



# Business Agent Report

October 2011

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**Negotiating Committee:** The Airline Division appointed two additional members to the UAL mechanic's national negotiating committee this week with Brother Joe Prisco from San Francisco and Ken Meidinger from Denver joining the team. Joe Prisco will provide additional input regarding the line mechanics and Ken Meidinger gives additional insight regarding the ground equipment and facilities mechanics. Brothers Prisco and Meidinger have both participated in prior national negotiations and along with their colleagues on the newly formed negotiating team are fully committed to reaching a revised Tentative Agreement with the Company. The full committee will be convening on October 18<sup>th</sup> in San Francisco in preparations for formal negotiations with the Company resuming on October 24<sup>th</sup> in Chicago.

**Get Out the VOTE:** As time counts down for the Teamster International Elections, we remind our members of the importance to participate in this process. The deadline for ballots to be received by the election supervisor is 9 a.m. EST on November 14<sup>th</sup>. If you have not received your ballot, information for contacting the election supervisor has been posted for those needing to request a duplicate ballot. Please, be sure you take the time to **VOTE**.

**Open House:** The Open House and Fleet Week celebration at the SFO maintenance base was once again well attended by employees and their families along with the general public. There were 17,000 wrist bands handed out this year and all participants enjoyed the interactive attractions, the car show and static displays that are offered at this annual event. This year the Teamsters displayed the newly painted Joint Council 42 truck driven by Donna Culwell and was joined by Joint Council 7's "Big Rig" driven by Doug Radnich. Thanks to all who came to the event and special thanks go out to Locals 856, 986 and Joint Councils 7 and 42 for supplying the many freebies and the Semi Trucks for the open house. Also, thank you to all of our Local Representatives for manning our table throughout the day and for taking the time to help out in planning and organizing our portion of the show. Once again, a great time was had by all who participated.

**Jet Shop Celebrates:** Congratulations goes out to the SFO Jet Shop mechanics for celebrating one year without an engine FOD incident. As many of us know, the engine shop had gone through a period of time where several engines were being rejected from the test cells with evidence of FOD or in some cases, serious internal damage as a result of foreign objects being ingested through the engines. As a result of several investigations to get to the root cause of the damage and changes to procedures and policies within that organization, the Jet Shop employees can pride themselves on a full year without an incident. Congratulations to all of our mechanics for their vigilant fight to prevent FOD and for the quality engines they produce for the airline.

**Open Enrollment:** As announced by the Company, the annual “open enrollment” for medical coverage benefits has commenced for employees. The SFO point will host an informational forum with the various HMO’s on November 1<sup>st</sup> at the Airport in terminal three and on the 2<sup>nd</sup> at the Maintenance Base at the Employee Communications Center. Check the company bulletin boards or you supervisor for the times. While our members will be offered “FREE” flu vaccinations at these events, we caution our members to **READ THE FINE PRINT** on the authorization/release forms you will be required to sign. These forms authorize a release of your personal medical information and you should be aware of this issue!

**Paperless Payroll:** As we have been informing our members, the Company has chosen to go to a paperless payroll system unless you currently receive a “live” paper check that requires that you cash it at your bank or, you “OPT-IN” to continue receiving a duplicate paper record because you have direct deposit. If you do not “OPT-IN”, you will automatically be placed into the paperless system and the paper copy of your check that you normally receive every other week will cease. If you wish to continue receiving your paper check stub, log onto [BB-PAYROLL-CARE-CENTER@united.com](mailto:BB-PAYROLL-CARE-CENTER@united.com) before November 1<sup>st</sup>. For more information, contact your supervisor.

**National Conference Calls:** Thanks to International Business Representative Bob Fisher for coordinating the weekly system wide conference calls for the Chief Stewards and Business Agents. This system of communication is one that we have been working to achieve and is a great tool to keep all of the Teamsters Representatives connected with each other’s mutual concerns, issues and problems in the course of doing business with both companies. While the Chief Stewards and Business Agents have separate calls, we still have the opportunity to share information from station to station and between Teamster Representatives on Continental as well as United Airlines. The calls allow us to share information to mutually aid us in resolving all issues that arise between IBT members and the carrier’s representatives.

**Reporter Magazine:** Local 986 has begun production of an Airline Industry magazine featuring stories from not only United, but other carriers we represent within the Air Carrier Industry. While this magazine is being sent to Local 986 airline members, we will request extra copies to have in the Local Committee rooms at the base. If any of our Teamster members have a story they would like to share about the work we do, please contact your Business Agents and we will put together an article to submit to the editor of the magazine.

**Vacation Calendars:** The annual sheet calendars have gone to press. For all of our members who have been asking about the status of these great annual planners, they will be distributed through the Chief Stewards and Stewards just as soon as we get them in from the printers.

**Fantasy Flight 2011:** The Company is once again asking for volunteers to help with the preparations for the annual Fantasy Flight. This event is for Kids who have special needs and their families. As Local Teamster Representatives, we volunteer our time to help out in this very important event to ensure the kids and their families have an opportunity to enjoy a very special day with a “Flight to the North Pole” and a chance to receive gifts from Santa. If you would like to volunteer your time for this very worthy event as a Teamster member, get in touch with your Business Agent and be prepared to set aside Saturday, December 3<sup>rd</sup> for these children and their families. It’s a heartwarming opportunity to give to those less fortunate!

**JBA Cases and 3<sup>rd</sup> Steps:** The SFO Local Business Agents have met with Labor Relations representatives to go over eight more pending 3<sup>rd</sup> step grievances. These are all for overtime by-passes and have made their way up to the 3<sup>rd</sup> step for any one of a number of reasons. We will meet with Labor Relations in an attempt to resolve these grievances without the need for taking them to the JBA. We have recently received an answer for two of our grievances that were heard at the Joint Board hearings. On these two grievances which were for time card fraud, the Company and Union has deadlocked and we will prepare to take these cases to Arbitration. We have received acceptance of an award from a grievant that was recalled back to work out of sequence. The grievant has received a substantial settlement thanks to the efforts of Mark Gabriel to ensure the member was made whole after being recalled after several other members were returned before the grievant. We just heard a termination case at the JBA for a member’s involvement in an aircraft accident. Although the damage was sustained by a customer aircraft, we believe there were mitigating circumstances that led to this accident and the member should be returned to service. We should have an answer soon for this case. We are also preparing to hear a unique case in arbitration. It concerns a person who has been off on a Union Business leave of absence in violation of the CBA. Because of this, the individual should be removed from the mechanic’s seniority list. And finally, we are currently preparing another case for Arbitration. This case has to do with Mechanics performing inspectors work. This case will also be heard in Arbitration in the near future.