



Business Agent Report

February 2014

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Base Transformation: Some of you may recall the meetings Senior Management had with your Shop Stewards in July of 2013. The subject matter of those meetings concerned the Base Transformation plan with explanations on what work would continue to be done in house, and which shops might be reduced or closed all together. Presenting the “go forward plan” for the Company were Greg Hart, Ken Burt, Mark Eldred, Joe Ferreira, Don Klaus and local Managing Directors. While these company Tech-Ops representatives were open and candid about the plan they envisioned for the SFO maintenance base, they also offered opportunities for each Steward to provide input on how we could be more competitive or improve upon the data they provided in their presentation. While some of the planned work for the back shops is still in flux, the Company continues to move forward with their previously announced strategy to restructure the work load at the maintenance base. A full accounting of the meeting was accurately captured in Chief Steward Steve Anderson’s minutes.

Fast forward to February of 2014; Some of UAL’s Management Team began a premature announcement to back shop employees about the elimination of their work. Although this information was previously announced in Town Hall meetings, the poorly orchestrated message set off an immediate firestorm of mechanics voicing their opposition to the work in their shops being outsourced. The end result was numerous questions from members of what is being done by their Local Teamster representatives. SFO Chief Stewards working in concert with IBT Coordinator Fred Wood filed grievances to document our opposition to the loss of this work. While our contract prevents the furlough of any IBT represented employees from the SFO base, we will continue to ensure that any new work brought into the facility will also be captured in scope language going forward. We will continue to keep our members updated as this process continues.

Arbitration Dates Set: It is most unfortunate, and an enormous waste of time and resources, that the Company continues to find it necessary to violate our Collective Bargaining Agreement during a time when we should be finalizing a new CBA, growing the Airline and creating new contracts with customers. Instead, the company's leadership has been spending this time ignoring our contract, making it necessary to proceed with the filing of grievances which require arbitration to resolve. The Union has not taken these contract violations lightly and the result has been the selection of the following arbitrators and dates to hear these cases:

March 25: **s-CO Medical Grievance** - Arbitrator Herb Fishgold (ORD)
March 27: **s-UA Medical Grievance** - Arbitrator Carol Wittenberg (ORD)
April 9: **Resource Utilization Dispute** - Arbitrator Ralph Berger (NY)
May 14: **ORD Data Center outsourcing** - Arbitrator Carol Wittenberg (ORD)
June 4: **Tool Room Operations Grievance** - Arbitrator Ed Krinsky – TBD
June 11: **APU Shutdown Team** with Arbitrator Ralph Berger – TBD

We will continue to keep you informed as these cases move forward.

Badges At Work: We want to remind all of our members that it is not only company policy, but a mandate under the Federal Aviation Regulations that all employees wear their identification badges while on the property. Badges are to be visibly displayed at all times and employees are encouraged to challenge anyone (including co-workers) who do not have the proper identification displayed while on company or airport property. This is not only for the safety of our customers, but for our protection as well.

GUL Refunds: Our SFO Teamster EAP representatives have informed us that a refund is being offered to employees who did not want to have the Group Universal Life (GUL) insurance but were placed into that plan involuntarily. In mid February, letters were sent from Minnesota Life to participants in this situation. The letters explain that the Company changed course on the life insurance transition after open enrollment. These letters explain that co-workers may complete an enclosed form and return it to Minnesota Life if they'd like to surrender their GUL coverage, receive a check for their cash value and move to Term coverage.

It is supposed to be an easy form to use and no further action should be required. The Company has established a timeline with Minnesota Life for the refund process and it will take several days from receipt of the employee's request to process the refund checks. If you have any questions, we suggest you contact Minnesota Life directly through their web site. A link can be found on Your Benefit Review (YBR) on Skynet.

Check Your Dues: As stated in last month's report, some Union members who have returned to work from furlough and who have signed and submitted dues check off forms are still not having Union dues taken out of their checks. We remind all mechanic and related employees that you must be a member in good standing to retain your job at UAL. Please check your pay-certs to ensure Union Dues are being taken out.

If they are not or you are unsure, contact your Local Union or any of your SFO Teamster representatives immediately for a current status of your membership and dues payments. United Airline's carelessness will place you into the serious situation of owing back dues to the Union.

Check Your Pay: Once again, we must repeat our message on this issue from last month's report. When you find an error on your pay check and have exhausted ALL possible steps to resolve the issue, as a last resort we are now suggesting that everyone files a complaint with the **California Department of Industrial Relations** (D.I.R.).

In many cases, United Airlines has been mandated to pay a hefty fine along with back pay owed to the employee, for not delivering their pay check to them in a timely manner. If you are having difficulty receiving your pay and have done all you can to be properly compensated, contact your Union Representative and we will assist you to file a claim. Or go directly to the D.I.R.'s web site and download the application at:

<http://www.dir.ca.gov/dlse/HowToFileWageClaim.htm>

Stay Informed: Stay up to date with current information. If you want to get an answer to a question regarding issues concerning your contract, negotiations or any other Teamster Union issue, ask your local Teamster representatives including Shop Stewards in your work area. Or visit one (or all) of the many web sites available to our members, such as www.teamsterssfo.com or www.local986.org . They are just a click away.