



# Business Agent Report

June/July 2011

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*During the voting process of the Tentative Agreement, there had been many conflicting emotions among our members, much of which was created as a result of misinformation from certain individuals for the purpose of dividing us. With the T.A. vote behind us, we must now focus our attention towards what comes next. This is the time to dispense with those divisive issues and collectively focus on the next phase of negotiations. It is critical that we reestablish the trust of our members with the understanding that your Teamster negotiators are earnestly striving to improve the wages, benefits, job security, and working conditions of our members. We are developing plans and strategies for securing a better future for all of our members. **RIGHT NOW** is the time to re-establish Unity for the common goal of success, otherwise we will remain a weakened work force that is fractured and torn apart. It's time to stand together and move forward as Teamsters!*

**Principal Officers' Meeting:** In mid-June the Principal Officers (P O's) from all Teamster Airline Division Local Unions met in Chicago to go over the results of the tentative agreement on UAL. During that meeting, discussions of how we need to proceed from here were the core topic. With the P O's and Business Agents representing both UAL and COL mechanics present, we discussed not only single carrier negotiations (UAL only), but also made preparations for the inevitable merger of the two Airlines by putting together committees for the future. The committees included Integration, Negotiations, Health & Welfare and Communications. More information will be made available as these committees continue to evolve.

**Joint Board of Adjustment:** The JBA still remains the best method for resolving disputes with the Company. In addition to its fair methodology of settling disputes, the JBA is a forum that provides a lot of exposure to the Company and Union Reps by placing a spotlight on the issues, which, by its very nature, promotes settlements earlier on in the steps of the grievance procedure. This is especially true for the simpler grievances, grievances involving management mistakes and grievances that lack merit. The next JBA has been set for a two day session on July 26<sup>th</sup> and 27<sup>th</sup> here in San Francisco with five cases on the docket, the first three of which are discharge cases.

**3<sup>rd</sup> Step Grievance Reviews:** There are currently 30 grievances at the 3<sup>rd</sup> step, making it difficult to expeditiously process new grievances that come onto the list. Outside of the JBA, we are continuing with our efforts to find resolution to some of these older grievances through the review process. This process involves meetings with Labor Relations to find mutually agreeable resolutions. We had a review meeting on June 22<sup>nd</sup> to discuss several of these older grievances, with a follow up meeting scheduled for August 3<sup>rd</sup> to work towards settling more of the previously discussed grievances. At our last review meeting, an HR representative from Continental was present to observe and take notes on the process we currently use at United.

**20% Audit:** The last correspondence between the Airline Division and the SFO Business Agents over the 20% farm out issues concerned the lack of response by UAL to the Miller Kaplan Auditor's request for information. At this time, we are awaiting direction from the IBT Legal department to see how we will proceed to encourage the Company's representatives to provide the information needed to move forward with the audits. The problem we are encountering is, once again, the flawed current contractual language. It is nearly impossible to force the Company to provide the information that is required to move forward in any type of expeditious manner!

**Airframe Special Projects:** Talks continue over the receipt of several Continental 757 Aircraft to the SFO maintenance base to accomplish a special pylon project. Our maintenance base offers a unique combination of skills and facilities that would allow all of the work to be done on these aircraft in one location. Concerns over violations of the Teamsters CBA at Continental are contributing to questions as to whether all of this work will actually be done here at UAL until the amalgamation of our two separate contracts. We will keep you posted as this issue moves forward.

**Shop Stewards Training:** In an effort to disseminate information to our members in a more expeditious manner, the SFO Business Agents have instructed the Shop Stewards to brief their crews on a more regular basis. Aside from the ***Week in Review*** put out by the Airline Division, we have also asked that they keep current in any other issues affecting our members including the TAMC newsletter and any information passed along by the BA's at their weekly meetings. This month's Steward's training session topic will be "Conflict Resolution".

**SFO Representative Elections:** Notification of the San Francisco Grievance Committee elections has been posted on the bulletin boards. Nominations will take place at the Craft and Class meetings being held on the 21<sup>st</sup> July. Nominations for the following positions will be accepted: Grievance Coordinator, Grievance Secretary and five Chief Steward positions.

**TAMC Survey:** The latest edition of the TAMC “Nuts ‘N Bolts” news letter requested that all mechanics participate in an Airline Mechanic’s Fatigue Survey put on by the University of Illinois. We encourage every mechanic to take the time to participate in this survey at the following web site: <http://surveys.scisms.com/s3/tm060u2f> . This information will be helpful in gathering information to support FAA bills that address fatigue in our industry and in particular in aviation mechanics.

**Airframe Support Leads:** The Airframe Support Lead positions in OV were put into place to support the operating system established through Continuous Improvement initiatives, as well as providing additional support for general Airframe Maintenance operational requirements. The original local agreement opened these positions as a preference bid for existing leads in OV as a way to bring the proper expertise to the initial positions, but in order to maintain these positions, a revised local agreement was necessary to fill vacancies through a normal bidding procedure. In addition to this issue, the expectation was set by the Union that new Lead positions would have opened up as a result of the vacancies that were created from the ASL’s. Disappointingly, this did not happen due to a surplus lead condition that had existed in OV. In an attempt to get a new agreement, some variations for a new proposal were given to the Company for consideration. The Company has not been willing to commit to a new agreement, as some of the work that the ASL’s currently do will be performed by newly formed management positions being made in the near future. The move will place this work more in line with similar positions that exist at Continental Airlines. As such, we have no choice at this time but to cancel the existing agreement, terminating the ASL positions.

**Continuous Improvement Specialists:** An amendment was made to the CIS agreement, which has been signed by the Union and the Company and is now on our website, [www.teamstersSFO.com](http://www.teamstersSFO.com). Basically, the agreement now clearly states that the CIS’s do not accrue Lead or Inspector seniority. This has always been the case and this amendment was added for clarification. There are currently no CIS’s from the Lead or Inspector classifications.

**Ramp Personnel Representation Election:** As a result of the merger between UAL and CAL, our Brothers and Sisters working in the Ramp Classification will be voting on their Union representation, with the voting period beginning on July 7<sup>th</sup> and ending on August 11<sup>th</sup>. The Teamsters currently represent about 7,300 fleet service workers at Continental and 400 workers at Continental Micronesia “Air Mic”, while the Machinists Union represents about 6,500 ramp workers at United. With the Continental Flight Attendants recent move from the IAM to the AFA during their representational election, we expect to see the UAL Ramp group (who have not been well represented by the IAM) to move in the same direction...away from the IAM.

**IBT Convention:** After spending a week at the International Brotherhood of Teamsters 28<sup>th</sup> Convention, our members should know that they were well represented by the delegates sent on their behalf from both Local 856 and 986. Principal Officers, Staff, Business Agents and Rank and File members made up the delegation representing our San Francisco members and every Teamster Local Union across UAL's system. Meetings started each morning at 09:00 where the majority of Resolutions were proposed, debated and for the most part, passed. These very important resolutions encompassed many labor issues from fair trade to worker's rights and the war against workers to right to work (for less) issues. Afternoon sessions had many motivational speakers showing support for the campaign against the War On Workers. Joining the Teamsters on this issue were representatives from the UAW, UNITE, SEIU and ITF to name a few. We were also joined by Union Labor advocate Danny De Vito and Vice President Biden. Each day ended with voting between 5 and 7 pm on International Representative positions. Now that the nomination voting for International positions which includes General President and Secretary Treasurer has been cast by the Delegates, our members should watch for the election notifications and ballots for these two very important positions to begin showing up at their homes after October 1<sup>st</sup>. We will advise you as the time gets closer and ask that you show your support with a large turnout of voter participation! This is a critical time for labor that demands seasoned leadership and continued support from the International Union for us and our Airline Division. So let's show the international that they have our support now by VOTING! Video clips of the IBT 28<sup>th</sup> Convention can be seen on the International's web page.

**2011 James R. Hoffa Scholarship:** The 2011 Scholarship Fund is currently underway. All members in good standing for the past 12 months whose children are 23 and younger, attending a community college, 4-year institution or a technical/vocational program are eligible. If your child is interested and wishes to participate, you can request an application from your Local Union or go to [WWW.TEAMSTER.ORG](http://WWW.TEAMSTER.ORG) to download one. **The deadline is September 30, 2011.** You must have your Local Union verify that you are current in your membership dues. Your application must then be submitted to the James R. Hoffa Scholarship Fund, so be sure to allow extra time for this process.

*All in all, it has been another busy couple of months for us. However, now that our travel for negotiations has paused, we are finding more time to walk the floors and talk with the members we represent here in San Francisco. We look forward to spending more time seeing all of you. Please don't hesitate to call to us as you see us walking through the work areas, we'll be happy to answer any questions you may have!*