



TEAMSTER AVIATION PROFESSIONAL

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RIZZO-RUPON: THE LATEST ATTACK ON AVIATION MECHANICS

Unions in the aviation field have in many ways been spared from some of the nastier attacks that politicians have levied against organized labor within the last few decades because they are covered under the Railway Labor Act (RLA) rather than that National Labor Relations Act (NLRA). Unfortunately, that might change because of a lawsuit brought forth by the Mackinac Center for Public Policy, a corporate-funded interest group staffed and managed by people who know little to nothing about aviation maintenance.

The Mackinac Center filed the lawsuit, *Rizzo-Rupon v. IAM*, against the International Association of Machinists and Aerospace Workers (IAM) on behalf of plaintiffs Lin Rizzo-Rupon, Noemio Oliveira and Susan Marshall – three United Airlines workers who are arguing that they should be allowed to withhold funding for their union representation, even though they are benefitting from the services of their union. It is a similar argument to one that was made in a 2018 Supreme Court case that went against public-sector unions, *Janus V. AFSCME*. The most likely goal of the Mackinac Center and others who are supporting the plaintiffs in the *Rizzo-Rupon* is for the lawsuit to be heard by the Supreme Court – a ruling for the plaintiffs in this case could have a devastating effect on all

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TAMC Attends American Legion Credentialing Summit

The American Legion Credentialing Summit was held on August 28 and 29 in Indianapolis, Indiana. Teamster Airline Division Representatives Paul Alves and Chris Moore participated as the only aviation labor representatives.

Paul Alves moderated the Aeronautics Best Practices Panel. The panel consisted of Moore, representatives from the FAA and Embry Riddell University, and Dan Akins of Flightpath Economics, an aviation consulting firm. The discussion centered around efforts to help members and former members of the armed forces find a pathway to get their Airframe and Powerplant (A&P) License.

Dan set the stage by explaining the A&P Technician shortage and the panel discussed various pathways that will allow service members to acquire an A&P license. The panel found that although the military has multiple avenues for active duty members to acquire the license, many choose not to pursue it until they get to close to the completion of their duties. The two best options (other than an accredited school) are meeting the time requirement of 30 months, or getting into an apprenticeship program during military service or shortly after. Some have been in an Aviation Maintenance Military Occupation Specialties (MOS), and the panel discussed ways to capture that information for use towards the 30-month FAA requirement. Embry Riddell explained their apprenticeship program, which allows students to enter the MRO system as repairmen. Moore described the development of a supplemental on-line program designed to get folks the education they need to combine with their work experience so they can successfully pass the FAA exam. The online program is being developed for use with apprenticeship programs as well. A senior official from the Department of Defense sat in on the session, and he expressed his appreciation for the work being done for our service members.

Airline Teamsters Improve Benefits at United Airlines

Two recent developments have been great for Teamster mechanics at United Airlines.

The first was when United Airlines SFO Shop Steward John Lauren filed a grievance (with the support of the Airline Division) after the company placed a cap on its obligation to pay into the employee benefit fund. After bringing the grievance to an arbitrator, the Teamsters won.

“Arbitrator Berger has found that United Airlines violated Article 16.G.2.d when it capped the Voluntary Employee Beneficiary Association (VEBA) contributions in 2017 at a total of 1,560 hours per employee,” said Vinny Graziano, IBT National Airline Technicians Coordinator.

“Ultimately, this award will result in hundreds of mechanics being reimbursed for thousands of dollars that the company withheld in contributions,” Lauren said. “This is a massive victory for all of the mechanics at our company.”

The second concerns supplemental insurance – the Airline Division and AFLAC have added a Hospital Indemnity Program (HIP) for United Airlines mechanics which will be available starting January 1, 2020. The HIP will pay members cash for any hospitalization with at least one overnight stay, including those related to workers’ compensation claims. Members can choose between two different plans depending on their needs. The HIP will have guarantee issue, including: no exclusions for pre-existing conditions (including pregnancy); guaranteed issue coverage for all family members, including children up to age 26, and a policy that is fully portable when they leave the company.

“The Airline Division will continue explore different areas of volunteer benefits that meet the members’ needs at a reasonable cost,” said Ken Meidinger Airline Division International Representative and UAL Benefits Coordinator.



For more information on VEBA reimbursement, contact vgraz45@gmail.com.

For more information on HIP for United Airlines workers, contact kenmeidinger@aol.com

Rizzo-Rupon *continued from page 1*

airline unions, not just those who represent members at United Airlines.

Make no mistake, this lawsuit is a threat to passenger safety, the efficacy of the companies that we work for, our ability to address the mechanic shortage by recruiting professional talent and the livelihood of every man and woman working in this field. Mandatory staffing levels, overtime, rules that prevent mechanic fatigue, safety regulations, annual raises and many other benefits that we have

fought for over the course of decades could be at risk with Rizzo-Rupon.

The lawsuit is still working its way through the legal system and it is unlikely that it will make it to the Supreme Court before the end of the session next year. That doesn’t mean that union airline mechanics should wait until then – make sure that you are supporting pro-union candidates on election day to ensure that your elected officials don’t appoint anymore anti-union judges!

Teamster Safety Representatives Participate in National Safety Council Labor Division Conference



Teamster safety representatives participated in the National Safety Council Labor Division meeting in San Diego from September 6 to September 8. Members from Locals 856, 986, 1150, 2727, 455, and 781 were on hand to represent the union.

The labor division meeting is part of the National Safety Congress and a venue for labor union safety representatives from across the country to meet and share information on safety issues that affect workers in their industries. Educational seminars were provided on subjects that included CPR, Fatigue Mitigation Risk Management, and Creating World Safety Culture. Individual unions held caucuses and shared information about how safety can be improved in their workplace.

In addition the meeting, an awards luncheon was held on September 6. Local 856/985 SFO Safety Representative Mike Valladares the Meritorious Service to Safety Award. The Award of Merit was presented to Local 986 and accepted by Business Agent Clacy Griswold. Local 856/985 SFO Safety Coordinator and NSC Labor Division Co-Chair Ralph Ortiz was presented with the Edward Egan Soldier of Safety Award. The EESSA is the most prestigious award presented by the NSC Labor Division. It is awarded to the person who embodies the ideals and guidance that Edward Egan practiced every day in promotion of the safety and health of the American worker. Congratulations to Ralph on the well-deserved recognition!

The next NSC Labor Division meeting will be held in March 2020 in Pittsburgh, Pa. The TAMC would like to give special thanks to Local 455 Safety Representative Vic Austin for providing Adult CPR/AED training.

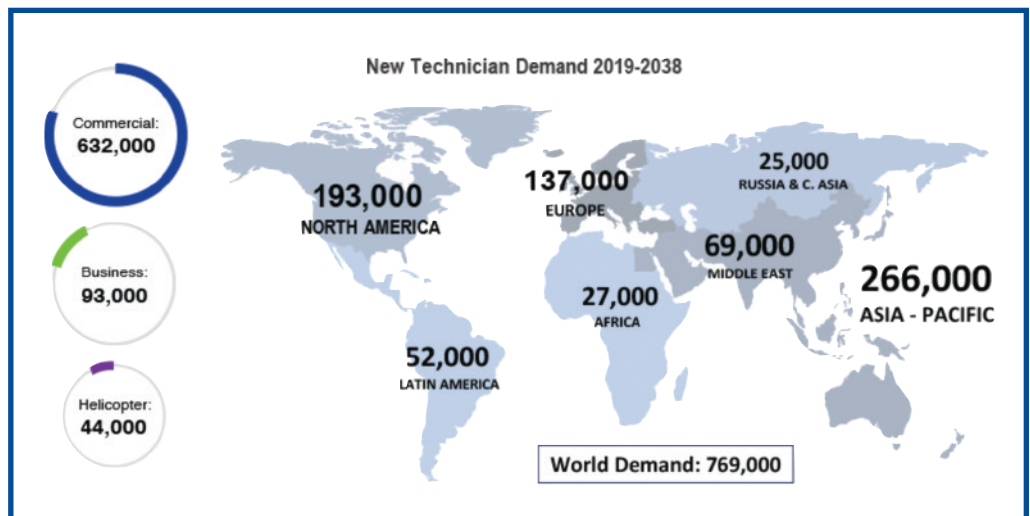
ATEC, Boeing Reports Predict Skyrocketing Demand for Aviation Mechanics

The most recent Boeing Pilot & Technician Outlook Report projections for 2019-2038 show an ever-increasing demand for our skills. The number of technicians needed worldwide over the next twenty years has increased by 15,000 – 82 percent of those will be in commercial aviation, and 4,000 of those jobs will be in North America.

Meeting this strong demand will require a collective effort from across the global aviation industry,” the Boeing report said. “As several hundred thousand pilots and technicians reach retirement age over the next decade, educational outreach and career pathway programs will be essential to inspiring and recruiting the next generation of personnel.”

In addition to the report from Boeing, the Aviation Technical Education Council (ATEC) recently issued its 2018 Pipeline Report, showing that 70 percent of overall (A&P) mechanics take the exam shortly after graduating, a ten percent increase in the past two years. It also shows that the number of graduates

taking jobs outside the industry has dropped significantly from 25 percent to 15 percent. Unfortunately, the schools are only at half capacity, and with fleet expansions and mechanic retirements, we are still behind the power curve.



To learn more, you can read the Boeing report here: <https://www.atec-amt.org/news/boeing-releases-2019-2038-technician-outlook>
 the ATEC report here: <https://www.atec-amt.org/pipeline-report.html>

NEGOTIATIONS ROUNDUP

Allegiant Air

Your Negotiating Committee met with the company on October 1, 2 and 3 at Allegiant Headquarters. The union made passes on Articles 21 (Union Representation), 22 (Union Security and Checkoff) and 24 (Labor Management Cooperation). The company made passes on Articles 24 (Labor Management Cooperation) and 4 (Seniority). A tentative agreement was reached on Article 24. The sessions continue to be positive and productive and we look forward to the next round scheduled for the week of November 4.

Your ExpressJet Negotiating Committee Members are: International Representatives Bob Fisher (Chair); Captain Paul Alves and Chris Moore; Business Representatives Mike Moats of Local 964, Tom Esposito of Local 769, Gregg Vandagriff of Local 104, and Dave Elmore of Local 986; rank-and-file members Collin Coffman (IWA), Brad Yokie (SFB) and Floyd Espinoza (LAS). In attendance for the company was Lead Negotiator Bill Fishburn (Director Labor relations), AAY staff members, Ken Brumfield, Dustin Call, Darren Ridge, Hayden Bardon

ExpressJet

Negotiations resumed under the supervision of the National Mediation Board. ExpressJet agreed with our position that we should work exclusively on economics as it is the single issue that will make or break these negotiations. On Tuesday, September 17, the mediator suggested that we meet as a small group and exchange ideas as to how we could reach a

mutually beneficial financial agreement. Those meetings continued through that Thursday afternoon with very little progress being made.

We are so far apart that we asked the company to put their proposal in writing, which they refused to do, further delaying our ability to get a deal. Your negotiating committee has made it abundantly clear to the company that a wage package that recognizes your skill, dedication and loyalty is the only solution to stopping the attrition that ExpressJet is currently struggling to address. The wages must be competitive enough to attract and retain new technicians. The company has failed on all of these accounts.

The union and the company are scheduled to meet on October 29 and October 30. We will keep you posted on the tone and progress of negotiations.

Your ExpressJet Negotiating Committee Members are Chris Moore, International Representative; Bob Luciano, Teamsters Local 210 Lead Negotiator; Nick Manicone, Airline Division Staff Attorney; Dan Akins, Economist; Frank Rico, Local 19 Business Agent; Gerry Francisco, Local 783 Business Agent; Gregg Niemeyer, Local 783 Chief Steward; Dennis Gibbs, Local 783 Shop Steward; Roger Daily, Local 210 Shop Steward and Arnold Villarreal, Local Chief Steward. Participants negotiating on behalf of ExpressJet are Chuck Halligan, Director of Maintenance; Elizabeth Galbavy, Manager of Legal Services; Neville Randeria, Finance; Tom French, Counsel; John Varley CAO General Counsel.

United Airlines Maintenance Controllers

The United Airlines Maintenance Controllers IBT Negotiation Committee concluded another round of bargaining from September 16 through September 19. With input from an IBT health care expert from Washington D.C., the union passed its latest proposal for health care benefits. Although the company has yet to officially respond, initial indications were positive that an agreement can be reached that would suit the interest of both sides.

The Hours of Service Article continues to be a source of contention. The parties agreed to combine the July/August 2019 tentatively agreed upon paragraphs into the February 2018 full text article, and a pathway was cleared to re-open discussions. Meaningful exchanges lead to significant progress with regard to shift trade enhancements, training, and the overtime assignment procedures. Language for relief controllers was passed at the bargaining table, however, it is still under review by the company.

An updated status sheet was generated by the Union that defines 17 Articles, of which 10 have tentative agreements. The IBT Airline Division expects it to be an uphill climb from here as the parties move deeper into the economics of this agreement. Wages, retirement, vacation, paid holidays, and benefits remain the biggest economic drivers on the table. The parties are scheduled to meet again twice in October and once more November.

Your United Airlines Maintenance Controller Committee is Paul McCormick, Dan Morrissey, Bob Fisher, Kyle Schoembs and Paul Alves.

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>.

