



TEAMSTER AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

Volume 5, Issue 4

Season's Greetings

to Teamster Aviation Mechanics and Our Families!

As we close out another year of challenging negotiations and persistent lobbying to advance the labor and safety standards of our craft, we would like to extend warm wishes to all of our members this holiday season.

Without a doubt, the 18,000 members of the TAMC are the most active and professional aviation mechanics in the industry, engaged at every level from the bargaining table to the halls of Congress.

We hope all Teamster aviation mechanics enjoy a safe and happy holiday season with family and loved ones. We look forward to another year of action to raise the standards of our profession and the entire industry.

- TAMC Steering Committee



NetJets' Teamsters Refuse to Subsidize Travel for the Wealthy

Business Jet Operator Wants to Cut Prices for Rich Customers by Cutting Pay, Benefits

In a scheme to lower prices for the rich and famous, Berkshire Hathaway's NetJets, Inc., continues to demand compensation and benefit cuts from more than 600 workers represented by the Teamsters, including mechanics and related members. The Columbus, Ohio-based business jet operator is owned by Warren Buffett's holding company and provides business and leisure travel to the global super-rich.

NetJets' own website states that a "core negotiation requirement" is "to pass as much of the savings [from employee concessions] as practicable to Owners and potential Owners..." NetJets refers to its wealthy customers as "owners."

"By admitting that it plans to pass on the savings from employee benefit and compensation cuts to the rich and famous, NetJets has shown itself to be completely out of touch with the struggles faced every day by hardworking Americans," said Paul Suffoletto, President of Teamsters Local 284 in Columbus, Ohio.

In an interview posted at www.superyachts.com, a NetJets Vice President Cory Valentine said, "I have many customers that fly with us only because of their dogs. Once there was a dog flying by itself, with no humans, and they needed a piece of grass for the dog on the aircraft to go to the restroom while it was on the aircraft."

Local 284 – representing NetJets' aircraft mechanics, maintenance

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The DOT Rules on Prescription Drugs

A trip to the doctor is the last thing many would call a job security risk, but in a safety sensitive position such as an aircraft mechanic, following your doctor's orders could cost you your job. This almost happened recently to one of our members in the Airline Division.

A member had been on a prescribed medication for an ongoing minor condition for many years. This member's pills normally would run out at about the same time their prescription would expire. For various reasons, the regular physician directed the patient to follow the normal medication schedule but cut the dosage in half. The member did exactly that, cutting the pills in half with the doctor's full knowledge. This resulted in a scenario where the member had a supply of medication long after their prescription ran out.

As fate would have it, the member was called in for a random urine analysis and the medication showed on the test. The agency who administered the test sent the results to a Medical Review Officer (MRO) who asked to see a valid prescription for the medication that created the alert. When the member could produce only an out-dated copy, they were held out of service pending further review and investigation.

Please be aware that the DOT guidelines regarding prescription drugs have been modified and are strictly enforced by the MRO. No exceptions will be made.

Prescribed medications and over-the-counter drugs:

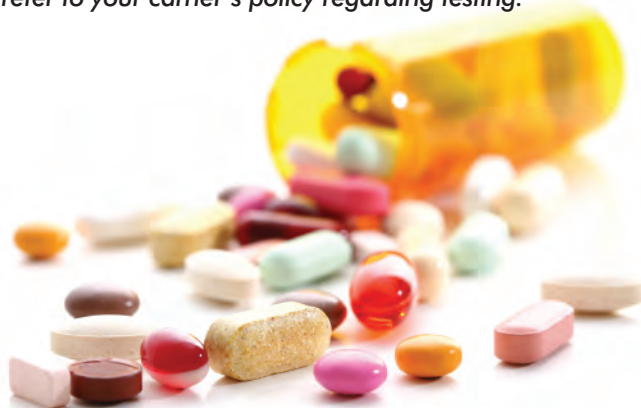
1. Must be prescribed to YOU by a licensed physician
2. Treating/prescribing by the physician has to be in good faith judgment and the use of the prescriptions must be the **authorized dosage** and consistent with the safe performance of your duties
3. The substance must be used at the dosage prescribed
4. If you are being treated by one or more doctors you must inform the treating doctors of all prescribed medications
5. Federal law does not recognize the legitimate use of medical marijuana, even if the marijuana is legally prescribed in a state

Best Practice: *To assist your doctor in prescribing the best possible treatment, consider providing your physician with a detailed description of your job. A title alone may not be sufficient. Many employers give employees a written, detailed description of their job functions to provide their doctors at the time of the exam.*

Remember: *Some agencies have regulations prohibiting use of specific prescription drugs, e.g. methadone, etc. If you are using prescription or over-the-counter medication, check first with a physician, but do not forget to consult your industry-specific regulations before deciding to perform safety sensitive tasks. Also be sure to refer to your company's policy regarding prescription drugs.*

The ordeal for this member is unfortunately still not over. While it was easy to explain away what caused the positive test result, the fact remained that this mechanic was taking a controlled medication without a current and valid prescription. Following protocol, the member will have to jump through a few more steps before finally being allowed to return to work. This mechanic will eventually be returned in agreement with the carrier, but keeping those prescriptions current could have saved a great deal of frustration.

For more information, go to the DOT.gov website and refer to your carrier's policy regarding testing.



Paperwork: Can't Live With It, Can't Live Without It

As Aviation Maintenance Professionals, we all know that no matter what we do on the job there will be paperwork involved. Regardless of whether we are working a job, reading GMM revisions or doing recurrent training, there is a paper trail attached to every aspect of our jobs.

Airlines are constantly upgrading Information Technology, adding new fleet types, changing GMM requirements and morphing maintenance programs. The deluge of information and paperwork changes can be maddening. It causes confusion and frustration which can and has led to FAR violations, FAA licensing action, discipline, and in some cases termination.

Experienced mechanics can look at a problem and often have the solution before even glancing at a piece of paper. Therein lies the problem.

Regardless of the scope of the work, documentation is essential. You must know your airlines' paperwork and procedure requirements and follow them. If there are discrepancies, bring them to management immediately. Double check! Is the part you are installing effective for the tail number you are working on? Do you have the correct manual references for the job at hand? Are there "Lock Out Tag Out" procedures? Does the job you are performing have GMM procedures that must be followed along with your Maintenance Manual Reference? Is there special tooling or equipment required for the job, is it in good working condition and are the calibration dates still good? And all of this must happen before you ever pick up a wrench.

Even with the best of intentions, oversights can happen. If you cannot perform the job as written, DON'T. If you don't have the proper tooling, don't improvise. Document your work every step of the way. Don't take short cuts. Don't sign for work you did not perform unless you are in compliance with FAR 43.9 (<http://ibt.io/far439>) and your company's paperwork policy regarding signing for others' work. Remember, if you sign for it, you own it. Report all procedural discrepancies to management and use the ASAP/MSAP program at your airline to report it. Most importantly, if you become aware of a mistake, report it immediately and fill out an ASAP/MSAP report.

Many of us have been in the industry for two or three decades. We have seen and adapted to constant changes in technology on the aircraft we maintain. Along with those changes comes the ever-evolving paperwork which we must adapt to as well. Pull your paperwork, follow your paperwork, question your paperwork if it appears discrepant and, above all, Protect Your License.

NetJets' Teamsters Refuse to Subsidize Travel for the Wealthy

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controllers, aircraft cleaners, aircraft fuelers, flight attendants, stock clerks and flight dispatchers – has been in negotiations with the company for the past four years.

"The middle class families I represent will not agree to compensation or benefit cuts so a Wall Street banker or CEO, let alone their pets, can fly cheaper on a private Gulfstream jet. I love dogs, but millionaires and billionaires who can afford to fly their unaccompanied pets on luxury private jets don't need a subsidy from working families who have real-life concerns, like paying for housing, buying groceries, and saving for their retirement and kids' education," Suffoletto said.

In November, NetJets threatened to fire workers over the Teamsters' decision to publicize the names of wealthy customers who stand to benefit from the company's attack on the wages, benefits and working conditions of middle class employees.

"We think the public will be very interested in what is happening at NetJets when we start to attach names and faces to some of the customers that stand to receive a subsidy for luxury travel at the expense of middle class Americans," said Teamsters Airline Division Director David Bourne in an Oct. 27, 2014 press release.

Contract talks with NetJets have stalled because of management's demands that workers accept compensation cuts and pay more for their health insurance. Meanwhile, the company is boasting increasing revenues, record profits and foreign expansion in China.

"Even in this era of inequality and unrestrained corporate power, NetJets' behavior is corporate greed and arrogance on a scale rarely seen. We are going to resist this attempt to transfer money from the paychecks of our members to the wealthiest people on the planet, no matter what it takes," Bourne said.

NEGOTIATIONS ROUNDUP

Piedmont

Negotiations resumed on Monday, November 10 in a brief two-day session that was not viewed as overly productive. However, the parties did come to a clearer understanding of each other's position on their differences.

The union and company negotiators are seeking innovative ways to resolve the outstanding issues. No new dates for discussions have been scheduled.

UAL

The IBT Negotiations Committee and leadership, as well as the company's negotiations committee, were directed to attend meetings to give status updates at the National Mediation Board headquarters in Washington, DC on December 2. In attendance for the union were Rank-and-File Committee Representatives John Laurin, Jack Haran, Vincent Graziano, Mitch Hunt, Paul Becerra and Jay Koreny. For the Airline Division, Director David Bourne, Paul Alves, Clacy Griswold, and Bob Fisher were present. Present for United Airlines were Sr. VP HR Mike Bonds, Sr. VP LR Doug McKeen, Joe Ferreira, Don Wright, Marcel Delhommeau, and Mike Hansen.

The meeting began with an overview and a summary of the Railway Labor Act, along with a presentation on how formal mediation works, its function, responsibilities, and au-

thority of the mediator.

Mr. McGuckin reviewed his background in aviation conveying that he was in the United States Air Force for 28 years, first as an aircraft mechanic and then as a pilot. From there he joined up with Braniff Airlines and Peoples Express. He became a pilot advocate joining the ALPA MEC at Braniff as well as spending 12 years as a union negotiator at US Air. Mr. McGuckin retired from US Air in 2006 and went to work as a mediator in 2007 for the National Mediation Board.

A discussion between the IBT delegation and Mediator McGuckin as to his expectations moving forward, as well as his authority to take control and give direction during the mediated process, followed these presentations. A similar discussion was held separately with the company delegation. Also discussed, although not in detail as this was not intended to be a negotiating session, were the relative positions of the parties and how we arrived at where we are in the process, as well as what would be required by the mediator in order for the process to continue moving forward.

The IBT rank-and-file delegation met in caucus after these discussions and expounded on the direct remarks by the mediator about how the parties will proceed. The committee determined it would be in the best interest of

the membership to continue discussions with the company through the mediator beginning in the first several months of next year.

The full 13-member Rank-and-File Negotiating Committee will meet in Houston in early January to prepare a comprehensive proposal with the input of our economists, actuaries, and legal counsel.

Upon completion of this task it is expected that while under the auspices of the Mediation Board future bargaining dates will be set by Mr. McGuckin early next year.

Arbitration Update: Continuation of the Resource Utilization Letter (RUL) Arbitration has been delayed at the request of the company through the arbitrator. The reason the company gave it to the arbitrator was that the attorney working the case was replaced. The company explained their need to bring new counsel up to date on the previous testimony and documents presented in this case. Arbitrator Berger granted this request for continuance.

At this writing, the arbitrator has offered several dates in the early part of the year but the new date has not yet been agreed upon. The sub CAL medical arbitration is in executive session and a ruling should be released soon. The briefs are in for the sub UAL medical arbitration so this case should move soon to executive session.

TAMC ONLINE

Check out previous issues of the *Teamster Aviation Professional* at www.teamsterair.org/tamc/newsletter.

To receive the newsletter via email, sign up at <http://ibt.io/tamc-nl>.

