



Business Agent Report

August 2014

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Negotiations: Our last round of negotiations took place during the week of August 19th in Chicago. This was the first round of negotiations that included Mediator Gerry McGuckin. We believe the meetings were productive with some Articles being tentatively agreed to, while others were agreed to in principle. For clarification, an Article that has been “T/A’d” means the language in the entire Article has been agreed to by both the Union and the Company. Articles that are agreed to in principle (AIP) are Articles having open issues within the contract language that may be affected by changing language in another Article such as pay or benefits. It is not until all the language within an Article is agreed upon in its entirety that it becomes tentatively agreed to. Articles T/A’d during this round were Article 20 Board of Arbitration and Article 23 Apprentice Mechanics. Articles that are agreed to in principal include Articles 2 Definitions, 5 Filling of Vacancies, 6 RIF and Recall, 8 Holidays, 12 Field Trips, 18 Union Security, 19 Grievance Procedure, 21 General and Miscellaneous, and 22 Transportation. Negotiations are scheduled to continue every month through the end of the year as follows: September 11th at the National Mediation Board headquarters in Washington DC, October 20th in Chicago, November 17th (TBD) and December 8th (TBD). Watch for more updates in the Mechanic’s Dispatch, Week In Review, Teamsters SFO and other IBT web sites and in the local committee rooms.

Emergency Preparedness: Thanks go out to Ralph Ortiz and the Teamsters Ground Safety committee for putting out the emergency preparedness information posted on the Teamsters SFO web site. While most of us who reside in or around the Bay Area accept earthquakes as being a part of living in this unique area, it is always helpful to have a guide or checklist of things to have ready and an evacuation plan in place before a disaster strikes.

The links provided by the Safety Committee are aimed at preparing our members and their families for the next earthquake or other devastating event takes place. Taking a few minutes to prepare now can save you a lifetime of regret later.

Chief Steward Elections: The ballot count for the Chief Steward elections took place without a hitch thanks to the staff of Local 856. Thanks go out to Laura Villafane, Lisa Saccoman and Denise Healy for organizing and overseeing the entire process and Sarah Sandford-Smith as Local 856's Legal Director who acted in the capacity of the Neutral in the process. We also thank all of our members who took time to volunteer as Tellers and Observers. By now, you should all have seen the results posted on the Union bulletin boards. Lucy Ricard has been elected as Chief Steward for the back shops and components, and Dale Mitchell has been elected as Chief Steward for the airframe maintenance department. Congratulations to Lucy and Dale and **THANK YOU** to both Mikey Albertin and Leigh Skilling for your dedication, support, long hours of service and diligence in representing our members every day. We know you'll be staying active in Union issues after returning to your rank and file positions as Technicians and sincerely appreciate your continued support.

Update Your Contact Info: The Chief Steward election has brought to light that several of our members have not updated their contact information which required them to request a "duplicate" as they had not received the initial ballot. Remember it is YOUR responsibility to keep not only the Union apprised of any changes in your contact information, but also the company AND the FAA as well! Please take a moment to verify if you have had any changes of address or other contact information over the past few years and make the necessary changes with the Union, company and federal agencies as need to remain current.

TERMINATION: We have seen an extremely large number of positive DOT tests recently. Employees are then being placed on a LAST CHANCE AGREEMENT (LCA) and eventually being terminated. While we understand our members are under additional stress from changes in shifts, RDO patterns and other life changing events on or off the job, we want to reaffirm the importance of reaching out to

the TEAMSTER EAP representatives for help! No one should be performing the work we do in an impaired state in any way or at any time. If you do, it could cost you your job not to mention the devastating affects it could have in safety of flight! Anyone having trouble coping, or having trouble maintaining sobriety on or off the job or with any other issues affecting ANY part of your life, can receive immediate and, more importantly, **confidential** help from the Union Employee Assistance Program representatives. If you know of anyone having issues, the Union can help with getting these members help before they are caught on the job in an impaired condition. Please help yourself or your fellow employees who may be struggling with life issues to get the help they need through the programs that we offer before it is too late. The Teamsters can help!

Labor Day: We hope each of you enjoyed the Labor Day holiday. But it is just as important for us as union members to remember the reason for this holiday. For all those workers that came before us who sacrificed everything to make working conditions better for the next generation, let us take a moment to remember them and be thankful for all they've given. This is a celebration of "US". Take a moment to enjoy the Holiday and reflect.