



TAMC Nuts & Bolts

Teamsters Aviation Mechanics Coalition Newsletter

Volume 2, Issue 2

TAMC Welcomes Atlantic Southeast Airlines Mechanics And Related Nearly 600 Workers Are First To Join Union Under New NMB Rules



Nearly 600 mechanics and related workers at Atlantic Southeast Airlines voted to join the Teamsters by a 2-to-1 margin on Tuesday, October 12.

Atlantic Southeast Airlines mechanics and related workers were the first to file for union representation under the National Mediation Board's new rules and are the first to win union representation under the new rules.

Prior to the NMB voting to change the rule earlier this year, workers who didn't vote in union elections were counted as "no" votes and for victories to occur, 50 percent plus one of the workers had to vote for representation. Under the new rules, election outcomes are based upon the majority approval of voting workers rather than the majority of the unit as a whole. The Teamsters Union supported this change as part of the important fight for a fair, democratic process for workers to form a union in the airline and rail industry.

The victory is also historic for the Teamsters Airline Division, making it one of the most premier unions for aviation mechanics and related workers. With this victory, the Teamsters Aviation Mechanics Coalition (TAMC) now represents more than 16,800 aviation mechanics and related workers at 12 different airlines.

"Mechanics and related workers at Atlantic Southeast Airlines have shown great courage throughout the entirety of their organizing campaign," Hoffa said. "I applaud them for their historic victory and for moving forward to join our Teamster ExpressJet mechanics once the two carriers merge."

This election victory takes place just weeks after Atlantic Southeast Airlines and ExpressJet announced a merger.

Mechanics and related workers sought Teamster representation to improve wages, benefits and fairness in the workplace.

"We welcome these workers to the Teamsters and look forward to negotiating a strong contract with them," said Capt. David Bourne, Director of the Teamsters Airline Division.



TAMC Members Attend Human Factors in Aviation Maintenance Class

By Jim Connolly, Teamsters Flight Safety Chairman UAL

As an MSAP Representative at a large hub investigating incidents and accidents, I came to realize that very seldom, if ever, the root cause of any event is the result of

one thing. Incidents and accidents almost always have numerous contributing factors. These factors can include, but are not limited to:

- Lack of Communication
- Complacency
- Lack of Knowledge
- Distraction
- Lack of team work
- Fatigue
- Lack of resources
- Pressure
- Lack of assertiveness
- Stress
- Lack of Awareness
- Norms

This past month the TAMC sponsored myself and fellow flight safety representative from LAX Robert Gubran to attend a Human Factors in Aviation Maintenance class offered by the Southern California Safety Institute (SCSI). SCSI is a Center of Excellence in Aviation Safety Training. With 23 years of experience and 12,000 students trained in Safety Management and Accident Investigation, National and International Experience Safety Certificate programs. I was given the opportunity to be

one of 12 students from various Aviation fields including Maintenance, U.S. Border Patrol, U.S. Navy, International Maintenance Instructors from Canada and Taiwan, along with safety reps from various labor organizations.

The program objectives included:

- Increasing mission effectiveness and safety through application of human factors skills;
- Bringing about observable changes in behavior and attitude; and
- Institutionalizing human factors in aviation maintenance.

The workshop Objectives focused on:

- Awareness of the human aspect of aircraft maintenance;
- Knowledge of the benefits and importance of human factors training; and
- Tools to assist in developing, evaluating, and advocating human factors training in the Teamster organization.

The class also did a case study on the Continental Express Flight 2574 In-Flight Breakup in Eagle Lake, Texas, which took place on September 11, 1991 killing all 14 people on board. I cannot think of a better case study on human factors in aviation maintenance than this one. I would challenge all of our TAMC members in the Aviation Division to review the NTSB report on this case and think about all the human factors involved.

We work in a government regulated industry. The Teamsters are a powerful labor organization with over 1.5 million members. With that strength we have the ability to not only negotiate fair wages and working conditions, but also our safety, the safety of our families, and the safety of the flying public.

Saying Goodbye to Friend and Colleague Joe Filice

By Thomas Reid

Joe Filice died at the age of 59 due to complications with heart disease. He is survived by his wife of eight years, Marg, and her two children who he adopted, Kevin and Gary.

Joe was a personal friend of mine. He worked for Eastern before coming to United Airlines. He started at United as an aircraft mechanic in San Francisco, then transferred to Houston where he eventually joined the auto shop. Joe was very instrumental with our Teamster organizing drive at the auto shop. He had 100 per-

cent of the 46 people in the shop on board to join the union. Joe was with us all the way, even at the National Mediation Board when votes were counted and announced.

At work Joe was excellent at defusing situations, arguments, conflicts between fellow employees and management when our members needed representation. He was always a happy guy who could joke around and get along with anyone. He always left you in good spirits and with a smile on your face. He will be missed.

Negotiations, Merger Discussed at United Mechanics' Quarterly Meeting

Quarterly meetings for United mechanics' continued in August with Airline Division Director Captain David Bourne, Airline Division Representative and lead negotiator Clacy Griswold, Teamsters legal council Ed Gleason, and TAMC Chairman Chris Moore leading the discussions. Meetings were held at the San Francisco base August 2 and 3, where approximately 1,000 members attended four meetings.

Bourne gave an overview of the last quarter including negotiations with United Airlines, the formation of the American Aviation Labor Alliance (AALA) and the Airline Division's work on Capitol Hill. Griswold gave a detailed update on United contract negotiations and the recent progress made. He also answered questions about the UAL-CAL merger. Gleason covered the recent admission of the PBGC, stating that they may not have had all of the facts before allowing UAL to dump its pension. He also described a new pension idea that is currently under development which is much like the pension that is enjoyed by the players in MLB. We will have more details as this program develops.

TAMC updates included the positive effects that the AALA will have on our ability to move our agenda on Capitol Hill. With the addition of the Transport Workers Union mechanics at

American Airlines, our numbers have grown from 17,000 to roughly 30,000 mechanics in the new alliance. The AALA now has 140,000 members covering all work groups in the industry. We also talked about the work we are doing in the media to continue to expose the perils of foreign outsourcing, including educating them about what to look for and where. Topics also covered included our most recent lobbying effort on the Hill in support of FAA Reauthorization and Express Carrier Employee Protection, the Atlantic Southeast Airlines mechanics' election and the Southern California Safety Institute for Human Factors in Aviation Maintenance training, which two of our members attended.

Local Union 856 Vice President Peter Finn, Local 986 Trustee Joe Schwirian, Local 856 BA Paul Molenberg, Coordinator / Grievance Committee Chairman, Dan Johnston, Chief Stewards, Pat Conlan, Harvey Wright, Mike Albertine, Greg Sullivan and Joann Asing, along with many of the base shop stewards also attended the meetings.

We plan to be in Denver at the UAL base in the near future. Dates will be posted as soon as they are available.

Massive Mobilization of Aviation Labor Organizations Announced

Unions Agree To Coordinate Aggressive Lobbying Program On Legislative Priorities

Three transportation organizations announced the creation of a large aviation labor alliance to combine and coordinate lobbying efforts on airline safety and security. The American Aviation Labor Alliance (AALA) is a formal partnership of the International Brotherhood of Teamsters (IBT), the Transport Workers Union (TWU) and the Coalition of Airline Pilots Association (CAPA), which represent more than 140,000 aviation workers.

"We are leading the fight that workers care about in the airline industry," said Teamsters General President Jim Hoffa. "As the American Aviation Labor Alliance, we will speak on the most pressing aviation issues facing our membership and the public with one strong voice."

"The airline industry is under intense financial and competitive pressure and as a result, we believe that security and safety standards are being weakened, said TWU President James C. Little. "Combining our lobbying efforts will allow us to push for legislation that will insure both diligence and vigilance."

"The 28,000 pilots of CAPA want to work with all labor organizations to enhance safety and improve the working conditions of airline employees across our industry," said CAPA President Paul Onorato. "CAPA wants to help provide a flight plan for a successful commercial aviation industry in this country."

The first task for the AALA will be passage of the FAA Reauthorization bill that Congress is expected to finish during the current session. This comprehensive aviation bill deals with a range of issues related to the FAA, including security and safety requirements for overseas repair bases, and rules related to pilot training. In addition to the FAA Reauthorization Bill, bankruptcy reform will be a major focus.

The new alliance is significant because the unions are affiliated with different labor federations or are independent, and they are joining forces to influence labor issues that affect their members and the airline industry as a whole. The AALA will continue to build alliances with other labor organizations in the future.