



Business Agent Report

February / March

By: Paul Molenberg and Rich Petrovsky

Fourth Step Grievances

So far, we have had (four) 4th step grievances out of SFO that we have needed to schedule for arbitration hearings. Conversations with Labor Relations prior to the hearings had resulted in settlements for the first two of these cases:

- The et al Business Education Training (BET) grievances which resulted in 4 hours of overtime pay for the 56 grievants.
- A member who was paid "N" time as well as ANP for what should have been "I" time pay. This case resulted in a very favorable settlement.

On Feb. 10th we had a case that was set for an arbitration hearing, but it was agreed upon by all parties to change it to mediation. With both sides working toward a settlement in this mediation case, an agreement was finally reached. This was for a Mechanic who was separated after exceeding the 3 year limit on Extended Illness Status. As the mediation progressed, both sides made proposals and counter proposals until finally reaching a settlement. Although he is not coming back to work, the settlement will pay him \$105,000.00 as well as retiree flight benefits. He was completely satisfied with this settlement.

Mediation was held on March 11th for another EIS separation case. Unlike the previous case, this case had circumstances that made it more difficult to get a favorable settlement. The last and final offer from the Company was not what we had worked towards, and is still under consideration by the grievant.

This has been a good track record for us so far, and is much better than that of the previous union representation, which had only suffered losses in arbitration. We will continue to push unsettled cases to arbitration, but our hope is to continue to settle disputes at a lower level whenever possible. This is the way the grievance procedure was intended to work, with several steps in the process that afford an opportunity to settle the dispute.

Third Step Grievances

Most of the cases we have at the BA level are at the 3rd step. We have been settling some of these, even as new cases are being appealed from the 2nd step to the 3rd step. However, our overall grievance count is going down. Of the three 3rd step reviews that we had reported on in our January BA report, one resulted in the employee returning to work, one is close to a settlement that would bring the individual back to work, and the other needed to move on to a 3rd step hearing, which occurred on March 5th and is awaiting a decision from Labor Relation's hearing officer.

Panasonic Grievance

A third step hearing was held for the Panasonic grievance on February 24th. We had presented a strong case that elaborated on the fact that we are not getting trained to work on the Panasonic in-flight entertainment system. The Collective Bargaining Agreement clearly states that we shall be given an opportunity to become familiar with new equipment put into service by the Company. This is contract language that is decades old. It was put into place to ensure that we are trained to work on all of the systems on all of United's fleet types. We are currently waiting for a written decision from this hearing.

Steering Committee

The steering committee met again on February 11th and 12th at Local 856 in San Bruno. We continued the process of making proposed improvements and additions to our template of the non-economic contract articles. Although we have many differing opinions and viewpoints from the representatives from around the system, we are always able to reach a consensus with the knowledgeable guidance of the Chairman of the Steering Committee, Clacy Griswold. Clacy's years of experience in negotiations are a benefit to all of us. This thorough and cooperative work is unlike anything we have had before, and is a refreshing change from the lack of leadership along with infighting between the locals that we had seen with the past representation.

Other notable events:

- On March 10th, Airline Division Director David Bourne served UAL an official notice to open negotiations for our Collective Bargaining Agreement.
- On March 13th and 14th, the 11 rank and file members of the Negotiating Committee will be at Local 856, attending the "Negotiating to Win" educational training sessions,

which will be presented by the International Brotherhood of Teamsters Leadership Academy.

- The steering committee will be meeting for the entire week of March 16th through the 20th, with the goal of completing our template for the non-economic contract articles before negotiations begin.
- April 14th is the date that has been set for the Negotiating Committee to have our first meeting with the Company, which will include a presentation from the Company.

GQ/PV

While meetings continue between the Union and the Company representatives over United's desire to outsource GQ and PV maintenance, rank and file union members from GQ/PV continue meeting weekly via conference calls with Airline Division Representative Clacy Griswold and our IBT economist Jim Craun. While Clacy and Jim review the Company's information and proposals, our rank and file members, who know the work intimately, are giving their input to ensure the company takes into account all aspects of the work we perform. To paraphrase what was stated in a letter from Teamsters Airline Division Director David Bourne, the Teamsters Union "in the strongest terms" opposes outsourcing of any of our members' work or their jobs! It is important to note that the Company is at the very least talking with the Teamsters Union. The outcome from this is to actively seek other alternatives to not only keep the work in house, but possibly bring work in, even during the down turn in our economy.

Outsourcing Committee

The Company has been officially notified of our intent to enact the CBA Letter of Agreement 87-7 M, which establishes a Committee to review instances of subcontracting that we believe could be done more efficiently or economically in-house. The Committee will be comprised of an equal number of Union and Company representatives. The following volunteers will represent the Union: Bill Sorrell SFORQ, John Korinek SFOOV, Kevin Giegoldt ORD, and Phil Steward SEA. We are currently awaiting the Company to select their representatives. VP Jim Keenan has stated that they will comply with the contractual Letter of Agreement through participation with this Committee.

In order to expand on this Committee and make it meaningful, an outsourcing subcommittee has been established which includes key people from the various work areas. The intent of this subcommittee is to aid the 87-7 Committee with information and to be a conduit for information from the floor. As soon as everything is established, we will provide a list of everybody that is involved with the Committees.

CIC's

Our proposal to establish new CIC positions is still under consideration by the Company. It has so far been an acceptable proposal, but they have a couple of concerns which are being ironed out. Also at issue is the amount of work hours that will be devoted to LEAN. As soon as we have an agreement, we will expedite the election for these positions.

DRIVE

During the month of April, you will begin to hear us talk more about D.R.I.V.E. This is the Teamsters political action program which stands for Democratic – Republican – Independent – Voter - Education. D.R.I.V.E uses its member’s monthly contributions to pay for Teamster membership education, as well as legislative expenses used to obtain the support needed to push legislation that is important to Labor.

Stimulus Bill

While the Stimulus Bill was finally signed by President Barak Obama, amendment 185 to place a moratorium on the outsourcing of our work was not included in the package. However, the Airline Division Board of Directors is meeting with the Jack Albertin political strategies group to continue working towards the passage of the FAA Reauthorization Bill. This bill has been through the preliminary hearings and is waiting on approval of the House of Representatives and then the Senate.

The Stimulus Package does however grant an extension of Trade Adjustment Assistance (TAA) benefits to service sector workers and to workers affected by off shoring or outsourcing to other countries. Because of these changes, we are once again filing an amended application for relief with the Department of Labor.

This is the time to be involved, to stay informed and to continue staying in touch with the Stewards and coming to meetings to get your answers! Avoid the rumor mill and strengthen your support in the Union that is working to represent you through these turbulent times and the negotiations ahead!