



# Business Agent Report

May 2010

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**Shop Stewards meet with SVP:** Senior VP of Maintenance Jim Keenan called for a special informational meeting with the SFO Shop Stewards on May 3rd. The meetings were held on all three shifts to prepare the Stewards for the UAL/CAL merger announcement being made that morning. Jim wanted to ensure the Stewards had first hand information concerning the press release and gave everyone an opportunity to ask questions in preparation for the many questions they would be asked throughout the day by our members. Jim has committed to meet with the San Francisco Stewards on a regular basis to exchange information and just completed the last informational meeting on Thursday, May 27<sup>th</sup>. This was a good opportunity for the Stewards to impress upon management our members' concerns and help us to keep our "finger on the pulse" of the Company.

**Continental Negotiations:** Our lead negotiators from the Airline Division met in Washington D. C. the week of May 24<sup>th</sup> with Continental Management and their assigned mediator to continue negotiations with that carrier. At this time, the plan is to continue working towards the completion of Continental's contract, as they are much further along than we are with our own negotiations. Talks with United are schedule to continue on June 15<sup>th</sup> here in San Francisco with our negotiating team flying in the day before. Updates will be posted on our web sites in the usual manner as the talk's progress.

**IPTE Cabin Mod Update:** On Tuesday May 18<sup>th</sup> local IBT Representatives met with the IPTE (777 Cabin Mod) crew and management to listen to the briefing being given in preparation of receiving our second aircraft scheduled for the IPTE upgrade project. The aircraft came in Tuesday night to begin open up on the graveyard crew for Wednesday night.

After several weeks of preparation in between the visits, it was impressive to listen to all of the operational modifications that were made as a result of the experience gained during the previous project. What came as no surprise was that 90% of all changes made to the processes used on the project came directly from the suggestions of the mechanics and C.I. project crew members. This is the pride and ownership our mechanics take in the aircraft we repair and service that United will never find in an OSV facility. Congratulations to all of our members who have made this project a reality. Although the first visit took 72 days, it included a "C" check. Discounting that, it was completed in two days less time than our competitors. The next visit is planned for an aggressive 35 days with future visits being planned for completion in 25.

**Political Support:** On May 14<sup>th</sup>, we met once again at Jackie Speier's office with her aide Brian Perkins. We were invited to meet her new District Director Richard Steffen who was extremely interested in learning all he could about our efforts to repatriate work not only to the United States, but back to our own company as well. Rich Petrovsky presented him with a copy of the CD of the CNN Lou Dobbs report on the outsourcing of aircraft and the threat outsourcing brings to homeland and air travel safety and security. The information collected from hundreds of our mechanics on the TAMC OSV discrepancy reports provided a large amount of information of the inferior work we receive on our aircraft and components from OSV's. Included with this information was the Outsourcing Summit presentation that the Teamsters put on in Washington D.C. in February of 2008. We look forward to the support Congresswoman Speier has offered in our efforts to bring our work back.

**Unity Conference:** During the recent Unity Conference, Airline Division Director David Bourne reported that the Teamsters Airline Division is the only Union in the airline industry that has grown in membership over the past two years. This is truly a tribute to General President Hoffa's intentions to build and strengthen our Union, his sole purpose for leaving the AFL-CIO and starting the "Change To Win" federation two years ago. David continued by addressing the addition of 7,300 new members by organizing the Continental ramp and related employees into the Teamster Union. Immediately after their induction into the Union, the company announced the closing of seven stations which would lead to the loss of 150 Union jobs. True to the Teamsters commitment to protecting workers jobs, (and without protective contract language in place at this time) the Teamsters made it clear to Continental management that this was not the right decision to make, saving the 150 employee's jobs.

**Panasonic "Blended" Work:** After another report from our members of Panasonic mechanics working on our aircraft at the base, we met with the Company Representatives over our agreement to refrain from scheduling this work in conjunction with maintenance being accomplished at our SFO base ramp and hangers. Although the contract to do this work was established prior to 2008, we have worked in earnest to prevent the infiltration of Panasonic mechanics working at our base. After impressing upon Management the animosity and counterproductive stress this issue brings to our work force, Bob Madigan has given his assurance that every effort will be made to schedule this work off base. With the help of our members, we will continue to monitor this critical issue and prevent reoccurring incidents.

**A-320 Work Projects:** Our A-320 fleet is beginning to show its age with extensive work causing longer visits and impacting the maintenance schedule. Because of this, talks with the company have lead to a projected Continuous Improvement project to start up on the Airbus "C"-Check line. It will be necessary for all mechanics involved with C.I. and the Airbus Maintenance crew to find ways to once again "help the company" through our expertise, to find ways to refine our maintenance procedures and reduce wasted time and "C"-Check turn times. What's the good news of all this? Management is realizing (after seeing the results of the De-Ted and IPTE

projects) that our members bring the best idea forward, resulting in the best maintenance available in the industry. Although this isn't news to us, it is this "Can-Do" ability of United's Mechanics that will improve the process and bring more work back to us. Management is beginning to listen and respond to us.

**SFOMM Briefings:** SFO line maintenance mechanics are being asked to sign a letter from the Company reinforcing rule number 1 under United's rules of conduct. (Rule 1 is about theft) This has come about over a specific issue, the removal of food products off the aircraft. So you know why it has come to this...we have had three mechanics terminated over the past nine months for this rule violation, one in June and one in August of 2009 with the most recent separation in February of this year. The Port of San Francisco's Department of Agriculture used to let United Airlines "deal" with their employees to resolve this issue. With the recent increase of incidents, the Department of Agriculture has taken the matters into their own hands having seen no results from the Company's attempts to stop an age old practice. The D.O.A. is now fining our mechanics for violating "Non-disclosure" laws of bringing foreign food or plant products into the country without filling out the appropriate paperwork. **YES, IT IS THAT SERIOUS!** Our latest member was fined \$500.00 before being separated without pay while waiting for the opportunity to explain why he should not be terminated for theft. A hefty penalty to pay for a sandwich! It is our obligation as your representatives to make sure you understand that although this has been a common practice by both line maintenance mechanics and management alike, it stops now. There will be no more amnesty from the company for this offence!

**Two More Returned:** Your Teamsters Union has been successful in returning two more mechanics back to work (returning June 1) after being terminated for cause. Although it is a part of doing business, it is one of the most difficult and time consuming parts of our jobs as Union Representatives. Cases can take weeks or months to properly prepare taking us away from other duties and the opportunity to walk the floor (as our members would rightfully like to see more of). Our members can be proud of the strength, unity and support that our Local SFO grievance committee brings forward when it comes to representing our members. Those members whose jobs we have saved will readily agree!

**Talks in Washington:** Four members of our negotiating committee will meet in Washington D.C. on June 1<sup>st</sup> to look at contract language that has been tentatively agreed upon between the IBT and Continental Airlines for their mechanic's agreement. The purpose of this meeting is to compare the differences between their tentatively agreed upon contract language and our proposals (submitted to United). Bob Fisher (IAD), George Graham (ORD), Ken Meidinger (DEN) and Rich Petrovsky (SFO) will make any required changes to Continental's tentatively agreed upon proposals and present them to United when we reconvene our negotiations on June 15<sup>th</sup>. This is part of the process to prepare for the possible merger of the two airlines and consolidation of the contracts. More will be reported as this process moves forward.

**20 % Audit Proposal:** We have received the proposal for the procedures to be followed to accomplish the audits of our outsourced work. While the proposal is well written and addresses the specific needs we require to accomplish a thorough and accurate audit, we will be addressing some of the wording for clarification. We propose to complete this process as quickly as possible and immediately start the auditing process. We will continue to update the members as we move forward.

**Line Maintenance Parking:** Due to airport construction and reconfiguration, the parking location of our MM mechanics that work at the terminals has been moved to a more distant location, the Westfield garage, which has greatly increased the amount of time it takes for them to get to a time clock. An opportunity to mitigate this situation came when, together with the Airport Labor Coalition, we met with the Associate Deputy Airport Director and the Airport Parking Manager to discuss parking issues. Currently the center garage at the airport allows free parking for employees with a minimum of *seven* people in a vanpool. We requested that the number be changed to a minimum of *four* people in a carpool, as well as motorcycles. They responded that this would fall in line with the Bay Area Air Quality Management District and that they would consider this request.

A request was made by the other Unions to increase the 24 hour time limit in the Westfield Garage to 48 hours. The response to this was that if an employee needed to go on an out of town business trip and leave their car for a longer period of time, they should call **(650) 745-5893** to clear their vehicle for the duration of the trip.

We are also currently working with the company to establish a location that could be used for vacation parking for these line mechanics.

**Long Term Disability (IBTLTD):** Previously known as AMFDED. The problem with this coverage is that it is set up for states without workers comp. or state disability, and will not pay out if you are getting any kind of compensation, including private insurance, sick pay, workers' comp., or state disability. If you have long term disability payments deducted from your paycheck and would like to discontinue the deductions, you need to call UAL Benefits at **(888) 825-0188**. Give your file number and ask that the IBTLTD be stopped. This is a very simple process.

**Quarterly Base Meeting:** The next quarterly on-base meeting hosted by Airline Division Director David Bourne is scheduled for July 8<sup>th</sup> and 9<sup>th</sup>. As was done with the first meeting in February, a schedule of times for each work area will be posted and briefed by the Stewards. We look forward to our members taking advantage of this important opportunity to bring your questions to the leadership of the Union.