



Business Agent Report

December

By: Paul Molenberg and Rich Petrovsky

- **Furloughs:** The actual number of furloughed mechanics is becoming more firm. After several marathon sessions with Labor Relations, our committee has received the numbers as of January 5, 2009. The total number of mechanic reduction in SFO will be approximately 183, whether by voluntary furlough, involuntary furlough, or by the early out offer.
- After the exercise of system options, about 50 Mechanics will bump into the San Francisco Point, NO mechanics from the SFO point had any system options. The new SFO point junior mechanic will be 07/17/91.
- After the layoff, there will be mechanics junior to the July 17, 1991 date working in Plant Maintenance, Automotive, Building Maintenance, and the Avionics Shop in SFO. These were individuals who have the seniority, previous experience and ability to do the work in these areas.
- Mitigating the involuntary layoffs were about 67 early outs on the system. There were approximately 17 voluntary layoffs in San Francisco and 21 voluntary layoffs in other stations for a total of 38. Additionally, there were 28 vacancies filled in Washington Dulles and one in Charleston, SC.
- The company began mailing out layoff notices to employees impacted by system bumping beginning Friday January 2. These employees will have a last day worked date of January 24th.
- All mechanics with the January 24th layoff date are strongly urged to completely fill out the skills assessment sheets and take any tests offered. If they have any problems with testing they should immediately contact their Chief Steward.

**Our thoughts and best wishes go out to these members who will soon be furloughed. We remind each and every one of them that the Teamsters are here to help them, even after their last day worked.*

- **Rapid Response meetings were held** on the 15th and 16th of December for our Brothers and Sisters facing layoffs to prepare them with their options for the future. Working with us was Reyna Lehman from the San Mateo County Labor Council. Reyna has been coordinating these programs for several years and is very well versed in bringing a wealth of information to Union members facing a layoff. Additionally, we had Matt Sandstrom, Business services representative for the Human Services Agency of San Mateo County, Peter Ney from the EDD, Jane Wines from the U.S. Department of Labor, Michelle Smirnoff and John Sweitzer from Alliant Credit Union were in attendance to answer the difficult questions our members needed to ask concerning personal loans and mortgages.
- **TAA application:** We were disappointed to hear that our claim for the Trade Adjustment Assistance (TAA) has been denied. The other applications that were submitted across the system have also been denied. Our co-applicant, Matt Sandstrom of the San Mateo Human Services Agency, will look into the process of appealing the denial of our claims. On a brighter note, Matt had reported that \$890,000.00 in added benefit money has been granted by the EDD under the Workforce Investment Act for up to a year of training for laid off United Airlines Mechanics. (Up to a max. value of \$3500.00 per individual) This will be shared with the Bay Meadows employees who have also lost their jobs here in San Mateo County. This program is designed to help get workers back into the workforce as quickly as possible.
- **Teamsters Reach Understanding With United on Line Maintenance Closures and Reductions:** David Bourne, IBT Airline Division Director, and Clacy Griswold, IBT International Representative, led a team of Airline Division members including Jock Creach from Seattle and Larry Calhoun from JFK. They completed discussions with United Airlines management which resulted in an agreement to maintain the line maintenance operations at LaGuardia and keep sufficient staff to operate three shifts at Portland, albeit at a somewhat reduced manpower staffing level on day and swing shifts. Two line maintenance stations are still scheduled to close, Newark and Philadelphia. However, the IBT and United have differing interpretations regarding the meaning and application of Article II D 5 of the CBA, particularly as it would apply to the station closings and meaning of the term "emergency on call maintenance." To resolve these differences, the company and the union have agreed to a fast track to binding arbitration. The issues will be referred to the arbitrator no later than March 31, 2009, with a final decision within 90 days of filing.

- **We had a 4th step grievance that was set to go to arbitration on Dec. 3rd.** At issue for the member was “I” time pay instead of “N” time, and “I” time pay instead of ANP. This was a substantial claim for the member. Working with our attorney we were able to settle the grievance without the hearing to the full satisfaction of the member. We were pleased with the outcome, as was our member.
- **We held a Shop Steward training session** hosted by Local 856 on Saturday, Dec. 13th with the subject being on workers compensation laws and industrial injuries. Conducting the training session were Attorney’s Joseph Waxman, a certified specialist in workers’ compensation law, and Andy Baker, our labor law specialist from Beeson, Tayler & Bodine. The information was well presented with opportunity for many questions to be asked. Given United’s use of Concentra and Gallagher Bassett as their industrial injury agents, this information will be very useful. Thanks go out to all of those who spent their Saturday learning about this topic to better serve the membership.
- **Start Times:** The Company has been meeting with us since September in an effort to change the multiple start times to a single start time in the jet shop, components and plant maintenance at the base. We have opposed a single start time all along due to the fact that it does not allow for the flexibility needed by various life circumstances of the workforce. A letter of agreement that was signed by the IAM in 2003 allowed the workforce to start at 6am for day shift instead of 7am (with subsequent shifts following). Surveys at the time showed that the vast majority preferred a 6am start time due to traffic concerns. (Currently, only 4% of our members start at 7am and the subsequent 3 pm and 11 pm shift start times) That letter limited the workforce start times of 7am to 15%. If the letter was rescinded, it would force a 7am start time for all of us per the contract. That was not desirable, nor could we allow a firm cap on those who want to start at the contractual start time of 7am.

The result was a new letter of agreement that states that if more than 15% of the workforce wishes to start at 7am, the Union and the Company will meet to resolve the issue. This LOA addresses the contractual issue and continues the two start times of 06:00 and 07:00 with subsequent start times for swing shift and grave yard.

- **We had a meeting with a manager from the Administrative Support Center** regarding the specific issues of Level and 14G timeliness, and the ability to correct mistakes in the EPS system prior to issuance. We continue to disagree on the dependability issue. Since 12 month attendance reviews are initiated by a “Triggering event”, which could be a late, sick, or unauthorized time off, we recommend that our members submit corrections for the electronic payroll system (EPS) as soon as possible to avoid being flagged. Also note that supervisors have the ability to contact the ASC when corrections need to be made to the EPS that could affect the attendance review. Through our discussions at this meeting, we were able to reverse a level and a 14G.
- **Contract proposals:** As we have been briefing our members through our Business Agent reports, shop stewards and general membership meetings, the proposals for changes to contract language have gone out to the membership. These proposals must be turned in to your Chief Steward by the 11th of January. This will allow time to collate the proposals and prepare for negotiations.
- **On a disheartening note**, we have lost a fellow mechanic. Jeffrey Peabody passed away unexpectedly on December 9, 2008. He was an inspector working on swing shift in the Jet Shop where he accomplished final A&E inspections on all three of United’s engine groups. Jeff hired on with United Airlines in 1991 working the line in SFO. He became an inspector in 1992 and bid to Oakland in 1995. He worked there as an inspector until returning to the maintenance base in 1998. We wish to extend our condolences to Jeff’s family and friends. He will be missed by all of us who not only had the privilege of working with him, but knew him as a friend as well.
- **To all of our members**, we wish each of you a healthy and happy New Year for 2009! We are confident that this year will bring positive changes to our industry and labor as a whole!