



# TEAMSTER AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

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## UPS AIRLINE TEAMSTERS WIN ANOTHER SUBCONTRACTING CASE

Local 2727, representing aircraft mechanics and related employees at UPS, recently won an important subcontracting case involving UPS Technical Publication Specialists.

In July 2012, UPS purchased a new software program for performing updates to its maintenance manuals. Teamster Technical Publication Specialists had been performing manuals updates for years using the prior software. But UPS subcontracted that manual update work to a vendor using the new program and laid off five Teamster members. Local 2727 grieved the subcontracting as a violation of the mechanics' CBA.

In the recent decision, the arbitrator upheld the Local's grievance, ordering UPS to cease and desist from subcontracting manuals revision work and immediately reinstate the five laid off members with full seniority and back pay. The arbitrator held that the manuals update work by the vendor using the new software was the same work Teamster members had been performing for years.

"We are very pleased to win this grievance and protect the work and jobs of Teamster members," said Local 2727 President Bob Combine. "Our Technical Publication Specialist members are overjoyed with this win and are eager to get back to work."

Check out the new Teamsters  
Airline Division website!  
[www.TeamsterAir.org](http://www.TeamsterAir.org)



Friday, February 22 was not your average day in Atlanta. It was cold, wet and windy outside the ExpressJet Headquarters and Maintenance Facility that has come to be known as A-Tech. Many employees, friends, family and our very own Local 528 staff and members in Atlanta came out to rally in a true sign of Teamster unity, demanding our first CBA with ExpressJet leadership.

"If you don't stand for something, the company will think that you'll fall for anything," said one family member attending the rally with her three-year old daughter, Madison." Mechanic Kelcey Bennifield echoed her call to action. "We need to show the company just how serious we are and that we want a strong Teamster contract," he said.

Airline Division Director Captain David Bourne joined Lead Negotiator and Local 210 Business Agent Bob Luciano, Airline Division Representative and TAMC Chair Chris Moore, and Airline Division Attorney Nick Manicone in Atlanta to meet with ExpressJet COO Brad Holt. The meeting was part of an effort to keep negotiations moving forward with all parties.

When asked about his motivation, Local 528 Lead Steward Chris Rogers said, "All of maintenance, including our brothers and sisters in Parts, should participate in these rallies and meetings on behalf of our respective bargaining units. We need to get the attention of management and put them on notice that, YES, we are all united and, YES, we are ALL ready for change."

Despite the weather, my coworkers were very exuberant and expressive as they walked around with picket signs in hand, enthusiastically chanting "ASA / XJT

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## ASA/ExpressJet Mechanics Demand A Contract

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Demands a Contract.”

“This just proves that if you want something bad enough like a solid Teamster contract, we need to stand up and fight for it, and when others in the company see that we mean business, they too will support us,” said Tim J. Jones, who works in the A-Tech Sheetmetal Shop, describing the situation at ExpressJet.



Local 528 Business Agent Johnny Edwards said, “My members are frustrated. Until the company gets serious about these negotiations and we get a good contract, they can expect more of these actions. Enough is enough.”

“ExpressJet leadership needs to start recognizing that all of its Maintenance Division employees are a huge component of making this super regional airline run. We are due and demand their respect on the job,” added ASA/XJT Lead Mechanic James Farris. Lead Stock Clerk John Williams insists that our continued participation in and with our union is crucial to reinforce a positive future relationship with corporate management.

The gathering was later concluded when our IBT International Representative Chris Moore came out from the meetings to address the rally. “They got your message loud and clear,” he said. “Thank you for all of your support and for coming out this morning. We will continue our meetings with Mr. Holt and staff and attempt to get things back on track so that we can get you the contract you deserve.”

*Geoff Maloney, Mtc. Inspector, Local 528 Lead Steward and TAMC Steering Committee Member*

## TAMC Chair Chris Moore On the Hill

On a brisk day in the nation’s capital in February, TAMC Chair Chris Moore went to Capitol Hill to raise more awareness among regulators and congressional staff about the dangers of aviation maintenance outsourcing. Brother Moore met with House Transportation and Infrastructure Aviation Sub-committee Staff Director, Giles Giovinazzi. Joining him was APA Government Affairs Committee member and pilot, Jonathan Benton.

This meeting was part of multi-level, ongoing efforts by the TAMC to keep the serious deficiencies in the quality of outsourced maintenance in front of our elected officials. Much of the discussion centered around the Teamsters Airline Division’s position on the FAA’s Notice of Proposed Rule Making (NPRM) regarding FAA Repair Stations. Part of those discussions were specific to one of the TAMC’s major objections to the NPRM which says the FAA may allow repair stations to “self-evaluate” and thus add to their capabilities without specific FAA approval.

As aircraft mechanics, we have watched the amount of outsourced maintenance work grow and the quality of that maintenance decrease over the past two decades. Allowing this rule to take effect would be akin to letting the fox guard the henhouse.

Also discussed at the meetings was the string of failures that affected the delivery of the 787 due in part to the amount of outsourced work. Benton, who is a First Officer for American Airlines, pointed out the stellar record and quality of maintenance at American Airlines. He raised concerns about the recent closure of the AFW maintenance base and AA’s plans to outsource more of its maintenance work. After decades of having the aircraft you fly repaired by your co-workers, he said, it is very disconcerting to know that will no longer be the case.

The TAMC continues to fight outsourcing using every tool at our disposal. With 18,000 mechanics, 80,000 airline professionals, and 1.4 million Teamster brothers and sisters, we are standing together to win back the respect our craft deserves.

## Representing Members under the Railway Labor Act

**MAY 29-31 TRAINING IN WASHINGTON**

A three-day Teamsters Leadership Academy (TLA) training program to be held on May 29-31 will provide an overview of the Railway Labor Act (RLA) for those who represent members in the airline or rail industries. The TLA will be held at the Teamsters headquarters in Washington, DC. Topics will include the history of the RLA, negotiations, organizing and grievance handling in accordance with the Act, and functions of the NMB, among other RLA regulatory agencies. It will also provide participants with a comparative analysis of the differences between the National Labor Relations Act and the Railway Labor Act.

***If you are interested in attending, please make arrangements with your local. They can contact Marie Nolan in the Training and Development Dept. at (202) 624-8965 to confirm space availability.***



## The Largest Aviation Mechanics Union at the World's Largest Airline

**W**ith mechanics and related at American Airlines and US Airways rapidly closing in on majority support for the Teamsters, a new era of tremendous power for Teamsters and the TAMC is on the horizon. In February, the long-awaited merger between AA and US Air was announced, setting the stage for the world's largest airline – the New American – to change the face of the airline industry.

While the two airlines implement merger plans and wait for regulatory approval, the 11,000 mechanics at AA and over 4,000 at US Air have been collecting Teamster cards and moving closer to filing for representational elections with the National Mediation Board. The monumental significance of these two organizing drives cannot be overstated; they represent the largest private sector organizing campaign ever undertaken in the history of the Teamsters.

Since last June, the Airline Division and the Teamsters Organizing Department have been working with AA mechanics and related, helping them reach majority Teamster support at the largest maintenance hub in Tulsa. Majority support for the Teamsters has also been reached at 19 other stations, including Los Angeles, San Francisco, JFK and Miami. TAMC members from other airlines, including UAL and ExpressJet, have participated in organizing efforts, including a major campaign blitz in Tulsa in February.

Meanwhile, mechanics and related at US Air have been engaged in a very successful card drive since October. Sponsor committees at major stations nationwide have been thriving, powered by a groundswell of mechanic frustration and discontent with their very weak, concessionary IAM representation.

Even as these two exciting and historic campaigns sprint toward the finish line, challenges exist at both carriers. Punishing bankruptcy, furloughs and rampant outsourcing has led to demoralization among many mechanics at AA. With their pension frozen and one of the largest maintenance bases at AFW all but shut down, many AA mechanics have been devastated. The AA Mechanics for Teamsters Campaign has helped breathed life into the workforce, inspiring hope in uncertain times and giving voice to their dissatisfaction with their current representation, the TWU. They want change and they want a union with an unparalleled record of raising standards and fighting back against outsourcing.

But concerns remain about what might happen to the huge Tulsa base and if it will survive during the merger. As much as mechanics are

fed up with their current union, they are guarding against the profoundly unpopular and ineffective sham association that is AMFA, which has been trying to organize the group for over ten years.

At US Air, mechanics have suffered years of poor representation under the IAM. Despite record profits, US Air mechanics have been consigned to the bottom of the industry in terms of pay and benefits – all thanks to weak union representation. In light of the pending merger, both the US Air and AA groups have been communicating with each other a lot more, recognizing their common interest in becoming Teamsters in one bargaining unit. There is now a growing sense that they are all in this together.

In recent weeks, there's been an uptick in negative propaganda directed against the Teamsters from other unions trying to organize or hold on to the mechanic groups. This is inevitable given the Teamsters' frontrunner status at both airlines, and it will likely ramp up even more during the election period.

But mechanics and related and Teamsters remain focused on one vision, raising the flag of Teamster power at the New American and joining the TAMC to restore the respect and strength of the aviation mechanic profession industry-wide. The goal is to file and win elections at both AA and US Air before the merger is approved by federal regulators in the fall. At that point, the Teamsters Airline Division and the New American mechanics will begin the work of rebuilding union power at the new airline.

Victory at American and US Airways will swell the ranks of the TAMC to over 30,000 members. This translates to awesome power for mechanics in our industry, making the Teamsters by far the largest and strongest union for aviation mechanics. We will be a force to be reckoned with.

While Teamster mechanics look forward to welcoming the huge influx of AA and US Air mechanics and related into the Teamster family, there is still work to be done to help our future brothers and sisters at both airlines win. More TAMC support is needed to push the card drives over the top so mechanics at the world's largest airline can have industry-leading representation with the Teamsters and the powerful advocacy of the TAMC.

If you or other TAMC members at your Local are willing and able to help mechanics at AA and US Air become Teamsters, please contact the Teamsters Airline Division at 202-624-6848.

## UAL Negotiations: 'Facilitated Problem Solving' Explained

In January of this year, expedited negotiations began with United Airlines. This is a new process developed by the National Mediation Board and it is based on the Dunlop II report generated for the Board. The process finds its roots in interest-based bargaining but uses the more efficient facilitated problem solving (FPS) principle.

Negotiations began with a class for both parties held by the NMB. The mediators taught individual theories of the course and then put the parties to work in practical units designed to further illustrate how the process was supposed to work.

This style of negotiation is a real departure from normal Section 6 bargaining. The reason the Board developed this method was to try to speed up negotiations from the normal 22 months on average in mediation to a more reasonable amount of time.

As of this writing, FPS has seen the parties through Phase One – non-economic items – in just two months' time. Normally the progress made to date would have taken close to two years to accomplish.

An economic presentation was made by the company describing where they believe the mechanic group is in relation to the rest of the industry. That set the stage to begin Phase Two – the final phase – of bargaining. The parties began exchanging comprehensive economic proposals in early April and expect completion sometime in May.

*Bob Fisher, Airline Division International Representative, TAMC Steering Committee Member, United Airlines*

## Reporting Back on the March Aviation Safety InfoShare

In March, Teamster mechanics attended the Aviation Safety Action Program, or ASAP, InfoShare in Denver, Colo. The InfoShare ran from March 19th through the 21st, giving participants a chance to share and discuss information about the ASAPs and the various operations.

Over the years, the ASAP InfoShare has morphed into a broad-based safety conference. This year a very important development was revealed at the FAA's seminar on ASAP Document, AC120-66B. According to the FAA, a new ASAP AC120-66C is in the process of developing changes to the program, specifically changes to the word "intentional" as it applies to "intentional disregard to safety." The change is very significant as these words have different legal definitions attached to them:

**Intention:** *The willingness to bring about something planned or foreseen; the state of being set to do something.*

**Intentional:** *Done with the aim of carrying out the act.*

**Reckless:** *Characterized by the creation of a substantial and unjustified risk of harm to others and by a conscious (and sometimes deliberate) disregard for or indifference to that risk.*

**Disregard:** *The act of ignoring or treating without proper respect or consideration (to the act).*

The changing of these words from one to the other could possibly increase the rate of rejections for those who give information.

Other topics of discussion at the InfoShare included Line Operations Safety Audit/Assessment, or LOSA, a hazard mitigation process which, when used properly, could increase discovery of hidden or casual hazards within tasks. LOSA involves a peer-to-peer audit process to identify deficiencies that can lead to injuries and accidents. LOSA (AC120-20) was originally written for Pilots and the FAA would like to see it used in maintenance as part of the ongoing SMS (Safety Management Systems for Aviation, AC120-92) initiative.

Threat and Error Management, or TEM and TEM II, was also discussed at the InfoShare. Threat and Error Management is the process of identifying hazards in the workplace and mitigating the hazards using a list of controls.

Many thanks to all of the Teamster Airline Division locals who sent Safety Committee members to the InfoShare in an ongoing effort to improve aviation safety.

*John Fischbach, Teamsters Flight Safety Committee Chair, Local 856, United Airlines*

## Fill Out the Teamsters Outsourcing Defect Report

Remember: outsourced maintenance is a danger to all of us! Please report un-airworthy third-party maintenance by using the confidential Teamsters Outsourcing Defect Report (TODR). The TODR can be found at the new Teamsterair.org website under the TAMC drop-down menu.

<http://www.teamsterair.org/tamc/outsourcing-defect-report>

**Aviation safety is all of our responsibility. No one will know there is a problem unless we show it to them.**