



Business Agent Report

January 2011

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Joint Counseling: The Joint Counseling Guidelines have been completed and agreed upon by the Union and the Company. This document has been distributed to all of our Shop Stewards and should have been distributed by the Company to all Supervisors as well. It is also available on our web site, www.TeamstersSFO.com for our members to review.

Initial Joint Counseling training for our Shop Stewards was accomplished by one of our local attorneys (David Rosenfeld) in order to familiarize them with the various possible “time off” programs and other optional solutions that are available to our members. Further Steward training will be accomplished to ensure that these guidelines are applied in a consistent manner and that all Stewards are fully versed with their role in Joint Counseling. It is also our goal to ensure that all Supervisors have similar training in order to have a uniform and consistent application of these guidelines. In the end this process is a win-win for both the membership and the Company.

January Arbitration: An arbitration hearing had been scheduled on January 17th for a discharge case from SFOMM. Preparations for this arbitration had been well underway until a week and a half before the hearing date, when the Company reached out to the Union with a settlement offer that would conditionally return our member to work. The offer has been accepted by the Member and the Union, and the process is underway for his return to work.

Discharges: We inherited several unresolved discharge cases when we became Teamsters, and have continued to receive a steady stream of new discharge cases since then. Through our efforts, we have been able to return the majority of these members back into the workforce. Today we are pleased to announce that for the first time, we have no current discharge cases on file. This trend can be attributed to a combination of the effects of the Joint Board of Adjustment process, a better working relationship with the Company, and more rational discipline by the Company, along with an expanded awareness by our members of the Company’s work rules.

20% Audit Update: Several e-mails and phone calls have passed between your Local Union Reps and the Auditors from Miller, Kaplan, Arase & Co. concerning the status of the auditing process and long awaited report on the 2007 audits. Pending some follow up information they have requested, they are prepared to submit their report to the Union for our perusal. The findings in this report may lead to action items on our part. We will keep you updated as the process continues.

CFM-56 Engine Work: We were notified by the Company that a UAL CFM-56 engine will be brought in to our Jet Shop for a top case repair. The Continental Airlines fleet includes some of the “classic” Boeing 737’s which still use these CFM engines for power. Recently, Continental had a need for one of these engines, so it was decided to remove one from our “Victorville fleet” and provide it to Continental. However, after inspecting the compressor it was discovered that a blade was out of limits and a top case repair would be necessary to make the engine serviceable. After some discussion to “farm the work out”, a decision was made by Jim Keenan to keep the work in house.

This engine is scheduled to take approximately one week to repair. We applaud Jim Keenan for doing the right thing and recognizing how much of an asset our mechanics are. The quality of our workmanship supports not only United Airlines, but all of our customers as well!

IPTE Project Crew: OV management came to the Union and informed us that they intended to send some of our Mechanics from the IPTE project to the vendor Ameco in Beijing for the purpose of showing them how to accomplish the IPTE work using our processes. Of course, our response was that the Union would NOT support sending our mechanics to a vendor to show them how to do our work. Our mechanics have reduced the IPTE visits from 72 days down to about 22 days by increasing our efficiencies through the continuous improvement processes that we have developed.

As we have previously stated, thirty-two 777 aircraft are scheduled to be modified here in SFO. There are an additional fourteen 777 aircraft that are scheduled to be accomplished during the HMV’s at Ameco. We are adamantly against giving our competitors the advantage of our expertise and knowledge, only to then have them use our process to compete against us. We had to bid for this work by showing our competitive advantage, and we are not willing to freely give that advantage away to our competitors! Thanks to Chief Steward Pat Conlan for educating our SFOOV Stewards and Members on the negative aspects of volunteering for this assignment to Ameco.

Retirement Seminar: Our EAP (Employee Assistance Program) Reps in San Francisco (Joe Schwirian and Steve Loone) have finalized the arduous task of producing a PowerPoint presentation for our members that explains all aspects of what is available to those who are considering retiring under the current contract. This seminar has been requested by several of our members for some time now so they can properly prepare for this life changing event. We thank Joe and Steve for the long hours they put into producing this program.

The seminar was presented to the Shop Stewards to not only educate them of what will be presented to the membership, but to solicit their input for possible modifications to the program to ensure that it incorporates as much information as possible. The next step is to have our stewards survey our members as to whether they would prefer to attend a presentation at the Local on a weekend or at the MOC, either before or after the work shifts.

Correction: In an effort to provide accurate information to our members through our reports, we are addressing an error made in our November issue. We had reported that the job of maintaining the seniority records in the G.U.S.S. system had been outsourced to an outside company leading to mistakes being found in our members' seniority. It is actually United Airlines Labor Relations department that has "ownership" of the seniority lists of our members, as well as updating those records. However, it is the program that is used to help maintain these records that has been outsourced. This outsourced program has led to the mistakes being noted in several of our members' seniority as it appears in the G.U.S.S. system.

Regardless of how the errors were made, it is imperative that everyone check their seniority not only in G.U.S.S., but also in your Employee Profile which can be accessed through Skynet under your personal information. Your seniority is one of the most important things you "own" here at United Airlines, and it affects almost every aspect of your employment. Now is the time to correct any seniority errors before the UA/CO mechanics seniority lists are combined. Be sure to check all of your seniority dates including company, class, premium and any other classification or adjusted seniority dates you may have.