



CAL Fleet Service Update

WWW.CALFLEETSERVICETEAMSTERS.COM

As our committee meets to put together our first Teamster contract and a merger unfolds, many of us are wondering what will happen going forward. How does it all fit together? What should we expect?

The Road Ahead: Mapping the Next Steps

STEP 1:

Negotiate Our CAL Contract & Build Our Teamster Union

- We are covered by an interim agreement;
- We are currently negotiating our first contract;
- We are working to build a strong shop stewards system, communications network and an overall strong fleet service workers union.

STEP 2:

Election

- **A representational election will take place** where the CAL Fleet Service and UAL fleet service workers will vote on the union that will represent the combined group.
- Choices on the ballot will be the Teamsters, the Machinists and No Union.

STEP 3:

New United

- The winning union will negotiate an entirely new contract to cover the newly merged group of employees made up of the former UAL and CAL workforces. **New Company, New Workforce, New Contract!**

Remember, the law is very clear...

- ✓ No one will automatically fall under the UAL Machinist's agreement;
- ✓ No one will automatically fall under the CAL Teamster agreement;
- ✓ A new contract must be negotiated for the combined CAL—UAL group; and
- ✓ Nothing changes at this time for employees. CAL workers

continue "as is" and do not do UAL work or operate under UAL work rules until after the combined contract is negotiated and ratified. Similarly UAL workers continue "as is" too.

These steps offer CAL fleet service workers a very unique opportunity to raise our work standards because we will be negotiating two contracts back to back. But we must keep ourselves informed and engaged with our Teamsters Union to make it happen.



EWR Worker Talks About Co-Workers' Struggles

Jeanette Atilles, a five-year fleet service worker in Newark, New Jersey (EWR), talked about her and her co-workers' struggles in front of more than 750 Teamster women from throughout North

America at the 10th annual Teamsters Women's Conference in mid-September.

Atilles talked about the organizing campaign and worker anxiety.

"We work in a hard industry for a tough company," she said. "The airline industry is one of the most unpredictable. Companies come and go. Mergers and buyouts are common. It can be hard to feel secure."

Atilles discussed the pending CAL-UAL merger. However, because fleet service workers are now Teamsters is a big help as the merger moves forward, she said.

"No union has protected aviation workers better than the Teamsters," she said to enthusiastic applause.



Unique Opportunities Are Knocking On Our Doors

We are all faced with an interesting time in our aviation careers. We all must look at this scenario with eyes wide open as the pending merger

between CAL and UAL is a reality. We must recognize this time for its unique opportunity to improve our working lives.

By successfully becoming Teamsters, we are guaranteed a seat at the table during this time and will also be able to take advantage of two great opportunities, if we so choose. The opportunities are to sit down as an equal partner with CAL to negotiate our first contract and to then negotiate with the newly merged company. This gives us power and opportunity that we have never seen.

Let's set the record straight from the beginning: we are currently working under the guidelines of an interim agreement with CAL that provides for a way to administer and resolve disciplinary grievances. We are also, with the help of our Teamsters Union, currently negotiating with CAL over all aspects of our

working lives. We are confident that this will end in a written, binding labor contract.

Meanwhile, we will soon be faced with having an election for representation to determine what union will represent us with our new employer—the newly merged United Airlines. Since the fleet service workers at United are currently represented by another union—the Machinists—we will have to follow a different course from our co-workers in maintenance, where both UAL and CAL employees are represented by the Teamsters.

Once we get past the election process and we choose the Teamsters once again as the representatives for the fleet service workers, we will sit down and negotiate a new contract to cover the new workgroup at the new employer, Continental-United Airlines.

Sincerely,
Gary Welch, IAH
Negotiating Committee Member



We Want to Hear From You!

A Letter from Teamsters Airline Division Director Capt. David Bourne

Meetings with CAL Fleet Service workers across the nation, including IAH, JFK, BOS, EWR, ORD, DFW, LGA, have been initiated by the Teamsters

Airline Division. The goal is to hold meetings at all CAL Fleet Service stations in order to have an open discussion with honest feedback on numerous items concerning the CAL workforce.

The meetings were originally discussed and set up to gain a six-month perspective of Teamster representation since the historic election win of the CAL Fleet Service workers. During that time, the Fleet Service workforce has been faced with an upcoming merger between CAL and UAL which has given a new wrinkle to some of the meetings.

Topics ranging from pay, pensions, the UAL/CAL merger, and contract negotiations to name a few, have been discussed. This report card series of meetings have shed light on some worker concerns. One such concern being answered is the re-establishment of a newsletter. Workers who have spoken up throughout the system want more Teamster communications, so the union is kicking off a number of initiatives that will help, including:

- Establishing a CAL Fleet Service Communications Committee;
- Holding national conference calls; and
- Establishing a worker hotline, which is (877) 589-4951.

One very important thing to remember about communications is that it is a two-way street. We need to hear from you and that was one reason for holding these meetings. The Teamsters are very serious about working with you to build a powerful union at CAL and the newly merged airline and need to hear from you. If you can't get to a meeting but want to provide feedback or get involved, call the hotline number at (877) 589-4951.

More meetings will take place across the nation over the coming months to hear your concerns and answer questions. In the meantime, enjoy this update and share it with your coworkers. Remember, your opinions and feedback matter greatly.

Sincerely,
Captain David Bourne



A Message About Communications

From Victor Hernandez at IAH

My name is Victor Hernandez and I'm a 10-year CAL employee. I've spent four years at IAH and was in EWR for six years.

I am among 20 or so workers at IAH who have joined our communications committee. I have gotten involved because we need to step up and be active. It's a crucial time for our union. We need to share information among our co-workers about what is going on. It's our responsibility to let our co-workers know that the

union is "us." We cannot expect other people to do everything—we need to get involved.

To my co-workers at IAH who are interested in helping with communications, please call me at 832-885-8548 or email me at victordhernandez@gmail.com.

If you are at other stations, call your business agent to join a communications committee or the hotline, (877) 589-4951. (In addition to the list in this newsletter, a list of telephone numbers is listed in the "Contact Us" section of the www.calfleetserviceteamsters.com website.

Website, Hotline

To stay informed:

- Visit calfleetserviceteamsters.com;
- Call the hotline, (877) 589-4951; and
- Contact the business agent from your station (see list in this update).

If you are interested in getting involved in helping to build a strong CAL fleet service union please contact the hotline and leave us a message—we will get back to you soon.



Understanding Contract Negotiations

A Message From Your Negotiating Committee

The Teamsters Union is the strongest transportation union in the world, with a well-deserved reputation of negotiating strong agreements for its members. The Teamsters Union is well known and respected for fierce representation of these same industry-leading contracts.

When a subject is talked about to both parties' satisfaction and an apparent agreement is reached, that subject is said to be a tentative agreement, or TA. Once all the items on the table are discussed and the parties believe they have tentative agreements on all the subjects, the entire "TA'd" contract is brought to the membership for examination, discussion and put to a membership vote. If the TA'd agreement is approved, it is considered "ratified by the membership." The contract then becomes the agreement you will work under for a designated period or "term of the contract."

The Teamsters apply a formula to reach strong contracts that includes:

- Polling workers for their priorities for a contract;
- Utilizing a worker committee aided by professional airline expert negotiators and attorneys to negotiate and put together the contract; and
- Bringing an entire TA'd agreement to the membership for a vote is the time-proven process that has gained the Teamsters its reputation for strong agreements for their members.

The negotiating committee has scheduled two weeks of meetings in Houston with CAL management during the month of October. The dates of October 11-15 and 25-29 have been set aside to continue negotiations. Non-economic items (language, grievance procedures, arbitration procedures, seniority) are usually always the first items discussed. We have high hopes that much will be accomplished and we will give updates and reports as the process moves forward to an agreement. **During the week of October 11th, the union and CAL were able to reach another tentative agreement covering job classification. We also made progress on the articles covering hours of service, filling of vacancies, reduction in force and recall.**

During the last negotiation meetings in September, tentative agreements were reached on these items: grievance process, seniority, sick time. Discussions around discipline policies for cell phone usage, FI/FO, and duration for discipline letters were also held.

Sincerely,
Your Negotiating Committee

Our Interim Agreement

To address issues of discipline during the time we are negotiating our first contract with CAL, our Teamster leaders successfully reached agreement with the company with regards to an interim grievance procedure including arbitration as well as a process to gain access to company property for our representatives.

Under the agreement, which is available to you through your local union and is posted at www.calfleetserviceteamsters.com, the company will recognize union officials and stewards designated by the Teamsters with respect to investigations and hearings

that may lead to discipline, discharges or appeals.

Also, designated union representatives who are actively employed as agents by CAL will have access to company property to investigate grievances or other matters directly connected with the discipline or discharge of fleet service agents.

The Teamsters now have bulletin boards provided for communication purposes. Check out the bulletin board at your station for the latest information. The boards will soon be marked as Teamster Fleet Service boards to help avoid confusion.

Who Do We Call?

Now that we have formed our union with the Teamsters, we are now represented by not only our International Union and the Teamsters Airline Division, but by our local unions and local business representatives. Our locals are now our first contact when questions or concerns arise. Listed below are our stations, our locals and our representatives contact information. If you have questions, concerns or want to get involved please call!

- **IAH, MCI, AUS, DFW, LRD, MFE, MSY, OKC, SAT, TUL**
Contact Local 19, Chris Moore at 202-409-6038 or cjm91@sbcglobal.net.
- **EWR, BWI, DCA, GSO, JFK, LGA, ORF, PHL, RIC**
Contact Local 210, Bob Luciano, (609) 709-1091 or rpluciano@comcast.net or Gabe Guzman, (732) 789-8388, or gguzman@ibtlocal210.org
- **PHX**
Contact Local 104, Dan Smith at (602) 300-9507 or D737@msn.com
- **MSP**
Contact Local 120, Joe Battaglia, (763) 267-6106 or jbattaglia@teamsterslocal120.org
- **IND**
Contact Local 135, Barry Schimmel, (317) 639-3541 or BSchimmel@local135.com
- **BOS, PVD**
Contact Local 25, John Murphy, (617) 320-5832, or jmurphy@teamsterslocal25.com
- **DTW**
Contact Local 283, Todd Lince, (734) 282-8850 or todd@teamsters283.com
- **ATL**
Contact Local 528, Mike Ferrell, (678) 207-6211 or mferrell@local528.com
- **STL**
Contact Local 618, Mike Foster, (314) 426-4618

or mfoster618@yahoo.com

- **FLL, JAX, MCO, MIA, PBI, PNS, RSW, TPA**
Contact Local 769, Daisy Gonzalez, (321) 536-7077 or tlu769daisy@att.net
- **ORD, MDW**
Contact Local 781, Paul Stripling, (847) 298-9999 or pjs5781@msn.com
- **CLE, CMH**
Contact Local 964, Charlie Alferio, (440) 243-8715 or teamsters964@aol.com
- **ABQ**
Contact Local 492, Moises Ortega, (505) 362-0646 or mortega@nmia.com
- **LAS, LAX, SNA**
Contact Local 986, David Elmore, (626) 636-5159 or delmore@teamsters986.org
- **SEA**
Contact Local 986, Dave Saucedo, (626) 350-9860 or dsaucedo@teamsters986.org
- **HNL**
Contact Local 986, Justin Muraki, (808) 225-0229 or jmuraki@hawaii.rr.com
- **DEN**
Contact Local 961, John Hennelly, (303) 881-4597 or john@teamsters961.org
- **SFO, SJC**
Contact Local 856, Rudy Gonzalez, (650) 635-0111 or rgonzalez@ibt856.org

If you cannot reach a representative at your local union, contact the hotline at (800) 589-4951.