



August 2008 Business Agent Report

By: Paul Molenberg and Rich Petrovsky

SFO Grievance Committee Election: We have just completed the election and the results are available on our website as well as the bulletin boards. The current representatives kept their positions with one exception. Joining us on our team is Greg Sullivan as Line Chief Steward. We congratulate him and welcome him to our team. He will be replacing Dominic Gulley. During Dominic's five month tenure, he settled over half the Line 2nd step grievances that were backlogged when he took office. Dominic did an excellent job and we thank him for his participation and hard work.

20% Outsourcing Grievance: Our attorneys are working to finalize the arbitration without having to hold another hearing, as our major argument has already been presented. The company has said that they now have some additional minor evidence to present. Our attorneys are still trying to work through that without having to hold an extra hearing. It is important to expedite this grievance and we are making every effort to move this up on the arbitrator's calendar. At this time the hearing date is still on the schedule for Oct. 23rd. Our primary attorney on this case, Josh McInerney, has left the law firm. However, Attorney Bill Wilder will proceed with the case.

Flight Benefit Grievance: In the course of investigating this grievance, IBT attorney Bill Wilder contacted the Master Executive Council of the AFA to discuss the specifics of the Flight Attendants pass benefits. Specifically, he questioned if there had been an increase in their benefits in 2003 when their language was changed from "retire" to get flight benefits to "resign". It was discovered that they already had this benefit prior to 2003 for those that resigned with 20 years, and that the language was changed for clarification purposes only. Article XVI A of our contract states that if any other non-management group gets an improvement in their pass benefits, we will be offered the same. Since there was not an improvement and only language clarification, we cannot win this grievance. The AMFA had this grievance for 1 year and had taken it through a third step hearing without discovering this information. Now that we have this information, we will not be taking this case to arbitration and will drop it altogether.

Panasonic Grievance: We were not able to obtain the financial information for the Panasonic contract. The only way to obtain this information is to subpoena it through an arbitrator. However, this grievance needs to first be heard at a third step, which has not been scheduled. We've requested Labor Relations to enter it on their schedule and will be actively pursuing this case.

Tire Shop Grievance: We have a 3 ½ year old grievance on mechanics doing NDT (non-destructive testing) work on the wheel hubs. It is our view that NDT work at the maintenance base is Inspectors work per the language in our CBA and this issue will be heard. The two dates that were scheduled for this third step hearing were August 6th and 20th, but were cancelled due to conflicts on the company's calendar.

BET Grievances: These grievances were from employees that attended the mandatory BET training which fell within the same 24 hour period as their regular shift. They are asking to be paid for overtime and made whole. We are currently waiting for a written answer from the third step hearing. We've forwarded all of the information to our attorney's in DC and are asking to have it heard in Arbitration. Chicago also has some BET grievances that will be added to the SFO grievances so they will be heard all together.

Inspectors at OSV's Grievance: Letter of Agreement 03-01M states that Union Inspectors shall perform "inspection oversight" at OSV's performing United's heavy maintenance. This was grieved in June of '04 and again in Oct. of '07. We are just now appealing them to 3rd step. Apparently, there's a lot of history with this grievance, and it does appear to have come close to being settled at one time. We are in the process of collecting information and moving forward with it.

Flag Raising Ceremony: We had the flag raising ceremony at the San Francisco maintenance base on Thursday August 21st. Several IBT Leaders were in attendance as well as over 300 of UAL mechanics who took their lunch break to attend and celebrate the occasion. Those in attendance from the Teamsters were V.P. Western Region Chuck Mack, Director of the Airline Division David Bourne, International Business Agent Clacy Griswold, Principle Officer Local 856 Joe Lanthier, President Local 856 Julie Wall, Principal Officer Local 986 Chris Griswold, Vice President Local 986 Sean Herron. Special Guests were newly appointed Business Agent to Local 986 Dave Elmore and Legislative Administrator from the Airline Division, Ken Montoya. It was a big event and the crowd was extremely energetic to say the least.

- In April we had a member that was discharged from the Company which was recently heard in the third step. The hearing officer's decision was to allow the member to return to work on a level 4 due to extenuating circumstances. We commend the Hearing Officer's open minded decision in this difficult case.
- We have a mechanic that has been separated from the Company since late 2006. We've been working with the Company on a third step hearing settlement. We were able to secure an offer to bring him back to work with no level of discipline, but with no back pay. It was agreed that his vacation allotment and sick bank would be restored. He would also be able to carry any amount of remaining vacation at year's end over to next year, since he has no 2008 accumulation thus far for next year. This offer has been declined by the grievant.
- We have a mechanic that was separated from the Company since late 2005 for fighting on company property. After a thorough review of all facts relating to the case, our Attorney Andy Baker has determined that it would be very unlikely that we would succeed in getting his job back through arbitration. AMFA's attorney had come to this same conclusion and the Association had refused to fund his arbitration. The Teamsters will not bring a case having "no merit" to arbitration and use a valuable arbitration slot if the case has been determined to be "unlikely to succeed".

We had a Business Agent meeting in L.A. on 8/22/08 for the BA's across the system representing UAL Mechanics & Related. The following are some of the subjects that were discussed:

Employee Assistance Program (EAP)

- We reviewed an EAP proposal that was to be presented to the Company. The committee found the proposal to be acceptable.
- We discussed the need for an EAP Chair for the 4 system EAP positions. The decision who will be the Chair will be announced shortly.
- One person will designate the training for the EAP reps. This will most likely be someone from the IBT Benefits Dept.
- It was agreed the first training they shall receive will be with IBT Legal for HIPPA laws and privacy.

Go Team

- It was agreed that a crash incident Go Team needs to be established.
- It was agreed that Go Team designees shall be from any station with over 600 mechanics; SFO, DEN, and ORD.
- A Go Team National Coordinator will be designated by the Airline Division Director.

Safety Committee Reps

- A National Safety Coordinator will be designated and will be the same person as the Go Team Coordinator.
- National safety conference calls will be set up by the Safety Coordinator. Separate calls will be set up for Ground Safety and Flight Safety.

News

- A new weekly or bi-weekly news email will be developed by the Airline Division. This will be set up in a similar fashion as ATA's "Smart Brief", and will provide a way to get out information as quickly as possible. Traditional magazines only present outdated information, sometimes 2 -3 months old. Emails addresses not on record yet will continue to be collected for this purpose.
- As a result, the Airline Division Journal will be discontinued.