



## AIRCRAFT MECHANICS FRATERNAL ASSOCIATION LOCAL 14

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### Alaska Airlines Airline Representative Update

November 2009

#### Disciplinary actions:

We've had one disciplinary action in the last month. Resulting in time off, it is currently in the appeal process. We have one pending potential disciplinary action involving alleged improper sick leave usage, the individual is currently withheld from service with pay pending the completion of the Company's investigation. Remember that when a disciplinary action occurs there is always a great deal of rumors surrounding it. The Contract Committee is very limited in the amount of information that we can reveal specifically related to any given case. Keep in mind that there are always circumstances around any event, and although you may hear that someone was disciplined for some petty reason, there's always more to the story. Your Contract Committee is on top of each of these issues and will provide any needed information to assist the membership without reference to a specific grievance or individual.

#### Grievances:

We currently have 38 open grievances on a variety of issues. Some of the current grievances being worked are:

- Overtime bypass
- 16 grievances related to Menzies performing walk arounds/ice checks.
- 2 disciplinary appeals related to missed circuit breaker resets.
- 3 related to the termination
- Improper shift realignment.
- Management performing our work
- Trade day issues related to overtime

Wins:

- Overtime bypass
- Management performing our work, towing aircraft

With Kurt Kinder, the Company's hearing officer, being on jury duty for the last couple of weeks it has slowed the second step grievance process down by limiting the number of hearings.

#### Arbitrations:

- As I stated last month, we were approached by the Company with an offer of settlement on the Menzies walkaround grievances. They have offered to return our walkarounds in the form of,

what they term “Maintenance Arrival Process”. We are waiting for Kurt Kinder to return from jury duty to discuss the details of the offer.

- We have set six arbitration dates for next year. Unfortunately, the arbitrator canceled the last arbitration date for 2009. After requesting further dates from our panel of Arbitrators, it has been determined that there are currently no available dates for the remainder of the year.

## **Announcements**

**Alternate Schedule LOA:** We have had several meetings with the Company regarding the possibility of opening new stations per our newly ratified Letter of Agreement. The Company has taken a reluctant tone even when cost savings are clear. We are continuing to apply pressure with the goal of opening new stations.

**Hawaii update:** We have been informed by the Company that they will be putting any potential Hawaii stations on hold until next year. This is contrary to discussions we had just last month, and we’re continuing to follow up on this.

**Furlough update:** We have reviewed the Company’s staffing list, and are currently arguing a number of questionable names and situations. The names in question will mean the difference between individuals being able to bump to preserve their jobs, and furlough to the street. The best way to put pressure on the Company to retain these individuals is to stop working overtime, take time off and spend it with your families. This will clearly show the company where they are as far as available manpower.

**Shop Representatives Training:** We will be sending out an email to all our Shop Representatives giving them the option of several dates.

**ASAP/Safety and Compliance:** We had a meeting with Ben Minicucci , Fred Mohr, Tom Nunn, and Kurt Kinder regarding the current state of our ASAP program. At the conclusion of this meeting it was agreed that the Company’s approach to the recent unaccepted ASAP reports was inappropriate and inconsistent with the ASAP program as well as the principles of Human Factors. The Company has committed to having Safety review any unaccepted ASAP to determine if the event does indeed fit within the guidelines of the ASAP MOU. We will be meeting with the FAA shortly to discuss these issues with the goal of getting the ASAP/Human Factors program back on track. Again I can’t emphasize enough to double check your own work, ask someone else to double-check your work, and above all watch out for each other. If there is any question about a specific aircraft, go to the Technician or Lead that were assigned to that aircraft first.

## **Station visits/trips**

Over the last month John Pollom and I visited Portland for an all shift station visit, and I attended the Joint Advisory Council meeting in Dallas Texas.

Fraternally,

Timothy Cullen  
Airline Representative  
AMFA Local 14