



# Business Agent Report

March/April 2014

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**Solidarity Fund Raffle:** The raffle we held over the last two months was a great start to something we plan to continue. With our member's help, we raised well over \$300.00 to add to the local 856 Solidarity Fund supporting our brothers and sisters within the Local who are in dire need. Thanks go out to all of you who participated in this VERY worthwhile cause. This Month we are raffling tickets for the **A's and Yankees** game scheduled for June. Tickets are on sale at the **Local Committee Rooms** and will be drawn at the end of the **MAY**, day shift craft and class meeting. Watch for more raffles in the coming months ahead.

**Arbitration Update:** The s-UAL medical benefits grievance initially heard in arbitration on March 20<sup>th</sup> will be extended due to the amount of material presented in the case by both sides. While this case is important to all members who have realized an increase in out of pocket medical benefit expenses, the grievance has elements that must be fully vetted for the arbitrators benefit. Because of the in depth research and amount of material to be presented, this case will continue as soon as future dates can be scheduled with the arbitrator. As this case continues, watch for updates in the Mechanic's Dispatch, from your Stewards, Local IBT Reps and Teamster web sites.

**Negotiations Update:** Even though Joint s-UA/s-CO negotiations are on hold, Teamster negotiators are still preparing for opportunities to meet with arbitrator Gerry McGuckin and the company representatives to continue the process. The first date available for these meetings isn't until August 18<sup>th</sup>. Meetings to update and receive input from the steering committee will take place as a part of this process. Stewards will be updated as information becomes available to brief their crews and as stated earlier, the extensive delay to continue negotiating, is due to the arbitrator's schedule and is precisely the reason your Teamster negotiators resisted mediation. Our objective remains to continue negotiations and achieve a solid Joint CBA in the most expeditious manner possible.

**Base Transformation:** Meetings over the “Base Transformation” have been continuously taking place with the Business Agents in attendance. Strategies on how to move the head count within the confines of the CBA have been ongoing to give members whose work is being reduced, the opportunity to bid to other available work areas while still using their seniority. While this shift in the type of work we perform has shown to be extremely distasteful for the affected employees, we are encouraged that after being told less than a year ago that the engine shop would be closing (along with many supporting work areas) the current plan is to expand the Jet Shop work load along with Landing Gear, Sheet Metal and Composite, Cabin Equipment, Remanufacturing shops and Airframe Maintenance.

Along with the change in the type of work to be done at the base comes the issue of seven day coverage. While your Business Agents and Chief Stewards have had extensive discussions with upper management in the Airframe Maintenance department in an effort to discourage their insistence to set up mid week days off, the company has decided to move immediately with their plan to make these changes, rather than in stages as we have suggested. Time will tell on how their planned schedules will impact production and the dissension it will cause amongst the workforce. Stay tuned!

**Corporate Investigations:** If you have never been involved with a “Corporate Security” investigation, all that can be said is consider yourself LUCKY. While the investigation should be nothing more than a fact finding meeting between the company and the employee, it becomes much more than that. The process involves a representative from corporate security beginning the meeting with a cordial conversation between them and the employee. NO ONE may intervene during the “investigation” until the end when questions for clarification may be asked. This process quickly turns into an interrogation with the investigator berating, belittling, and humiliating the employee while he is essentially “beaten” into submission. Questions are asked, twisted and then asked again until the employee is so confused; it becomes impossible to give a straight answer! We need to remind everyone once again, if you take an item off an aircraft or out of any area of the company that does NOT belong to you with the intent of keeping it for yourself, you may find yourself in this position. **DO NOT LET IT HAPPEN TO YOU!**

**Check Your Dues:** Members have once again found that dues were not taken out of their pay checks for the months of February and March. We continue to remind all of our members to pay attention to your paychecks and ensure that Union Dues are taken out every month. If they are not, it is your responsibility to make a payment to your Local Union to retain your “member in good standing” status. While this is an error on the company’s part, YOU are the victim that will pay the price of not only making monthly dues payments, but having to make remittance on past dues as well. Don’t become a victim of the company’s error!

**D.R.I.V.E.:** Thanks to Kevin Curry and Jeannette Barnes from the Teamsters International D.R.I.V.E. (Democratic, Republican, Independent Voters Education) department for coming out to San Francisco to talk with our Shop Stewards and Union members about the advantages of donating to this extremely important political education branch of the Teamsters Union. Even the smallest contribution to this group can return BIG dividends on issues concerning labor’s involvement in politics. Support for the FAA Reauthorization Bill and defeating the Union busting Proposition 32 are just some of the examples of donations being used to support Labor initiatives that directly affect our livelihood. If you aren’t investing in this cause, we highly recommend considering the results of showing Union solidarity to politicians and our employer as we collectively fight to maintain strong Union Representation in an industry as turbulent as ours! See your Shop Steward or Local committee for more details and application cards.

**Steward Training:** Thanks to our Local Grievance Committee for putting on another informative Shop Steward training session. These training sessions have received positive feedback as Chief Stewards along with Coordinator Fred Wood provide Shop Stewards with information on all aspects of representing you, the member. It is critical that our Stewards receive updated training on not only contractual issues, but how to properly prepare grievances in case they will require being moved to the Joint Board or Arbitration. Our Stewards are tasked with a wide range of issues that arise during the work day aside from contractual violations. These training sessions help to better prepare them to give you (our members) the best representation possible under the guidelines of our collective bargaining agreement and other programs supported by the IBT. We applaud the tireless efforts made by these exceptional Union members to protect all those they represent. Please be sure to express your appreciation and show

respect for your Shop Steward. They voluntarily choose to better serve and protect the rights of their fellow Union members within the work areas. The next training sessions is scheduled for May.

**Joint Board of Adjustment Training:** In an ongoing effort to bolster representation for Teamster members, the International Airline Division lead by Clacy Griswold, Bob Fisher, Paul Alves and Chris Moore held a training session here in SFO for the Chief Stewards and Business Agents from across the system. The two day session promoted enhanced training in the joint board (JBA) process for these members in an effort to help them better prepare cases at the first, second and third steps of the grievance procedure. As always, there was good information presented during this training session. We thank Local 856 Principal Officer Peter Finn and the Staff for hosting this event.

**A & P Recall List:** The list of furloughed aircraft mechanics at the SFO point has now been exhausted. The only mechanic classification workers left to be recalled are the Machinist group at this time. With the anticipated increase in landing gear, engine and airframe work, some machinists have already received recall notifications. We anticipate more machinists will be receiving recall notifications as time goes on and the work load increases. We welcome back all the mechanic class and craft employees returning from furlough.

**Safety Shoe Recall:** Our Ground Safety Chairman Ralph Ortiz has reported that several types of **Red Wing** boots have been recalled due to problems with the steeled toe safety portion of the boot. Some **Georgia** brand steel-toed work shoes have also been recalled. Please refer to the safety report and the Union Safety boards or your Local Safety Committee for more information or go directly to the specific brand web site and look for the recalled products.

We wish everyone a safe and enjoyable **Memorial Day** weekend. While most folks see this week end as the start of summer vacations, we hope everyone will take time to remember all those who died in the line of duty, and all those who have served and are serving in the Armed Forces. Their service to us and our Country are what has kept this great Nation free and affords us the liberties we enjoy every day. From all of us at Teamsters SFO, **THANK YOU!**