



# Business Agent Report

March 2012

By: Javier Lectora and Rich Petrovsky

**Bid Area Meetings Continue:** Since last month, the majority of our time has been spent working with the various Managing Directors, Chief Stewards and Shop Stewards in preparation for the upcoming shift bids. We have made substantial progress and the first step of posting seniority lists for each SFO bid area has been accomplished. We ask our members to understand that there will be a number of transitional issues to be addressed as we go through this initial process within our new contract. We can assure each of you that we will remedy every problem as it arises going forward. Every member should fill out and turn in an absentee bid request. In the event you cannot be present for your appointment, this form will make your preferences known. If you *are* present to bid and have previously filled out an absentee request, it will not “lock you in” to that shift should your preference change before you arrive for your bidding appointment. You will have the opportunity to bid where your seniority will allow.

**Newark Meeting:** The meeting for the UAL/CAL/CMI seniority integration process in Newark, New Jersey was a good starting point to better understand the concerns of the mechanics at all three carriers. David Bourne, Bob Fisher and Ed Gleason from the Airline Division along with Principal Officers and Business Agents from Locals 19, 210, 455, 769, 856, 964 and 986 met and exchanged information with mediator Ralph Berger. Through the information that was shared by representatives from the International, each Local Union and the Mediator, we gained a better understanding of the problems we will be facing during the integration of the three IBT represented mechanic seniority lists.

Captain Bourne has been directed by General President Hoffa to oversee the integration process as he has a vast amount of experience with seniority integration from past carrier mergers. While the merger of multiple companies is nothing new, we are in a unique situation with all three companies being represented by the same Union. While this should normally simplify the process, the difficulty of integrating the three seniority lists stems from the consent decree contained in our UAL CBA. This provision will be one of the more prominent issues in completing the amalgamation process. We are very fortunate to have the experience of David Bourne and Ed Gleason to assist us through this difficult procedure. The next meeting on April 17<sup>th</sup> will continue the seniority integration process and the amalgamation of the negotiated Contracts. Moving forward, we will establish a rank and file seniority integration committee consisting of United, Continental and Air Micronesia IBT members.

**Upgrade Notification:** Notices have been posted on the Union bulletin boards informing our members of the possible consequences of upgrading to positions not covered under Article 3 of our Collective Bargaining Agreement. While Article 6 of the contract gives explicit details of the loss of seniority for voluntarily upgrading to permanent job classification, the Union has taken the position that any upgrade outside of our agreement will be grounds for a possible seniority grievance. This contentious issue has been a concern with rank and file Union members for many years as some of these positions allow a member to hire, fire or discipline another Union member. While this is a situation unique to UAL, the practice must be stopped and Union members will have to decide if their careers will be in management or within the rank and file of their Union brothers and sisters.

**Cross Training Between Carriers:** As UAL and CAL continue to merge, the issue of cross utilizing or cross training mechanics between the two carriers has become an issue at the Line Stations. Article 1 (Scope) clearly states that during a successorship or merger, the maintenance operations of the two carriers will remain separate until the seniority lists are amalgamated under the provisions of Sections 3 and 13 of the Allegheny Mohawk LPP's.

To emphasize this matter, a Letter of Intent (LOI) was written and signed by David Bourne, Director of the Teamsters Airline Division on March 19<sup>th</sup>.

This letter addresses the Company's desire to route both s-UA and s-CO aircraft to stations across the system where our mechanics may be required to work on the "other carrier's" equipment, but without co-mingling the two mechanic groups. This letter gives protections not held before by mechanics. It states (in part) that there will be no involuntary relocations, involuntary reductions-in-force, or reduction in status of pay of active mechanics and related due to the redeployment of Company aircraft or equipment. While we tell our members to never refuse a direct order, you need to notify your Union Steward immediately if you are instructed to "shadow" or assist a mechanic from s-CO during the course of your duties at work. The contract and this LOI make it very clear that this will not be permitted for the life of the LOI or until we finalize the integration of the seniority lists and the contract amalgamation process is completed. However, this does not preclude a person from **Continental's Management** team or **Training Department** from instructing our mechanics on their procedures. You should however, be sure of who is providing the training and you should be directed to participate in this training by your Supervisor or other s-UA Management representative.

**More Information:** We encourage all of our members to continue to visit the **Teamsters SFO** web site. Through it, one can link to all of the associated sites that will continue to provide you with the latest information in our industry including the merger of our airline and receive direct e-mailings of such publications as The Week In Review and the Mechanic's Dispatch. Keeping informed with accurate information is important regarding your job in the airline industry.