



TEAMSTER AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

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LOCAL 19 WELCOMES SUB-CAL FLIGHT SIMULATOR TECHS

Houston and Denver-based UAL flight simulator technicians voted for sole representation by the Teamsters back in September, according to the National Mediation Board. The 98 technicians were previously represented by the Teamsters at United in Denver and the Transport Workers Union at Continental in Houston prior to the 2010 merger.

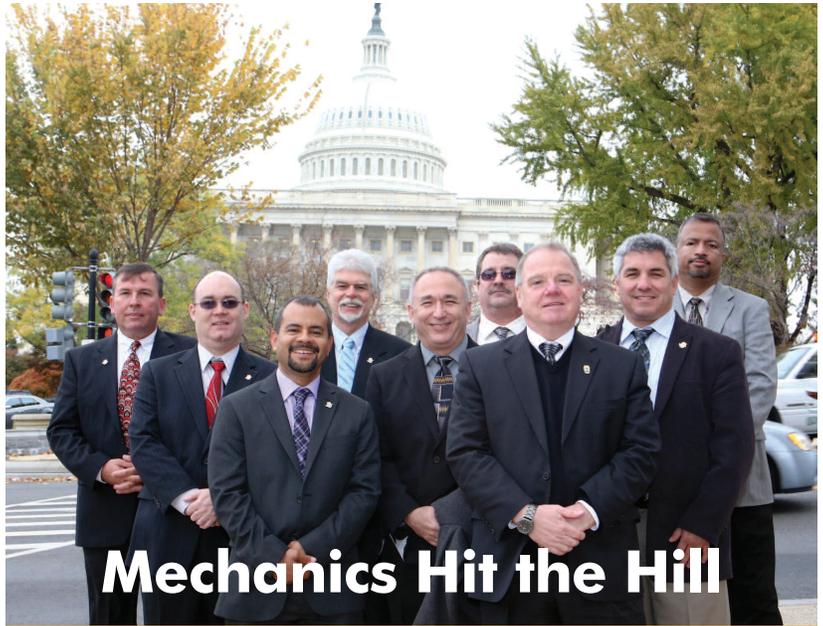
The workers overwhelmingly voted for the Teamsters by a 6-1 ratio with 93 percent of the unit participating in the election which began on August 20 and ended on September 4. The technicians will be represented by Teamsters Local 455 in Denver and Local 19 in Houston.

“We’re looking forward to working toward an amalgamated agreement for the entire flight simulator technician class and craft,” said James Prout, chief steward of the Denver-based unit.

“On behalf of the Teamsters Airline Division, I’d like to thank the flight simulator technicians for their overwhelming vote of confidence in our ability to represent their interests,” said Capt. David Bourne, Director of the Teamsters Airline Division.

Following the vote, Local 19 held a series of class and craft meetings which were attended by more than 75 percent of the unit. Local Union 19 President Bob Clever was joined by Vice President Angel Cantu, Secretary-Treasurer Dominic Fierro and Trustee Mike Cline. Brother Clever answered questions regarding local union structure, steward elections, contract amalgamation, seniority integration and dues.

Brother Prout updated the new members on how things have been working for the UAL Sim Techs since they became Teamsters. Additionally, Airline Division Representative and TAMC Chair Chris Moore gave an overview of the Division as well as the TAMC.



Mechanics Hit the Hill

TAMC Lobbies Congress, Continues Fight Against Outsourced Aircraft Maintenance

Brisk autumn air chilled the nation’s capital early on November 12 as nine Teamster mechanics and leaders walked over to Capitol Hill, kicking off a two-day lobbying push in the ongoing fight against outsourced aircraft maintenance. Rank-and-file TAMC members held 12 meetings with congressional staff to educate lawmakers on the perils of outsourcing. Lawmakers heard mechanics’ accounts from the frontlines of aircraft maintenance and the impact that third-party maintenance providers (MROs) are having on safety in the industry.

Rank-and-file TAMC mechanics Fred Lewelling (LU 19), Larry Bailey (LU 210), Ervin Cornavaca (LU 210), Tom Reid (LU 210), Gary Kagel (LU 769), and Pramod Thomas (LU 781) were joined by Local 986 Business Agent Dave Saucedo, Airline Division Representative Bob Fisher and TAMC Chair Chris Moore as they walked the halls of Congress.

A dozen meetings were held over the course of two days with various staff members of the Senate Commerce, Science and Transportation Committee, members of the Subcommittee on Aviation, and both the Majority and Minority Staff Directors of the Aviation Subcommittee. Additionally, TAMC meetings were held with staff members of the House Transportation and Infrastructure Committee as well as Congressman John Garamendi (D-CA) of the Committee.

Discussions with lawmakers centered around the May 1, 2013 Department

MECHANICS HIT THE HILL

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of Transportation Inspector General Report (AV-2013-073), which once again supports the TAMC's claim that the FAA is failing to adequately oversee the work being done by MROs. With photos of shoddy MRO repair work in hand, the Teamster mechanics provided expert analysis of the missed inspections, unauthorized repairs and coercion of unlicensed mechanics that are ongoing at the outsourced maintenance facilities.

"This was my first time participating in lobbying in Washington, DC on behalf of the TAMC," said mechanic Fred Lewelling. "It was great to be part of the TAMC's efforts against outsourcing and to see firsthand the political muscle we have as a Coalition and as Teamsters."

"All the congressional staff and offices we met with were very receptive to our message about the dangers of aircraft maintenance outsourcing and the need for better oversight," said TAMC Chair Chris Moore.

In the interest of public safety, the TAMC has taken the position that the current Moratorium prohibiting Initial Certification of Foreign Repair Stations (FAA Document N 8900.47) should be modified to include adequate FAA oversight and that Initial Certification of any new Domestic repair stations should be halted until such time as the FAA can show they can oversee the work being performed.

Moore added, "We are pleased that so many lawmakers in Washington are aware of the outsourcing problem that our industry faces and are eager to learn more about how to address it. We look forward to following up with the offices we visited and organizing future lobbying events to keep up the pressure in Washington."

60 Years in Aviation Maintenance: TAMC Member James Thomas Retires



"The airline industry has always been very good to me," says James Thomas, an ExpressJet mechanic in Atlanta who is ending his long career in aviation maintenance this month. "I've enjoyed working as a Teamster."

Thomas joined the Air Force Reserve in 1950, following in the footsteps of his older brother. After four years in the Air Force, Thomas attended the Embry-Riddle School of Aviation on the Korean GI Bill. The Embry-Riddle School is now the present-day Embry-Riddle Aeronautical University located in Daytona Beach, Fla.

In September of 1959 he started his career as a mechanic at Southern Airlines, working on DC-3 aircraft. Over the years Thomas has seen many changes at ATL and throughout the aviation industry. He worked for Northwest Airlines until it was bought out by Delta and for the past 13 and half years he's been at ExpressJet.

While he's spent six decades working on commercial aircraft, including Bombardier regional planes at ExpressJet, Thomas still fondly remembers when he flew with this brother in a B36 Bomber in the 50s. Today Thomas is proud to say his son also works for ExpressJet as a captain. "I guess you could say aviation runs in the family," he says.

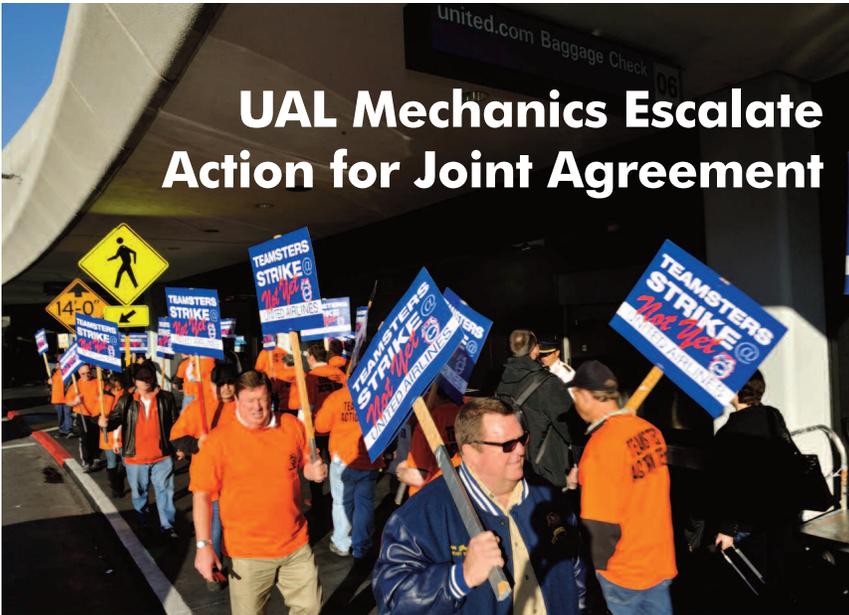
Retirement isn't going to stop Thomas from getting his hands dirty. After more than half a century fixing planes, Thomas can now focus full time on his second passion: working on cars. He has several classic cars that he enjoys working on. "Mechanical work is something I've always enjoyed doing, whether it flies or drives."

The TAMC is proud to honor Jim Thomas and we're inspired by his storied career as a lifelong aviation mechanic. While he begins his well-deserved retirement, he'll always be a member of the Teamster airline mechanic family.

Wishing a Happy Holiday Season for Mechanics and Our Families

The TAMC Steering Committee extends its warmest wishes to our 18,000 Teamster airline mechanic members and your families during this special time of year. We hope all Teamster mechanics enjoy a safe and happy holiday season with loved ones. We look forward to another year of working to raise standards for our profession and the entire industry.

UAL Mechanics Escalate Action for Joint Agreement



TAMC Members at United Hold Info Pickets Nationwide, Call for Pension Reinstatement

United Airlines aviation mechanics turned up the heat on the company during the week of Thanksgiving with escalated actions that hit a dozen major airports on the busiest travel days of the year. Mechanics hand-billed UAL customers during informational pickets held nationwide, informing the public that they may be forced to strike if the company refuses to keep its promise to provide a fair agreement that adequately compensates and protects these workers after years of concessions.

Hundreds of Teamsters kicked off the week with actions at 10 airports. The Association of Flight Attendants-CWA (AFA) announced that they stand “shoulder-to-shoulder in solidarity with our sisters

and brothers at the Teamsters” to “demonstrate to the company it’s time to move forward together” and joined mechanics on the picket line.

The second quarter of 2013 saw UAL earn its highest revenue in history. After a year of stalling, UAL executives broke off contract negotiations without agreeing to the industry-leading agreement they had promised, and declared that 3,500 mechanics will be forced to pay an additional \$300-\$500 each month for their health care. The last proposal made by the company would actually have thousands of mechanics making less than they do today. See Negotiations Roundup on Page 5.

“Our job is to keep passengers safe and we are proud of what we do. But we are being asked to accept a contract that does not value the contribution we make every day to United and its passengers,” said John Laurin, a 24-year UAL mechanic at San Francisco International Airport and member of Teamsters Local Union 856. “We want United to live up to its promise and give us a fair contract that reinstates our pensions.”

Teamsters hand-billed at the following airports the day before Thanksgiving: GUM, HNL, LAX, SFO, SEA, DEN, IAH, CLE, IAD, EWR, MCO, and ORD.

“United promised us a year ago that they would enter into fast-track negotiations to reach an industry-leading contract – one that we could all be proud of,” said Mike Moats, a UAL mechanic at Cleveland Hopkins International Airport and member of Teamsters Local Union 964. “After stalling and making excuse after excuse, the company came back with a proposal that would have resulted in pay cuts for thousands of our members.”

Photos from the informational pickets and hand-billing can be viewed at <http://www.flickr.com/photos/21888551@N06/>.

TAMC Members Joined by Teamster Pilots at NTSB “Go Team” Training

Members of Teamster Airline Division Locals 19, 769, 781, 1224 and 2727 recently attended the TAMC and Airline Division-sponsored Crash Investigation Training in Houston. The two-day event was led by industry expert and former NTSB member John Goglia, who is also an A & P mechanic and has decades of NTSB investigatory experience. Teamsters Local 19 hosted the training and provided the meeting space.

The syllabus included an overview of how an investigation works, what is ex-

pected of team members at the crash site, and how to structure an airline “Go Team.” Goglia also gave an overview of the history, structure and mission of the NTSB as well as a review of several case studies from accidents that he investigated.

Enjoli DeGrasse, Industrial Hygienist from the Teamsters Safety and Health Department, was also on hand to teach a course on blood borne pathogens and Personal Protective Equipment (PPE), which is required if members are to gain “Party Status” and be on-site to assist the NTSB in an

investigation. The attendees were also fortunate to have brothers from Local 2727 who participated in the recent UPS accident investigation. They offered their experiences with the group.

Commenting on the training, Local 769 member Gary Kagel said, “The presentation and training was outstanding”. The Teamsters Airline Division, as a leader in aviation representation, will continue to provide training and development programs that support our aviation professionals throughout the industry.

Reporting on the Fall 2013 Aviation Safety Infoshare

The Fall 2013 Aviation Safety Infoshare was held in Atlanta on September 17 through September 19.

A large group of Teamster mechanics attended the infoshare from all over the country: Mike Keating (UAL) from San Francisco, Fred Lewelling (UAL) from Houston, Vic Austin (UAL) from Denver, Adolfo Rodriguez (ExpressJet) from Atlanta, Chintan Patel (Express Jet) from Houston, Johnny Vance (ExpressJet) from Shreveport, LA, and Brian Stevenson (UPS) from Louisville, KY.

Fatigue

There were eleven presentations in the maintenance sessions. One interesting presentation was done by Ron Sims, Director of Safety and Compliance at United Airlines. Sims' presentation, "Understanding the Effects of Technician Fatigue," highlighted the problem of fatigue and why it's so difficult to solve. Sims linked the problem to duty restrictions.

The problem with duty restrictions is that the industry creates a commuter-enabling environment in which mechanics are often hired into cities with extremely high costs of living, like New York, San Francisco, and Los Angeles. To save money, mechanics share living space during their work week and commute to cities that they can't afford to live in. This motivates mechanics to compress their work week as much as possible so that they can get home to their families. Mechanics that do live in these cities feel pressured to compress their work week so that they will have more overtime opportunities to help make ends meet. Additionally, the industry itself likes the flexibility of not having rigid duty limitations when it suits companies' needs.

Sims also pointed out that fatigue is hard to manage. It is not always noticeable when someone is fatigued, but fatigue significantly degrades a person's performance. Southwest Airlines conducted an injury study that showed a mechanic is four times as likely to be injured after working more than 16 hours and twice as likely to be injured after working 12 hours. The presentation did not try to solve the problem; the point was to bring awareness to the issue.

MOCA

Another interesting presentation was given by Bill Scott from American Airlines. He discussed how his airline created the MOCA (Maintenance Operations Compliance Assessment) program. MOCA is basically a maintenance version of a program that pilots use called LOSA (Line Operations Safety Audit).

In the LOSA program for pilots, a trained observer rides with a crew and documents what happens. In the MOCA program for mechanics, a trained observer who is a peer of the mechanics watches tasks being accomplished and documents how that task is accomplished under real life circumstances. Participation is voluntary, reports are made anonymous, and the program is non-punitive. The goal of the program is to identify hazards so that they can proactively manage risk, create a safer working environment, encourage mechanics to be actively involved, and cut maintenance costs.

Safety Culture

Terrence Kelly, a professor at Saint Louis University, gave a presentation analyzing the factors underlying the aviation safety climate. He explained how different factors affect the safety culture at an airline, including value congruence (the consistency between espoused and enacted values), documentation (the level at which safety is integrated into policies, procedures and technical data), accountability, and trust.

Interestingly, accountability can have a negative effect on safety culture because most people associate accountability with punishment. Value congruence has the greatest positive effect on overall safety as airlines resist the temptation to sacrifice safety values for timeliness or production. Documentation also has a positive effect when it provides guidance for expectations.

TAMC Attends MRO Conference in Montreal

With the recent MRO Network conference held in October in Montreal, Canada, TAMC leaders Chris Moore and Bob Fisher headed north to hear the latest on developments in the industry.

Moore and Fisher report that trending remains positive for domestic maintenance as labor rates in Asia continue to move upward. It is expected that both established Asian countries' labor rates, as well as those of the emerging Asian countries, will converge with domestic rates in approximately 2018.

Such a trend will make it impractical to offshore wide-body overhauls to Asia in the future.

A second key point is that M & A (merger and acquisition) activity is heating up with more than 100 such transactions expected by the end of this year, up slightly from last year's roughly 80 transactions. For the past five years this trend has continued as MROs, which have little yield, seek to join forces to produce more volume. Obviously, this will drive up costs to airlines as this trend continues.

It is also anticipated that more companies will start to discuss outsourcing using the word "contracting." According to the Aeronautical Repair Station Association (ARSA), the word "contracting" doesn't have the same negative connotations as outsourcing with the public and regulators.

But as we all know, it makes no difference what it's called – outsourcing is outsourcing. We need to remain vigilant about its negative impacts on mechanics and aircraft safety, regardless of whatever pleasant-sounding language they use to describe it.

Airline Division Participates in GAO Whistleblowers Meeting

Airline Division representatives Bob Fisher and Chris Moore represented the Teamsters in a discussion with the US Government Accountability Office (GAO) on October 28. Currently, the GAO is mandated to review whistleblower protections for employees in the transportation industry under the Moving Ahead for Progress in the 21st Century Act (MAP-21), P.L. 112-141.

The GAO discussion centered on transportation-related whistleblower statutes, to what extent the provisions and number of claims made in selected years differ, and what factors may help explain the differences.

“We focused on the small number of whistleblower claims filed in the airline industry and why,” Fisher said.

“Our assessment is that, first and foremost, the airline industry is very safety-centric and in many cases an airline will

act on its own to correct a problem because of very stringent government oversight. Further, the majority of air carriers have active ASAP and MSAP programs which provide a non-punitive reporting system to identify and correct safety issues.”

“We also discussed how the Teamsters represent whistleblowers,” Moore added. “We explained that the Teamsters provide safety and health experts to help determine if a workplace safety violation exists and help our members gather the information they need to make their case”

“Should the company attempt to discipline a member for bringing a safety and health concern forward, the Teamsters will be there to defend them,” said Moore.

The full GAO whistleblowers report is due in the summer of 2014 and both representatives Fisher and Moore will be available for additional discussions as necessary.

NEGOTIATIONS ROUNDUP

ASA – Negotiations for a stand-alone Technician and Related, Subsidiary ASA contract resumed early October in Atlanta with the union and the company agreeing to meet outside of Federal Mediation. The company had not responded to the union proposal advising the company of the unions’ interest in accepting their offer of additional wages and work rules with the understanding that it would only apply to the S-ASA side.

Negotiations continued with the union making proposals on Section 3 (Classifications), Section 7 (Hours of Service), and Section 10 (Leaves of Absence). The company provided a counter proposal on Section 3. Although no agreements were reached, it was felt that substantial progress was made on both Sections 3 and 10.

Tentative Agreements for the Sub ASA contract are currently in place for Articles 4 (Seniority), 5 (Filling of Vacancies), 6 (Reduction in Force and Recall), 13 (Training), 14 (Health and Safety), 16 (Moving Ex-

penses), 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. Mediated talks resumed in Houston on December 17.

ASA/XJT Stock Clerks – Negotiations for a combined ASA/XJT Stock Clerk contract resumed in early December in Atlanta. The union made passes on Section 7 (Hours of Service) and Section 22 (General and Miscellaneous), and the company made a pass on Section 12 (Field Trips) and Section 7 (Hours of Service). The parties were able to reach a Tentative Agreement on Section 12.

To date we have Tentative Agreements for the combined ASA/XJT Stock Clerk contract on the following Sections: Section 3 (Classifications), Section 4 (Seniority), Section 5 (Filling of Vacancies), Section 6 (Reduction in Force and Recall), Section 12 (Field Trips), Section 13 (Training), Section 14 (Health and Safety), Sec-

tion 16 (Moving Expenses), Section 19 (Union Security and Representation), Section 20 (Grievance Procedure), and Section 21 (Board of Arbitration).

NetJets – Prior to a scheduled meeting with the company, the NetJets Negotiating Committee met in late October to discuss and work on proposals for Articles 7 (Union Representation), 8 (Grievance Procedure) and 9 (Arbitration).

Discussions between the Negotiating Committee and company continued on October 24. The talks focused on Article 7 (Union Representation), 12 (Jury Duty), 13 (Funeral Leave), 16 (Holidays), 23 (Moving Expenses), 25 (Sick Leave), and 35 (Tuition Assistance).

The union made a proposal on Article 23 (Moving Expenses). In turn, the company made counter proposals on Articles 12, 13 and 35 and provided an opening on proposals for Articles 7, 16 and 25. After the discussion the parties reached a Tentative Agreement on Article

NEGOTIATIONS ROUNDUP continued

23 (Moving Expenses).

The Negotiating Committee met outside of negotiations the week of November 11 to work on counter proposals to Articles 7 (Union Representation), 12 (Jury Duty), 13 (Funeral Leave), 16 (Holidays), 18 (401K), 27 (Shifts and Days Off), and 32 (Hours of Service).

Talks resumed on December 5. This latest negotiating session consisted of the union making counter proposals on Articles 7, 12, 13, and 35. The union and the company were able to reach a Tentative Agreement on Article 12.

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

Piedmont – Ahead of resumed negotiations on October 28, the company informed the union that it was unable to respond to the union's last economic proposal. The reason stated was that the Piedmont pilots, through ALPA, had reached out to both US Airways and Piedmont to discuss bringing jet aircraft to the Piedmont fleet.

Meaningful dialogue took place and the union passed proposals on Article 3 (Classifications) and Article 5 (Filling of Vacancies). The session was productive although no resolution was reached on either article.

Negotiations resumed on November 11 with the parties continuing their discussions on economic issues. Although there are other open contract articles, talks were limited to Article 15 (Compensation) and Article 19 (Benefits).

Proposals were passed by both sides with considerable dialogue and examination of the methodology that both sides are using to cost out and value their proposals. Although no tentative agreements were reached, the committee viewed it as a productive session.

The next scheduled negotiations were set for the second week of December.

UAL – Negotiations with the company resumed in October in Phoenix, Arizona.

Both parties engaged in an effort to narrow issues in order to reach a Joint Collective Bargaining Agreement (JCBA).

Talks began with a presentation from United on the highlights of the TA for IAM-represented employees, brief preparations of the committee by representatives of the Airline Division, and an article-by-article review of open items. An overview of benefits information was given and the committee was briefed on UAL's current financial situation as it relates to the industry at large and competitors.

Members from the ranks of the Flight Simulator Technicians and Engineering Groups on sCO and sUA discussed their integration into the agreement. The NMB recently ruled that the flight simulator tech group is a stand-alone craft and class. An election was held where the two subsidiary groups chose the IBT as their representative (see page 1).

Negotiations continued with progress being made to close out several articles with open items from the previous round of talks. But when the committee met with the company again during the week of November 4, attempts to finalize the joint CBA hit a wall. UAL management presented a comprehensive proposal that the union rejected after a thorough review which led the committee to conclude it would be concessionary for many members.

Later in the week the union gave its comprehensive final proposal to the company. It did so after working shoulder-to-shoulder with its financial, legal and actuarial experts to develop a contract that met the members' needs while satisfying the company's objectives. In less than a half an hour, the company rejected the union's proposal, stating that the proposal was significantly more expensive than it could afford. The company also advised the union that it intended to apply for formal NMB mediation, thus ending 10 months of direct negotiations facilitated by the NMB under a special process the company had ini-

tially requested.

"The NMB worked tirelessly with both the union and the company to reach an agreement," said Teamsters Airline Division Director Capt. David Bourne. "NMB Representatives who have worked with the parties throughout direct negotiations have committed to continue working with the parties while in formal mediation and have expressed their hope that a mutually satisfactory agreement can be reached."

Unfortunately, since its NMB filing, the company has chosen to accuse the union of contemplating illegal job actions when things are not going the company's way. We believe it would be more productive for the company to do the right thing by offering a package that is not concessionary to a large group of technicians.

The union is taking an aggressive stance to get the company back into negotiations and deliver an agreement that is fair to its workers. Mechanics hit airports around the country the week of Thanksgiving with pickets and hand-billing, alerting the public and warning that the company may force its mechanics to strike. (See page 3). We will continue to put pressure on the company until it resumes good faith efforts to negotiate an industry-leading agreement for our members.

XJT – With the government shutdown causing negotiation dates in October to be cancelled, discussions resumed in November with the Federal Mediator in Philadelphia.

The parties continued where they had left off on Section 22 (General and Miscellaneous), with both sides having direct meetings and discussions on the outstanding issues and passing proposals on this section. While the discussions were fruitful, the parties were unable to reach a Tentative Agreement on the section during the session.

Negotiations are scheduled to resume in January.