

The Truth About The Teamsters at United

VOLUME 1, ISSUE 3

Committee for Change

UAL Mechanics for Teamsters



**Teamsters General President
Jim Hoffa Endorses
UAL Mechanics'
Organizing Campaign**



**Founding Meeting of the Teamsters
Aviation Mechanics Coalition**

After Three years of Teamsters representation at United Airlines Jim Hoffa junior's campaign promises led to a reduction of nearly 1000 United mechanics and the closure many line stations.

Showing up for a campaign photo opportunity and defending the contract are two different things. It doesn't matter who you stand next to, teamsters representation hasn't protected the United mechanics or enforced their contract.

As this letter goes out thousands of UAL mechanics remain furloughed because the IBT will not enforce the outsourcing audit language negotiated in 2005.

Note to UAL mechanics Mexican truckers are now rolling across our border because the teamsters union leadership is too weak to protect truckers they represent.

(source Wall Street Journal - Obama Administration lifting trucking ban 3-6-2011)

Teamsters throw UAL furloughed mechanics under the bus!



Furloughed Indy Workers Support Teamsters

Teamsters Organizers went door to door promising furloughed United mechanics strong representation and a union that would fight for jobs. After signing election cards and winning the election those teamsters promises were soon to be broken.

After three years more UAL mechanics were furloughed with Teamsters representation. Furloughed mechanics have fewer rights at Continental under the teamsters contract when compared to our rights under the IAM negotiated contract.

Continental furloughed mechanics do not have lifetime recall rights, they do not accrue seniority or pay progression under the teamsters contract.

During the current Teamsters contract negotiations the UAL negotiating committee stated they will use the CAL T/A as a template. (June 18, 2010 IBT UAL Negotiation update)

Teamsters also discussed during their closed negotiations changes to the UAL mechanics layoff and recall procedures. No one knows for sure what those discussions covered. (November 30, 2010 SFO chief steward update)

(sources Teamsters UAL Negotiations update June 18, 2010 and November 30, 2010 SFO chief steward update)

FOURING SCAM EXPOSED AFTER 4 YEARS

- maintenance contractors, both U.S. and foreign;
- Examining the aircraft mechanic's work environment, including, but not limited to:
 - *Hours of service, effects of shift work/overtime/sleep deprivation;*
 - *Types of chemicals used; and*
 - *Availability and effectiveness of personal protective equipment.*
 - Form a coalition-led Aircraft Mechanics Safety Committee to deal with AMT's safety concerns industry-wide and carry these issues to the proper regulatory agency. This committee will meet with the airline work groups to discuss and promote

- common to all groups;
- Promote Aircraft Mechanic Safety Committees at each member airline/company.

Political

- Preserve our jobs and secure our future through our collective voice to:
- Stop outsourcing by exposing the poor quality of work performed by OSV's unlicensed, undocumented, and somewhat unregulated (little oversight) workers;
 - Promote industry-wide issues at the local, state, and federal levels; and
 - Use DRIVE, the Teamsters' political action program, and encourage our

Contracts

Set the industry standard for all aircraft mechanics in scope language, wages, benefits, retirement, work rules and health/safety standards.

Organize, Organize, Organize!

Organize mechanics industry wide and set the standard for all aircraft mechanics' collective bargaining agreements!

The Teamsters TAMC promised to be a voice for aircraft mechanics What have they accomplished in the last 4 years?

No TAMC Safety program improvements

United Airlines safety programs in the work areas have been greatly diminished under the Teamsters representation.

No TAMC political legislation passed in four years

In fact outsourcing has increased at both United and Horizon Airlines under the Teamsters!

No TAMC scope contract improvements

No pensions AS PROMISED

No improved scope language - the teamsters signed an LOA at Horizon Airlines and agreed in writing that the teamsters would not to speak publicly against HMV outsourcing!

No TAMC organizing increases

In Fact since the teamsters takeover at United Airlines and Horizon Airlines 3 years ago, mechanics have realized the mistake of teamsters representation and are working to throw out the teamsters union.

FACT THE TEAMSTERS ARE THE MOST DECERTIFIED UNION IN AMERICA.

OVER THE PAST 3 YEARS IBT LOST 65% OF REPRESENTATION ELECTIONS



Negotiations Update – June 18, 2010

The UAL Mechanics Negotiating Committee met this week in San Francisco for contract negotiations with UAL's negotiating team. This was the first negotiation session between the parties since UAL and Continental announced their merger. In anticipation that the merger will eventually be approved, the bargaining parties have agreed to continue their negotiations for a UAL-IBT Mechanics agreement using (as a template, where appropriate) the IBT-Continental Mechanics agreement (including the Tentative Agreements achieved during the current negotiations/mediation). In so doing, the parties are striving to "match up" and align the UAL-IBT and CAL-IBT agreements as much as possible now, in an effort to facilitate future amalgamation negotiations in the event that the UAL-CAL merger is completed.

Tentative Agreements reached on Article 18 - Grievance Procedures & New Article - Arbitration

While engaging in this process this week, the bargaining parties reached two (2) tentative agreements. The first one covers grievance procedures (including discipline) (Article 18), and the second one involves a new article dealing with the Board of Arbitration. Both TAs very closely track the grievance and arbitration provisions contained in the CAL-IBT mechanics agreement, as updated/revised by tentative agreements between CAL and the IBT in the CAL-IBT negotiations/mediation.

The parties will return to the bargaining table soon after the July 4th holiday.

In Attendance for the IBT: Clacy Griswold - Airline Div. Rep., Ed Gleason- IBT Attorney, Paul Alves – Airline Div. Rep.
Negotiating Team: Roger Apana, Larry Calhoun, Dion Cornelious, Bob Fisher, Kevin Giegoldt, Ramon Gonzalez, George Graham, Dominic Gulley, Ken Meidinger, Dave Saucedo, and Harvey Wright.
Business Agents: Dave Elmore, John Hennelly, and Paul Molenberg

In Attendance for the Company: Marcel Delhommeau, Gary Kaplan, Kellee Allain, Anita Davis, Mark Prpich, Kathryn Cassley, Paul Darrow, Mark Papazian

To all SFO Chief Stewards:

During our Monday “Unity Meeting” on November 22, it was requested that we post the number of Articles that were T/A’d off to show the members what we have accomplished so far. I have included below the list of Articles on this page but must remind everyone, that these articles are only TENTATIVELY AGREED TO! So everyone is clear, any one of these articles COULD be reopened during the course of negotiations if they are affected by any other Article in the CBA. Of course at that point, they would no longer be tentatively agreed to!

Articles Tentatively Agreed to:

Preamble

Article I: Purpose of Agreement

Article III: Status of Agreement

Article IX: Travel Pay

Article XI: Vacancies

Article XV: Extended Illness Status

Article XVI: Transportation

Article XVII: Disciplinary Action

Article XVIII: Grievance Procedure

Article XIX: Apprentice Mechanics

Article XX: Safety and Health

Article XXI: General and Miscellaneous

Article XXV: Union Representation

Article XXVI: Savings Clause

New Language: Board of Arbitration

New Language: Training

Articles Discussed But Not Agreed To:

Article II: Scope of Agreement

Article IV: Classification of Work

Article V: Progressions, Examinations & License Reqs

Article VI: Hours of Service

Article X: Seniority

Article XII: Leaves of Absence

Article XXIII: Severance Pay

New language: Layoff and Recall

Articles Still Open:

Article VII: Overtime

Article VIII: Holidays

Article XIII: Vacation

Article XIV: Sick leave

Article XXII: Wage Rules

Article XXIV: Health and Welfare

Article XXVII: Effective Date and Duration

Schedule A: Pay