



# TEAMSTER AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

July 2018 | Volume 9, Issue 2



## Teamster Airline Mechanics Shine at the 2018 Aerospace Maintenance Competition

The TAMC and the Teamsters Airline Division are proud to be Gold Sponsors of the 2018 Aerospace Maintenance Skills Competition (AMC), which was held at the Orlando convention center from April 9-11. This year's competition was the largest to date. Sixty-six teams from around the world and every sector of the industry competed in 28 events to win the ultimate prize, the William F. O'Brien Award for Excellence in Aircraft Maintenance.

Teamster-represented mechanics comprised six teams: UPS, Horizon Air, United Airlines (UAL) IAH Base, UAL Orlando, UAL Cleveland and UAL Chix-Fix. UAL Chix-Fix is the first all-female team and included women from all across the UAL System.

The TAMC had a chance to speak with two Chix-Fix team members: Joann Mulherin, a USMC veteran and avionics technician with 31 years of service, and Coach Dana Eads, a maintenance supervisor out of Denver International Airport (DEN). We wanted to know what has changed in the workplace since they started their careers.

Both agreed that dignity and respect in the workplace are no longer empty words and that the company takes women's issues seriously. Mulherin pointed out that no matter whether you are a woman or a man in this profession, one thing has remained constant: your co-workers don't judge you on gender, but on your ability to do your job.

Eads said that she always had an interest in mechanics, and at some point in high school she had a conversation with her mother about her future.

"My mom told me that I could be anything that I wanted to be," Eads said.

Eads has been an A&P mechanic ever since. She also had this

straight-forward piece of advice: follow your dreams and your passion. Mulherin seconded her counsel.

"This is a challenging, rewarding, satisfying career; the jobs are out there," Mulherin said.

The TAMC and the Teamsters Airline Division congratulate Team Chix-Fix on their success in this year's competition, and thank Mulherin and Eads for taking the time to speak with us. We look forward to seeing them at the AMC again next year.

The Chix-Fix team is composed of: DEN Line Technician Janelle Bendt, O'Hare International Airport (ORD) Aircraft Inspector Polly Delaney, DEN Aircraft Maintenance Supervisor and Team Coach Dana Eads, Los Angeles International Airport (LAX) Avionics Line Technician Joann Mulherin, San Francisco International Airport (SFO) Base Technician Katrina Oyer, Orlando International Airport (MCO) Aircraft Maintenance Supervisor and Team Coach Laura Spolar, SFO Aircraft Interior Repair Technician Natalie Vo and LAX Line Technician Zoe Wainwright.

The TAMC and the Teamsters Airline Division send huge congratulations to UAL Team Cleveland for winning the overall competition. Their names will be engraved on the O'Brien Excellence in Aviation Maintenance Trophy for the second year in a row. Great going guys!

As part of our growing presence at AMC, the TAMC raffled off a plier set, screwdriver set and safety wire pliers. These were won by Tyler Lossi, a student on the Middle Tennessee State University Team. Thanks to Airline Division Director David Bourne of the Teamsters Airline Division and Snap-on Tools' Scott Steward for making the raffle possible.

## TAMC Attends 2018 Aircraft Maintenance, Repair, Overhaul Trade Show

Here is a brief synopsis of what the Aircraft Maintenance, Repair, Overhaul (MRO) companies and the airlines are talking about this year. The TAMC was focused on dealing with the mechanic shortage.

The MRO market for commercial aviation is expected to reach \$90.2 billion in 2018 (\$23.1 billion in the United States). Worldwide, that breaks down to \$31.9 billion for components, \$25.9 billion for engines, \$19.5 billion for line maintenance, \$6.8 billion for modifications and \$6.1 billion for heavy maintenance. That is a \$22.6 billion increase from 2016, and it will continue to drive the need for skilled aviation maintenance professionals.

**Good News and Bad News:** The good news for mechanics is that there is now stability in the commercial aviation industry, particularly at the major carriers. The airlines and the MROs have realized that in order to attract and retain mechanics, wages and benefits must improve and that the companies that are positioned financially to do so will weather the storm better than those who are not. The bad news is that decades of slashed wages, pensions and benefits have resulted in a mechanic shortage with demand for mechanics fast outpacing supply. The industry will start experiencing staffing shortages in 2022. It will continue unabated past 2027, when we will be 9,000 mechanics short in the U.S. It should be noted that the military is feeling the pressure as well.

**What's next?** The TAMC has been working with airlines, government agencies, the U.S. military and educators in our craft to get a handle on where we can find the number of mechanics needed in the timeframe that



the industry needs them. What we've found so far is that there is no silver bullet. It will take a multi-pronged approach. We must find a way to help veterans get credit toward credentialing for the aviation work they perform while enlisted. The Aviation Technician Education Council (ATEC) figures for 2015 show that only 60 percent of A&P school graduates take the exam, and that 25 percent of graduates go into other fields. We must encourage them to take the exam and enter the industry. We must get youth interested in aviation as early as grade school. We must promote our profession.

As part of promoting the profession, TAMC attended one of the largest STEM festivals in the nation and what we learned there was astonishing. Aviation is no longer magic. It's not as glamorous as it once was. Most kids and their parents think nothing of jumping on a plane to go see Grandma. Most concerning, though, is that almost none of the kids we met over the three-day event even knew that becoming an aviation maintenance technician is a poten-

tial career. The TAMC urges you to talk to family and friends and let them know what a rewarding career aviation maintenance has once again become.

As we work toward producing more certificated mechanics, there is one thing that we cannot let happen, and that is compromising the A&P license. As stated in the opening remarks of the MRO Conference, aviation is the safest it has been in history. That is by design, not coincidence. There is a push among some in the industry to make it easier to get a license. They have even suggested a "portable repairman certificate." Both of these solutions are a threat to safety and we will not support them. What we will support is a re-write of the A&P exam to properly align with the technology used in today's aircraft, as well as a clear pathway for those with experience who qualify, to take it.

The TAMC would like to thank Teamsters National Coordinator for Technicians and Related Vincent Graziano for attending the MRO conference on behalf of the TAMC and the Teamsters Airline Division.

## AIRCRAFT DAMAGE AND SITUATIONAL AWARENESS

Aircraft ground damage is one of the most preventable accidents that we see in aviation maintenance. None of us come to work with the intention of damaging an aircraft, and yet it happens. It never seems to be one factor. It's usually two or more of the "dirty dozen" that come into play.

### **The FAA lists the Dirty Dozen as 12 Common Causes of Human Factor Errors:**

1. Lack of Communication;
2. Distraction;
3. Lack of Resources;
4. Stress;
5. Complacency;
6. Lack of Teamwork;
7. Pressure;
8. Lack of Awareness;
9. Lack of Knowledge;
10. Fatigue;
11. Lack of Assertiveness, and
12. Norms.

*The Dirty Dozen* is an excellent resource. "Number 8 – Lack of Awareness" has been on a lot of safety representatives' minds lately. We've been calling it *Situational Awareness* (SA) because SA, if adhered to properly, can go a long way toward preventing ground damage in maintenance.

### **Here is a description of SA published in Skybrary:**

*Put simply, situational awareness (SA) means appreciating all you need to know about what is going on when the full scope of your task - flying, controlling or maintaining an aircraft - is taken into account. More specifically and in the context of complex operational environments, SA is concerned with the person's knowledge of particular task-related events and phenomena. For example, for a 3M fighter pilot SA means knowing about the threats and intentions of enemy forces as well as the status of his/her own aircraft. For an air traffic controller, SA means (at least partly) knowing about current*

*aircraft positions and flight plans and predicting future states so as to detect possible conflicts. Therefore, in operational terms, SA means having an understanding of the current state and dynamics of a system and being able to anticipate future change and developments.*

*A general definition of SA is that it is the perception of the elements in the environment within a volume of time and space, the comprehension of their meaning and the projection of their status in the near future.*

*This basic definition has been extended by Dominguez et al. (1994), who state that SA needs to include the following four specific elements:*

1. *extracting information from the environment;*
2. *integrating this information with relevant internal knowledge to create a mental picture of the current situation;*
3. *using this picture to direct further perceptual exploration in a continual perceptual cycle; and*
4. *anticipating future events.*

*Taking these four elements into account, SA is defined as the continuous extraction of environmental information, the integration of this information with previous knowledge to form a coherent mental picture, and the use of that picture in directing further perception and anticipating future events.*

### **Review the information in the four links below to help reduce Aircraft Damage at your work place.**

#### **Skybrary:**

[https://www.skybrary.aero/index.php/Situational\\_Awareness](https://www.skybrary.aero/index.php/Situational_Awareness)

#### **FAA Dirty Dozen Training Video:**

[https://www.faasafety.gov/gslac/ALC/course\\_content.aspx?cID=107&sID=468&preview=true](https://www.faasafety.gov/gslac/ALC/course_content.aspx?cID=107&sID=468&preview=true)

#### **FAA Dirty Dozen Poster:**

<https://www.faasafety.gov/files/gslac/library/documents/2012/Nov/71574/DirtyDozenWeb3.pdf>

#### **FAA Human Factors Operators Manual:**

[https://www.faa.gov/about/initiatives/maintenance\\_hf/library/documents/media/human\\_factors\\_maintenance/hf\\_ops\\_manual\\_2014.pdf](https://www.faa.gov/about/initiatives/maintenance_hf/library/documents/media/human_factors_maintenance/hf_ops_manual_2014.pdf)

## Airline Division Attends STEM

From April 6-8, Teamsters Airline Division Representatives Chris Moore, Allynn Allen and Bob Fisher, along with Joyce Fisher, manned a booth at the Washington, D.C. Science, Technology, Engineering and Mathematics (STEM) fair. The purpose of attending the fair was to introduce students to careers in aviation such as maintenance and piloting.

The show was held in the Washington, D.C. convention center. Turnout for the event was around 350,000 students for all three days. The Airline Division booth attracted a great deal of attention. Students practiced flying a drone on a simulator and there was



much discussion regarding the various aircraft parts displayed. We'd like to extend a special thanks to the Dulles Tech-Ops Department for loaning these items to the Teamsters Airline Division.

On Saturday and Sunday representatives from the United Airlines talent recruitment offices joined with the Teamsters Airline Division in our joint effort to educate students on future roles in aviation.

Our biggest takeaway from the event is that not enough students know that a career as an aviation maintenance technician is an option. We met many future code writers, engineers and research scientists, but most were unaware of our profession. They also were unaware that troubleshooting and maintaining a multi-million dollar aircraft is a challenging and rewarding career. We answered a multitude of questions, including many concerning pay and benefits. We informed many of the conference attendees of the fact that pay in our profession puts us in the top 20 percent of earners in the United States. That raised a few parents' eyebrows, to say the least. They were also thrilled to learn that with just the two-year degree or 18-month certificate required to take the FAA licensing exam, the return on investment in this field is through the roof!

Encouraging young people to join our profession is an essential part of the puzzle as we struggle to fill the pipeline and manage the impending mechanic deficit. We all must be vigilant in our efforts to recruit and maintain a pool of young talent in the craft of aerospace maintenance.

A link to the event can be found at [usasciencefestival.org](http://usasciencefestival.org).

## TAMC, Teamsters Airline Division Applaud Inclusion of Labor Provision in New FAA Reauthorization Bill

The following is a statement from Teamsters Airline Division Director Capt. David Bourne about the FAA Reauthorization Act of 2018, which includes a provision in it that would bar European-based airlines from undermining U.S. labor rights or standards if they wish to operate in this country.

"After 18 months of hard work on H.R. 2150, the Flags of Convenience Don't Fly Here Act, the Teamsters are

pleased that House Transportation and Infrastructure Committee Chairman Bill Shuster (R-Pa.) decided to include its language in the new FAA reauthorization bill.

"The measure makes clear under the European Union-U.S. Open Skies agreement that labor standards shouldn't be upended by foreign airlines, and bars the Department of Transportation from issuing an air carrier permit or an

exemption from the rules to any EU provider. A 'flag of convenience' carrier is any foreign air carrier that is established in a country other than the home country of its majority ownership in an effort to avoid the home nation's regulations. The Teamsters implore Congress to pass this provision in any FAA reauthorization that it considers so the rights of U.S. airline workers are protected."



# BEAT THE HEAT!

## *The Dangers of Heat-Related Illness*

**I**t's summer and it's hot! Just about everywhere across the United States the temperatures are in the 80s, 90s and 100s, so be aware of heat-related illness and make sure you know how to avoid or treat it.

This time of year, most of us perform or work in a hot environment. Aircraft interiors can easily reach 100°F or more even if you're working in a hangar. Climbing into a cargo pit or the cockpit of an aircraft that has been parked in the sun can be brutal.

Prolonged exposure to heat can kill you so make sure that you protect yourself. Staying hydrated is only a part of the equation. Knowing how to avoid or mitigate heat stress is imperative, so stay cool and learn how to work in the heat.

### **Here are some helpful links to help you stay safe in the heat:**

Heat Stress, from the Center for Disease Control and Prevention:

<https://www.cdc.gov/niosh/topics/heatstress/default.html>

Occupational Heat Exposure:

<https://www.osha.gov/SLTC/heatstress/>

Using the Heat Index – A Guide for Employers:

[https://www.osha.gov/SLTC/heatillness/heat\\_index/pdfs/all\\_in\\_one.pdf](https://www.osha.gov/SLTC/heatillness/heat_index/pdfs/all_in_one.pdf)

## NEGOTIATIONS ROUNDUP



**A**llegiant Air The Allegiant Air (AAY) Mechanics Negotiating Committee is in the early stages of forming the basis of what you will see and vote on in your first contract. Your business agents, International Representatives and the Airline Division's legal and economic representatives met in Las Vegas on May 15 to lay out a plan to get to the table so we can begin negotiations as soon as possible.

A survey based on rank-and-file input will be available shortly so we have a baseline on which we can begin negotiations. We have had your local business agents working on that for the last few weeks. Once the survey is completed we will notify you of the open and close

dates so you can participate in the survey.

With your rank-and-file committee members, we will then use that data to prioritize your needs and begin drafting our opening proposal to the company. Using the AAY Mechanics Dispatch, we will keep you informed of our meeting dates and progress during contract negotiations. To access and sign up for the AAY Mechanics Dispatch, or to find out who your AAY business agent is, visit the Airline Division's website at [teamsterair.org](http://teamsterair.org).

Negotiating under the Railway Labor Act (RLA) is extremely time consuming. In fact, the U.S. Supreme Court once described the process as "interminable." We relay this information be-

cause negotiations can take up to a year and in many cases even longer. The speed with which we reach an agreement for you to vote on is entirely dependent on the company's willingness to make a fair deal. Fortunately we believe we have a relationship with the company that will allow us to move forward expeditiously.

Remember, there is no deal until you have had a chance to see the complete package and vote on it.

*Sincerely,*

**Your AAY Mechanics  
Negotiation Committee**

### TAMC ONLINE

Check out previous issues of the *Teamster Aviation Professional* at [www.teamsterair.org/tamc/newsletter](http://www.teamsterair.org/tamc/newsletter).

You can also find us at [aviationmechanics.org](http://aviationmechanics.org) and <https://www.facebook.com/theaviationmechanicscoalition>.

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

