

YOUR VOICE MATTERS

ISSUE #15

EWR SURVEY TO HOFFA

29 FEB 2016

Below is a email and survey out of EWR who asked that I share with my followers. This was sent to Hoffa by email. This group of EWR AMT's managed to find Mr. Hoffa's email addresses. I encourage all to follow the EWR AMT's lead and email Mr. Hoffa also. His email addresses follows at the end of the newsletter. Good job guys!

Hello Sirs:

Below you will find a list of terms & proposals that have been compiled by our Union Oversight Committee (UOC). Our committee is made up of several AMT's (Aircraft Maintenance Technicians) based out Newark Airport who are currently employed by United Airlines and are currently represented by the International Brotherhood of Teamsters (IBT).

Along with these terms & proposals is a statement made on behalf of the entire IBT membership who support these terms. This statement is as follows:

"Hello everyone! Please keep in mind that this was a result of actual discussions & comments that have taken place throughout Newark since the 93.2% "NO" vote was tallied.

Our committee has taken on this whole movement! Our terms and demands might be viewed as "unrealistic" in the eyes of some of you who have been in this industry for many years. The only "UNREALISTIC" part about these terms is the fact that they haven't been compiled let alone made it onto our negotiating team! WHY IS THAT??? Do they view these terms as "unrealistic" as well??? I personally viewed the UAL's "last, best & final" offer as both unrealistic & humiliatingly INSULTING!! SHAMEFUL to put it bluntly!!

These terms are only a fraction of what United Airlines has generated thanks in long because of our hard work & dedication to rebuilding & piecing together a neglected fleet & a damaged brand & image due mainly to massive failures on the executive front! Yet the company continues to shamelessly & disrespectfully devalue everyone of us by turning a blind eye to the many sacrifices we've made for the sake of & survival of the company! UNACCEPTABLE!!

The AMT's license SHOULD command the highest respect in the industry given the weight of responsibility it is forced to carry day in and day out! Yet again the company continues to reap the rewards our dedication & responsibilities generate for them!

Some of the comments I've read seek an "author" of these terms. Who thought of them? Who wrote these terms? Who developed them? From where? At the end of the day does it really matter who wrote them? What really matters here is that our terms are heard! We feel that UAL must agree to these terms & the IBT must fight on our behalf for them not because we want them! But because we've EARNED THEM!! NOW BOTH UNITED AIRLINES & THE IBT NEED GET THIS DEAL DONE!!!!"

WHAT THE IBT MUST FIGHT FOR!

This Proposed survey has been created due to the fact that we feel our UNION has been ill informed and unprepared to negotiate on behalf of our hardworking Aircraft Maintenance Technicians & Mechanics. This committee has come to the conclusion that our union has been negotiating with a concessionary mentality thus far! Let's give them a clear outline of what we deserve and demand what we feel is necessary for an industry leading contract!! This outline has been compiled using a survey, in an easy to read format. It is imperative that our union fight for what we want and deserve as a group!

□ **HEALTHCARE:** For starters Team Care must be either removed completely or reworked with CONCRETE numbers as to actual cost vs. projections. Nonetheless we'd like to propose to allow Team Care to be included **as another option** for those who can actually benefit from it along with healthcare programs currently offered to ALL of our technicians. Coverage should be at the very least 90/10 with the company compensating the 10% premium or fund this difference into a VEBA trust NOT CONTROLLED BY UAL or its subsidiaries that is willed to your beneficiary in the event of death. A bridge medical plan must be maintained.

□ **RETROACTIVE COMPENSATION:** We must have full retro! End of discussion! Going forward in future negotiations we'd like to propose a time limit on them. Since the company likes to drag its feet during these processes I'd like to implement penalties for such actions. A 2.5% interest accrued on all monies due from date of contract expiration. Penalties will be lifted once a new agreement is ratified by the rank & file. I was always told that there's never any harm done until a price tag is placed on it. Money out of the company's wallet is the only way to hold them fully accountable. Not to mention contract negotiations will commence much sooner.

□ **PROFIT SHARING:** Our technicians work just as hard, perhaps even harder than most, to maintain a lifeline for the company. We continue to participate in the profit sharing program. We'd like to propose an all alone Technical Operations Department (removal of us sharing with CSA, Ramp, etc.) of 20% of pre-tax profit up to a 7% pre-tax margin to be funded by the company (ex. If the company made \$6B Tech Ops receives 7%, in this particular case \$420M, from that \$6B pre-tax pool. Based on your earnings for the preceding year MINUS your profit sharing from the previous year you take 20% of that). If the company has the capability to compensate our pilots this way for pushing buttons in the cockpit why can't our technicians receive a similar reward for making sure those systems that those buttons control function properly?

□ **COST of LIVING ALLOWANCE (COLA):** Living certain parts of the US can get extremely costly and burdensome on some of UAL's technicians (ie. EWR, LGA, JFK, BOS, DCA, ORD, LAX, SFO, & SAN just to name a few). We'd like to propose a 5-10% COLA for all technicians stationed within these locations. Let's be realistic. It actually does cost more to live within these areas.

□ **PREMIUMS:** We've worked very hard to get our licenses. We take on a huge responsibility every day when we release an aircraft back to service. Not to mention when we are asked to take control of one when we're asked to perform engine runs & taxi procedures. Why not be compensated for them? I'd like to propose the following premiums:

Line Premium: 10% of base

License Premium: 15% of base

Taxi/Run-up Premium: 5% of base (per occasion)

Taxi/Run-up Premium (Field Trip): 15% of base
Inclement Weather Premium: 20%: Temps reach < 40F & >90F
Shift Diff for swings: 10% of base
Shift Diff for Graves: 20% of base
Lead Tech/QC Tech: 15% of base

Longevity Premiums:
1% for years 1-5 of service
3.5% for years 6-10 of service
5% for years 11-15 of service
7.5% for years 16-20 of service
10% for years 20 and beyond of service.

□ **OVERTIME:** What happens when a Dayshift Technician is called in to work Graves? Will that tech receive a shift differential? Under the current contract & latest proposal? NO! I'd like to propose a "blended" rate for technicians that fall into this category. A tech that works OT scheduled for a shift other than theirs own they are to be paid at their OT rate plus the shift they will be scheduled to work. For example if that same Dayshift tech works OT on Graves he/she shall receive his/her OT rate PLUS the OT rate of that shift's differential. Example. (1.5 / 2.0 PLUS shift diff & premiums) multiplied by number of hours worked). No technician shall be farmed out of work location that was chosen by them at the time of overtime list call out. Meaning if the technician chose to work a particular shop or work location, he/she cannot be farmed to another shop or work location by management.

□ **PAY RATE:** Anything less than \$52.50 per hour will be considered an insult! We've heard "\$48.08" being thrown around this station. \$48.08 per hour is exactly \$100k per year (gross pay). Keep in mind that people in other, less stringent fields (ie. sales reps, sanitation workers, city workers, bartenders, waitresses, hair stylists, etc.) make much more than this so these rates are not unreasonable nor should they be deemed UNREALISTIC! Especially from our Union!

□ **RETIREMENT/401(k):** Now this is an "iffy" subject depending on who you converse with. We must all think about our future at some point during our careers. We'd like to propose the following with regards to contribution (based on max allowable by law for employee contribution):

20-30% contribution into our 401(k) for ALL technicians.

□ **SICK LEAVE & OCCUPATIONAL INJURY:** Pay during a period of sick absence shall remain at 100% of the employee's base rate and scheduled hours with a max accrual of 1800 hours. Occupational Injury bank shall have a max of 1000 hours accrual. Technicians who work a ten (10) hour shift will accrue the same ten (10) hours per month while technicians who work eight (8) hour shift accrue the same eight (8) hours a month. Upon separation of employment technician shall be allowed to receive payment for unused hours accrued in sick bank. In the event of death the mentioned sick bank shall be awarded to beneficiary.

□ **ADVERSE WEATHER CONDITIONS:** From time to time a state agency (eg. State Governor) will declare a state of emergency due to inclement weather conditions calling for hazardous road conditions & or curfew being implemented that will not allow a technician to report to work regardless of the facility being open. We propose that all technicians that live beyond a 40 mile radius of the airport shall receive 100% of their

hourly wage. Technicians who are currently on duty during adverse weather conditions shall be provided meals & lodging at the expense of the company. All other work groups are provided with these accommodations. Why can't our Technical Operations Team have the same?

□ **REST VIOLATION:** In the event that the rest period extends into the technician's regular work shift, that technicians shall be paid at straight time rates for time lost from their regular schedule which would provide them with the eight (8) hours rest. If technicians are not provided with the rest period as prescribed above, they shall receive the applicable overtime rate for all hours worked until such time as the technician is relieved for a rest period of no less than eight (8) hours. Technicians shall exercise their right to waive this clause and report to work having less than the required eight (8) hours of rest at the applicable overtime rate without the consent of the supervisor.

□ **SCOPE & JOB SECURITY:** There shall be no outsourcing of aircraft maintenance on all 50 passenger aircrafts and higher (including first class in total sum of passenger seats). Aircraft movement and cabin audits shall be performed & controlled by A&P licensed aircraft technicians employed by UAL that are certified on that fleet type. Managers & supervisors shall not be allowed to train and/or perform maintenance on any aircraft.

□ **FIELD TRIPS:** a Field Trip list must available to the technician online to view & modify (eg TA). The company shall block seats located in Business First and/or First Class for the required number of technicians scheduled on field trip regardless of seniority date. Hotel accommodations MUST be made prior to the said trip. A mandatory rest of eight (8) hours from de-boarding of plane and check in at hotel.

□ **DAY TRADE & MANPOWER ALLOCATION:** Rather important considering the amount of workload must be taken into account. We feel that there should be a minimum amount of personnel to cover the amount of workload slated for that shift. We would like to keep the day trade language remain the same. We should be allowed to cancel day trades whenever necessary in the same manner we are able to cancel our request to work overtime and without the assistance of supervision or management. Farm out rules must remain consistent with the rules covered under "Overtime."

□ **VACATION & HOLIDAYS:** Technician shall have the option of taking off ALL ten (10) Federal Holidays (New Year's Day, MLK Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day & Christmas Day) or work at the prevailing overtime rate. Technician shall have the option of having their birthday off with pay. Eight (8) weeks of paid vacation after 25 years of

□ **CONTRACT DURATION & GRIEVANCES:** The duration of a contract shall be no more than six (6) years amendable after three (3) years from Date of Signing (DOS). Should there be no negotiations taking place after the amendable date an automatic 3% raise to all technicians. After six (6) months and one (1) day without a ratified contract a 10% increase shall be implemented. Grievances involving financial disputes shall be resolved within thirty (30) days of filed grievance. On day thirty one (31) without a resolution a 3.5% penalty shall be implemented and shall be compounded monthly until resolution is made.

These are just some things to name a few. Should you have any more ideas as to what you think our new proposal should contain or language you'd like to see changed, or implemented shoot us an email! Needless to say we've got the company backed into a difficult corner. We must use every ounce of leverage available! At this particular point NOTHING that you could ask for or want will be considered unreasonable! We just need to submit this to our negotiating committee! Just be sure to leave your name so that you can receive a proper response. Thanks again.

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