



TEAMSTERS AVIATION PROFESSIONAL

Newsletter of the Teamsters Aviation Mechanics Coalition

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TAMC Attends Aero Engines Americas Conference



The Aero Engines Americas (AEA) Conference was held on January 29 and January 30 in Dallas. The meeting was an overview of the engine overhaul industry with commentary and panel discussions given by industry experts and analysts. Attending for the Teamsters Airline Division were National Mechanics Coordinator Vinny Graziano and TAMC Chairman Chris Moore. The conference provides a candid look at what is going on in the engine overhaul sector of the Maintenance, Repair, Overhaul (MRO) business. Opening remarks and state-of-the-industry updates were presented by consultants from ICF International, who also covered topics such as “the Flying Fleet,” “Engine Overview and Forecast,” “Mergers and Acquisitions” and “Analysis of Aero Engine Trends.”

Bloomberg Intelligence provided a macro-economic outlook of the industry that included global markets, analysis of geopolitical issues, fleet demographics, oil prices, and financing and investor perspective.

Industry outlook is still strong despite an increase in oil prices. Currently low oil prices incentivize keeping older, less fuel-efficient

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Students from all over Southern California participated in the first-ever Clippers SoCal SciFest, sponsored by USA Science and Engineering. While it was on a smaller scale than the Washington, D.C. festival there was no lack of enthusiasm on the part of the students, their parents or the exhibitors. The event attracted approximately 40,000 to the Los Angeles convention center over the weekend.

The festival kicked off with “Sneak Peak Friday,” a day for school groups only. Thousands of students and teachers stopped by the Airline Division’s exhibit to learn about careers in aviation. The kids were able to watch a time-lapsed video of a Boeing 777 engine change, interact with aircraft parts, test equipment, build Teamster model airplanes and speak one-on-one with pilots and mechanics. The students heard first-hand what it takes to get a pilot or mechanic’s license and how studying math and science while in school will help them achieve that goal.

Saturday’s event was open to the public and drew even more students and families than originally anticipated. A new video loop including a Boeing 747 landing gear swing, tire and brake changes, CFM-56 engine operation animation and Boeing 787 Dreamliner avionics was added. The students and parents were fascinated, with many of them exclaiming “I had no idea!” At one point, the entire booth turned into an airplane building station. Teamster pilots and mechanics were helping the kids build their airplanes while discussing careers, schooling requirements, the cost of getting a license, wages and the huge demand both now and in the future for pilots and mechanics.



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Teamsters Airline Division Represents Labor at the 2019 US Chamber of Commerce Aviation Summit

The annual US Chamber of Commerce Aviation Summit is a discussion by industry leaders about the future of the airline and aerospace industries. Speakers included the CEOs of United Airlines, American Airlines, Alaska Airlines and FedEx Air Freight. Boeing, Airbus, GE Rolls Royce and Collins Aerospace were also represented. They shared their thoughts on industry performance and what the future will hold. Most agree that (barring any major incident) the predicted fleet growth of roughly 8,800 aircraft in North America over the next 20 years is still a good estimate and that the overall outlook is positive. They all also recognized that the shortage of pilots and mechanics is upon us. Many of the panel discussions throughout the day touched that subject.

Secretary of Transportation Elaine Chao gave the keynote address. She pointed to the future and that we are now entering the third great phase of commercial aviation. We started with propellers, and then moved on to jets, and now we are looking at passenger space travel with the Boeing Star-Liner. Vertical integration in personal travel with Uber Elevate and Urban Mobility will take traffic from the streets to the air. The technology is here. Most importantly Next Gen Air Traffic Control must get done in order to continue the growth of the industry.

Teamsters Airline Division Representative and TAMC Chairman Chris Moore took part in a panel discussion titled “Advancing Aviation Manufacturing and Maintenance.” The discussion included the future of training using new technologies, how developments in robotics will aid the workforce and most importantly how to get young people interested in the field. Recent TAMC and Airline Division outreach endeavors were acknowledged, as well as their plans to become more visible to students across the country. The Teamsters’ dedication to workforce development was applauded by the participants. The moderator also talked about TMAP, the Teamsters Military Assistance Program. The panel discussed how it helps to provide a pathway from military separation to a civilian career and TMAP’s role in getting TAMC and the Airline Division involved. The TAMC is leading an effort to provide a pathway for veterans with aviation experience to become licensed A&P mechanics.

“I am very proud of the hard work and dedication shown to our veterans by the TAMC,” said Airline Division Director Capt. David Bourne. “Brother Moore’s focus on behalf of the Airline Division in outreach to our veterans and to our nation’s youth with his tireless participation in STEM programs and schools to promote aviation careers is a testament to the meaning of being a Teamster. Always there, and always reaching out to help the next generation, while never forgetting those who have helped our nation.”

The panel also covered apprenticeship programs, the use of Artificial Intelligence (AI), Augmented Reality (AR) and Virtual Reality (VR) as part of maintenance training, the use of these tools on the job and how they can aid in reducing mechanic fatigue. The need to update the Airman Certification Standard (ACS) skills test, the A&P Exam and the FAA Part 147 school curriculum rewrites were also discussed. Congress mandated in the FAA reauthorization bill a 180-day window for a Part 147 curriculum update. It appears that this is a few years from completion but the ACS test standard will be out sometime this summer. To sum it up, the new test standard will be out years before the schools are required to teach to it and that is putting the cart way before the horse.

The TAMC is honored to have been the representative for the Teamsters and the Teamsters Airline Division at this year’s US Chamber of Commerce Summit and we look forward to bringing your issues to the summit again next year.

SciFest SoCal! *continued from page 1*



On hand for the inaugural event were Airline Division Director Capt. David Bourne and Deputy Director Allynn Allen. Airline Division Mechanic Representatives and TAMC Board

Members Bob Fisher and Chris Moore along with Atlas Air 747 Captains Daniel Wells and Anna Eivor Ivarsson were also in attendance.

“These events are so important as we build our outreach program,” Capt. Bourne said. “Students need the one-on-one conversations with folks who fly and fix aircraft in order to help them choose a career in aviation.”

As part of our growing outreach program, Capt. Bourne commissioned the expo booth. The expo booth enhances the Airline Division’s ability to demonstrate through video and other means the many Teamster aviation careers that exist. We will be using

the booth at events from coast to coast to bring more visibility to the Teamsters Airline Division, the TAMC and the need for future pilots and mechanics.



SOCIAL MEDIA DO'S AND DON'TS

for Aviation Mechanics



If Anthony Weiner and Roseanne Barr have taught us anything, it's that a failure to exercise caution with social media platforms can have a devastating impact on your career. Fortunately there are a number of preventative measures that you can take to avoid having the same fate as them. With that in mind, here are some tips to keep in mind so you can avoid a lot of potentially uncomfortable conversations at work, or worse, end up having to fight to keep your job in front of an arbitrator:

DO: Keep your accounts private: It's normal to want the freedom and flexibility to say whatever you want online, even things that might be considered controversial or unprofessional. Having said that, if your employer can access your social media accounts they definitely will, and in some cases what you put online can be used against you at work. Every social media platform allows users varying degrees of privacy that you can utilize to keep the things you post hidden from your employer, so if you plan on saying whatever comes to mind, make sure that you're paying close attention to what is accessible outside of your friend group, and do not list your employer online. If you do want to keep your accounts public or list your employer online, don't put anything out there that you wouldn't say at work.

DO: Exercise caution when adding co-workers or supervisors as friends: You're probably friends with a lot of people you work with, so it's natural that you're friends with them online. Even if you have a good relationship with your supervisor, if there's a photo of you partying at a tailgate on a day where you called in sick, he or she might take it the wrong way and have some questions for you when you get back. Many people these days keep two social media accounts – one personal and one professional. Another option is to keep one account, but live by the newspaper rule – that is, don't put anything online that you wouldn't want to be associated with on the front page of your local newspaper.

DON'T: Say anything negative about your job or your co-workers online: The barrier between what you say in real life and what you say on social media doesn't exist, because social media is real life. It's best not to talk about your job or your co-workers online at all. If you are going to do it, keep in mind that for the human resources department at most major carriers, bashing your boss or a co-worker online is in their mind the same as doing it to the person's face while you are on the job. As far as your employer is concerned, if air your company's dirty laundry publicly or make something public that they want to keep private, that could be grounds for lawful termination.

DON'T: Use social media on the job. You might think it's cool to take a video for Facebook of your co-worker showing you how he/she won the fastest time in a category at the AMC last year, and it probably is. As far as your company is concerned, however, you're taking videos when you should be working and you run the risk of a disciplinary infraction. There might be times where you want to take photos/videos to promote the craft online, but make sure that before you do that, you get approval from your supervisor.

DO: Familiarize yourself with your company's social media policies. Social media platforms are now an accepted part of daily life and most if not all major carriers have company policies on the books regarding online conduct for their employees, both inside and outside of their bargaining units. Ask your shop steward for a copy of your company's policy and make sure that you are familiar with how it applies to you.

TAMC Attends Aero Engines Americas Conference

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engines in service while increasing the number of engines to be overhauled. This is mixed news for the engine MROs. The work is there, but the industry cannot find enough skilled labor or parts to do it. The scarcity of available parts and manpower is not just a problem in North America, but worldwide. Competition from other industries requiring the same skill set is fierce, and the Deloitte Manufacturing Institute estimates that the manufacturing sector is looking to fill roughly 4.6 million jobs between 2018 and 2028, with an expected shortfall of 2.4 million jobs.

Advancements in new technologies such as virtual reality, augmented reality, artificial intelligence for troubleshooting, 3D printing and robotics are helping to streamline the overhaul process. Hopefully these new technologies will excite young people about a career in the aviation industry. The high demand for skilled labor will require some outside-the-box thinking and outreach in order to attract and retain workers in the aviation industry. Without these new workers the industry runs a serious risk of stagnation.

NEGOTIATIONS ROUNDUP

UPS Air Cargo

UPS aircraft mechanics and related employees at UPS Air Cargo have voted to ratify their newest contract with the company. The contract, which becomes amendable on November 1, 2023, makes UPS Air Cargo mechanics the highest-paid air cargo mechanics in the country by a wide margin.

“We knew if we stuck together and stayed committed to protecting the pay and benefits we’ve earned over decades of hard work, we’d do what many thought was impossible and win big for our families, the future of our company and our customers,” said Teamsters Local 2727 President Tim Boyle. “This contract does just that, along with raising standards throughout the aviation industry.”

Some of the improvements in the contract include an immediate 17.72 percent pay increase, raises each year resulting in a 32.61 percent increase in pay from current rates by the end of the contract and the protection of an unparalleled health care package with no premiums.

“I want to extend my congratulations to the Teamsters Local 2727 negotiating committee. This agreement is the culmination of over four years of long hours, hard work and dedication from them. Their focus on improving the existing agreement and quality of life for our UPS members is what enabled us to ratify this industry-leading contract,” said Capt. David Bourne, Director of the Teamsters Airline Division.

Southwest Airlines

With over 90 percent of the bargaining unit participating in the election, Teamsters material specialists voted overwhelmingly to ratify their tentative agreement with Southwest Airlines.

The ratification vote marks the conclusion of negotiations that first began in September of 2013. The collective bargaining agreement covers more than 300 material specialists that deliver, store and

stock aircraft parts and are members of Teamsters Locals 19, 104, 210, 455, 769, 781 and 986.

The five-year agreement includes 3-percent annual wage increases and a top-out rate of \$35 per hour, the highest in the industry for material specialists. The contract also includes a guarantee that the company will hire more material specialists in addition to a ratification bonus equivalent to 30 percent of each worker’s wages for last year.

“This was a long and tough negotiation, but the SWA Material Specialists Negotiating Committee stood strong to ensure that the members got what they needed in the agreement,” said Teamsters Airline Division International Representative and SWA Negotiating Committee Chairman Bob Fisher.

“I am very pleased that our membership decided to ratify a mutually satisfactory agreement that was reached by union negotiators and Southwest Airlines working cooperatively,” said Capt. David Bourne, Director of the Teamsters Airline Division.

Frontier Airlines

Frontier Airlines mechanics and related classifications have voted to ratify their most recent contract with Teamsters Local 455 by a margin of 96 percent. The agreement will be in effect until March 2023.

“We are thrilled that we were able to ratify such a great agreement for our members at Frontier Airlines,” Local 455 Secretary-Treasurer Steve Vairma said. “Congratulations to everyone who worked so hard to get this contract ratified.”

“Much thanks to all of the workers who voted by a massive margin to implement their latest contract with Frontier Airlines,” Teamsters Airline Division Director Capt. David Bourne said. “The enthusiasm and solidarity that our negotiating committee and Local 455 Business Agent Don Ramsey displayed during negotiations led to the outstanding wages and benefits that these workers will enjoy throughout the lifetime of

this agreement.”

The new agreement contains significant wage increases, including a 15 percent wage increase that went into effect upon the date of ratification, an overall wage increase of more than 25 percent over the lifetime of the agreement, and a \$3,000 signing bonus. Frontier Aircraft Appearance Agents ratified their most recent contract unanimously last year, making this the second Frontier Airlines contract that Teamsters Local 455 has ratified by more than a 95 percent margin in less than six months.

ExpressJet

The union in early January presented the company with an opening offer for a one-year extension that included a 5-percent pay increase (a combination of wage and license premiums) as well as a 10-percent signing bonus. The new management team is getting organized. Our thinking was that we could get you an extension to vote on that would recognize your commitment to stay with the airline during the transition period. At that time the ownership of ExpressJet was in the process of being transferred to Mana Air, LLC. That deal was completed on January 22.

On February 5, Airline Division Director Capt. David Bourne and International Representative Chris Moore spoke with new CEO Subodh Karnik and Vice President of Maintenance Jamie Hill. We reiterated our position that an extension would go a long way toward building the trust that had been destroyed by SkyWest. We also told them that any indication that the company was going to drag out or stall negotiations would result in yet another wave of departures by our most senior mechanics, who have been waiting patiently to see which direction the new management team would take.

We had scheduled a meeting to discuss the extension on March 14 in Houston with the expectation that we would see a counter offer from the company. What we got instead was an email on

NEGOTIATIONS ROUNDUP continued

Sunday, March 11 stating that the company was not going to be available to meet on March 14. When pressed for an answer the union was told that the company is not interested in an extension and

wants to start negotiations for a long-term deal. From our perspective this means opening the entire contract, which creates uncertainty as to how long it will take us to reach an agreement.

We hoped to be sending a more positive update but that is unfortunately not the case. We have tentative dates set up for mid-April and early May and a survey is available at teamsterair.org.

TAMC ONLINE

Check out previous issues of the *Teamster Aviation Professional* at www.teamsterair.org/tamc/newsletter.

You can also find us at aviationmechanics.org and <https://www.facebook.com/theaviationmechanicscoalition>.

To receive the newsletter via email, sign up at <http://ibt.io/tamc-nl>.

