

# Teamsters Failed and Outsourced

## Our work to China in 2016

### Broken Promises



By: Clacy Griswold, International Representative for the Teamsters Airline Division

**M**echanics are expressing their desire to send their aircraft out of the country for maintenance work. Airlines with labor contracts are mostly prohibited from further international outsourcing, but one labor organization, the Aircraft

Mechanics Fraternal Association, has been single-handedly changing the industry by granting international outsourcing agreements at the carriers they represent. This is an erosion of the craft and class, and has led to a big decrease in the safety and security of our nation's aircraft.

It started with Alaska Airlines when that carrier shut down all heavy maintenance and transferred much of that work to El Salvador.

At Northwest Airlines, AMFA was unable to prevent that carrier from its decision to send its entire fleet of 747's to China for maintenance. Since the failed strike, even more aircraft are now outsourced out of the country.

Next in line was United Airlines, where the AMFA made agreement with the carrier to allow Boeing 747 and 777 aircraft heavy maintenance visits out of the country. The company subsequently took advantage of this arrangement and began sending C-checks out of the country as well.

Southwest Airlines (SWA) has now asked AMFA for permission to send four lines of maintenance to El Salvador, to be transferred from domestic OSV's. Incomprehensibly, but with no surprise, the AMFA is negotiating with that carrier to give them permission. According to their negotiations update (which is on the AMFA web site) they are willing to give this up in order to keep existing work (already contractually protected), and to gain a union position that will work with maintenance planning. They are attempting to manipulate their membership by making the gains sound better than the losses.

*For this minimal gain, they continue to shape the industry by making international outsourcing a viable and financially lucrative option for carriers.*

The AMFA is well aware that maintenance performed in El Salvador is of substandard quality, yet they seek to craft an agreement to send aircraft there anyway. In April of 2005, AMFA's attorney, Lee Seham was quoted: "If 'pencil-whipping' happens in the USA, you can imagine what happens in the context of authoritarian regimes where a growing share of aircraft maintenance is being performed," Seham said. "You cannot pretend that a Chinese aircraft technician, or one in El Salvador, for that matter, has any choice but to do what he is told." (See: <http://www.citypages.com/databank/26/1272/article13199.asp>)

The Teamsters had created the SWA mechanics' agreement from scratch. Much of SWA maintenance was already farmed out when the Teamsters became certified as the mechanics' representative. The language that was developed maintained the work that was already in house, and prevented work from being moved to an international location. Some of the outsourced work was even brought in house. It is interesting to note that the AMFA did not change a word of that language when the contract became amendable and instead opted for an extension. They are now, in fact, considering another company offered extension in lieu of going into Section 6 negotiations.

**The Teamsters Aviation Mechanics Coalition has taken on the fight against international outsourcing, and has made the commitment to fight it at all levels of the union, from top to bottom. This is something that will benefit the entire industry.**

**The Teamsters have not allowed an increase in international outsourcing at the carriers they represent. The international outsourcing that does exist at Teamster represented carriers was already in place when they became the representative.** At Continental Airlines, approximately 20% of the work and 400 jobs have been brought back in house, the furlough list has been exhausted, and new mechanics have been hired!

**The Teamsters Aviation Mechanics Coalition has taken on the fight against international outsourcing, and has made the commitment to fight it at all levels of the union, from top to bottom. This is something that will benefit the entire industry.** However, the AMFA is a big obstacle to this fight as they are taking the industry down the path of ever increasing international outsourcing. This is one of the major reasons why the AMFA needs to be replaced at United Airlines. When it comes time to vote, vote Teamsters to help save your jobs and your industry.

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# TEAMSTERS NEWS

International Brotherhood of Teamsters



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## MECHANICS WARN AIR TRAVELERS:

### UNITED OUTSOURCES MAINTENANCE TO CHINA

#### Airport Leafleting Alerts Flyers to Potential Dangers of Foreign Repair Operations

(Washington, D.C.) – United Airlines mechanics and supporters from the Teamsters Union leafleted eight airports nationwide before the Christmas holiday. They alerted passengers to the airline’s practice of outsourcing heavy maintenance of its airplanes to China.



The Teamsters, who are organizing mechanics from United (NASDAQ: UUA), support them in their efforts to prevent the sale of the San Francisco aircraft maintenance operation. The mechanics believe that aviation safety is compromised by

outsourcing maintenance.

United now outsources all of its heavy maintenance of Boeing 747s and 777s to South Korea and China. In the Beijing repair station, only five of 2,179 mechanics are certified by the Federal Aviation Administration (FAA).

The protesters stood near United counters at Boston Logan, Chicago O’Hare, Denver International, Los Angeles International, New York JFK, San Francisco International, Seattle Sea-Tac and Washington Dulles airports. They handed out leaflets stating “Passenger Alert: United Airplanes Repaired by Uncertified

Mechanics in China.”

“Outsourcing airplane maintenance threatens mechanics’ jobs and it threatens passenger safety,” said Teamsters General President Jim Hoffa.

The FAA does not require foreign companies to perform drug or criminal background checks on their employees. Foreign companies are also not required to employ FAA-certified mechanics.

A substantial majority of United mechanics have submitted cards requesting Teamster representation. The Teamsters are confident of winning an election to represent the mechanics within the next few months.



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## Our work to China in 2016 Outsourcing Your Safety

UA Web site and Teamsters featured on CNN's "Lou Dobbs Tonight"!  
**Broken Promises**

To view this excellent news story go to YouTube:  
<http://www.youtube.com/watch?v=gemuZk5f8z8>



## Teamsters Aviation Mechanics Coalition Holds First Meeting Coalition Addresses Outsourcing Concerns



Recently, the newly formed Teamsters Aviation Mechanics Coalition (TAMC) held its first official meeting near John F. Kennedy Airport in New York. Mechanic representatives to the committee from Teamster-represented carriers, along with representatives from non-Teamster carriers—ABX Air, FedEx, and United Airlines—were also in attendance.

As Chair of the TAMC, Chris Moore, a 21-year Continental Airlines mechanic and chief shop steward, led the meeting.

“The day went very well. We set our goals and priorities for this year and accomplished a lot,” Moore said.

The main goal of the coalition will be to continue the fight against outsourcing. Each representative will return to their individual airlines and gather more information for a survey of outsourcing issues and concerns in the aviation industry.

At the meeting, each coalition member had the opportunity to speak on issues of concern at their particular airline. Also in attendance were representatives from the Transport Workers Union (TWU), who came to lend their input and support to the TAMC.

The next TAMC meeting will be held in late January. The goal of the TAMC is to build power for aviation mechanics across the industry to better protect and improve job security and work standards.