



TEAMSTERS AVIATION PROFESSIONAL

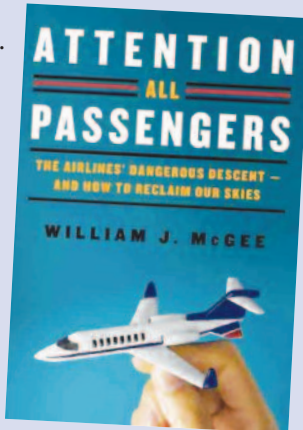
Newsletter of the Teamsters Aviation Mechanics Coalition

Volume 3, Issue 11

TEAMSTERS Help Write the Book on Saving Our Industry

ATTENTION ALL PASSENGERS IS A MUST-READ

A recently published book by consumer advocate and journalist William J. McGee examines the airline industry's race to the bottom and what we can do to stop it. Titled *Attention All Passengers: The Airlines' Dangerous Descent – and How to Reclaim Our Skies*, McGee's book includes extensive quotes and interviews with Teamster leaders and airline representatives.



This should be required reading for anyone who works in the industry as well as anyone who flies. McGee, a former airline dispatcher, is an industry expert on the perils of airline outsourcing. He's written for USA Today, Consumer Reports and many other publications as well as testifying before Congress. McGee has also worked with various committees on the future of U.S. aviation.

Attention All Passengers links the degeneration of our industry to executives' relentless efforts to cut costs and outsource work at the expense of quality and safety. The book gives a bird's eye view of everything that has become subject to outsourcing, including maintenance, flying and customer service. Readers get to see the cavalier attitude taken by airline

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Teamsters Take Strong Position on Proposed Maintenance Rules and Outsourcing

The TAMC and Teamsters Airline Division believe that while many of the recently proposed FAA regulations concerning aircraft repair stations adequately address safety issues, other rules fail to deal with the dangers posed by outsourced aircraft maintenance. In November, the Airline Division submitted comments in a letter to the FAA regarding proposed rules that raise concerns about standards for certification and work performed by foreign repair stations.

We reprint the letter here for a thorough look at the Teamsters' position on the new proposed rules.

On behalf of the International Brotherhood of Teamsters-Airline Division (IBT-AD), we submit the following comments regarding the Federal Aviation Administration's (FAA) Notice of Proposed Rulemaking (NPRM) on repair stations, published on May 21, 2012, Fed. Reg. 77, No. 98. The IBT-AD finds many of the FAA's proposed rules to be effective in addressing the many safety concerns the IBT-AD has raised regarding the regulation of repair functions, but finds other rules inadequate to deal with the dangers posed by the use of foreign repair stations or other questionable practices. In assessing each of the proposed rules, the IBT-AD is driven by its goal of preserving the highest and most verifiable level of safety consistent with our members' shared experience and the best practices in the industry they have identified.

In regard to Proposed Rule 145.1012, the IBT-AD supports allowing the FAA to deny or revoke a Repair Station license for falsifying documents. The entire maintenance regime is highly dependent upon the correct documentation of repairs and maintenance, and we find that there must be severe punishments for undermining such an important principle of aircraft safety.

The IBT-AD supports Proposed Rule 145.1051 (e), which allows the FAA to deny application for a Repair Station Certificate because of a prior revocation of a Repair Station Certificate or because of the involvement of key personnel at that station in a prior revocation of a Repair Station Certificate. The IBT-AD finds that this rule does not go far enough; we ask the FAA to consider maintaining a list of persons or entities that have been involved in repair stations that have had their certificates revoked, so as to allow more effective application of the Proposed Rule. Alternatively, we ask the FAA to consider requiring an applicant for a Repair Station Certificate to affirmatively disclose whether it has previously had a certificate revoked, or whether any of its key personnel have been involved in the revocation of a Certificate.

The IBT-AD disagrees with Proposed Rule 145.1109 that a repair station applicant need not purchase or itself maintain all equipment required for the

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CEOs who seem unfazed by the effects outsourcing has on safety. McGee exposes the airline bosses, revealing that in today's world the only thing that matters to them is making a buck. We have all been victims of this "race to the bottom" that McGee so brilliantly documents.

Without a doubt, McGee's analysis and expertise has been aided by his relationship with the TAMC. He's been working with the Coalition since its inception and has been a great friend and an invaluable partner in our fight against outsourcing. Throughout this book, you will find extensive contributions from Teamsters General President Jim Hoffa, Airline Division Director David Bourne, and members of the TAMC Steering Committee, including Chris Moore and Dave Saucedo. Teamsters International Representative Bernadette McCullough and the many, many Teamster aviation mechanics also contributed substantially to the insights in this book.

The TAMC is committed to the fight against unsafe, substandard outsourced aircraft maintenance. We will continue to work with industry experts and safety advocates like McGee to keep our aircraft safe and protect our jobs.

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scope of the work they are applying to perform. Requiring that the applicant only have access to all necessary equipment sets up a dynamic wherein the repair station may find it cannot acquire necessary equipment in a timely manner. This runs the unnecessary risk that non-certified tooling or non-certified alternate methods could be used to meet customer demand. The IBT-AD suggests that all necessary tooling should be maintained by the certified repair station, thus safeguarding the FAA's ability to ensure the safety of tools and techniques that the station will employ.

The IBT strongly disagrees with Proposed Rule 145.1053(b), which allows an entity other than the FAA to certify a repair station outside the borders of the United States without the FAA performing an onsite inspection and certification. While the IBT-AD understands that the United States has many bilateral Aviation Safety Agreements, it should be apparent that relinquishing FAA oversight to foreign entities will allow countries with less experience with or interest in aircraft safety to certify facilities that are not up to U.S. standards, thus allowing foreign entities to erode the hard-won safety of the American flying public.

The IBT-AD also disagrees with Proposed Rule 145.1058, which would allow a repair station to "Self Evaluate" and thus add to their capabilities list without specific FAA approval. The FAA safety regime is self-evidently undermined when repair stations are not required to demonstrate to the FAA itself their capability to perform new types of work they wish to perform.

The IBT disagrees strongly with Proposed Rule 145.1217, allowing an FAA-certified repair station to contract work to a non-FAA certified repair station. This is especially troublesome in foreign countries where there is no way for the FAA to verify that the contractor has the capability to perform the work to the FAA-mandated standards. Allowing such contracting would therefore lead to the transfer of aircraft maintenance to facilities that are completely outside of FAA oversight and not subject to any FAA regulation.

The IBT-AD notes that Proposed Rule 145.1205 is too vague and should be clarified because the Rule does not clearly specify that instructions given by an air carrier or air operator must comply with the company maintenance procedures the FAA has certified.

The IBT-AD strongly supports Proposed Rules 145.1157 and 145.1153 as necessary and indeed long overdue. It agrees that any person returning an aircraft or component to airworthy condition as well as supervising that work must possess appropriate FAA certifications and must be able to read, write, understand and speak English. A strong knowledge of English is necessary to understand the manuals and training and is also necessary to ensure that the FAA can test and certify that person's compliance with regulations and safety procedures. Given the FAA's recognition of the importance of supervisors of repair work being able to speak English (in order to understand manuals and safety regulations, and to allow effective enforcement), it should be equally obvious that Proposed Rule 145.1151 be extended to require all repair station workers performing maintenance on U.S.-registered aircraft to read, write, understand and speak English, as well requiring them to possess the required FAA certificates to perform such work.

Finally, the IBT-AD supports changing Proposed Rule 145.1153 so that repair stations are required to retain training records for the length of an employee's employment, rather than the proposed two years. This alteration would not require employers to bear much, if any, additional costs, but would allow the FAA a greater ability to identify defects in a training program should such defects become apparent.



Warm Wishes to Mechanics and Our Families

The TAMC Steering Committee wishes our 18,000 Teamster airline mechanic members and your families a safe and happy holiday season. We hope that you all are able to enjoy the holidays with your loved ones and we look forward to a new year of working on your behalf to improve the standards of our profession and the industry as a whole.

POSITIVE Progress Made Toward Deal on UAL-CAL-CMI Amalgamation

Proposed Path to Resolution

In October, the Steering Committee for the UAL, CAL and CMI amalgamation was invited to Chicago to hear a proposed path to expedite negotiations. At the meeting, the company stated that it would like to reach a joint agreement by the end of this year. They offered a new method recently developed by the National Mediation Board to facilitate this process. This new method was a result of the Dunlop II Report that was issued in April of 2010. It's also based on the principals of interest-based bargaining, or IBB. What is interest-based bargaining? IBB is generally seen as a quicker process than traditional or adversarial bargaining because rather than disputing particular words in any given article, the parties first come to an agreement on how the article should work in a practical application. Then, once an agreement is reached on an issue, language is crafted to address the parties' agreement.

Moving Forward

After the rank-and-file committee discussed the proposed schedule, it was unanimously agreed that this approach would be acceptable to the Union. The company was notified of the decision and now the parties will jointly approach the NMB to begin the process. The first item that will need to be addressed is the protocol agreement, which will establish a timeline as well as consequences in the event that we're unable to reach an agreement by the agreed upon date. The next step is to get the negotiating committee to training for IBB, which will be presented by the NMB. Once those steps are completed – which we expect will happen quickly – bargaining will begin in earnest.

Questions About the Process

Q. Does agreeing to this process put us in traditional mediated talks?

A. No. This process is facilitated by the NMB but it is not mediation in the traditional sense. In other words, there will be no deadlock at the end and the Negotiating Committee could simply revert to traditional bargaining if an agreement is not reached.

Q. Won't this potentially add to the length of time needed to reach an agreement if the process fails?

A. Possibly. But considering that the average length of time from filing for mediation to getting a release by the NMB is now 22 months, the Steering Committee feels it is in the membership's best interest to try to reach an agreement quickly and sees the risks as minimal.

Q. Does the membership concede any bargaining rights by using this process?

A. No. If this process is unsuccessful the parties begin traditional Section 6 bargaining under the RLA with full rights to the regular process.

Look for updates in the near future on the protocol agreement, IBB training and our progress.

The Seniority Integration Committee has also made great progress in the extremely delicate matter of merging all three (CAL, CMI and UAL) work groups. IBB training is scheduled for the first week in January, with negotiations for the amalgamated agreement to commence shortly thereafter.



Historic wing-joining of the new Boeing 787 Dreamliner at United, which made its first flight from Houston to Chicago on November 4, 2012.

TAMC Member Reports Back on Aviation Safety InfoShare

I had the honor of being sponsored by my union, Teamsters Local 528, to attend the 2012 Aviation Safety InfoShare in Atlanta on September 18-20. It was truly an illuminating experience for me to see the potential that exists within the aviation industry to build safer airlines, safer companies, and safer jobs.

The aviation industry is filled with safety advocates. At the InfoShare in Atlanta, the unifying theme of safety came up again and again in my conversations with those advocates and organizations in attendance. Representatives from the FAA, NASA, company management and various labor organizations all emphasized the importance of working together to improve safety in the industry. Naturally, I participated primarily in the maintenance breakout sessions because maintenance is my background and my passion.

The main point that I took away from the event was how the three main industry players – the FAA, labor, and the companies – all continually work in unison with regards to ASAP/MSAP and ERC programs across the industry. Many participants shared facts, stories, and do's and don'ts based on past experience to avoid "reinventing the wheel" when it comes to safety standards.

These groups overcame a number of disagreements that often arise among them on a day-to-day basis. The result was that we enhanced each other's insights and knowledge in order to improve safety across the industry. For example, much of what I learned will help me in forming a stronger ASAP program for my brothers and sisters on the CRJ side of Express Jet.

In closing, I felt reinvigorated by the InfoShare. It encourages me that so many aviation professionals are willing to set aside their differences and earnestly come together in a collaborative effort to make our industry safer on all levels and accounts.

Geoff Maloney

Inspector, IBT LU528, ExpressJet

LOCAL STRENGTH! MEMBERSHIP POWER!

TEAMSTERS FLOOR STRUCTURE EXPLAINED

The TAMC is committed to keeping our members informed about issues that are important for us both outside the union and within it. Here we offer a useful chart that illustrates and explains the floor structure of the Teamsters. We believe this is a great tool for new members and for locals engaged in organizing drives.

Among the many things that set the Teamsters apart from other unions is its emphasis on the autonomy of locals and the power of the membership. Teamster members are empowered at the local level and the locals in turn run the Union on an International level – not the other way around.

While most other unions collect dues money at the national level and dispense funds to the locals, the bulk of Teamster dues money goes directly to the local. Negotiating teams include rank-and-file members as well as local Business Agents and Airline Division Representatives who are experts in airline industry bargaining. Here’s how it works:





LOCAL UNION EXECUTIVE BOARD

The Executive Board consists of seven positions – President, Vice President, Secretary-Treasurer, Recording Secretary, and three Trustees – elected every three years. They receive training through the Teamster Leadership Academy and are tasked with running the business of the entire local (e.g. paying the bills, maintaining the union hall, ensuring that the business agents have the resources to represent their work groups, etc.). Trustees monitor the expenditure of funds and monitor the local union’s books. The Secretary-Treasurer is responsible for preparing the local union’s reports and accounting of receipts and expenditures. The President conducts local union membership and executive board meetings. Finally, the Recording Secretary is responsible for recording the minutes of membership and executive board meetings and other forms of local union correspondence.



PRINCIPAL OFFICER

Either the President or Secretary-Treasurer is named as the Principal Officer of the local depending on the local’s bylaws. The Principal Officer is an additional responsibility of the designated office and remains a member of the Executive Board. All final responsibility of the local rests with the Principal Officer.



AIRLINE DIVISION

The Teamsters Airline Division coordinates Teamster activities in the airline industry. In particular, it coordinates bargaining, legislative and regulatory work. It also has taken the lead in fighting aviation outsourcing. The Division plays a large role in keeping airline locals up to date on key industry developments and holding them accountable



INTERNATIONAL UNION

The International Union of the Teamsters provides resources to locals and the Division through its Legal, Research, Benefits, Training, Organizing and other departments.