

May 2015

SFO Business Agent Report

By: Javier Lectora & Mark DesAngles

Arbitration Update for UA Medical

A decision has been reached in the sub-UA medical arbitration case. The majority decision was sustained in part and denied in part. The Board ruled that the institution of a 90-10 coinsurance violated Article 16 of the Collective Bargaining Agreement. With respect to the other increases such as co-pays and out-of-pocket maximums, the Board ruled that those elements were not in violation of Article 16. Essentially, the ruling states that the company had no right to change the coinsurance for a hospital stay from \$250 to 10% of the cost of the stay. This is a huge win as these changes to our medical coverage were particularly offensive and created a huge financial impact for many of our folks. The parties have now been given 60 days to agree to the remedy. The issue will move back to the Arbitrator for resolution if no remedy can be agreed upon. We encourage you to read the full decision and the transcripts which can be found here:

<http://teamsterair.org/sites/teamsterair.org/files/uploads/arbtranscriptday1-3.pdf>
<http://teamsterair.org/sites/teamsterair.org/files/uploads/arbitrationtranscriptday2.pdf>

Negotiations Update

The parties assembled the week of May 11th in Las Vegas under the direction of the National Mediation Board in hope of receiving a full comprehensive proposal from the Company. On Tuesday morning, the Company passed their version of a comprehensive economic proposal which was in the form of a two-page bullet point presentation. The proposal did not meet the Union Negotiation Committee's expectations or industry benchmarks. To state it very bluntly, the Union Negotiation Committee was not impressed in any way. However, the Committee moved forward in good faith with careful consideration of the proposal and worked internally to develop a counter. The Committee also made a list of questions and had a face-to-face session with the Company to try and obtain some answers. Afterwards, economists from both sides met to discuss economic data so that our economist could start costing out the proposal. That valuation process is currently ongoing. The parties will be meeting again in Las Vegas from June 15th to June 19th

Although we are all very frustrated by the lack of progress in negotiations, we would encourage everyone to continue conducting yourselves in the same professional manner that you have throughout this process.

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From the Grievance Committee: A Word of Caution

We have had a couple of incidents recently that warrant the Committee sending out a reminder to all our folks in regards to two issues. First, we remind you that sleeping at work is not allowed under any circumstances. The company has made it clear that they will not tolerate folks sleeping, including during lunch or break periods. So we advise you to not take the risk. It is not worth it.

The next issue is just as serious. It involves sexual harassment. It should no longer have to be said in this day and age but, because of recent events, we feel it is imperative to reiterate some basics. We all have a responsibility to treat other employees with respect at all times. That means keeping your hands to yourself and also refraining from making any comments that could be taken as offensive in nature. Again, it is not worth it.

MSAP Update

The Event Review Committee (ERC) has been working successfully the past several weeks to clear the backlog of MSAP reports. That process is moving along well. The ERC recently welcomed and is working effectively with our new FAA inspector who is assigned full time to the UA MSAP committee.

The sub-UA MSAP reps met with the sub-CO ASAP counterparts on June 2nd to discuss individual program details and moving toward the ultimate goal of creating a single program.

Again we want to remind our folks that the MSAP program is still in effect and none of the terms or conditions of the program changed in any way. Do not hesitate to avail yourself of the right to file a report if the need arises. If you have questions about how to file an MSAP report, please see your shop steward for guidance.

National AMT Day

The following is from a release by the TAMC and the Airline Division:

Sunday May 24th was National AMT day and the TAMC and the Teamsters Airline Division would like to take a moment to recognize our thousands of Aviation Maintenance Technicians. Your hard work and dedication to aviation safety is without a doubt a corner stone in the success of our outstanding industry safety record. This day honors the birthday of Charles Taylor, the first aviation mechanic in powered flight and the man who designed and built the engine that powered the first successful Wright Brothers airplane. On this day we should pause to remember the many men and women who have come before us. It is through their unwavering commitment to continually improve aviation safety standards that we have many of the processes and procedures in use today. As we move through our careers, we too have met the challenge of contributing our piece to improving safety as will the generations that follow us, because we are Aviation Maintenance Technicians, and that is what we do. In the hangars, on the line, in the back shops, in the blistering heat, freezing cold and the pouring rain, in the dead of night and the light of day, one thing never changes and that is our commitment to the safety of those who fly on the Aircraft we maintain. We have to get it right every time. Thank you for all you do!

On behalf of all your representatives at SFO we would like to second that!



Teamsters EAP

The Teamsters EAP Coordinators offer free confidential services to help Teamster members and their families identify and resolve personal problems or concerns. We can assist you in developing a plan of action or refer you to an appropriate licensed professional. Some of the issues we assist with include: Alcohol/Drug dependency, Addictive Behaviors, Mental health, Grief and Loss, Child/Teen conduct, Domestic Violence, Elder Care, Trauma, Relationship problems, etc... We can also assist with: Workers Compensation, State Disability, FMLA, Reasonable Accommodation, and other State, Federal, or Company benefits. All of these services are free, voluntary and confidential and cannot be discussed with anyone without written consent from you. If you have a problem or situation that you would like to discuss in private please call: **Steve Loone for MM / GQPV / OV 650-745-5864 or Steve Crummey for Jet Shop / Back shops 650-745-5867**

United IBT Members Travel to Sacramento

On May 13th, Teamsters members Mike Albertin, Eddy Galleguillos, Don Stevens, and John Johnson traveled to Sacramento to join local elected officials, hotel workers, law enforcement officers, firefighters, retirees and homeowners to urge legislators to vote for a bill that will force home sharing platforms like Airbnb to comply with local laws and pay their fare share. We would like to send out a big 'Thank You' to our members for stepping up to support our brothers and sisters at Local 856.

Historical Labor Perspective: May

The Memorial Day Massacre occurred on May 30th 1937 at Republic Steel in Chicago when ten demonstrators were killed. This tragic event happened during what became known as the "Little Steel Strike" which occurred after several smaller steel companies refused to follow U.S. Steel's lead and sign union contracts. This incident further serves to remind us of the sacrifices that were made by previous generations of workers for the betterment of all. We must never forget.

If you are interested in learning more about the history of the Labor Movement, there is a California Labor History class being offered at CCSF (LBCS 88). It can also be taken online.

Please 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 TeamsterSFO.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

Contact Information

Your Locals

Local 856

453 San Mateo Ave.
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650-635-0111

Local 986

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We're on the Web!

See us at:

www.TeamstersSFO.com

www.teamsters856.org

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Business Representatives

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- Javier Lectora

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Grievance Committee

Coordinator

- Fred Wood

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Committee Secretary

- Mark Gabriel

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Chief Stewards

- Steve Anderson (Jet Shop)
- Joanne Asing (MPA)
- Dale Mitchell (OV/Docks)
- Lucy Ricard (Back Shops)
- Greg Sullivan (Line/MM)

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Safety Committee

- Tracy MacCorkell (Line/MM)
- Ralph Ortiz (Jet Shop)
- Kasi Tkaczyk (OV/Docks)
- Mike Valladares (Back Shops)
- Mike Woltjen (Flight Safety)

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MSAP

- Mike Keating

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Employee Assistance Committee

- Steve Crummey (Jet/Backshop)
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