



Business Agent Report

June / July 2010

By: Paul Molenberg and Rich Petrovsky

New Attendance Policy: On July 30th, 2010, Teamsters Airline Division Director, Captain David Bourne and United Senior Vice President of United Services, James Keenan announced an agreement that addressed a series of issues that the parties have held discussions on for several months.

As part of the process of moving forward into the next stage of United's growth and well being, the IBT and United agreed to try a new approach to managing attendance, designed to help secure United's future competitiveness. It was agreed that a fresh start was in order. This is the direct result of the working relationship and good faith of both labor and management that has occurred over the past two years.

Effective Friday, July 30th, United Services announced that it will rescind all 14Gs and Levels recorded for dependability prior to July 30, 2010 for all IBT-represented mechanics within the United Services Maintenance Division. Likewise, the IBT will withdraw and remove all grievances associated with these 14Gs and Levels.

In addition, it was announced that 14G records will no longer remain active for 24 months but will now expire after 12 months. Moving forward, engagement with individual employees and decisions regarding joint counseling and discipline will reside with that employee's Supervisor or Manager.

Finally, United Services leadership and IBT leadership have agreed to proactively, cooperatively and compassionately reduce employee absenteeism to an industry-competitive rate.

The Administrative Support Center as well as the Wellness Center on the Line was put into place shortly before the IBT became our representative. The ASC has been issuing discipline on dependability without any knowledge of an individual's circumstances, which had resulted in a very disgruntled workforce.

Your Teamsters SFO Committee and the Shop Stewards have worked tirelessly at fighting the unfair and abusive method that the Company used to manage dependability. We have challenged the Company's interpretation of the language in Article 14G of the contract, and were prepared to take it to arbitration if necessary. We challenged the over-disciplining for sick leave usage as well as the lack of consideration for the personal

circumstances of individuals. We insisted that the provision in the Contract Letter of Agreement 82-2M that allows for joint counseling should be used along with a proactive approach to help our members (rather than discipline them).

With the leadership of the Business Agents and the help of the entire SFO Grievance and EAP Committees, our Teamster Airline Division Leaders convinced United Airline's Management Team that the current system was not effective in reducing the sick leave percentages to the level that the Company is striving to achieve. We would like to thank David Bourne and Clacy Griswold for their help, as well as Doug McKeen and Jim Keenan for their insight in accepting a change to a program that did not address our Members needs and concerns.

With this new agreement, we are confident that we are on track to improving the way the Company manages dependability. It is now imperative that our Grievance Committee and our Shop Stewards proactively work with the Supervisors in applying joint counseling. Joint counseling between the Company, the Union and our Members will allow us to determine what help individuals may require when it's noted that their dependability shows a need for improvement.

Outsourcing Audit: The Accountants from the firm Miller, Kaplan, Arase & Co. arrived at the SFO maintenance facility on June 28th to begin the audit of UAL's maintenance outsourcing. Audits will be performed for the years 2007, 2008, and 2009.

The first step of the process is to gain an understanding of UAL's policies and procedures with regard to the outsourced vendor ratio calculation. After obtaining the OSV calculation reports for a given year, the mathematics of UAL's OSV calculations and methodology is checked for accuracy. The next step is to check invoices of UAL's maintenance related transactions of both in-house and outsourced work.

The year 2007 audit had begun first, and as such, will be completed first. The years 2008 and 2009 will be also be looked at during the audit of 2007 for comparative purposes. The accountants are diligently and carefully checking all facts and figures in order to have a complete and accurate understanding of UAL's maintenance work.

On July 21st, the representatives from the accounting firm met with the SFO Grievance Committee to discuss the various aspects of outsourced work and our maintenance programs, which helped them gain a deeper understanding and new avenues of investigation.

Joint Board of Adjustment: The following is a summary of May's Western Region JBA:

Grievance: SFO20100218-017

Issue: Discharge of the Grievant.

Decision: After presentation to the Board, a settlement was reached by the parties prior to the Board reaching a decision which returned the member to work with conditions.

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Grievance: SFO-09-0088

Issue: Discharge of the Grievant.

Decision: The Board deadlocked on this grievance.

Grievance: TLAXMM006-09

Issue: Was the recall process handled properly?

Decision: This was a review of a case previously presented before the Board. Due to very unique circumstances, the board was asked to review new information regarding this case. The Board is reviewing the package presented to determine if this new information warrants a different decision by the Board, or whether a new grievance needs to be processed.

Grievance: 9-L-3064-03

Issue: Was the grievant locked out of work in violation of Art. XXI L?

Decision: This grievance was about the application of Art, XXI L. The Board determined that there is no foundation for a finding that the Company improperly locked out the employee in violation of Article XXI L. Therefore the grievance is accordingly denied.

Grievance: SFO-09-0052

Issue: Discipline of the Grievant. Was the discipline issued for just cause?

Decision: The Board found that the Company met the tests required for just cause in this case. Therefore the grievance is accordingly denied.

The next JBA for the Western Region will be in August. Several cases are in the lineup for this JBA.

New Negotiating Committee Member: In a recent change to the SFO Negotiating Team, OV Mechanic Javier Lectora has replaced Rick Barnes. We welcome Javier to his new role. The negotiations that took place on the week of July 26th marked his first experience in the negotiations.

New OV Safety Representative: OV Safety Rep Mike Woltjen has stepped down from the position for personal reasons, and has been replaced by OV Mechanic Kasi Tcakzyk. Working through a list of interested people, we went through the process of questionnaires and interviews to find the best candidate. Kasi came out as the top pick, and we welcome her to the position.

UAL Members Join Local 856 and 986 Executive Boards: New vacancies on the Executive Boards at each Local have come open due to retirements. The Executive Boards have decided to fill the vacancies with members from United Airlines. We are proud to announce that Mark Gabriel will fill an Executive Board vacancy at Local 856 as a Trustee and Joe Schwirian will fill a similar spot on the Local 986 Executive Board.

Third Step Grievances: When the Teamsters became the representatives for the Mechanics and Related at UAL, we inherited 85 third step grievances for the SFO point. We are proud to say that the count now stands at 30, which also includes new grievances that have been appealed to this step. This is a huge reduction of grievances, and we are on our way to completely removing the backlog. We remain committed to resolving all of the old grievances and getting to the point where we are only maintaining a list of current grievances. In doing so, it will immensely speed the process of getting new cases to the JBA.

Teamsters Aviation Mechanics Coalition (TAMC): The TAMC currently represents 18,500 mechanics and related at ten different airlines, including Air Micronesia, AirTran, Continental Airlines, ExpressJet, Frontier, Horizon Air, NetJets, Piedmont, United Airlines and UPS. Formed in 2007 as a collective voice for Teamster-represented airline mechanics, the goal of the TAMC is to secure the future of aviation mechanics and preserve the integrity of the industry.

The TAMC has a bi-monthly newsletter called the TAMC Nuts and Bolts that will keep you informed on the latest legislative efforts and other mechanic related issues. To receive this electronic newsletter, go to teamsterair.org and click on the TAMC link. On that page you'll be able to provide your contact information. In addition to the newsletter, you will also receive alerts for any urgent industry news and you'll be given opportunities to participate in actions that support the goals of the Coalition.