



Business Agent Report

Nov / Dec / Jan, 2009/2010

By: Paul Molenberg and Rich Petrovsky

Due to our intense schedules which include contract negotiations in conjunction with the holidays, this BA report is being put out as a quarterly report. We clearly understand the importance of communicating with our members through the dissemination of information. As accelerated negotiations continue and become even more time intensive, we will put out our reports as information becomes available. For up to date news on negotiations, please visit www.ibtactualnegotiations.com.

Joint Board of Adjustment: On December 1st, the first Joint Board of Adjustment (JBA) was held in SFO. A Memorandum of Understanding (MOU) reached during the current contract negotiations has implemented the JBA on a trial basis.

Breaking away from our traditional third step hearings, the JBA allows for the facts to be presented to a panel of two Company representatives and two Union representatives, who subsequently confer to reach a resolution. The current Union officials on the Board are Airline Division Representative Clacy Griswold and IAD Coordinator Bob Fisher. The current Company designees are Director of Labor Relations, Marcel Delhommeau and Director of Business Strategy, Kathy Cassley.

Five cases were on the docket for this first JBA, three from SFO and two from LAX. First up was a discharge case from SFOMM. Presenting for the Union was Local 856 Business Agent Paul Molenberg, and presenting for the Company was SFOMM Operating Manager Paul Wapensky. This case took over two hours to present and included testimony from several witnesses. Through this fact finding hearing, United and IBT Locals 856/986 have agreed to return the employee to work through a Letter of Agreement.

The second case was from LAX and involved an issue over recall rights and testing. The LAX grievances were presented by the LAX grievance committee. Before this case began, sidebar discussions between the parties led to an agreement to return this Member's recall rights.

The third case was from SFO and involved the separation of an employee from the company after his 3 year extended illness leave (EIS) had expired without his return to work. There were many mitigating circumstances in this case that led to an agreement by the company to return this employee to work. However, an outstanding issue over I-time remained and needs to be resolved. Since this requires further clarification of facts, this case is temporarily on a "JBA Hold". All of this discussion took place in a sidebar discussion without a formal presentation of the case.

The fourth case was from LAX that also involved the recall rights of a furloughed employee. The presentation for this case did not take long. After review, the Board had decided to deny this grievance based on the merits of the case.

The fifth case was from SFO. This was an old grievance filed by nine employees who were sent home without pay after the 9/11 tragedy. These employees were in limbo on ANP status for four weeks until they finally received their furlough notice. Paul Molenberg presented for the Union and Labor Relations Representative Kathy Tetrev presented for the Company.

Contract article VI.J.3 states: "...the minimum reporting pay shall be four (4) hours pay at the regular hourly rate unless notified that there will be no work at the close of the last shift he worked, or sixteen (16) hours before the start of his regular shift, whichever period is the shorter."

It is clear to the Union that the intention of this language is to only allow the Company the ability to send someone home without pay on a day to day basis, not for a continuous and indefinite length of time. That is not what happened with these individuals.

The case was meticulously presented by the Union and included vivid testimony from John Fischbach, who was the Line Grievance Committeeman at the time, and Rick Barnes, who was the Grievance Secretary at the time.

The problem in this case came when the Company produced a Letter of Agreement which was signed by IAM District President Scotty Ford and the VP of Labor Relations Pete Kain which allowed the Company to apply the provisions of Article VI.J.3 in exchange for severance pay for the employees that were being held out of service instead of being furloughed. This LOA was poorly circulated at the time. Even though the Article VI.J.3 is only applicable on a day to day basis, the understanding of this letter by the parties was to allow continuous ANP only for this single event. Due to this letter, the Board had decided to deny the grievance.

We believe that this JBA is a fair and equitable manner of settling grievances and we look forward to bringing more cases to this forum. Additionally, it remains our goal to clear the backlog of grievances at the third step, and feel that the JBA will help to expedite this endeavor.

Recall Information: Labor Relations has notified the union of the beginning of recalls related to the B777 work next year. The letters began going out around the 12th of November for what was referred to as “targeted” recalls (that is) R&E mechanics. At the SFO point, the requisition target for recalls is as follows:

SFOMM		(2-3) Mechanics - R & E
SFOOV	8750-3	(4) Mechanics – Sheet metal
SFOOV	8750-4	(30) Mechanics – R & E
SFOOV	8750-1	(30) Mechanics - Cabin
SFOOV	8750-5	(7) Mechanics – General
SFOOV	8772	(2) MPA’s - Airframe

Accelerated Negotiations: As has been reported in the negotiation updates at www.ibtualnegotiations.com, at the monthly craft meetings, and weekly steward briefings, the parties have agreed to proceed with an accelerated negotiating schedule that will involve weekly bargaining sessions in January. This accelerated bargaining scheduled is intended to result in a strong contract and reduce the length of time to negotiate a contract. Your Union negotiating team has outlined key cornerstones of what needs to be achieved in bargaining which includes:

- Strong SCOPE language to ensure job protection
- Defined Benefit Pension Plan
- Industry Standard Wages & Benefits
- Revamping of the Grievance Procedure
- Seniority Rights for furlough and recall

If successful, this accelerated negotiation schedule could lead to significant progress towards reaching a comprehensive agreement. While the bargaining team is proceeding into accelerated negotiations with the aim of securing a strong contract, rest assured that they are entering this process responsibly and with the appropriate level of understanding of the history here at United.

On December 14th and 15th your Union negotiating team assembled once again in San Francisco. However, instead of meeting directly with the Company, the team convened at Teamsters Local 856’s meeting hall and focused on preparation for negotiations through an extensive article-by-article review of our proposals.

Negotiations have continued in January with weekly bargaining sessions in Chicago.

Hub Stations GQ Talks Timeline: A Union Committee consisting of Paul Alves, Clacy Griswold, Paul Stripling, Ken Meidinger, Kevin Giegoldt, Greg Sullivan and Rich Petrovsky met with Company Officials in Chicago November 4th to discuss the company’s desire to allegedly “Right Size” the GQ (ground equipment) support fleet.

During these talks, the Company was still in the process of having all ground equipment inventoried in an effort to move unused equipment at some stations, to other stations where it

can be put to use more efficiently, a process they call "Right Sizing" the fleet. The Company anticipates a reduction in the GQ classification after this process is completed. However, the Union does not agree with the Company's view on this issue and is currently working towards a resolution to keep our mechanics working and as an alternative, bring in work from other carriers.

During a meeting between the Company and the Union on December 14th, a reduction in force at the Chicago station was deemed necessary by the Company due to the reduction of equipment at that station. The Company began issuing Surplus Notices and Skill Assessments at the SFO, ORD and LAX GQ shops. This activity is in preparation for the January 31, 2010, furlough in the ORDGQ shops. Additionally, during crew briefings at the impacted GQ shops, Supervisors began advising employees that both the Early Out and the Voluntary Furlough options were available to interested parties. The application period for these options ran through December 28, 2009. If you feel you missed the opportunity to apply for either of these programs, contact your Union representative immediately.

As of January 12, 2010, system wide, the company has reduced the number of GQ mechanics to be furloughed from approximately 20 to 30 down to 7 mechanics in Chicago.

Continuous Improvement Specialists (CIS): As reported in our August BA report, a proposal for the CIS's was put together for presentation to the Company. A meeting was held in November with the Company to discuss the CIS premium positions and the proposal that had been submitted by the Union. They thoroughly reviewed the proposal and discussed with the Union the changes they would like to make. We have a verbal understanding and await a written counter proposal from the Company.

SFOOV Vacation Bids: In San Francisco Airframe Maintenance, the allotment of 2010 vacation slots made available was insufficient for the number of mechanics working in that bid area. After numerous talks between your Local Committee and the Company, it has been decided to open up bidding in January for an extra 10 allocations. The Union has advised the Company representatives of the possible grievances which may occur by bidding only the new available slots, as opposed to rebidding the entire vacation for the SFOOV work force. We will be keeping a very close watch on the process and will accept any legitimate grievances which may occur through this bidding process.

Shareholder Proposal: The IBT Capital Strategies Department initiated a Shareholder Resolution for UAL which would require United to disclose the maintenance and security standards used by contract repair stations (OSV's) that perform aircraft maintenance for UAL, and to further disclose UAL's procedures for overseeing maintenance performed by contract repair stations. This would include maintenance that the OSV repair stations sub-contract to additional vendors.

These resolutions were co-sponsored by UAL Mechanics from around the system currently holding sufficient UAL stock. This resolution will join other resolutions to be voted on by all shareholders either by mail or at the next shareholders meeting.

The Teamsters continue to think “outside the box” in ways that will help our members by holding the Company accountable for their actions.

United Mechanics Support Continental Mechanics: On December 22nd, mechanics turned out to leaflet by the Continental doorways at SFO Terminal 1. This effort was designed to support their negotiating team’s efforts to obtain a contract that provides fair treatment, compensation, and recognition at the bargaining table. Passengers were greeted with flyers explaining the value that Licensed A&P Mechanics provide to the flying public’s safety.

We wish our brothers and sisters at CAL all the best while their negotiations continue, and hope that an agreement will be reached expeditiously.

Capitol Hill: Our IBT Legislative team headed up by the Albertin Group has addressed a House Subcommittee Panel in Washington D.C. over the rules and regulations of the Railway Labor Act, which currently allows corporations within the airline industry the ability to abrogate their labor contracts during bankruptcy proceedings. This is in stark contrast with the railroad industry, which may not alter their contracts and default on such items as pensions during bankruptcy proceedings.

The IBT Airline Division Deputy Director, Stephen Nagrotsky, was joined by Captain Chelsey "Sully" Sullenberger and representatives from APA, USAPA, and the IAM to testify before the House Subcommittee on the Commercial and Administrative Law hearing (of) "Protecting Employees in Airline Bankruptcies." Our IBT legal and legislative team has said that the atrocities put in place against the employees at United Airlines during bankruptcy is the epitome of wrong doing against any labor group and is a text book case as to why these laws must be amended.

Airman Paper Certificates Replaced by FAA: On March 31, 2008 a new FAA rule came into effect for mechanics at the request of the TSA as a means to increase Homeland Security. Rule number 14 CFR 65.15(d) states, **“Except for temporary certificates issued under §65.13, the holder of a paper certificate issued under this part may not exercise the privileges of that certificate after March 31, 2013.”** So, if you’ve already obtained a new plastic certificate you’re in good shape, there is no further action required. If you haven’t obtained a new plastic certificate, go to this website: http://www.faa.gov/licenses_certificates/airmen_certification/. You can order your FAA licenses online or print out a paper form and mail it in. There is a \$2.00 fee.

James R. Hoffa Memorial Scholarships: Application forms for the 2010-2011 James R. Hoffa Scholarship Fund are now available for sons, daughters or grandchildren of those members in good standing. Applicants must be High School Seniors planning to attend an accredited four-year college or university. The deadline for applications is March 31, 2010, so any interested members should not delay in filling out and submitting an application.

Applications can be down loaded at www.teamsters.org. Click on the members tab, scroll down to scholarships and click on "Hoffa Fund". Completed applications must then be mailed directly to your Local Union office for membership verification, so take this into consideration by allowing sufficient time for this process by submitting applications well **BEFORE THE MARCH 31st DEADLINE.**

TAMC Nuts and Bolts: The latest edition of the TAMC news letter "Nuts & Bolts" has been distributed. Two of the top articles are by TAMC Chairman Chris Moore and the UAL/IBT TAMC Representative, Dave Saucedo. These topics of great importance cover the continuing efforts of the IBT in the war against outsourcing, improving Homeland Security, and stopping the influx of non-U.S. citizens from doing the work of highly skilled and unemployed American AMT's. The IBT has a regular presence on Capitol Hill in the fight to restore our work that continues to be outsourced by airline executives.

Hot Dog Sales: Another BIG round of applause goes out to all of the volunteers and participants who took part in the December 8th Hot Dog sales event. The proceeds from this event (as with the others) go to help our brothers and sisters in need. There were people who donated money and did not eat, as well as many who donated an extra amount. The BIG HEARTS at SFO came through once again by showing up for the event, in spite of the extra cold weather.

Special thanks go out to everyone on the cook staff but in particular those who cooked on the Graveyard Shift on the coldest night of the year. The pre-sale tickets brought in \$512.00, Graveyard \$198.00, Swing shift \$338.00 and Day Shift with \$942.00! A total of \$1384.00 was made through the generous donations to help our members in need. Thanks to all of you for your generous help in this very worthy cause. We will continue these events to support our members in their time of need.

We hope each of you and your families enjoyed the Holidays and we look forward to a prosperous New Year ahead!