



TEAMSTER AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

Volume 7, Issue 3

TAMC Gets Segment at Convention

Speeches Highlight Accomplishments, Work to be Done

The Teamsters 29th International Convention was held in Las Vegas the week of June 27, 2016. On June 29, International Vice President George Miranda, Chairman of the Airline Division Board of Directors, reported on recent Airline Division activities including contract ratifications for Piedmont mechanics, GoJets pilots and Trans States flight attendants. He also reported on the negotiations and union solidarity efforts at United, Express Jet and

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License Protection Program Offers Free Legal Counsel for Federal Acquisition Rule Violations

Teamsters Airline Division, TAMC Offer Free Legal Assistance for Dues-Paying Members

As aviation maintenance professionals, we take safety very seriously. Unfortunately there are times when we have to defend ourselves from allegations by the FAA that we have violated Federal Aviation Regulations (FARs)

Many of our workplaces have robust Aviation Safety Action Programs (ASAP) and Maintenance Safety Action Programs (MSAP), but these programs alone are sometimes not enough. In recent years, the FAA has taken a more punitive approach to FAR violations and, in some cases, is denying ASAP and MSAP cases they once accepted. They are now vigorously pursuing license action and fines. For those reasons, the Teamsters Airline Division and the TAMC have in place, at no cost to members, legal representation for those who find themselves receiving a LOI (letter of investigation) from the FAA.

This program is open to mechanics, licensed or not, and is offered at no cost to our dues-paying members. The TAMC and the Teamsters Airline Division are committed to providing the best representation in the airline industry.

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License Protection *continued from page 1*

When a mechanic receives a LOI from the FAA, he or she should:

- Immediately contact a business agent.
- Fill out the MSAP/ASAP form. If the MSAP/ASAP program does not automatically refer your filing to the Aviation Safety Reporting System (ASRS) or if your airline does not have such a program, the mechanic should make that filing within 10 days of your knowledge of the incident.
- The mechanic and the business agent will discuss the circumstances surrounding the LOI, then make a decision about contacting our LPP attorney who will handle legal representation. Only the business agent or designee will make the first contact with the attorney.

If the case is to be referred to the attorney, the mechanic will need to draft a response explanation or justification for the work the FAA is investigating. The attorney will use this as a basis to answer the LOI. The attorney may have questions or need additional information that may be requested by phone or e-mail.

A letter will then be sent from the attorney to the mechanic explaining the arrangement of legal representation through the union. The attorney will help the mechanic craft their response to the FAA to make sure that the situation is clearly explained. In many cases, the LOI response ends the investigation. If the FAA decides to continue to the next step, the mechanic and the business agent or program administrator will discuss next steps with the attorney.

If the decision is made by the program administrator to proceed to the informal conference step with the FAA, the attorney will help to prep the mechanic for the meeting and will be present in person or via conference call for the meeting.

If the matter cannot be resolved at the informal conference and the FAA proceeds with a certificate action before the NTSB, the mechanic, the program administrator and the attorney will decide the best course of action.

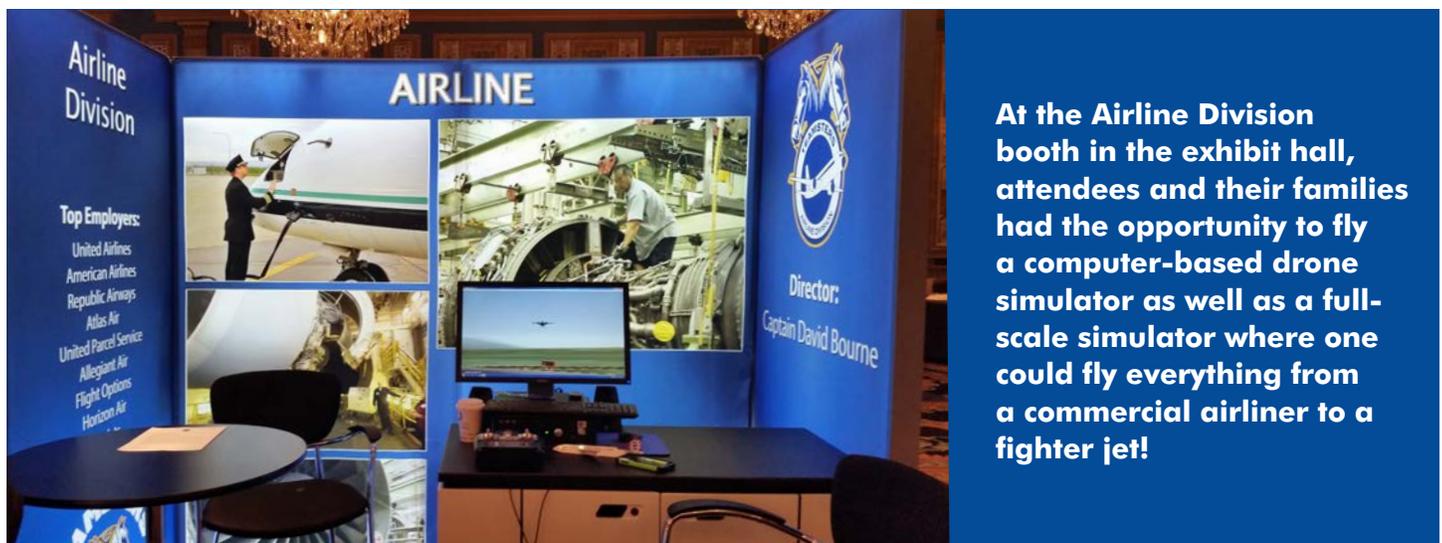
If the parties decide to go in front of the administrative law judge for a hearing, the attorney will represent the mechanic.

Convention *continued from page 1*

Sun Country where the airlines failed to negotiate the kinds of improvements our members demand.

The TAMC followed Miranda with an update on our expansion as a non-profit and our recent affiliation with the Teamsters Military Assistance Program. We also reported on our legislative success this year, having won the battle to get our language on drug testing and tighter oversight of foreign repair stations into the Congressional FAA reauthorization bill.

At the Airline Division booth in the exhibit hall, attendees and their families had the opportunity to fly a computer-based drone simulator as well as a full-scale simulator where one could fly everything from a commercial airliner to a fighter jet! They also learned about the functions of the Airline Division and the TAMC. Allynn Allen, Airline Division Assistant Director; Scott Hegland, International Representative; and Chris Moore, Chairman of the TAMC, were on hand to distribute literature and answer questions.



A TAMC Update on Norwegian Air Coalition Rallies to Stop Lower Wages

The recent attempts to secure operating rights into the United States by Norwegian Air International (NAI) highlight the inherent risks that all American workers face when foreign companies seek to bring cheap labor to our shores. Union workers know that this is an assault on our livelihoods. Today, we would like to present the first in what will be a series of information pieces explaining details about the threat posed by this airline.

What is a Flag of Convenience and Why Should You Care?

In the maritime industry, a Flag of Convenience (FOC) ship is one that carries a flag of a country other than the country of ownership. Reasons for flying a FOC vary, but frequently shippers are doing so to avoid tougher labor laws and the higher associated labor costs, higher taxation and more stringent safety regulations in their home country. FOCs began sailing in the 1920s but expanded greatly from the 1950s to the present day. The effect of this scheme was the loss of

good jobs and bargaining power for the maritime unions and a race to the bottom with pay and benefits. The International Transport Workers Federation (ITF) has been battling this for decades.

How Does This Affect Us?

Currently, there is an application before the United States Department of Transportation for a permanent foreign air carrier permit by NAI. This carrier is actually a subsidiary of Norwegian Air. NAI is based in Ireland to circumvent the same regulations and labor contracts the FOC shippers are currently avoiding. They plan to crew these aircraft with labor from all over the world. In essence, NAI is an FOC in the air.

This is not a new idea in the airlines. In 1995, United Airlines, in its filings surrounding the employee stock ownership plan, laid out a plan to essentially outsource everything. The outsourcing company

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Current cabotage laws and treaties protect domestic flying but once the floodgates open how long will those protections last? This is a real threat to the domestic airline industry.

Teamster Mechanic Receives Charles Taylor Award

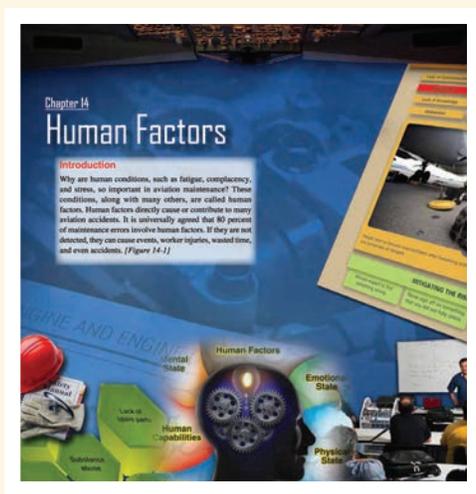
A Teamster from Local 986 in South El Monte, Calif. has received the Charles Taylor Award, one of the most prestigious honors for an aviation mechanic to receive. Named for the first aviation mechanic in powered flight, a mechanic needs to be a U.S. citizen and to work as an aviation mechanic for a period of 50 years in order to be eligible for the award. Recently, a Teamster mechanic from Seattle was honored with the Charles Taylor Award.



Rodney Hiesterman

Hiesterman began his aviation career with the U.S. Air Force in 1963 and first joined United at the San Francisco maintenance base in 1967. Starting in 1969 he has worked as a technician at Boeing, Southwest Airlines, Aero America, Air Research Aviation, Seattle Flight Service and Wien Air Alaska. He rejoined United in 1984 in Seattle, worked in Indianapolis from 1995 to 2000 and returned to Seattle in that same year.

Revisiting Human Factors In Aviation Safety



November and December are some of the busiest travel times of the year. Inclement weather, jam packed airplanes and the pressure to make schedule, along with outside influences such as family obligations, all add up to make the holidays a stressful season for aviation maintenance professionals. There are many mechanics that have suffered serious injury or death or have been involved in an accident that resulted in substantial damage to an aircraft. With this in mind, we are passing along this link to the Federal Aviation Administration (FAA) Human Factors Handbook in order remind us of the things we don't normally think of that can lead to injury or accidents:

<http://ibt.io/faamthandbook>

The handbook goes through the history of human factors as well as examining the "Dirty Dozen" the 12 human factors that lead to the degradation of people's ability to perform their jobs safely and efficiently. While many of the "Dirty Dozen" fall within the purview of the employer, we are the front line and have the ability to counter them. There are many good

examples in this publication to help recognize and avoid situations that can lead to injury and accidents.

Every mechanics in the airline industry owes it to themselves and their families to return home safely after every shift and to the flight crews and passengers to provide an aircraft that is 100 percent safe and ready to complete its mission.

Norwegian Air *continued from page 3*

was called KION and had several subsidiaries covering both above and below wing workers.

Right now, the major airlines in the United States are opposing the application, along with all of organized labor, but if NAI is successful it will lead to more of these FOCs in the air in a similar manner to the maritime industry. If the big four set up subsidiaries in Africa, Asia and countries in the EU, there will be a reduced need for all represented crafts in the United States.

Current cabotage laws and treaties protect domestic flying but once the floodgates open how long will those protections last? This is a real threat to the domestic airline industry.

What Has Been Done About This?

In December 2013, NAI filed its application. In response, the Teamsters met with many members of Congress who then contacted U.S. Secretary of Transportation Anthony Foxx and the White House to convince them to deny the application. Lobbying efforts paid off in May 2014 when Rep. Peter DeFazio offered an amendment to an appropriations bill which forbade the use of DOT funds to process an illegal application for a permit to allow NAI to service the U.S.

Union Solidarity Paves the Way to Victory as Norwegian Air is Denied Permanent Waiver

Following a Teamster online petition campaign to keep Norwegian Air International out of the U.S., the DOT denied the low-cost carrier's procedural application to begin transatlantic flights.

Unfortunately, on April 15, 2016, the DOT gave its temporary approval to NAI's application. As of May 2016, the Teamsters Airline Division has set up and participated in more than 50 meetings with congressional offices on the NAI matter since the DOT decision. The Airline Division helped get Rep. Frank LoBiondo, the Chairman of the House Aviation Subcommittee, and Rep. DeFazio, the ranking member of the Transportation and Infrastructure Committee, to introduce HR 5090, a bill designed to preclude DOT from final approval of the NAI application. There are currently 85 co-sponsors on the bill. Teamsters also participated in a rally at the White House demanding that the Obama administration turn down the NAI application.

What Can You Do?

Look for further updates from the TAMC, the Week in Review e-blasts, and continue to watch the Teamsters legislative action page as this fight continues. Call your members of congress and demand that they tell the DOT to reject the permanent application of NAI.

NEGOTIATIONS ROUNDUP

NetJets

The NetJets negotiating committee met with the company for bargaining the week of September 4, 2016. The union presented management with an updated Article 33 (Wages) proposal covering McClellan Airfield (MCC) wage rates. The recent announcement concerning the end of executive jet management maintenance operations at Cincinnati Lunken Airport (LUK) and Westchester County Airport (HPN) in connection with the union's outstanding Article 1 (Recognition) proposal was discussed. Management presented the union with a package proposal covering all outstanding contract issues except for MCC compensation and Article 1. The committee expects that management will make a proposal on those items when bargaining resumes and will respond at that time.

The union is not pleased with the company proposals or their failure to prioritize negotiations. The committee has run out of patience with NetJets. No issue angers the union more than the company's approach to Article 1 of the contract and the problem of subcontracting. Teamsters Airline Division Representative and Chairman of the Aviation Mechanics Coalition Chris Moore correctly described the subcontracting problem at NetJets as "massive" in a press release issued by the Teamsters on September 9, 2016. Not only did the company take away work that we bargained for in 2007, it continues to favor outsourcing of critical maintenance operations over assigning safety-sensitive functions to highly skilled and dedicated Teamster members.

On this subject, Airline Division Director Capt. David Bourne said it best: "[NetJets] has no excuse for outsourcing these critical maintenance operations. Teamster mechanics are some of the most accomplished airline mechanics in the industry. Our members do the job and they do the job right." You can read the complete Teamsters press release [here](#).

The union is pleased to report that the NetJets Association of Shared Aircraft Pilots (NJASAP) issued a message of support on September 9, 2016. "The mechanics and related employees and stock clerks were some of the most enthusiastic supporters of the informational pickets sponsored by the NetJets Unions Coalition, and it is now

our opportunity to respond in kind. As you encounter these peers on the road, let them know that you stand with them in their fight for an industry-leading contract and appreciate the critical work that they do for us," NJASAP said in a statement.

The committee is done with management's business as usual approach to bargaining. It's bad for business, it's bad for bargaining, it's bad for job security and it's bad for every technician, controller, fueler, stock clerk and cleaner on a personal level. Our fight to preserve goods and for an end to runaway subcontracting of aircraft maintenance and related work has entered a new stage.

"NetJets customers pay a premium for the highest level of safety and security," said Paul Suffoletto, President of Local 284. "According to published reports, outsourcing airline maintenance to achieve cost-savings leads to weaker oversight. The mechanics and maintenance support workers that I represent are highly skilled and fully capable of doing the critical maintenance work that management continues to outsource. We believe that's in the best interests of customers and the business."

The committee is working on the bargaining schedule and will announce dates soon. Stay strong and united. The contract Teamster technicians need and deserve will be won at NetJets.

Piedmont

Approximately 300 Piedmont Airlines mechanics from Locals 210, 355 and 776 have voted overwhelmingly to ratify a five-year contract with the carrier. More than 83 percent of voting mechanics cast their ballots in favor of the agreement.

United

The United Airlines (UAL) Negotiating Committee met the week of July 25, 2016 in Chicago. The week started out with CEO Oscar Munoz talking to the union committee. Munoz gave his vision for the future of the company, including how the group fits in to that strategy going

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NEGOTIATIONS ROUNDUP continued

forward. He answered several questions regarding his involvement in facilitating the process of talks that will lead to an industry leading contract.

As a result of the nature of the talks, the NMB has instructed the parties to avoid discussing any details of the proposal. Commonly referred to as a "formal gag order" from the NMB, this order preventing the committee members and all parties involved from speaking about the terms discussed during each session will stay in place until the parties reach a tentative agreement.

On August 12, 2016, the Teamsters and United Airlines announced jointly that they have reached an agreement in principle for a joint contract covering the company's approximately 9,000 technicians and related employees.

The parties are scheduled to meet the week of September 26, 2016 at NMB headquarters in Washington, D.C. to continue their work toward a tentative agreement.

UPS

Local 2727 airline maintenance technicians and related classifications picketed at customer locations in Indiana the week of September 5, protesting deep concessionary contract proposals that would significantly increase health care costs and not improve wages for its members. Bargaining sessions are scheduled to resume October 11-14 at the National Mediation Board in Washington, D.C.

The agreement was reached on May 26 and contains a 7 percent signing bonus and a 13 percent wage increase over the life of the agreement. Job security and furlough language are also vastly improved.

The contract will become amendable on July 31, 2021.

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.

