



TEAMSTER AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

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TAMC Report on Maintenance, Repair, and Operations (MRO) Americas Trade Show



TAMC Steering Committee Member Dave Saucedo attends on behalf of Teamsters Airline Division

The TAMC annual report from the MRO Americas trade show took a bit of a turn this year. The conference normally focuses on growth and innovation in the MRO industry, but this year the focal point of the discussion was the looming mechanic shortage. But first, the MRO numbers:

2016 MRO demand was \$67.6 billion worldwide. 27 percent of that was spent in North America. The annual MRO market is forecasted to grow by 4.1 percent worldwide in 2017. Forecast growth is marginal for the MRO industry in North America at 1.8 percent on average until 2026, when the total is expected to reach \$110 billion. Much of this projection is based on the estimated number of new aircraft entering service.

Clearly, the mechanic shortage is upon us.

An industry report predicts demand for aircraft technicians will be 679,000 worldwide from 2016 to 2035, with 127,000 technicians required in North America alone. The report goes on to say that if things continue as they are, the industry will be short 9,000 mechanics by 2027, with the tipping

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At Aerospace Maintenance Competition, Teamster Mechanics Showcase Their Skills

The Teamsters Aviation Mechanics Coalition (TAMC) and the Teamsters Airline Division are proud to be sponsors of this year's Aerospace Maintenance Competition (AMC) which was held last April at the Orange County Convention Center in Orlando, Fla.

The Teamsters Airline Division and the TAMC teamed up with the AMC in an effort to promote the aviation maintenance profession and are looking forward to doing even more at the 2018 competition. In attendance from the Teamsters Airline Division were Deputy Director Allynn Allen and International Representative Captain Paul Alves, as well as TAMC Secretary Treasurer Bob Fisher and Chairman Chris Moore. Communications Specialist Matt McQuaid was on hand to do interviews with the competitors as well as the event organizer, the Honorable John Goglia. Those interviews can be heard on the May edition of the Teamster Nation Podcast ([link here](#)).

Allen and Alves attended the event for the first time this year.

"The AMC is a great opportunity for the members of our division to gather face to face, have fun competing in events, and show the world what Teamster excellence in the aviation field is all about," Allen said. "The enthusiasm, dedication and teamwork of all of our members that competed really embodies the spirit of Teamster power."

"It's really wonderful to see so many of our members from the airline division working together to demonstrate the dedication and professionalism that we bring to our jobs every day," Alves said. "All of our members that participated did great work and I'm looking forward to seeing them compete and win again next year."

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TAMC Increases Publicity Against NetJets for Outsourcing, Pay Raises

Across the country, Teamster Aviation Mechanics have been demonstrating against NetJets' refusal to agree to industry standard wages and end massive levels of outsourcing of aircraft maintenance on behalf of the carrier.

NetJets mechanics and other safety employees have not received a pay increase for more than six years. The company and the union have been in contract negotiations for nearly six years, during which time no NetJets mechanic and related members have received a negotiated pay raise. NetJets only employs 111 aircraft mechanics to work on its fleet of approximately 400 aircraft, well below the ratio of up to 10 mechanics for every one aircraft most at major airlines.

"NetJets managers are telling workers on the shop floor that the company needs to hire more mechanics and that the union's wage proposals aren't a problem," said Mark Vandak, President of Teamsters Local 284, who represent NetJets workers. "At the negotiating table, their stories change. That's why these negotiations are dragging on and hurting the families of our membership."

Union appeals for support to Netjets customers and the public at large began to escalate in February, when Teamsters began writing letters to NetJets aircraft owners in the finance, retail, manufacturing and higher education sectors of the economy to bring attention to the dispute. In April, NetJets workers followed suit with letters to Berkshire Hathaway Chairman Warren Buffett, members of the Board of Directors, including Bill Gates, and Greg Abel, Chairman of Berkshire Hathaway's Energy Division.

The workers' letter stated that because so few technicians are actually employed by the Berkshire Hathaway owned carrier, "it relies almost exclusively on subcontractors and third-party vendors to perform critical maintenance on NetJets aircraft. This is a disturbing trend as analysts report that a shortage of qualified aircraft technicians will start to impact fractional aviation operations. Subcontracting is not the answer and outside vendors are not immune from the effects of a shortage. In fact, they may be the most vulnerable."

Public demonstrations have heated up considerably within the past two months. On May 5, workers handbilled thousands of people at the Berkshire Hathaway annual shareholder meeting in Omaha, Nebraska. Union handbills called attention to Abel's compensation package, nearly \$60 million dollars over a twenty-four month period, while NetJets workers and their families go without a new contract and pay raises for six years. That same weekend at the Kentucky Derby in Louisville, workers carried picket signs protesting the lack of pay increases and high levels of subcontracting. As an ex-

pression of support and solidarity for their co-workers, the pilot union, NetJets Association of Shared Aircraft Pilots (NJASAP), donated the picket signs.

On May 12, aircraft technicians and other related employees again picketed, this time at Don Scott Airport at Ohio State University in Columbus, and most recently, NetJets Teamsters brought their public campaign to customers attending the PGA Memorial Golf Tournament in Columbus, OH. In addition to picket signs, the Union launched a twenty five foot blimp that read, "NetJets Subcontracts Safety Work." On June 5, more union picketers and an airplane towing a banner protesting excessive subcontracting greeted NetJets executives and customers at an exclusive event at a private club.

Maintaining this kind of effort against the company in so many places may seem difficult with only 170 members in the bargaining unit. But their strength and solidarity, combined with the support of Pilots, Flight Attendants and other Teamsters Locals, both in and outside of the Airline Division, has allowed the workers to keep up the public campaign even after six years of negotiations.

"NetJets workers know their worth and they aren't afraid to fight for it," said Chris Moore, Chairman of the Teamsters Aviation Mechanics Coalition. "We plan to do everything we can to keep the customers and public informed about the problems that exist between the maintenance workers we represent and NetJets."

The company has recognized the effectiveness of these demonstrations and has begun to push back against NetJets workers. In an effort to prolong negotiations even further, the Company exercised its right under the RLA to file for mediation, even though the Union's repeated its desire to bring direct negotiations to a successful conclusion. Recently, the company attempted to ban workers from wearing union buttons that read "WTF – Where's The Fairness, NetJets?" The Teamsters filed a grievance that will be processed to the System Board of Adjustment, and are considering a lawsuit in federal court.

Despite the long haul of negotiations and pushback from the company, NetJets workers are maintaining solidarity and show no signs of letting up. "Our union is standing strong and supporting our fight for good pay and job security," said John Wolfe, Local 284 Steward. "We're highly skilled maintenance workers and we deserve respect from the company that we helped to build. Until we get a good contract, the labor problems at NetJets, which are already bad, will only get worse. Management should do the right thing for the benefit if the company, the customers and the workers."

Disaster Preparedness 101: TAMC Participates in Go-Team Training



The Teamsters Aviation Mechanics Coalition (TAMC) and the Airline Division worked with Teamsters Local 1224 to once again bring advanced Go Team training to our maintenance professionals. Mechanics from Teamsters Locals 19, 455, 769, 781 and 986 participated in the program. The training was held at Embrey-Riddle Aeronautical University in Prescott, Ariz., and was led by instructors Tony James former FAA accident investigator and former National Transportation Safety Board (NTSB) investigator Greg Feith.

The instructors showed the students how to navigate the maze of possibilities that are a part of an onsite investigation. Participants were taught how to handle the information from their findings analytically so that it can be conveyed to the Investigator In Charge (IIC) in a way that it will be accepted in the final Federal Aviation Administration/NTSB report. Students were instructed to keep an open

mind and to continue to evaluate theories based on facts they discover during an investigation. Participants also learned not to discuss an ongoing investigation with anyone outside the investigation. Doing so is a sure fire way to be “removed from party status;” in other words, thrown out and not be invited back.

Students also learned about preservation of evidence, which is how a Go Team member packages recovered wreckage so that it remains a useful part of the investigation. They also learned about the importance of the Critical Incident Stress Management (CISM) meetings offered at the end of each day. Aviation accident sites are gruesome – spending hours on end poring over the remnants of an aircraft and its contents can have a great psychological impact on those in the field. The CISM meetings help party mem-

bers cope with and understand that stress.

“What a great class it was,” said Local 19 Mechanic Fred Lewelling. “I hope we never have to use this training, but it is essential to learn this so we can make sure that all of the facts are reported after an emergency. That way, we don’t repeat the same mistakes that lead to the accident in the first place.”

Teamster mechanics attending were Fred Lewelling and Angel Cantu from Local 19, Tracy MacCorkell Teamsters SFO, John McCartney and Leo Hoffman from Local 455, Rick Vehrs and Mike Johnson from Local 781, and Brian Wooley and Gary Kagel from Local 769.

Thanks to all of the locals for supporting their Go Team members. Special Thanks go to Dan Wells and Russ Leighton from Local 1224 for making this training available to our TAMC members.



TAMC Attends Aviation Rulemaking Advisory Committee Meeting

TAMC Board Members Chris Moore and Bob Fisher attended the June 8 Federal Aviation Administration (FAA) Aviation Rulemaking Advisory Committee (ARAC) meeting.

Interim Reports were heard from the ARAC and the Rotorcraft Occupant Protection Working Group.

The ARAC delivered a report regarding input to support regulatory reform of aviation regulations, which is part of President Trump’s Executive Order requiring two regulations be removed for every one added.

As you might expect there was spirited debate between the committee members regarding procedure and how the list of regulations will be arrived at. It is important to understand that the list of regulations is only a starting point and each regulation must be vetted for obvious cost savings, legal viability, and whether or not it meets the requirement of maintaining the current level of safety. The FAA must

approve the final list. We will keep you up to date on the process going forward.

Status Reports had been scheduled to be heard from the following working groups but due to schedule conflicts within the committee were not.

From the ARAC: the Rotorcraft Bird Strike Working Group, the Loadmaster Certification Working Group, and the Airman Certification Systems Working Group.

From the Transport Airplane and Engine Subcommittee: the Transport Airplane Metallic and Composite Structures Working Group, the Flight Test Harmonization Working Group, the Transport Airplane Crashworthiness and Ditching Evaluation Working Group, the Engine Harmonization Working Group, and the Aworthiness Assurance Working Group.

Please click [here](#) for the PDF from the Federal Register for more details on the meeting agenda.

TAMC Report *continued from page 1*

point being in 2022.

The question posed to us as professionals, in addition to the industry at large, is what it takes to attract young people. After decades of downward pressure on pay and benefits, the pool of interested candidates has essentially dried up. A Study by the Aviation Technician Education Council (ATEC) showed that 25 percent of tech school graduates do not go into the industry, and only 60 percent take the Federal Aviation Administration (FAA) exam. Furthermore, the knowledge required to obtain an Airframe & Power plant (A&P) license is very diverse, and its application across a variety of industries creates pathways leading away from aviation.

A study by Purdue University found that the pool of students has changed. Today's students tend to be more easily frustrated, less mechanically experienced, more global and more diverse. That's not to say that these individuals won't become fine aviation maintenance professionals, but it does put the spotlight on an outdated curriculum and the need for development of relevant courses that are up to date on new and future technology.



How do we excite people about the industry?

The good news is that the major airlines have begun to realize that the mechanic shortage is upon us. The latest United Airlines mechanics contract is an industry leader that restores good wages, good benefits and a solid retirement plan, which sets the stage for the other major airlines to follow. That alone should help folks to start looking toward aviation maintenance as a career, but it's not enough. Outreach to middle school and high school students to get kids interested early is imperative, which is why United Airlines and the Teamsters have negotiated an apprenticeship program into the latest agreement. TAMC Board Members Bob Fisher and Chris Moore will be touring Pittsburgh Institute of Aeronautics campuses this summer to talk to students about the industry and how organized labor works within it.

Finally, it's on us to talk to our sons, daughters and their contemporaries about aviation maintenance and convey the passion with which we approach our jobs every day.

Competition *continued from page 1*



The AMC is a venue for licensed mechanics, military maintainers and students to showcase their knowledge, skill, professionalism and ability to work as a team. Teams competed in 26 events over a three-day period. The events, which are sponsored by various schools, manufacturers and airlines, included: APU Burner Can, Augmented Reality, Borescopes, Cable Rigging, the Charles Taylor Exam, Composite Repair, External Power Receptacle, Fiber Optics, Fluid Lines, Fuel Quantity, Fuel Tank Entry, Geared Turbofan Engine, Human Factors, Non-Destructive Testing, Pitot Static Testing, Power Troubleshooting, Safety Cable, Safety Wiring, Sealant, Turbine Engines, Unmanned Aerial Systems, Vacuum Loading (Rocket Fuel), Weight and Balance, Wheel and Break, and the Wiring and Cannon Plug contest.

Teams came from all areas of aviation: commercial, space and aviation maintenance schools, general aviation, and Maintenance, Repair and Operation/Original Equipment Manufacturing (MRO/OEM). There were also teams from all branches of the military competing.

Teamster mechanics from United Airlines CLE, MCO, SFO and UPS Air Cargo competed with teams from Qantas, JetBlue, Alaska, Gulf Air, Jetstar, American Airlines, Flybe, SWAPA, AMFA Local 11 and Pakistan Aircraft Maintenance in the Commercial Aviation competition. The United Airlines CLE team won multiple events, including Best Overall, Rigging and the FedEx Engine event. The UPS Air Cargo team won the Human Factors Test put on by Grew Owl Associates. Teamsters that are United IAH mechanics acted as judges for the United Airlines Fuel Tank Entry event.

MRO/OEM teams from Boeing, Pemco, American Airlines, Australian Licensed Aircraft Engineers, HEACO Mexicana, Pratt and Whitey and FedEx Express competed in the event. Flexjet was featured in the General Aviation category, and Virgin Galactic was featured in the Space category.

The aviation schools that competed were Pittsburgh Institute of Aeronautics, AIM, Indian Hills College, Eastern Florida State College, Spartan, Vaughn College, West LA College, Mohawk Valley Community College, Tulsa Tech, Embry Riddle, Aviation Institute Broward College, Utah State, Liberty University, Del Mar College, MTSU and SIU.

Congratulations to all of our mechanics that competed. See you again next year!

Teamster Airline Mechanics Support Athletics for Wounded Vets

TAMC supports the Warrior Games June 30 thru July 8th.

The Department of Defense Warrior Games were established in 2010 as a way to enhance the recovery and rehabilitation of wounded warriors and to expose them to adaptive sports. Over 250 wounded, ill and injured athletes representing the Army, Marine Corps, Navy, Air Force, Coast Guard and U.S. Special Operations Command will compete in eight sports (archery, cycling,



field, shooting, swimming, track, sitting volleyball and wheelchair basketball in a display of courage and resilience.

For more information, you can find out about the Warrior Games on Facebook, Twitter, Instagram, Youtube, and their website.

The Facebook Warrior Games Event Page can be found here.

Here are some links of recent videos:

Anthem

2017 Warrior Games: Meet Krissy Esget, Team Navy

2017 Warrior Games: Meet Brian Fogarty, Team Marine Corps

2017 Warrior Games: Meet Stephanie Morris, Team Army

NEGOTIATIONS ROUNDUP

ExpressJet/CRJ

The International Brotherhood of Teamsters (IBT) and the ExpressJet/CRJ Atlanta Committee members, Geoff Maloney and Chris Rogers have been negotiating with company management since 2010; almost as long as the IBT have been negotiating for the ExpressJet ERJ members.

The company has now given its final close out proposal on wages. The union feels that after more than six years of negotiations, the offer falls far short of what ExpressJet/CRJ workers deserve as aviation maintenance professionals in a competitive market. The union made numerous moves toward the company from our original positions. The company acknowledged that the union had moved significantly toward its positions,

but claimed that it had no more money for this work group. Accordingly, negotiations came to a conclusion.

The union is very disappointed that the company could not meet what we feel are very reasonable wage proposals. With no hourly wage increases since 2008, the company's wage proposals are paltry at best. In fairness to the members, we told the company to make us its last, best and final offer so we could present it to the bargaining unit.

The contract proposal that will be presented for a vote is that. It is a combination of tentatively agreed contract sections that have been negotiated, and the company's wage proposal, which it says is the best it can offer.

Neither the International Brotherhood of Teamsters Airline Division, the Business Agents of Teamsters Local 210 and Teamsters Local 19, nor ExpressJet/CRJ rank-and-file committee members are recommending this be ratified. We do, however, think it is important for each and every member affected by this agreement to see and understand how they are valued by the company.

This vote will give our members the opportunity to let the company know what we think of its proposal, its treatment of its workers and how much it values what our membership provides for the airline. It should also cause everyone covered by the agreement to consider their personal futures and whether or not it should be at ExpressJet.

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>.

