



Business Agent Report

November

By: Rich Petrovsky and Paul Molenberg

On November 5th and 6th all Grievance, Safety and EAP Committee Representatives from across the system held introductory meetings in Chicago. The goal of the meetings was to discuss the important issues that are facing the members we represent at United Airlines and arrive at a consensus on how to resolve them.

Wednesday the 5th started off the two day session of meetings by involving the Flight and Ground Safety and EAP Committees, which were held at the Local 781 offices in Des Plaines Illinois. Each of these committees gave reports, shared information and worked out issues that are directly affecting the way they accomplish their work and the members they serve.

On Thursday the 6th the meeting for the Grievance Committee was held at the hotel we were staying at. Those in attendance included Representatives from Dulles, JFK, LaGuardia, Chicago, Denver, Seattle, Portland, San Francisco, Los Angeles and the Hawaiian Islands. This group formed the steering committee which will be the primary group representing the members across United's system. All totaled, there were 22 people, not including the Principal Officers and Business Representatives. Clacy Griswold chaired the meeting.

Chris Moore, Chairman of the Teamsters Aviation Mechanics Coalition gave a report of activities that he has been involved in. He stated that there are 18,000 AMT's that make up the coalition worldwide and this number will be expanding. He spoke of the need for participation in the Outsourcing Survey (which will be renamed "Discrepancy Report") that is on the Airline Division web site. The information that is gathered there will be collated and taken to our now "labor friendly" administration and representatives in Washington D.C. to gain additional support in bringing work back to the United States. Chris also stated that TIMCO is working towards gaining 70% of all outsourced maintenance being done within the continental U.S. It's up to us to monitor the work that's being accomplished by this company and report the discrepancies we find. We need to do all that we can to hold them accountable by exposing their inferior work to the proper authorities.

We discussed the ensuing furloughs and the issues of mechanics seniority. We made it very clear that at every station where mechanics are being affected, seniority and the ability to accomplish the work must be the basis on which mechanics are being retained for the work. This is consistent with the provisions in Article X (10) of our collective bargaining agreement.

Another topic for discussion at our conference was regarding the need to establish a committee for the testing issues at United as called out for in LOA 84-9M of the CBA. A committee for this ongoing problem was established and is being headed up by Greg Sullivan in SFO.

A Subcontracting Committee is being established per LOA 87-7M to provide oversight of work that is being outsourced and to bring to light the possible savings the company could realize by doing the work "in-house".

Contract Negotiations

All of the representatives present were tasked with putting together a committee to represent their individual stations during the "Section 6" negotiations. It was established that there would be eleven (11) rank and file members chosen from across the system that will accompany the Business Agents and IBT Attorneys. This will create a formidable and diversified committee to represent the total membership. The number of rank and file representatives from each group is as follows:

SFO: 3 LAX: 1 DEN: 2 ORD: 2 IAD: 1 (Base and Hub stations)

PDX, LAS, SEA, SAN, BOS, JFK, BWI and Hawaii: 2 (Outlying Line Stations)

The intention is to prepare to open negotiations early (prior to April 2009). Contract proposal forms should be coming out in late December and distributed by the shop stewards.

In San Francisco, Paul Molenberg and Rich Petrovsky looked at the diversity of our unique working environment which includes not just the maintenance base, but line mechanics at Sacramento and the SFO point as a whole. This being said, we have collectively chosen to have a representative from the Line maintenance, Airframe Maintenance and the Turbine Shop areas who have past experience, a working knowledge of the contract and understand the *intent* of the language within the CBA.

With this in mind and with the difficult task of choosing only three representatives out of more than three thousand, we have chosen the following people to lead the SFO contingency in negotiations:

Chris Cermak, who has served as a Grievance Committeeman for the back shops and is currently working in the Turbine Shop as Shop Steward.

Rick Barnes, who has served as Grievance Secretary in the past, has an extensive knowledge of the contract and is currently the Chief Steward for Airframe Maintenance.

Dominic Gulley, served as V.P. of the Local Union in Indianapolis and recently as the interim Line Maintenance Chief Steward under the Teamsters here in San Francisco.

We are very pleased with their acceptance to these important positions and as your Business Agents, look forward to working with them and the other representatives from across United's system.

Inspectors at OSV's

During the Nov. 6th Union leadership meeting in Chicago, it was discussed at length if it would be proper to continue to pursue these two grievances that are over a violation of Letter of Agreement 03-01M. That LOA states that Union Inspectors are to perform oversight inspection at the OSV's where heavy maintenance is performed. By a group vote, it was overwhelmingly decided that it is not in our best interest to staff Union Inspectors at the OSV's at this time. Subsequently, the grievances have been withdrawn without prejudice, which may allow us to re-address this issue at a later date.

Legislative

David Bourne spent the first two weeks of November visiting with representatives on Capitol Hill. His primary topic was the fight against the outsourcing of our jobs and the safety and security of our aircraft. His efforts will gain the support needed to accomplish this with the newly elected administration in Washington D.C. His vision for the future includes the coalition and support of all labor groups within the aviation industry fighting together on Capitol Hill to improve labor conditions within our industry.

The Airline Division has hired the Albertin Group whose primary job is lobbying in Washington and to take our aviation issues to Capitol Hill, which includes legislation issues concerning the outsourcing of work. Some projects that David is pursuing, will be to have the CEO's from various airlines stand before representatives and explain how they can substantiate farming out our work to foreign and domestic repair stations which are not held to the same high standards that we are!

UAL OSV Grievance Arbitration Hearing

The parties held the last hearing on the OSV Grievance on October 10, 2008 by teleconference. The Company presented retired UAL Labor Director Al Koehler to testify regarding an alleged 1998 meeting between UAL and IAM representatives concerning the OSV formula. Roland Wilder cross-examined Mr. Koehler after his direct testimony.

After the October 10th hearing, the parties received the transcript of the hearing (about two weeks later.) They established December 12, 2008 as the date for the simultaneous filing of post-hearing briefs with the arbitrator.

AMFA and UAL had previously agreed to try the arbitration case in two parts; with the contract interpretation phase first, and then proceeding to a damages phase if the System Board of Adjustment rules in favor of the Union. So the post-hearing briefs will initially address the contract interpretation issues. The parties would then move to damages, if so directed by the SBA.

The Arbitrator requested that both parties waive the contractual requirement mandating the issuance of a ruling within 30 days of the close of the hearing (which would be the filing of briefs.) Given that the hearing has involved numerous days over a 13 month period, the parties agreed to waive the requirement. However, the parties did state to the arbitrator that they desired an expeditious decision.

At this point, the next event is the filing of post-hearing briefs on December 12, 2008. The two sides will exchange briefs through their attorneys in addition to sending them to the System Board.

Third Step Grievances

When the Teamsters became the representative, we received 85 third step grievances for the SFO point. The count now stands at 61. This is a 28% reduction. We are committed to resolving all of the old grievances and will continue to strive toward that goal.

Rapid Response

"Rapid Response" meetings are scheduled for those members being faced with furloughs in January. These meetings will provide information on unemployment benefits, résumé writing, job referral processes, and credit union programs. They are scheduled for December 15th at 1430 for swing shift and the 16th at 0500 and 0800 for the grave and day shifts in the old raft room.

To all of our members, we wish you and yours a very happy and healthy Thanksgiving Holiday!