

October 2015

# SFO Business Agent Report



*By: Javier Lectora & Mark DesAngles*

## **Negotiation Update**

On Monday, October 19<sup>th</sup>, Airline Division leadership met with all the Business Agents to discuss the agenda and logistics for the week. At that point, we were advised that we should expect a counter offer from the Company on Tuesday morning.

On Tuesday, October 20<sup>th</sup>, the full Negotiating Committees for both sides met. The Company passed us a full economic counter and, after briefly explaining the proposal, the Company's negotiators left so we could begin our analysis. The Union Committee then spent the day conducting internal discussions and preparing a counter. We then met with the Company that evening to pass our counter. During that meeting it was also agreed that the LOA (Letters of Agreement) subcommittee would meet with their Company counterparts to continue discussions on the remaining open LOA's. Work also continued on Article 1 (Scope) throughout the day. Additionally, there were a few non-economic items in Article 15 (Compensation) that needed clarification before we could proceed forward on that Article and we asked for information from the Company.

On Wednesday, October 21<sup>st</sup>, the LOA subcommittee met with the Company throughout the day as work also continued on items related to Article 1, Article 15 and Article 17 (Overtime). In the afternoon, we received a counter from the Company. At that point it became apparent to us that the Company was taking a very hard stance on some of the more objectionable language that had first appeared in their initial economic pass on Tuesday. Nevertheless, the Committee continued forward and put together a counter that reflected our objections and it was eventually passed to the Company late Wednesday evening.

On Thursday, October 22<sup>nd</sup>, we met with the Company to discuss the overall progress of negotiations and it was decided to continue subcommittee work further to see if some of the remaining issues could be resolved. In the afternoon we received a report from the LOA Subcommittee on the progress of their discussions with the Company. Throughout the day, internal discussions were also held relating to the open LOA's and Retirement issues. In the evening, the full Negotiating Committees for both sides met again. This time, rather than present an economic counter as expected, the Company presented what they called Closeout Proposal. The Company then indicated that they would no longer accept any counters from the Union. They made it very clear that they were no longer interested in further discussions on the remaining open items even though they had not addressed most of our previous concerns with the language. The Company then left and the Committee was left to hold internal discussions to determine the next course of action.

(continued below)



### **Negotiation Update (cont'd)**

Once the determination was made that the Closeout Proposal was indeed the last offer the Committee would receive, it was decided that it would have to be presented to the membership for a vote.

Please understand that, as we stated in the Clarification Update, this final offer by the Company is by no means a Tentative Agreement (TA). Even so, it is the Committee's responsibility to make sure that every action that we take in this process benefits the membership's long-term interests. Consequently, after very intense discussions, it was decided that the proposal would be presented with a Neutral recommendation. It is now your turn to be heard.

The Negotiating Committee will be meeting in Houston on Thursday, November 5<sup>th</sup>, to review the 'Closeout Proposal'. The reason for this is that many of the Company's proposals were not made in language format, but rather as bullet points on term sheets. This review and verification of the proposal's contents is a very important part of the process and is the reason for the delay in getting information out to the membership.

Once we can get all the language verified and formatted, you will all be receiving complete texts of the agreement. At that time, we urge you all to be diligent in your analysis and to make sure you ask all the questions you can about the implications of this proposed language.

Thank you all for your patience with this process.

### **Stay Informed**

As we first outlined in the April 2015 Business Agent Report, in an effort to try and improve TeamstersSFO communication, we have decided to blast out the Mechanics Dispatch immediately upon receipt from the Airline Division to all of our members who subscribe to email notifications at TeamstersSFO.com. It is also our intent to use this email list to send out the monthly Business Agent Report along with other communications or updates that may occur during the month. We encourage all of you to go to the site and click on the 'email signup' tab to get on the list. And while you are there, we encourage you to explore the site. There is a lot of good information. As always, stay informed!

### **In Solidarity**

## **Your Locals**

### **Local 856**

453 San Mateo Ave.  
San Bruno, CA  
94066  
650-635-0111

### **Local 986**

1198 Durfee Ave.  
South El Monte, CA  
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800-247-4986

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We're on the Web!

See us at:

[www.TeamstersSFO.com](http://www.TeamstersSFO.com)

[www.teamsters856.org](http://www.teamsters856.org)

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