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TAMC and Teamsters Airline Division Provide NTSB Crash Investigation Training for Industry, Labor Groups and Students



The Teamsters Airline Division and the TAMC held Go-Team training at the National Transportation Safety Board (NTSB) training facility in Ashburn, Va. on September 25 and 26. The TAMC, in the spirit of our outreach mission to be open to all mechanics in the industry, provided the training for 21 Teamster Mechanics Safety Representatives from Locals 19, 210, 455, 769, 781, 859 and 986. The training was also attended by three students and one professor from Vaughn College of Aeronautics and Engineering as well as three Mechanics Safety Representatives from the American Airlines unions, the Transport Workers Union of America (TWU) and the International Association of Machinists and Aerospace Workers (IAM).

The class was instructed by John Goglia, a former two-term NTSB member. The class included an analysis of the TWA Flight 800 crash and a

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Teamsters Attend Fall Safety Info Share

Teamster Aviation Safety Representatives from around the country attended the FAA Aviation Safety Info Share meeting in New Orleans from September 18-20. A record 1,100 people attended the conference, including 89 airline carriers, 16 labor unions and eight manufacturers.

Maintenance Safety Representatives from Teamster Locals 19, 210, 455, 769, 781, 856, 986 and 2727, along with Pilot Safety Representatives from Locals 357, 618, 1108 and 1224 were on hand to discuss relevant safety issues with colleagues from all sectors of the industry, including military and manufacturing.

The FAA's Deputy Associate Director of the Office of Aviation Safety John Duncan opened day one with an industry and government panel discussion that focused on safety management systems (SMS) and sustaining our collaborative efforts. Russ Leighton, Director of Safety for the Coalition of Airline Pilots (CAPA) and Safety Coordinator for Teamsters Local 1224, also addressed the audience. Leighton spoke about data collection, how labor is the producer of data, and why it must be protected. Leighton stressed that trust must be established between all three parties when it comes to sharing safety information.

"Labor, management and government must build and maintain trust in order to continue to capture the data that has resulted in our ability to have the safest air transportation system in the world," Leighton said.

Maintenance breakout discussions were provided by industry experts. Presentations included *Mechanic Stress, Non-Compliance, Normalization of Deviance and Human Factors in Failure to Follow Procedures*. Pramod Thomas and Joseph Foley from Local 781 in Chicago did a presentation about Line Operations Safety Assessments (LOSA) and how it can be used in conjunction with Technical Operations Safety Action Program (TSAP).

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Hoffa Addresses Military Pathways Summit



Teamsters General President Jim Hoffa gave the keynote address recently at the Military Pathways Summit in Washington, D.C.

“It is important for us to help our military service men and women transition from active military status to the civilian world,” Hoffa said. “Our programs with the Army and Marines ensure that men and

women with truck driving experience earn their CDL before mustering out. There are many other areas where we can transition their military experience to the civilian world, from health care to pilots and mechanics. They have the experience.”

The Military Pathways Summit included representatives from the Department of Defense, Department of Transportation, Department of Labor, private sector companies, nonprofits and unions to discuss ways to support career pathways and employment transitions for service men and women, veterans and their spouses.

The goal of the meeting is to emerge with an action plan for how public-private partners can work together more effectively to ensure all veterans can access opportunity in the new economy.

“Nearly 10,000 service men and women leave the military each week. These men and women are the heart and soul of our nation,” Hoffa said. “They’ve put their lives on the line for our great country. We must do everything we can to ensure that their transition to civilian life is smooth and that there are good jobs for them.”

Safety Info Share

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As is always the case, there was much discussion surrounding mechanic fatigue. The FAA stated clearly that there will be no forthcoming regulation regarding the issue. They did, however, note that fatigue is a safety risk and must be managed by the individual airlines’ SMS program. To that end, Airlines for America has been working on guidelines (ATA Spec 116) that will be available in 2019. Dr. Katrina Avers lectured on *Cultural Training: Human Factors and Research to Reality: Failure to Follow Procedures*. The basic overview is that safety culture is a major issue and must be addressed. New training material on this subject is available at www.followprocedures.com.

The FAA Aviation Info Share is a biannual event that brings together safety representatives from the entire industry to discuss trends and mitigations. Whether you are new to your safety program or a veteran, the Info Share always provides an opportunity to learn and exchange ideas.

NTSB Crash Investigation Training

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walk-through of the wreckage. Enjoli DeGrasse from the Teamsters Safety and Health Department provided blood-borne pathogen training. DeGrasse also led a discussion of health and safety issues that can be encountered at a crash site and how to avoid them.

The walk-through of the TWA Flight 800 crash site was a humbling experience. The explanation of the science behind the explosion and the painstaking investigation into the cause was amazing. An interesting fact about the crash was that the fuel tank explosion was not an isolated incident; in fact, the industry was averaging one event every 51 months. The lessons learned from this tragic accident resulted in mitigation that eventually eliminated fuel tank explosions.

The diversity of the class provided an opportunity for all attendees to share their collective experience and ideas about aviation safety while learning basic crash investigation.

“I would like to thank all of those in attendance for their commitment to aviation safety, and I’m very happy that you all could participate in this training event,” said Teamsters Airline Division Director Capt. David Bourne. “This collaboration between the three unions and the students of Vaughn College is a great example of airline mechanics’ dedication to improving aviation safety for generations to come.”



PAPERWORK, REVISITED

Recently there has been an uptick in paperwork non-compliance issues. As always, there are numerous reasons why this happens—new procedures, maintenance manual discrepancies and new IT systems, just to name just a few. For these reasons, we have decided to republish an article from our February 2015 Special Edition newsletter. All the principals remain, and we hope that this article is helpful in reminding you of the many moving pieces required for proper maintenance procedures and documentation.

As aviation maintenance professionals, we all know that no matter what we do on the job, there will be paperwork involved. Regardless of whether we are working a job, reading General Maintenance Manual (GMM) revisions or doing recurrent training, there is a paper trail attached to every aspect of our jobs.

Airlines are constantly upgrading information technology, adding new fleet types, changing GMM requirements and morphing maintenance programs. The deluge of information and paperwork changes can be maddening. It causes confusion and frustration, which can and has led to Federal Acquisition Regulation (FAR) Violations, FAA licensing action, discipline and in some cases even termination. Experienced mechanics can look at a maintenance issue and many times have the solution in front of them before even glancing at a piece of paper, but therein lies the problem.

Regardless of the scope of the work, documentation is essential. You must know your airline's paperwork and procedure

requirements and follow them. If there are discrepancies, bring them to management immediately. Double check. Is the part you are installing effective for the tail number you are working on? Do you have the correct manual references for the job at hand? Are there "lock out, tag out" procedures? Does the job you are performing have GMM procedures that must be followed along with your maintenance manual reference? Is there special tooling or equipment required for the job, is it in good working condition and are the calibration dates still good? All of this happens before you even pick up a wrench.

Even with the best of intentions, oversights can still happen. If you cannot perform the job as written, DON'T. If you don't have the proper tooling, don't improvise. Document your work every step of the way. Don't take short cuts. Don't sign for work performed by another mechanic. Remember, if you sign for it, you own it. Report all procedural discrepancies to management and use the ASAP program at your airline to report it. Most importantly, if you become aware of a mistake and you can't correct it, report it immediately and fill out an ASAP report.

Many of us have been in the industry for two or three decades. We have seen and adapted to the constant changes in technology on the aircraft we maintain. Along with those change come the ever evolving paper trail which we must adapt to as well. Pull your paperwork, follow your paperwork, question your paperwork if it appears discrepant and above all, protect your license.



TAMC Attends Local 210 United Airlines Shop Steward Training

The TAMC was invited to present at a training for United Airlines' Dulles Airport shop stewards on August 30. Local 210 Business Agent Vinny Graziano opened the day and addressed the class of new and veteran stewards by letting them know how important their hard work is, and that Local 210 values it greatly.

Attorney Josh McInerney walked the stewards through grievance handling and representation. He emphasized the importance of getting the grievance filed correctly from the beginning, not missing deadlines and thinking about it as a document that may eventually result in an arbitration.

Southern Region Training Coordinator Iliana Flores provided a Steward Roles and Responsibilities questionnaire. The questionnaire was designed to, and did, drive a discussion to help stewards understand their rights and responsibilities.

Richard Edelman educated the class

on the history of the labor movement and the Railway Labor Act (RLA). The lecture was invaluable as it brought home the fact that labor is constantly under attack, and the rights we enjoy today were earned on the backs of our predecessors in labor. The result of our predecessors fighting and dying are the laws and protections that we have today.

TAMC Chairman Chris Moore joined Edelman in an explanation of the Teamster License Protection Program (LPP). The LPP is provided for members who receive a Letter of Investigation from the FAA. Moore also provided a presentation on the history of the Aviation Mechanics Coalition (TAMC) and its transformation into a non-profit. Current and future programs such as outreach to students and helping veterans obtain an A&P license were also discussed.

The training was interactive, with many questions asked and answered. The stewards found it very informative.

NEGOTIATIONS ROUNDUP

Allegiant Air

The IBT Allegiant Mechanics Negotiating Team met on from August 20-22 to finish putting together the framework of what will be the first Teamster contract for Allegiant mechanics. We were able to complete the framework and have scheduled meetings with the rank-and-file negotiating committee members on October 23 and 24 to begin crafting the language we will use in face-to-face bargaining with the company. Once we have prepared our documents, we will schedule meetings with the company's negotiators and begin the process of collective bargaining. We are excited to be moving forward and appreciate your continued support as

we negotiate your first contract.

United Airlines Maintenance Controllers

As an update to the status of the new controllers agreement at United Airlines, unfortunately we were unable to meet in August, and the same was true for September. This happened for a number of reasons on both sides of the table. We are scheduled to resume in the full last week of October. To be clear, we are into the economics of the package and that phase generally takes longer under RLA bargaining. The table is set however for the industry comparisons. We, like the pilots and mechanics, will be compared to American and Delta. We

know what is being offered at American, and thanks to the rank-and-file committee members, we now have an accurate picture of Delta. The committee understands the frustration of the rank and file, but we believe this process will conclude within in the next several months with a package that will be acceptable to the group.

ExpressJet

The Teamsters Airline Division filed a letter of intent to open negotiations for the ExpressJet mechanics and related employees on September 4. The union and company leaders will be meeting on October 31 to lay the groundwork for negotiating the next collective bargaining agreement.

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>.

