

IBT Quarterly/Craft Meeting

In attendance for the IBT: Clacy Griswald- Lead negotiator , Ed Gleason-Legal, Captain Bourne- Airline Division Leader, Chris Moore- TMAC, Rich Petrovsky- Local 986 B/A and a few other insignificant talking heads that did not speak.

Audience: Approximately 200 mechanics from across SFO.

Date & Time: Thursday July 28, 2011 @ 5 am - 6 am meeting

Points of topic:

- Clacy spoke about the status of the merger; The Single Operating Certificate (SOC), Customer Day One & estimated that UAL/CAL will have a single flight schedule by March 2012.
- As previously announced Jim McKenzie was named our NMB Mediator who has a past history working in Unions, Clacy stated that the IBT knows him and feel he will be a fair Mediator.
- Clacy addressed the status of our Negotiations by stating the T/A was voted down and they are moving forward with the process, both he and Capt. Bourne stated that they have heard from the Membership "Loud & Clear" what the major issues of contention were notably the Retro issue & the Medical plan. He stated that they IBT will be sending out a "National Survey" to query the membership over OUR issues, now?
- Captain Bourne addressed the status of our mediation status. There has been no decision by the NMB on the Teamsters request to continue negotiating with the UAL mechanics only, prior to an amalgamated agreement, but he expected them to rule in our favor in the near future.
- Clacy stated that the IBT's position on the Seniority integration will be by date of hire (DOH), and that the UAL "court decree" will most likely remain in the eventual amalgamated CBA. What was NOT addressed or spoke to was the "Fence agreements" within the integration. Furloughed UAL mechanics may certainly be "Fenced" behind recently hired CAL mechanics. Several other issues are also involved here, the Devil is in the details. And that there is a "Integration committee" formed at CAL and will be one at UAL once the members are "Appointed".
- Clacy spoke to the the medical issue, but then went on to say they are looking into other Union sponsored medical plans. Although he stated several time "They heard us loud and clear" over our dissatisfaction with the failed T/A & the medical plan offered us, they obviously do NOT understand, that we are not too interested in a Union medical plan.
- Chris Moore, chairman of the Airline Division Mechanic TMAC spoke about the
 1. FAA Reauthorization Bill, currently in limbo due to the National budget debate in DC.
 2. A National Survey in conjunction with the FAA over A&P "Duty Limitations"

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- The IBT is just now establishing a “ FAA Fine Protection Program” using an outside Law firm. This is a seldom used benefit, but important.
- When asked generally WHAT leverage the IBT has in these Negotiations, basically Clacy stated that our main (and only one mentioned) leverage was our ability to refrain from accomplishing Dual Maintenance on each others fleets, between UAL & CAL. Although they were questioned over ONE of several recent events that has been transpiring between both Airlines. Their response was not too comforting, as we are indeed doing each others maintenance i.e. Denver hail damage & 757's in MCO. Rich Petrovsky further questioned the attendees “Would we prefer this work be farmed out to TIMCO instead”? So one must assume that the company will always use this “Farm out” card, when confronted with the Teamsters noncompliance to do dual maintenance in the future.

Q&A session (lasted less than 25 minutes and grew more confrontational until Clacy ended the meeting at 6 am). 7 pertinent questions were asked.

1. Why doesn't the Teamsters employ a “Work to Rule” or “Safety First” campaign?
Clacy correctly stated the Union can not endorse or promote such acts legally. That this must come from within. What was not discussed is the repercussions certain members will face when targeted by the company à la “The Summer of Hell 2000-Mechanic 170 hit list” and any protections by the Teamsters. He went on to say that in certain situations it has been successful for specific short durations, he then showed concern that ALPA was sued at Delta years ago.
2. Why hasn't there been any more 20% farm out audits? Clacy stated that their analyst group (Quakenbush- no kidding) is having problems getting the information from the company. Clacy said that the Teamsters would have to use Hoffa Junior and his clout to try to expedite this issue. Even though we are covered by the archaic RLA, it would be advisable to use Section 8.a.5 of the NLRA & the 1967 NLRB vs. Acme Industrial Company, in which the Supreme Court ruled in part that a company MUST furnish the Union with information “ to monitor compliance with the contract”. But since the 20% arbitration language was to be conceded in the Teamsters recent failed UAL T/A, one may assume the Teamsters want nothing to do with spending resources on this anymore.
3. Why weren't we provided with the stricken language in our voting material when it was mailed home? Capt. Bourne stated that, if they did the document would have been 500-600 pages long. The rebuttal question was “Why were there so MANY changes made” in short the reply was; that the current CBA needed to be practically rewritten per the IBT & negotiators opinion.
4. One member asked “Why no retro”? Clacy stated simply “It must be negotiated, there is no LAW requiring retroactive back pay”. Even though for over 50 years under the IAM it was always in our T/A's, as it is the ONLY device that holds the company's

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financial feet to the fire, as to NOT to drag out negotiations. Even “talking” of forgoing this was a contractual taboo!

5. One member stated “Your communications were very poor describing the T/A versus your Communications departments work during the representational campaign against AMFA. Clacy agreed saying “They should have done a better job”.
6. One member emotionally stated that he has been here for 36 years and recanted all of our past beatings by the company and that after all the resources and time & effort the Teamsters went through getting in here, that “He was very disappointed in the Teamsters” which elicited a round of applause and asked “Why aren’t you all fighting for us” Clacy (AKA Good Cop) referred this to Rich Petrovsky (AKA Bad Cop). Rich Petrovsky went into a prolonged speech in a “How dare you talk back to us” raised tone of voice, in which he stated the following: “That is was not the IBT that brought you the ESOP, gave away HMV work to overseas OSV and other concessions the IAM & AMFA were forced to give up while in Bankruptcy” .That the Teamsters got our double time back, full sick pay, previously lost Holidays & a few other previous bankruptcy concessions. He conclude that he challenges any one to debate him over the assertion the Teamsters are not fighting for us. He further stated that it was the former Officers of AMFA that were dividing the membership and stated that it was this and the past poor representation & contract language of both the IAM & AMFA that were the reason that this T/A was not satisfactory to the membership and not the fighting Teamsters fault.
7. It was later pointed out that, during the representational election between the Teamsters & AMFA that the Teamsters own top dog “James Hoffa Junior” publicly wrote “And when we conclude a contract for United Mechanics, which will **certainly** include retroactive payments...” Along with Clacy’s promise that we would be negotiating “The BEST of both CAL & UAL’s current CBA’s” and it was pointed out that the CAL medical plan was clearly NOT the better of the two. Also Rich Petrovsky was reminded that in regards to his refuted claims of past Unions issues, that the Teamsters at UAL have been in POWER for some time now, the company is profitable, growing and no longer in Bankruptcy, stop the excuses! The meeting abruptly was ended as Clacy stated “Their TIME was up” as this author stated “Now that is an understatement”.

SFOMM Ramp 12 Mechanic in attendance