

# Teamsters Broken Promises at United Airlines

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***“With the Teamsters as your bargaining representative any changes to the contract will be voted on by the membership, and you will be kept well informed throughout the process.”*** Quote from Paul Molenburg Teamsters appointed business agent during 2007 IBT UAL campaign. Teamsters UAL News Vol 2 Issue 4.

## **Another Broken Teamsters campaign promise**

**Mr. Molenburg broke his promise to the membership** when he signed an agreement to create a new classification in your contract without the knowledge or consent of the UAL SFOOV shop stewards or membership. Teamsters’ hypocrisy at its finest. This letter of agreement which has established a new classification is an example of the inexperience, and incompetence we see everyday under the “Teamster representation” at United Airlines. **The Airframe Support Lead LOA.**

## **This Teamster appointed business agent and the company created a new classification in your contract**

The qualifications and responsibilities of the new classification are to be “determined by the company” after the signing of the letter. This inexperienced business agent has shown disregard for our contract and membership.

**He is a shining example of everything we dislike about the Teamsters.** Clacy Griswold and Chris Griswold Local 986 Secretary appointed Paul to the business agent position and shortly thereafter they divided the SFO membership in half. The IBT repaid his campaign lies and loyalty by putting this inexperienced and unqualified person in charge of enforcing (or not enforcing) our contract. The Teamsters constitution and bylaws no longer has provisions for electing a business agent this right was removed in 1981. Teamsters’ democracy at its best!

## **During their campaign Mr. Molenburg wrote on union democracy and open negotiations.**

His fairytale description of Teamster democracy is so far from Teamster reality at UAL it is laughable. Mr. Molenburg talks about furloughed UAL mechanics rights even as the IBT UAL negotiating team works to eliminate United mechanic lifetime recall rights!

## **Everything the Teamsters promised in their campaign at UAL has turned out to be a lie.**

- 1. Who elected the IBT negotiating committee that is now in secret negotiations with UAL?**
- 2. Who elected the Teamsters Representatives who are steering our negotiations to mirror the Continental contract that removes mechanic lifetime recall rights?**

**UAL mechanics need a union we control that will defend your contract and negotiate the best contract possible for all United/Continental mechanics.**

**Mechanics for Change Committee**



# TEAMSTERS: A Democratic Union

**By: Cheryl Johnson, International Vice President for the Central Region and Human Rights Director, International Brotherhood of Teamsters**

It's important to practice what you preach. As one of the largest free and independent trade unions in the world, the Teamsters advocate for the rights of working men and women each and every day. We stand up to corporate employers and make sure that our members have contracts providing for fair wages, benefits, and proper treatment on the job. If we are going to demand fair and equal treatment of our members in the workplace, and if we are going to demand that these members

One Vote." The "One Member, One Vote" amendment was passed in 2001 as part of an overall package of democracy reforms. These reforms were made to ensure that the Teamsters Union would continue to remain a truly democratic union and would serve as a model to other labor unions. Through this constitutional amendment, we have ensured that just as every worker deserves a say in the workplace, every member deserves a say in the operations of his or her union.

**MORE TEAMSTER UAL CAMPAIGN LIES FROM 2007**  
**We would like to ask the appointed Ms Johnson which Teamster union bosses voted to split the 2600 SFO UAL mechanics into two separate Locals???**

## **NO SFO UAL MECHANICS VOTED ON THAT!!!**

on your shop steward. You vote for your General President, which does not happen in every union, but it does in the Teamsters Union. You vote on the officers of your local. And just as an officer can be elected, he or she can also be recalled. **It is your right as a Teamster to have an open and transparent union, and that is what you will have if you decide to join the Teamsters.**

I cannot stress enough that this will be YOUR union and that

**SFO Business Agent Paul Molenburg has created a new classification in our contract signing an LOA that allows the company to determine the Qualifications and Responsibilities for this new premium classification at a later date.**

**Secret Letters of Agreement signed without membership consent or knowledge further erode our contract and membership rights. This type of representation is typical in the Teamsters Union where the leadership is not accountable to the membership.**



# Where's the Democracy?

**By: Paul Molenburg, UAL mechanic, San Francisco**

AMFA reps tout how much more democratic they are than everyone else, in spite of a history of non-democratic actions. Here are some important examples where members were not part of the process

rights during a layoff. This hurts affected employees while protecting certain other ones. This LOA elimination should have been brought to a full membership vote

**COMPARE:** *With the Teamsters as your bargaining representative, any changes to the contract will be voted on by the membership, and you will be kept well informed throughout the process.*

- AMFA's Airline Reps decided on their own authority to eliminate Letter of Agreement 74-1M, which provides bumping

The SFO Business Agents and Los Angeles IBT Rep Clacy Griswold (the same guy who gave away Southwest mechanics paid lunch retro pay) have signed many letters of agreement over the past two years that violate mechanic seniority rights (SAMC LOA), Overtime guidelines (IFPTE MOU) and other contractual language like the (Airframe Support Lead)



# Democracy continued from page 4

**Teamsters Union representatives stated in recent CAL mechanic T/A informational meetings that UAL mechanic lifetime recall rights will be removed from the UAL contract.**

**COMPARE:** *The Teamsters will not entertain a proposal that hurts members, whether they are active or furloughed.*

**The Teamsters Constitution was changed in 1981 to prevent the Teamsters membership from electing their own Business Agents to represent the members of a Local. This change was adopted at the IBT convention and does not allow Locals to adopt language to elect Business Agents. Pages 171-172 of the IBT Constitution.**

**COMPARE:** *Teamster positions are elected all the way up to the General President. The IBT Constitution gives the flexibility for locals to adopt a bylaw that either allows business agents to be appointed or elected. The bylaws, however, are voted on by the membership. In any case, there is a process for recalling officers.*

**The Teamsters have been negotiating over 4 years at UPS to get a new contract for the Aircraft Technicians there. The Teamsters refused to present their mechanics with the company proposal....it has been more than four years without a contract.**

**COMPARE:** *The AMFA failed on many levels here. ANY Union would have done better and acted more responsibly to its members. But as far as contract proposals go, under Teamster representation you would be presented with the company's final offer even if it's recommended to vote "no" on it.*

While the AMFA makes overstated claims of democracy, the company is taking advantage of them at every turn with assaults on our scope language, the intention to sell of heavy maintenance and merger discussions, which are taking place. The IBT, on the other hand, is considered the most democratic trade union in the country. But what's most important—the IBT has the ability to take on that 800 pound gorilla called United Airlines and AMFA does not. It's time for us to join a union that has the capacity and will to fight for its membership. **VOTE TEAMSTERS!**

## Take Action Against the Outsourcing of Our Work

Sign on to the "Teamsters Security First Initiative"

The recent Teamsters "Security First Initiative", addressed to Robert A. Sturgell, Acting Administrator to the FAA, calls on the FAA to take immediate action to address the outsourcing crisis. This petition draws the line at UAL proposing to outsource its heavy maintenance work to the lowest bidder. Currently available industry information shows that about 45 percent of UAL maintenance is outsourced to vendors located around the globe. As a result, UAL has cut more in-house maintenance workers than any other major U.S. airline. This petition

calls for a moratorium on all new maintenance outsourcing, a single standard for airline maintenance, and an investigation by the Inspector General of the safety and security ramifications for the flying public of United's plan to sell a major part of its maintenance operation.

If you would like to sign this petition and have not already received a copy from a fellow UAL mechanic or Teamster leader, please contact Kim Keller at (202) 437-5424 or email [kkeller@teamster.org](mailto:kkeller@teamster.org).

## Teamsters to Co-Sponsor Aircraft Maintenance Outsourcing Summit



The International Brotherhood of Teamsters and the Business Travel Coalition, a travel buyer advocacy group, will launch a national discussion about how U.S. airlines are outsourcing more and more of their vital

repair work to overseas third-party facilities, off-shoring U.S. jobs and putting the flying public at risk.

The groups will be co-sponsoring the Aircraft Maintenance

Outsourcing Summit from 9:00 a.m. to 12:30 p.m., February 11 at the Omni Shoreham Hotel, in Washington, D.C.

All stakeholders in the outsourcing debate are invited: passengers, corporate travel buyers, airlines, maintenance technicians, FAA inspectors and administrators, aircraft maintenance firms and members of Congress and their staffs. Summit proceedings will be broadcast live over the Internet.

The Summit will examine the risks of outsourcing and explore potential solutions.

It will feature expert panels and keynote addresses from Teamsters General President Jim Hoffa, industry and government leaders.

Teamster LOA on new Classification qualifications determined by Company

Mr. Paul Molenberg  
TEAMSTERS LOCAL 856  
453 San Mateo Avenue  
San Bruno, CA 94066

July 15, 2010

Re: Establishment of Airframe Support Lead

Dear Mr. Molenberg;

This letter will confirm recent discussions between the Company and Union regarding the establishment of an Airframe Support Lead skill in the Airframe Maintenance organization at the San Francisco Maintenance Center.

Union and Company representatives agreed to address this issue as follows:

1. Within 10 business days of acceptance of this letter by the Union, Airframe Maintenance will post an internal preference bid outlining the qualifications and responsibilities of this vacancy. This vacancy will be filled from qualified leads currently assigned to Airframe Maintenance. A total of up to four positions will be filled.
2. The qualifications and responsibilities of the position will be determined by the Company and contained in a separate document.
3. This position will be considered a skill to be treated in similar fashion to the established skills which currently exist within Airframe Maintenance, e.g., General, Sheet Metal, Cabin, R&E and Fuel. This position will be referred to as the Airframe Support Lead.
4. The successful bidders will be assigned to the same day-off schedule as the crew to which they are assigned, e.g., 'C' Check or Special Route crew.
5. Individuals awarded an Airframe Support Lead position will be subject to a 90-day trial period. Management will conduct weekly performance reviews. Individuals who do not pass the trial period will be returned to his/her previous Lead Mechanic position.

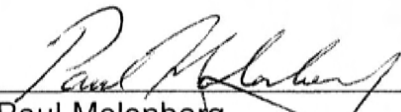
Teamster LOA on new Classification qualifications determined by Company

6. Once assignments of qualified Leads to the Airframe Support Lead position are made, the Company will determine if any backfill is necessary. If such backfill is necessary, posting of these vacancies will be done in accordance with Article XI.
7. Following implementation of this agreement, Airframe Maintenance may determine that changes within the Division have affected the manpower requirements of Airframe Maintenance, including the need for these Airframe Support Lead positions. Accordingly, Airframe Maintenance may eliminate the position by providing 30 days notice of intent to the affected individuals and the Union.
8. Except as otherwise provided within this agreement, the provisions of the Mechanics and Related Collective Bargaining Agreement shall apply.

Sincerely,

Mark A. Prpich  
Consultant  
Labor Relations Strategy

Please execute below to confirm agreement to the foregoing.

  
\_\_\_\_\_  
Paul Molenberg  
IBT Business Representative

Date

Cc: SFOOV – Sam Rawls  
SFOOV – Ron Torres  
IBT Local  
SFOLR