



Business Agent Report

February / March 2010

By: Rich Petrovsky and Paul Molenberg

Negotiations: The entire month of January found us back in beautiful Chicago in an effort to accelerate negotiations. The “fast track negotiation” process is one that allows the negotiating committee to break up into smaller groups that discuss one or two contract articles at a time. In this manner, we can talk more candidly about the issues and the need for changes to the language. Two committees could be meeting at any given time, speeding up the process. This is in marked contrast with traditional negotiations which entails formal discussions over multiple resubmissions of written proposals, with the lead negotiators of both the Union and Company leading the discussions. The parties anticipate returning to the bargaining table after having an opportunity to fully evaluate each others’ bargaining positions. These were discussed during a follow up meeting in Chicago between IBT and Company lead negotiators on March 25, 2010 and should determine how we will proceed.

Airline Division Director Visit: Many of our SFO members attended the first Quarterly Informational Meetings held at the MOC. These meetings were presented by Teamster Airline Division Director David Bourne. International Business Representative Clacy Griswold led the meetings and was joined by IBT Legal Council, Ed Gleason, and TAMC Chairman, Chris Moore. Although there were many topics touched on, the two most important issues talked about were scope language and pension. David Bourne acknowledged the fact that the sentiments of the members may have changed over the last two years. Although the restoration of a pension was a very high priority for the majority of the members two years ago, the Teamsters recognize that we serve the membership; we DO NOT dictate to the members what they will have. After a full day of meetings starting at 5 A.M. and running until 6 o’clock that evening, David, Clacy, Ed and Chris flew to LAX to do another round of meetings with members there the next morning.

Joint Board of Adjustment: The planned February SFO JBA was held on March 11th. A second JBA will be held in March in Chicago. We took advantage of the time off from negotiations to prepare for eight SFO cases for the March 11th JBA. Only three of the prepared cases were held at that time. Four of the eight cases were postponed by management due to supervisor unavailability, and one case was postponed by the Union due to pertinent evidence which was submitted to us at the last minute. These 5 cases will be heard at the April JBA in SFO.

The March 11th JBA for the three remaining cases ended up using the entire day due to the complexities of those cases. They involved a discharge, a grievance over discipline that included a loss of pay, and a grievance which was continued from the December JBA hearings. That case involves a Members right to return to work after the expiration of EIS and he is in the process of receiving clearances at this time. We are still awaiting the Board decisions for the other cases.

The following is a summary of the December and January JBA's:

Dec 01, 2009 Joint Board of Adjustment, San Francisco

Grievance: 9-L-0020-05

Issue: Discharge of the grievant

Decision: The grievance is sustained in part. The employee is reinstated with specific conditions.

Grievance: TLAXMM007-09

Decision: N/A - This grievance was settled prior to being presented at the JBA.

Grievance: SFO-09-0088

Issue is held by the JBA for further fact findings by the parties.

Grievance: TLAXMM006-09

Issue: Was the recall process appropriately applied for this individual?

Decision: The employee did not have the required license to be recalled. This grievance is denied.

Grievance: 9-L-3051-03

Issue: Mandatory ANP post Sept 11, 2001.

Decision: The Company and the incumbent union at the time had a specific agreement regarding this issue. The grievance is therefore denied.

Jan 19, 2010 Joint Board of Adjustment, Chicago

Grievance: ORDGQ-10-001

Issue: Discharge

Decision: N/A This grievance was settled prior to being presented at the JBA.

Grievance: UMM 0036

Issue: FMLA and DAT usage

Decision: N/A - This grievance was settled prior to being presented at the JBA.

Grievance: 781-0016-09

Issue: Bereavement pay

Decision: This grievance was settled prior to being presented at the JBA.

Grievance: 7810014-09

Issue: Discipline Level 1.

Decision: This grievance was presented before the JBA. This grievance was sustained in part. It was the decision of the Board that the discipline would be removed upon the one year anniversary provided no further incidents occur.

Manpower Realignment in the Jet Shop: The Union met with Labor Relations and Jet Shop Manger David Van Wart regarding a proposed reduction of 8 mechanics out of the Rework Area. The Union cautioned the Company against repeating the past mistake of reducing staffing in an area, only to find in the near future that they once again required more mechanics. After much discussion and number crunching on the part of the Management team, the original plan to reduce the workforce by eight mechanics was modified to four.

Aircraft Food Removal: Here we go **AGAIN!** We have another case of a member being suspended without pay for removing food from an inbound international aircraft. After warning our members over the last several months about the danger of being fired for this, we still find ourselves negotiating with the company to consider returning these employees back to service. What's different with this case is that the fines for the removal of food under the Federal Agricultural Inspection Program are now being enforced and payable by the employee! This individual has paid a fine of \$500 out of his own pocket, on top of being held out of service without pay for over a month. It's also possible for the Company to be fined up to \$250,000. Old habits of taking aircraft food must be a thing of the past in order to comply with the rules.

Meeting with the SFO Airport Director: On February 25th, a special meeting with the San Francisco Airport Labor Coalition was held to meet with the Airport Director, John Martin. This meeting took place at the Plumbers Union Local 467 in Burlingame, and was an opportunity to discuss issues at the airport which affect our members. As the UAL Mechanics and Related representatives on the coalition, we brought forward a few issues of our own. One topic was UAL's downsizing of leased property which is causing locker room and break room issues at the terminals for our mechanics. Another topic was the possible inherent problems which may come from the comingling of the BSO (Baggage System Operations) employees moving into the very small Baggage System Monitor room, which is now staffed by UAL Mechanics. We found Mr. Martin to be very mindful of labor issues and responsive to our concerns.

Airport ID Badging: Changes have been made to the Safety/Security Training requirements for the issuance of an airport ID badge. The airport security access office will no longer accept training certificates from airport tenants for initial or re-new AOA access badges. The new procedure includes a new 20 minute computer based training module for AOA ramp safety and will be handled by the SFOIA security access office.

Congresswoman Jackie Speier Meeting: Local 856 Business Agent Peter Finn arranged a meeting through the San Mateo Labor Council with Congresswoman Jackie Speier (12th District Ca.). The meeting took place on March 30th to address the overwhelming loss of jobs from United Airlines here in San Francisco over the last decade. Business Agent Rich Petrovsky took the opportunity to speak on behalf of our members over the issue of the decline of mechanics through the outsourcing of our jobs and the effect it has had on the Bay Area and surrounding communities. This also ties in with our concerns over security and noncompliant maintenance issues at the outside vendors.

Free Choice of Physician: During the last open enrollment, some members changed their medical care provider, such as moving from Pacific Care to Kaiser or from an HMO to United's traditional plan. Whichever choice you have made, it is imperative that you fill out a new "*Free Choice of Physician*" form signed by your doctor. We can never stress this enough. A little time out of your next doctor visit or possibly a special trip to the doctor's office to accomplish this will ensure that you have one on file. It is the most important paperwork you can fill out to protect yourself in the event you become injured while on the job! Don't put it off!

Walk to Empower Rallies: The Annual "Walk to Empower" drive for Breast Cancer Awareness has begun. The Teamsters SFO committee is asking that all of our members pull together and help by making contributions towards this very important event. SFOMB Mechanic and Shop Steward Geoff Wik has once again offered to help coordinate the TEAMSTERS SFO 856/986 Team. Helping out with Geoff will be co-captains Connie Bell, Dorothy McClain, and Pat Conlan. Please do everything you can to help support this very worthwhile event and plan on marching with us on Mother's Day, Sunday, May 9th in San Francisco. This is truly a great event!

New Vacancies: Since the Company began staffing for the IPTE project, we have seen a steady stream of job openings in the various work areas. The following is the latest requisitions that we received on March 26th:

- SFOOV (1) Lead Mechanic – R & E
- SFOPD (5) Mechanics – Engine Maintenance
- SFOLX (1) Mechanic – Shop
- SFOMP (1) Mechanics - Hydraulic