



LOCAL 562
AIRCRAFT
MAINTENANCE / STORES
Boston Title II

TRANSPORT WORKERS UNION

AFL / CIO

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March 20 Membership Update

3/20/09

-Maintenance standards meeting

On March 4&5 Chuck Schalk and I attended the newly reinstated "Maint Standards Meetings" at the request of the International. Apparently the meetings were cancelled for a period of time due to the fact that it seemed that issues that were brought forth for corrective action, issues concerning operational difficulties and safety concerns, weren't addressed. With some of the changes in top management it was decided to give it another try. On the 4th the union met internally to discuss and finalize the Union agenda, we met with the company the following morning at HDQ and the meeting proceeded as follows:

Opening Remarks	Romano /Videtich	10:00-10:10
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-Basically stating the purpose of the meeting

BOD Presentation	Romano	10:10-10:30
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They showed a powerpoint presentation highlighting the structure of M&E.

Carmin Romano

Fred Cleveland -VP Base Maintenance Bill Cavet -Engineering Ken Durst-VP Line Maint

They touched on the new policy of 100% verbatim, the desire to run overhaul, Line and Engineering as "One Maintenance Team", Supply Chain problems and the upcoming ACEP audit.

The M&E Budget (\$2.3 billion) was approved, the entire headcount for M&E is 13500, 10300 in the TWU, we have three OH Bases with 9000 employees and 4500 M&E employees on the line. We will be running two mod lines for winglet installations until 2010. That said the company says there will be workload challenges in 2009 because we had a 7% reduction in ASMs and a 4% reduction planned for 2009 in man-hours along with a reduction in 3P work.

D0 Initiation Update	Romano	10:30-11:15
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While Mr Romano expressed his satisfaction with the performance of OH he said quite frankly that our performance on the line "Sucks".

Mr. Romano stressed that our "D-0" performance was unacceptable and he wanted a commitment from the representatives on the line that we would do everything we can to encourage our members to make our performance number one in the industry. I could not make such a commitment since I felt that such commitments must be mutually beneficial and as long as the company does not want to make us number one in pay and benefits, which they have made abundantly clear at the negotiating table I could not in good conscience ask my members to work any harder or give any more of themselves than they currently are, despite the thinly veiled threats.

Mr. Romano added that he too came from the New York area so he knows the difficulties we face but pretty much added that if we don't like our pay at AA that we should just quit. I doubt that Mr Romano has any inkling of what we face. He left New York at a time when our wages were at par with cops and schoolteachers, we had paid holidays and a whole list of benefits we no longer receive. His New York experience was completely different than ours. When he left New York the choice was: live well in New York or live extremely well in Tulsa.

Ken Durst spoke after Mr, Romano. Ken Durst recently replaced Danny Martinez as the head of Line Maintenance. His presentation addressed some of the line performance issues and how the company was dealing with them. He stated that it takes approximately three days to recover from a snow event, that there is only a 16% accuracy rate in predicting where an MD-80 will end up and that 633 SICS that were sent out to the line(to help cut short OH turn times) would be pulled back to the bases. Other topics covered is the creation of a "Top 20 Items" list to address the most common causes of delays and take preventative measures the step up of I checks to maintain 757 interiors until they start changing over the interiors in mid year 2009.

JDA Initiatives update

Pfeifer

11:15-11:45

The company hired JDA, a consulting firm to audit M&E after the MD-80 wiring incident last year and discussed their recommendations which included making the entire M&E department an FAR Part 145 repair station and more robust initial and recurrent training. (My personal opinion is this is a ruse to help usher in OSMs on the line).

ACEP Audit

Sterling/Crow

11:45-12:15

Peggy Sterling was next. Ms Sterling spoke of the impending ACEP audit (Air Carrier Evaluation Process), which will start in April and should be done in six months. All the data collected will be entered into the ATOS(Air Transportation Oversight System) data base.

The audit was initiated by Congress.

Ms Sterling was followed by Bill Crow. Mr.Crow came to AA from the FAA. Mr Crow went further in depth on the ACEP audit. He stated that three things precipitated the audit

1-FAA looking at AA due to non-compliance issues (MD-80 wiring etc) and that the FAA may lack confidence in our ability to run a safe airline.

2-Pilot group bailing out of ASAP (due to company wanting to discipline pilots who file ASAP reports)

3-The increase in the amount of LOIs issued to mechanics at AA 180 for the system last year- for non-conformity and non-compliance.

Mr Crow elaborated on the purpose of the ATOS data base which is shared with the Senate SubCommittee on Aviation and how "there are people on Capitol Hill who believe that AA does not have the mindset to maintain safety". He felt that, from his experience that the FAA has already identified items they have great concern over, the audit should start on April 1st when the FAA inspectors will meet in DFW then go out to the various line stations where they will make and document their observations. Mr. Crow went on to state that if the FAA finds things that fines will likely be the result and seemed to imply that those costs would likely result in further headcount reductions. While I certainly hope we come out of the audit well I find this claim incredulous. If the FAA fines AA its doubtful that the FAA would consider shrinking the manpower as a corrective measure. Twenty three years ago a huge wave of hiring started after several airlines did poorly under a similar FAA audit.

Basically the union came to the table with questions and suggestions such as the company's heavy handed CBT on Uniform Policy, the lack of vehicles as a component to delays, the status of VBRs with the reduction in headcount that the new budget calls for, the fact that CBT time is not computed into manning, incorporating safety procedures into the Maintenance Manuals, class II expansion, the Grievance docket, the solicitation of more 3P work, maintenance push backs and the next meeting date. The company gave various presentations including one that they said they recently presented to the BOD. This presentation showed the structure of AA M&E organization.

In concept, and under a ratified agreement, I can see the merits of such meetings. Having a structured forum where the various union reps can meet with management can be productive and provide an avenue to address concerns that were unable to be resolved locally. In practice however it seems to be a forum where management tries to negotiate productivity improvements without any quid pro-quo for the union and its members.

-M&R Meeting with mediator

On March 11 through the 13th I was in Dallas for our first meeting with Mediator Jake Kane. We met privately (union only) with him and his Supervisor Zachary Jones (Senior Mediator) on March 11. He gave us a brief Bio, fortunately it was a little more in depth than what's displayed on the NMB website. He's a widowed Grandfather who owns a "dog and a pig" and resides in Springfield Missouri. Since 1968 a lawyer by trade, he's worked in Labor Relations, owned his own FBO and possesses a pilots license. He's also a marine.

He gave us a brief history of the RLA and its mandate that that the two parties make "every reasonable effort" to resolve the dispute for which the NMB was called in to mediate. He expressed his belief that the best way to resolve a dispute was to "bring it to a head as soon as possible". He stressed that the purpose of the RLA was to stop interruptions to commerce and that ultimately that was what his purpose was, to get us to come to an agreement, not to get us a fair contract. He acknowledged that back when the law was written that labor entered into a deal with the devil. By this he meant that the law is biased against us, that assurances that were granted to the workers back when the law was introduced have since been stripped away, leaving us in an unfavorable position, that said his job is to uphold that law.

On the 12th the Negotiating committee met internally and worked on some issues such as a newly organized negotiations website which is still in the works but is available for viewing at <http://negotiate.twu.org>.

On March 13th we had our first mediation "Conference" at the ATD office. This is where the Mediator, the union negotiations committee and the company all come together for the first time. At this meeting we reviewed the open items which we were unable to close with the company. The company presented their versions of what and why they wanted what they did and the union-Don Videtich, presented our version. The presentation went well with our side giving direct clear answers while the company hid their intentions behind words like "flexibility" and "competitiveness". Our next Conference is scheduled for April 13-17 in St Louis, MO.

-Stores table position

On March 16-19 Steve Gukelberger and several members of the Stores sub-committee of the Joint Negotiations team put together their presentation to Mediator Terri Brown of the Stores "table position". I joined them on the 17th to offer them what assistance I could. We will release the results of our efforts next week after we present them to the mediator. Thankfully Chuck Schalk and Harry Charalambous were able to run our scheduled membership meetings in BOS, SJU, EWR and PHL. I would also like to thank the members in those stations for their tolerance of my absence.

-Pending -Stores Mediation "Conference"

On Monday March 23 Steve Gukelberger and I will be taking part in the joint negotiations meeting where our table positions will likely be a source of intense interest. The Stores table positions are somewhat different than what was roll called into place at the failed "Super Session" last December but there have been some critical changes in the makeup of the committee since then. Notably in ORD. From what I was told the extremely concessionary deal, that luckily fell through, was driven into place in large part through the efforts of the prior President of ORD. Now that there is someone with a different mindset in that position hopefully the result will be a more livable table position at mediation.

Fraternally;

Bob Owens

President Local 562