



Business Agent Report — July 2008

To all Mechanics and Related,

This month begins the downsizing trend that has been typical of our industry for decades. The process has begun for the furlough of our rank and file due to the ongoing grounding of our 737 fleet, which was driven by the downturn in the economy and the upswing in fuel prices. (The latter is affecting each of us personally!) The following time line is an “approximated” guide to the upcoming events and IS SUBJECT TO CHANGE BY ANY UNFORESEEN CIRCUMSTANCES!

- In early August, WARN notices went out which are mandated by Federal Law. These notices will be followed by the requests for completed “SKILL INVENTORY” notices. This is your opportunity to tell United Airlines all qualifications and skills you hold. It is important to list all of your skills, including those that you have never used at this company. This information will help to place you into any openings you may be eligible for.
- The point “shakedown” should begin in early or mid September. This is the process of sorting everyone by seniority and establishing where their years of service and qualifications (and license requirements) will take them.
- Mid September also begins the process of notifying those who applied for the voluntary furlough program as to whether or not they were accepted. This will help save some of those who are on the involuntary furlough list.
- By late September, the system options will be awarded to those who applied and are eligible for the openings and those eligible will be notified of their new locations.
- October 4th will be the last day worked and the 5th will be the effective date of the furloughs for those caught up in this first round.
- We are planning on having the furlough seminars in September. The dates are tentatively scheduled for the 22nd and 23rd, a Monday and Tuesday. More will be posted on this as the time draws nearer. These programs are put on by the Labor Councils with the EDD department. They will help to educate you to secure benefits that you are eligible for. They will also help you prepare resumes and assist in locating jobs or new careers. Applications for Union withdrawal will be explained at this time as well.

There were approximately 100 (give or take) individuals system-wide who took the “Early Out” program. Those employees have helped to save (that many more) mechanics not ready to leave the company and we wish them well in there endeavors outside of United Airlines.

The voluntary furlough program has started up again. You will notice that something “new” has been added to the forms. There are two boxes that have been added through the recommendations of our local Teamsters Grievance Committee. This allows you an “out” if you do NOT want to take the voluntary furlough if you **won’t** be receiving severance pay. Be sure you fill out the form appropriately for your needs.

As you know, the reduction of the 737 fleet has caused a good deal of our reduction of work. One station that was going to be affected is Boston. The company was ready to give up the lease on the hangar there, until the EPA “Green Law” requirements which states that all fluids to be drained must be done INSIDE an enclosed hangar facility was brought to their attention. So there are no DONE DEALS yet, but the company is re-evaluating giving up that facility in light of this development...stay tuned.

We continued our work in clearing the backlog of grievances in July, many of which at this time are in process. Most grievance timelines have not been adhered to, which is a serious situation. By clearing out old grievances and reducing the workload, it will make it easier to adhere to timelines and move grievances more efficiently, which is why this work is so important.

One of the settled grievances was regarding a member that was recalled six weeks out of sequence. The member was given the option of being made whole with six weeks’ pay, minus what he was earning on the outside, or a straight one week of pay. He chose the one week of pay because it worked out better for him financially.

Panasonic Grievance: The Company has refused our request for the financial information of the UAL Panasonic contract, which will leave us no recourse but to subpoena that information from an arbitrator in order to obtain it. We are also interested in obtaining maintenance records of work that has been accomplished so far by Panasonic.

What we do have is a statement of work, which is the contract between UAL and Panasonic Avionics Corporation, minus the financial information. From this statement we can see that planned routine maintenance for the in flight entertainment system is being accomplished at Dulles, Los Angeles, Chicago, and San Francisco, as well as at various OSV locations both domestic and international.

At issue are Article II, the scope of our work, and Article XXI D., which states that when any new equipment is put into service by the Company, we will have the opportunity to become familiar with such new equipment through training. This has not happened with the Panasonic in-flight systems. Once trained, we would be able to perform the work that is currently being done by Panasonic employees.

Also in play is Letter of Agreement 87-7, which provides the Union the ability to provide input as to whether work could be done more economically in-house; and Letter of Agreement dated September 9, 1988, which provides for the method of implementing 87-7. The Union was not given the opportunity to exercise these LOA provisions.

Another consideration is the 20% OSV grievance. If this grievance is upheld, then the Company had subcontracted the Panasonic work while already over the 20% farm out limit.

This grievance has not been heard at 3rd step yet. We had asked the Company to agree to circumvent the third step and go straight into arbitration, as had been done in the 20%

outsourcing grievance. The Company has stated that they would rather hear it at third step in this case.

Flight Benefit Grievance: The Company has not provided a written response for the “me too” flight benefit grievance. The third step hearing was heard over a year ago. The contract only allows 14 days after the hearing for the written decision. We have decided not to wait for the decision from the Company, and have scheduled it for arbitration on Aug. 21st. The latest update is that the Company has postponed the hearing due to their inability to provide their witnesses for that date.

The flag raising ceremony that was initially scheduled for June will be happening on August 21st (honest) with the Teamsters Airline Division Director David Bourne leading the ceremony. It will be at 11:00 in front of the lobby. Please join us during day shift lunch and meet David for this event.

In San Francisco, the local grievance committee elections have begun. I urge each and every one of you to VOTE in this important election. We cannot afford to be fractured. Now is the time for a solid group of representatives working together for the betterment of you, the members.

The company has begun to unveil their “Back to Basics” program. This is the *Company’s version* of “Work to the Rule”. One thing is certain, the same program for labor needs to be re-established with our Union Members as well! If we are to survive the attacks on our jobs in this industry and at United Airlines, we must get “Back to the Basics” of true unionism by sticking together where an injury to one is an injury to all! Staying unified is where our strength lies.

We need to remember that we should all pull together as we watch our fellow mechanics going out the door. We need to do our jobs to the best of our abilities, but **we do not have to do the company favors!** Such favors come in the form of upgrading to supervisory positions to help out management. They also come in the form of doing special projects unrelated to our contract language, or by doing the work of other classifications such as Maintenance Planner Analysts and Stores which are not in our work scope. And remember, working overtime is VOLUNTARY! During lay-offs, should you be doing the work of those mechanics that are going out the door? You wouldn’t want that done to you! So be mindful of the times, don’t jeopardize your job, and remember that we’re all in this together!

Right now it is imperative to Support your Stewards, stay informed, and help one another!

In Solidarity,

Rich Petrovsky and Paul Molenberg