



# Business Agent Report

August 2011

By: Javier Lectora and Rich Petrovsky

**SFO Business Agent Paul Molenberg** We would like to start this report off with our sincere thanks to Paul Molenberg for all his efforts and the long hours he has dedicated to serving the members and Local Committee during his tenure as Business Agent in San Francisco. Paul's tireless hours of investigating grievances at the 3<sup>rd</sup> step and preparation for the Joint Board contribute to the high success rate we have realized in winning most of these cases. These included grievances received after becoming the representing Union at United Airlines along with ones we have continued to receive during the natural course of doing business over the past three years. Paul's accurate note taking was crucial during the two years of negotiations with the carrier in keeping a running record of what was said during every meeting with the Company. Thank you Paul, for everything you accomplished in your position. We are indebted to you for your unwavering service to the Union and its members. Best wishes to you Brother!

**Quarterly Meetings** We would like to thank all the members who took the time to participate in the Quarterly Airline Division meetings that took place at the SFO base at the end of July. While these quarterly meetings were agreed upon between David Bourne and the Labor Relations department early on in the Teamsters Representation, it was necessary to put them on hold during the busy negotiations schedule. This last meeting afforded the members who participated, an opportunity to express their feelings about the tentative agreement and to ask questions directly of the negotiating team. Our members also expressed their desire to become more involved with the Union Leaders by becoming proactive in rallies and hand billing activities to get the Company back into active negotiations along with other issues of concern. We look forward to future meetings at the base so our members can stay directly connected and informed with the leadership of our Union.

**Action Team Rally** As a result of the overwhelming demand for Union action during the Quarterly Airline Division meeting in San Francisco, your SFO Teamster Representatives decided to have a Hot Dog Barbeque. The intent was to begin the process of unifying our members as we move towards the next phase of negotiations, and to offer those who wanted to become engaged in Union activities an opportunity to sign up for future rallies.

We were pleased to serve over 1500 San Francisco members across all three shifts and to see so many sign up, offering to get involved in rallies to come. Thanks go out not only to our members for their support, but to the Local IBT Committees, Stewards and members who helped prepare for and serve all those who came to the event! It was a great sign of Solidarity!

**Shop Steward Training** We would like to thank Local 856 Business Agent Rudy Gonzales for setting up the training seminars for our shop stewards this month. The course was a series of three sessions over a three week period. The course on **Conflict Resolution** brought a new outlook to a subject our stewards must address daily as they perform the significant jobs they take on as Union Stewards! Whether it is member to management or member to member, conflict seems to be an unfortunate issue that is a by-product of the very diverse work environment at United Airlines. Feedback received during the sessions indicated our stewards came away with a whole new perspective on how to deal with this very sensitive matter involving the members they represent. The Local Unions hired **Peninsula Conflict Resolution Center** to provide this course to our stewards. **THANK YOU** to all of our stewards who participated in all three sessions and to Locals 856 and 986 for providing the funding for the class.

**Additional Steward Training** In addition to the “on base” training seminars the Union holds for our Stewards, there will also be a training seminar in South Lake Tahoe on September 23, 24 and 25. The original program was offered to Stewards only, but has also been made available to the Alternate Stewards as well. All Stewards and Alternates have until August 29 to have their applications turned in to Local 986. Training will be provided by the Local Unions as well as the International Training Department.

**Passing Members** We wish to send our deepest sympathy to the family and friends of two of our members who have recently passed away. Let us remember our Brothers Sam Samman and Jose Abuan and keep their families in our thoughts and prayers.

**Joint Board of Adjustment** We have heard four cases at the Joint Board of adjustment since our last report. Two cases were for time card infractions, one was for mechanics accomplishing inspectors work and one for improper recall. While we are still awaiting the results of the time card cases, the inspection grievance will be moved forward to arbitration while the improper recall was remanded back to the Business Agents, the Grievant and Labor Relations in an attempt to resolve it to the Grievants satisfaction. The case is currently waiting for a decision from the Grievant.

**Plant Maintenance Meetings** We have had ongoing meetings with Plant Maintenance Management over the issue of subcontracting work that can be accomplished in house. At this time, we have reestablished the Union “farm out” committee (in accordance with LOA 87-7M)

to address the building maintenance work we can perform without the use of outside vendors. Our committee members will be taking a proactive role along with a commitment from Director Maintenance Base Strategies, Kathy Cassley to work towards more accurately estimating our costs to show that we are actually quite competitive and keep more of our work in house without the use of subcontractors. Also, MP's customers must stop circumventing the system by directly hiring contractors to accomplish work Plant Maintenance is capable of doing!

**Medical Emergencies** During a recent incident at work, the response time was extended because the employee calling security hung up the phone *before* all the information could be received by the Security Officer. Always stay on the line and have another employee stand outside the building where help can be directed to in an effort to expedite assistance.

**Local Grievance Committee Elections** The Local SFO Grievance Committee election ballot count was held yesterday (Wednesday, August 24<sup>th</sup>). A teller committee of 8 members counted ballots under the watchful eye of observers and Election Officer Boren Chertkov. After three hours of tabulating the votes, the six positions will be filled as follows:

Grievance Coordinator: Fred Wood

Grievance Secretary: Mark Gabriel

Jet Shop Chief Steward: Steve Anderson

Back Shop Chief Steward: Mike Albertin

Line Maintenance Chief Steward: Greg Sullivan (by acclamation).

Airframe Maintenance Chief Steward: Pat Conlan (by acclamation).

Maintenance Planner Analyst: Joanne Asing (by acclamation).

Congratulations to each of these candidates. We look forward to working together to give the San Francisco Teamster members the best representation possible over the next three years and beyond.

**Thanks To Dan Johnston and Harvey Wright** After over three years of dedicated service to this membership, there is not enough we can say about the countless hours and effort Dan and Harvey have given to help out the members in San Francisco! Very few know the amount of work that goes on behind the scenes to do the job of Grievance Committee Coordinator and Chief Steward. Dan performed everything from coordinating the Teamsters Fleet Week activities to being at every IRH held against our members. There are few members who didn't know how hard Dan fought to get rid of the process in place that was being used to discipline our members for legitimate use of sick leave. In fact it was Dan's crusade to stop this violation

of our agreement that prompted the removal of all discipline against our members for the legitimate use of sick leave benefits. His loyalty to the SFO committee, dedication to the members and unwavering support will be deeply missed. Thank you Dan for always being there! Harvey's service as Chief Steward is without a doubt highly commendable. Harvey has given the stewards and members of the Jet Shop some of the best representation they have seen in years. While he worked hard to resolve new grievances, he also cleared up old grievances too and watched out for his members during negotiations, often bringing issues of concern to the attention of the rest of the negotiating committee. Thank you Harvey for your continued dedication and loyal support, we wish you well Brother!

**Labor Day Holiday** While most of us look forward to the upcoming Labor Day Holiday as not much more than a chance to get away for one last three day weekend for the summer, we should all take time to remember the reason it is **ours** to celebrate. We should never forget the Holiday itself was **fought for by Labor Unions**; it wasn't something Corporate America or our Countries Leaders thought up as a tribute for the working men and women who built up this great nation, becoming the industrial giant it is. It is also a time that we (as Union members) should reflect on and seriously think where we might be without the efforts and strength behind being in a Union. At retirement parties over the years, I've heard many of the employees thank the company for their ability to buy a home and put their children through college. What isn't taken into consideration is this: Without the other Union members who stood together and fought for decent pay and benefits by going out on strike against the company, they would not have had the opportunities to accomplish these things. In fact, there wouldn't be a middle class at all! Too many of us have forgotten what the true principles of real Trade Unionism is all about. It's not too late to start being a Union...YET! While we want you to have a safe and enjoyable holiday, take a minute to remember those who fought and died for all of us and the sacrifices they made. And remember those who fight alongside you today. We wouldn't have what we do if it wasn't for them!

**New Business Agent** As we stated in the beginning of this report, most of our SFO members know about the change in one of our Business Agent positions in San Francisco. I would like to take this time to welcome Javier Lectora as our new Business Agent assigned to the San Francisco Grievance Committee. Javier worked as a flight deck mechanic in SFOOV and was an active shop steward for the members in his work group. He also represented the Airframe Maintenance mechanics on the Negotiations Committee and has proven himself to be a natural leader and a valuable part of that team. His direct way of addressing issues was beneficial when heated debates over contract language belabored the committee. I look forward to working together with Javier as we move towards providing the best representation we can for our members. Congratulations!