthetic opioids (i.e., hydrocodone, oxycodone, hydromorphone, oxymorphone). Some common names for these semi-synthetic opioids include OxyContin®, Percodan®, Percocet®, Vicodin®, Lortab®, Norco®, Dilaudid®, Exalgo®.

If you test positive for any of the semi-synthetic opioid drugs, then as with any other drug test result that is confirmed by the laboratory, the Medical Review Officer (MRO) will conduct an interview with you to determine if there is a legitimate medical explanation for the result. If you have a valid prescription, you should provide it to the MRO, who will determine if the prescription is valid. If a legitimate medical explanation is established, the MRO will report the result to your employer as a 'negative'. If not, the MRO will report the result to your employer as 'positive'.

As has been the requirement in the past, when your employer receives a 'positive' drug test result, your employer is to immediately remove you from performing safety-sensitive functions and provide you with a list of qualified Substance Abuse Professionals (SAP) available in your area. In order to return to performing safety-sensitive functions for any DOT-regulated employer, you must complete the return-to-duty process that will include an evaluation by a SAP, who will require education and/or treatment. The SAP will determine if you successfully completed the prescribed education and/or treatment. Before an employer could return you to safety-sensitive work, the employer must get a negative result on a directly observed return-to-duty drug test. After you return to safety-sensitive work, you must be subject to directly observed follow-up testing for 12-60 months depending on the SAP's recommendations.

Do I need to tell anyone about my prescribed medications?

Your employer may have a policy that requires you to report your prescribed medications to them, so check with your employer. If your job function has DOT-regulated medical standards (truck/bus driver, airline pilot, mariner), the DOT agency regulation may require you to report your prescribed medications to those who approved your medical qualifications.

What should I tell my prescribing physician?

If you are taking any prescription medications, consider this to be a reminder to have a conversation with your prescribing physician to discuss your safety-sensitive work. Be proactive in ensuring that your prescribing physician knows what type of transportation-related safety-sensitive work you currently perform. For example, don't just provide a job title but describe your exact job function(s) or ask your employer for a detailed description of your job function that you can give to your prescribing physician. This is important information for your prescribing physician to consider when deciding whether and what medication

to prescribe for you. It is important for you to know whether your medications could impact your ability to safely perform your transportation-related work.

Will the MRO report my prescribed medication use/medical information to a third party?

Historically, the DOT's regulation required the MRO to report your medication use/medical information to a third party (e.g. your employer, health care provider responsible for your medical qualifications, etc.), if the MRO determines in his/her reasonable medical judgement that you may be medically unqualified according to DOT Agency regulations, or if your continued performance is likely to pose a significant safety risk. The MRO may report this information even if the MRO verifies your drug test result as 'negative'.

As of January 1, 2018, prior to the MRO reporting your information to a third party you will have up to five days to have your prescribing physician contact the MRO. You are responsible for facilitating the contact between the MRO and your prescribing physician. Your prescribing physician should be willing to state to the MRO that you can safely perform your safety-sensitive functions while taking the medication(s), or consider changing your medication to one that does not make you medically unqualified or does not pose a significant safety risk.

NOTE: This document informally summarizes some of the effects of recent changes to the Procedures for Transportation Workplace Drug and Alcohol Testing Programs that are important for transportation employees, but it should not be relied upon to determine legal compliance with those procedures.

Here are some takeaways:

1. Make sure you are aware of your company's policy regarding reporting for work while using prescribed pain medications.
2. Explain to your physician that you work in a safety sensitive position and ask if there is an alternative medication you can take that is not opioid based.
3. If you must use opioid pain medication due to the need for long term pain management take only as prescribed.
4. Never take a pain medication that has not been prescribed for you by a physician.

Finally, if you find yourself or a co-worker sliding towards addiction, please seek help. Many companies and unions have employee or member assistance programs designed to work with you so you can overcome this problem.

More information on this subject can be found at these links:

<https://www.cdc.gov/drugoverdose/epidemic/index.html>

https://www.faa.gov/about/office_org/headquarters_offices/avs/offices/aam/drug_alcohol/

<https://www.transportation.gov/sites/dot.dev/files/docs/ODAPC%20EmployeeHandbook%20En.pdf>

NEGOTIATIONS ROUNDUP

ExpressJet

Workers at ExpressJet ERJ who are represented by the International Brotherhood of Teamsters (IBT) voted to ratify a new tentative agreement on January 26, 2018. The new contract covers approximately 500 mechanics, technicians and tool room attendants who are members of Teamster Locals 19, 210, 781, 783 and 964. The IBT negotiating team was comprised of Teamsters Airline Division representatives, representatives from each of the locals and rank and file committee members. It contains significant improvements in wages while maintaining current benefit levels. The tentative agreement was reached on December 15, 2017, and the membership began voting on the agreement on January 4. The agreement will become amendable one year from the date of ratification.

“This ratification vote indicates that we have reached a solution that not only provides our membership the compensation they deserve, but also delivers on a commitment to long-term profitability at the company,” said Captain David Bourne, Director of the Teamsters Airline Division. “We’re looking forward to the implementation of our newest agreement at ExpressJet ERJ.”



Southwest Material Specialists

The SWA Material Specialists Negoti-

ating Committee met with the company on February 15, 2018 to review the proposal Southwest Airlines had prepared. This proposal was not acceptable with the additional demands that the company made. The remainder of the day was spent preparing another proposal to pass back to the company. At the end of the day, we did present a pass-back to the company that has met some of their demands but is also still rewarding to our members. The company is reviewing our most recent proposal, and they will meet with the union on March 29 for further negotiations.

Your SWA Material Specialists Negotiating Committee is Roger Bauer, Joey Clark, Jason Ortiz, Anthony Kroeck, Francis Aziamadi, and Jeff Astraus.



UPS Air Cargo

Teamsters Local 2727 Negotiating Committee members met with National Mediation Board (NMB) members for a second status conference on January 9 in Washington, D.C. A great deal of discussion was had, but no decision was made as to how the parties will proceed. Despite our best effort to push the NMB to bring about an amicable settlement through mediation, those efforts have been unsuccessful and we have no reason to believe another status conference will pressure UPS Air Cargo to bargain in good faith.

With no prospect of reaching an

agreement through further mediation, IBT Airline Division Director Capt. David Bourne delivered another Proffer of Arbitration to the NMB on March 16 for a release from contract mediation. This is the third request for a Proffer of Arbitration made by the IBT, with the first request made on February 23, 2017 and the second made on September 19, 2017. No additional bargaining sessions are scheduled with the parties at this point.

On April 18, Local 2727 Executive Board members will be meeting with Congressman John Yarmuth (D-Ky.) and other representatives in Washington, D.C. to deliver a letter to President Trump signed by Local 2727 members. The letter will ask him to deliver on the promise to increase member's wages, as was guaranteed through the recently passed Tax Cuts and Jobs Act of 2017. That same day members will be protesting in front of Senator Mitch McConnell's house in Louisville, Ky.

While corporate America continues to tout how they're sharing big tax cuts with employees under the recently passed legislation, UPS continues to drag their feet and demand that active employees accept concessions in health care. These concessions in health care are accompanied by proposals for minimal pay increases that could actually reduce our members' earning power.

Even worse, employees are being asked to take concessions while UPS continues to reap record profits year after year – all while the corporate executives loot the company. In 2016 alone, UPS CEO David Abney gave himself a 15 percent raise, UPS CFO Ricky Peretz received a 251 percent raise, UPS CCO Al Gershenhorn

NEGOTIATIONS ROUNDUP continued

received a 27 percent raise and UPS U.S. President Myron Gray received a 69 percent raise.

Furthermore, only weeks ago UPS announced that its 2017 full-year profits were \$7.5 billion, an almost 40 percent increase over 2016 profits that

were record breaking in and of themselves. The reality is that the nation's workers are being handed crumbs – all while corporate executives continue to give themselves HUGE pay increases, often by purchasing shares back to bump up stock prices, which in turn

swell their compensation packages.

Local 2727 members will be protesting in Louisville, Ky. on Wednesday, April 18. That same week, members will be in Washington, D.C., delivering a letter to President Trump and lobbying Congress.

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>.

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

