



# TEAMSTERS AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

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## TAMC Submits Comments on FAA Drug Testing Requirements at Foreign MROs

### Coalition Recommends Single Standard for Drug Testing Programs

The Teamsters Aviation Mechanics Coalition called for the implementation of a single standard of drug testing for airline mechanics in its comments submitted July 16 to the FAA on its proposed rulemaking, Docket No. FAA-2012-1058, for required drug testing at foreign repair stations.

In its comments, the TAMC recommended that all authorized individuals that perform safety-sensitive maintenance on commercial carriers at both foreign and domestic repair stations be subject to a single standard of drug and alcohol testing.

“The TAMC has taken the position that in order to maintain consistent safety standards in a global economy and regardless of where safety-sensitive maintenance functions are performed, a single standard of aviation maintenance safety must be achieved,” said Chris Moore, chairman of the TAMC, in the comments.

“If we in the United States believe that certain drugs and the use of alcohol are a threat to aviation safety, we must ensure that anyone performing safety-sensitive maintenance is held to the same standards,” said Moore.

“When it comes to aviation safety we cannot afford to leave anything to chance,” added Teamsters Airline Division Director Capt. David Bourne. “Standardizing drug and alcohol testing across the industry both at domestic and foreign repair stations just makes sense. The flying public and every man and woman that works in the airline industry deserve nothing less to ensure every aircraft is safe – on the ground and in the air.”

The full comments submitted to the FAA can be found at <http://ibt.io/anprm-tamc>.



## Hoffa Visits SFO UAL Base, Meets With Shop Stewards

Teamsters General President James Hoffa paid a visit to the UAL San Francisco Maintenance Base in June to see the facility and meet with members. International Representative Clacy Griswold, Local 856 Principal Officer Peter Finn, Local 856 Business Agent Javier Lectora, and Local 986 Business Agent Rich Petrovsky took Hoffa on a tour of the Jet Shop and OV, where he had the opportunity to meet and speak with several members.

Following the tour, Hoffa attended an on-site union office for a meeting with 25 day shift shop stewards, including Chief Steward's Coordinator Fred Wood and his four Chief Stewards: Steve Anderson, Leigh Skilling, Mike Albertine, and Greg Sullivan.

### New Work in SFO for UAL Teamsters

On June 23, Aircraft 4238 arrived in Dock 6 at UAL's SFO maintenance base. It is part of UAL's cost reduction efforts that the company determined would save money by bringing work in house.

As reported in an article on the company website, this is the first of what will be a nonstop parade of Airbus heavy checks and other services to be performed by Airline Division Teamsters at the facility. It's also the first heavy check to be done in 12 years at the facility, with the technicians planning on having the job done by mid-summer.

Current plans call for expanding the existing Airbus “C” check lines to perform HMs, adding a third Airbus line and further development of aircraft modifications and special visits. In time, the operation will transition to a 24/7 operation in Airframe and many supporting shops and departments.

Kudos to Business Agents Rich Petrovsky of Local 986 and Javier Lectora of Local 856 for their efforts to help make this happen!



## TAMC Goes to GoTeam

On May 27, eleven members of the TAMC took part in an advanced GoTeam training at the Embry-Riddle Aeronautical University in Prescott, Ariz. Teamster mechanics from UAL, representing sub-CAL and sub-UAL, joined Teamster pilots from Teamsters Local 2024 for the training.

“This GoTeam training was the next step after Basic Training,” said Gary Kagel with Local 769. “The goal is to prepare GoTeams to be ready in case of an accident.”

In total, there were 25 participants at the event in which the TAMC had a large presence. The first day of the training was kicked off by Bill Waldock, professor of Safety Science and Director of the Robertson Accident Investigation Laboratory at Embry-Riddle. Most of the class was run by Greg Faith, a 30-year NTSB investigator.

Day one was a review of the basics of GoTeam training. The class then covered fire investigation, investigative documentation and photography, and other specific skills. Day two included hands-on training at Embry-Riddle’s on-campus “Crash Lab” where actual crash sites have been replicated for training purposes.

The recreated crash sites were reinvestigated by the students. Afterwards, their results were compared and contrasted to the actual NTSB results for these accidents.

“It was extremely useful to take pieces of our previous training, adding new information and skills, and tie it all together to see how it is actually applied in a simulated real world environment. God forbid we have to deploy on a GoTeam for an accident, we will be much better prepared,” said Kagel.

As Kagel explained, in the event of an incident “Interested Parties” to an accident, which includes union mechanics, join NTSB investigators to assess a crash site. Other interested parties include

represented pilots and flight attendants, manufacturer representatives, and representatives of the airline. In order to have “party status” in a GoTeam investigation, the parties need to be directly related to the crash and have representatives who have been through Basic Training.

Investigators and other GoTeam parties are tasked with looking at the physical evidence at the crash site, as well as interviewing witnesses. Pilots are likely to focus on determining the altitude, speed, flight conditions, air traffic, flight crew training, and physical condition at the time of the aircraft mishap. Mechanics will likely assess

overall systems including fuel, hydraulics, electronics, avionics, engines, propulsion, and navigation at the crash site. They also look at the maintenance program including training and documentation, tooling, facilities, and more.

The TAMC and other unions who are part of a GoTeam provide different perspectives that are pivotal in determining the cause of a crash. In fact, without the involvement of an airline’s unionized groups, important aspects of an investigation can be overlooked. So if a crash happens involving an airline in which

mechanics don’t have a union, a GoTeam may lack the maintenance expertise that is crucial to understanding the cause of an accident.

This, Kagel says, underscores the importance of airline employees – in maintenance and other classes and crafts – to have representation. Unions like the Teamsters and the TAMC can play a decisive role in learning from past accidents and preventing future ones.

“To my knowledge, this is the only training of its kind and I’m glad Local 2024 took the lead to organize it,” said Kagel. “In the future, I would like to see more regular and more in-depth GoTeam trainings like this one.”



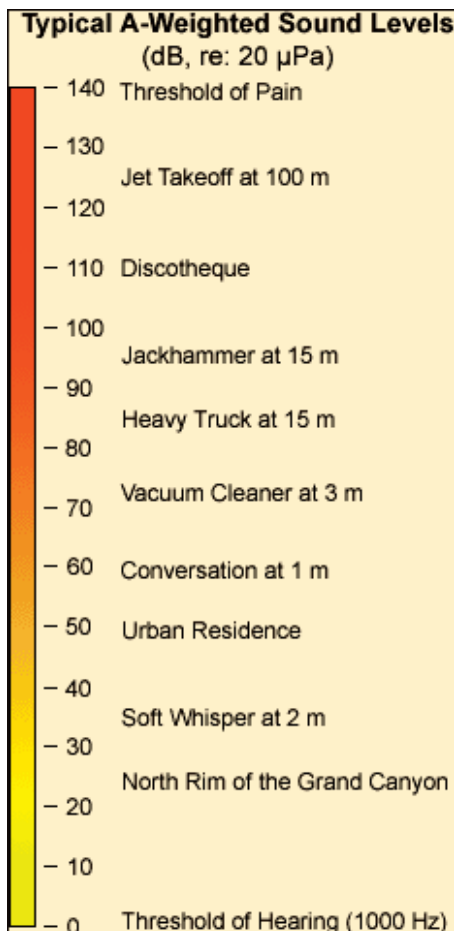


# GROUND SAFETY: Occupational Noise and Hearing Protection

Excerpted from the OSHA website –

Every year, approximately 30 million people in the United States are occupationally exposed to hazardous noise. Noise-related hearing loss has been listed as one of the most prevalent occupational health concerns in the U.S. for more than 25 years. Thousands of workers suffer from preventable hearing loss due to high workplace noise levels. Since 2004, the Bureau of Labor Statistics has reported that nearly 125,000 workers have suffered significant, permanent hearing loss. In 2009 alone, BLS reported more than 21,000 hearing loss cases.

Exposure to high levels of noise can cause permanent hearing loss. Neither surgery nor a hearing aid can help correct this



type of hearing loss. Short term exposure to loud noise can also cause a temporary change in hearing (your ears may feel stuffed up) or a ringing in your ears (tinnitus). These short-term problems may go away within a few minutes or hours after leaving the noisy area. However, repeated exposures to loud noise can lead to permanent tinnitus and/or hearing loss.

Loud noise can also create physical and psychological stress, reduce productivity, interfere with communication and concentration, and contribute to workplace accidents and injuries by making it difficult to hear warning signals. Noise-induced hearing loss limits your ability to hear high frequency sounds, understand speech, and seriously impairs your ability to communicate. The effects of hearing loss can be profound, as hearing loss can interfere with your ability to enjoy socializing with friends, playing with your children or grandchildren, or participating in other social activities you enjoy, and can lead to psychological and social isolation.

### What are the warning signs that your workplace may be too noisy?

Noise may be a problem in your workplace if:

- You hear ringing or humming in your ears when you leave work.
- You have to shout to be heard by a coworker an arm's length away.
- You experience temporary hearing loss when leaving work.

### How loud is too loud?

OSHA sets legal limits on noise exposure in the workplace. These limits are based on a worker's time weighted average over an 8 hour day. With noise, OSHA's permissible exposure limit (PEL) is 90 dBA (decibels) for all workers for an 8 hour day. The

OSHA standard uses a 5 dBA exchange rate. This means that when the noise level is increased by 5 dBA, the amount of time a person can be exposed to a certain noise level to receive the same dose is cut in half.

In 1981, OSHA implemented new requirements to protect all workers in general industry. Employers are required to implement a Hearing Conservation Program where workers are exposed to a time weighted average noise level of 85 dBA or higher over an 8 hour work shift. Hearing Conservation Programs require employers to measure noise levels, provide free annual hearing exams and free hearing protection, provide training, and conduct evaluations of the adequacy of hearing protectors.

What can be done to reduce the hazard from noise?

Engineering controls that reduce sound exposure levels are available and technologically feasible for most noise sources. Examples of inexpensive, effective engineering controls include some of the following:

- Choose low-noise tools and machinery.
- Maintain and lubricate machinery and equipment (e.g., oil bearings).
- Place a barrier between the noise source and employee (e.g., sound walls or curtains).
- Enclose or isolate the noise source.

Hearing protection devices (HPDs), such as earmuffs and plugs, are considered an acceptable but less desirable option to control exposures to noise and are generally used during the time necessary to implement engineering or administrative controls, when such controls are not feasible, or when a worker's hearing tests indicate significant hearing damage.

To read the full article, go to <http://ibt.io/hearing-osha>.

## NEGOTIATIONS ROUNDUP

### Sub-ASA

The union and the company met in federal mediation negotiations in Atlanta in June.

Talks continued with the union making passes on Article 7 (Hours of Service) and Article 22 (General and Miscellaneous) and the company passing Articles 7 and 22. The union and the company were able to reach a Tentative Agreement on Article 7.

With the Stand-Alone Sub-ASA contract, Tentative Agreements have been reached on Articles 4 (Seniority), 5 (Filling of Vacancies), 6 (Reduction in Force and Recall), 7 (Hours of Service), 13 (Training), 14 (Health and Safety), 16 (Moving Expenses), 20 (Grievance Procedure), 21 (Board of Arbitration) and the Interim Agreement which gives the members a process to fight discipline and discharge up to and including arbitration.

The parties are working with the mediator to set dates for the next round of negotiations. Meanwhile, talks will continue in mediation on the Sub-XJT side.

### Horizon

Horizon Air mechanics represented by Teamster Local 986 have ratified a new 6-year agreement. The contract was to become amendable in December, but under mutual agreement both sides decided to begin discussions early. One driving factor behind the move was the planned departure of Horizon President Glenn Johnson, who has been a strong supporter of mechanics and the Teamsters. The 5-member negotiating team began the process in early May and was able to reach an agreement and approval of the membership by the end of June.

In an impressive showing of solidarity, 94 percent of the membership participated in the ratification election of this agreement which adds additional language to improve many areas, including quality of life. In addition, some doors were opened in regards to longevity pay and increases in paid time off. Job security was also improved with agreements

to protect future maintenance at Horizon as well as continuing to maintain a no-furlough agreement for employees at current stations.

A unique feature to this agreement is the terms to make further improvements to language and pay woven into the duration of the agreement. Two and four years after the date of ratification the union will be offered a chance to sit with the company to discuss changes to the agreement. Wage increases which cannot be settled through negotiations will go straight to arbitration for settlement. The arbitration process is to be "baseball style" in that the arbitrator will simply choose the best argument without amending either side's position or proposal.

The wage improvements will keep Horizon Air mechanics among the highest paid regional mechanics in the industry. Additionally, a \$5,000 signing bonus was paid to each employee. An early-out agreement was also negotiated with a lump sum bonus paid to mechanics at the top of the scale who wish to leave the airline.

Horizon Air mechanics now look with hope toward 2016 when they can begin discussions for further improvements under this collective bargaining agreement.

### NetJets

Negotiations resumed the week of July 21 with the union passing a counter proposal on Article 29 (Field Service). The company also passed counter proposals on Article 20 (Training), Article 25 (Sick Leave), and Article 32 (Hours of Service). Additionally, the Negotiating Committee worked on Article 31 (Seniority). There were no Tentative Agreements reached.

The union and the company will be working to set dates for the next round of talks.

### Piedmont

Negotiations resumed June 23 and concluded June 26. Discussions had been scheduled to resume in May, however the

company asked for a pause in the talks. With the rejection by the American Eagle (Envoy) pilots of their Tentative Agreement, the mainline carrier said that the new jet aircraft that had been ordered will be flown elsewhere, prompting new talks with the Piedmont pilot group. No conclusion has been reached in those talks. Twenty of the newly ordered aircraft have been committed to Compass, a Trans States company, outside of the AA-US Air-owned companies.

The company advised the union that regardless of the outcome of the talks with the pilots, they wanted to resume and hopefully reach an agreement with the technicians.

The talks at the recent session centered on wages and the costs associated with the different proposals. The union spent a great deal of time looking at cost figures. The committee was joined by an economist provided by the International Brotherhood of Teamsters who was very helpful and will be of great assistance going forward.

Negotiations are scheduled to resume on August 18.

### Southwest

Contract negotiations for SWA Materials Specialists continued in Dallas with the Negotiating Committee, along with Local Union Business Agents and Airline Division Representatives, meeting outside of negotiations on June 2 to work on Article 4 (Classifications). The Committee also discussed the Letters of Agreement, Letters of Intent and Notes of Negotiation attached to the CBA.

Direct negotiations with the company continued on June 3 and 4. The union made a counter proposal on Article 4 (Classifications). The company agreed to the union proposal on Article 9 (Seniority), resulting in another TA. That brings the total number of articles with Tentative Agreements to date to ten.

Dates for the next round of talks are currently under discussion.

**NEGOTIATIONS ROUNDUP** continued**UAL**

On July 24 the steering committee was reconvened in Denver for the purpose of a briefing on the current state of negotiations.

The briefing began with Vinny Graziano giving a report from the implementation committee. The steering committee was informed that a conference call had taken place with the company and that the company was drafting a memo to all of the tech ops leadership. The memo will address the items that the company and union agree were implemented incorrectly.

Representative Clacy Griswold then

explained where the negotiations are now. There was also a short briefing on mediation. Representative Bob Fisher gave an overview of the current system-wide arbitration cases that have been presented to date. There was then a short question and answer period addressing scheduling and how the process works.

The next item discussed was the open issues list. Representative Fisher read the list to the group. The list was also put on the overhead and screen shared with StartMeeting. Following the presentation, there was another Q&A period.

Representative Griswold led discussions centered on the economic aspect of

negotiations. The committee was briefed that the position of the union has not changed since the last session of the committee in October of last year.

Several other committees attended the briefing to express their views on what was needed in the new agreement. Those committees were ground safety, flight safety and EAP. Committees were assured that subject matter experts would be used to finalize items surrounding these committees.

As all questions were answered on July 24, it was determined that the committee would adjourn this session without meeting the following day.

**Updates Online** [www.teamsterair.org/tamc](http://www.teamsterair.org/tamc)

The TAMC section of the Teamsters Airline Division website has been updated to more accurately reflect our work and leadership team. The Steering Committee page and About TAMC page have been revised with more up-to-date information about our Coalition. Going forward, we will be adding more content including important links for the TAMC pages. Please visit us online at [www.teamsterair.org/tamc](http://www.teamsterair.org/tamc).