



# Negotiations concentrate on contract clean-up

September 16, 2009

Negotiations resumed this week in San Francisco, the Teamster Negotiating Team meeting with the Company on September 15<sup>th</sup> and 16<sup>th</sup>.

The first day of the contract talks began with the Company asking clarification questions regarding the Union's Safety and Health proposal. The parties then moved to an extended discussion on the subject of contract clean-up, specifically discussing deleting Letters of Agreement (LOAs) contained in the contract that are outdated and no longer applicable. This process was productive; the parties agreed to remove fourteen LOAs that are no longer applicable. The Union is approaching this clean-up process from two perspectives: not only looking to remove outdated LOAs, but also incorporating relevant provisions from other LOAs into the body of the collective bargaining agreement. The goal of this clean-up process is to remove the chaos inherent in interpreting a collective bargaining agreement that currently contains fifty-seven LOAs. With a clean collective bargaining agreement more easily understood by the membership and stewards, the contract can be more effectively enforced.

Day two began with a meeting of the 14G Sub-Committee. The Company verbally provided some partial historical attendance records that the Union had requested. More detailed data will be forthcoming from the Company. In addition, during the meeting, the Union expressed its substantial concerns regarding the current system, citing specific example of discipline being issued when the use of sick leave was in fact legitimate. The parties agreed to continue discussions on the 14G issue in the coming weeks with the intent of exploring alternatives to the current system.

When formal negotiations continued the talks focused on Article XVI – Transportation. The Company presented a counter to the Union's initial proposal and the parties had initial discussions on a number of issues contained in the article. Talks on Transportation will continue when the parties reconvene in late September.

## **Union Proposes Auditor for 20% Outsourcing Analysis**

The Teamsters Airline Division has proposed Miller, Kaplan, Arase & Co., LLP as the auditor to perform the 20% outsourcing audit. The Company is currently reviewing the proposal and the IBT expects an answer very shortly. You can learn more about the auditing firm by visiting their Web site at [www.millerkaplan.com](http://www.millerkaplan.com)

## **Upcoming Negotiations**

September 29<sup>th</sup>, September 30<sup>th</sup> and October 1<sup>st</sup> in San Francisco

**In Attendance for the IBT:** Clacy Griswold - Airline Div. Rep., Ed Gleason - IBT. Legal, Paul Alves, - Airline Division Rep.;  
**Negotiating Team:** Roger Apana, Rick Barnes, Chris Cermak, Dion Cornelious, Bob Fisher, Ramon Gonzalez, George R. Graham, Dominic Gulley, Ken Meidinger, Dave Saucedo  
**Business Agents:** Matthew Fazakas, Peter Finn, Paul Molenberg, Rich Petrovsky, Paul Stripling, Dave Elmore

**In Attendance for the Company:** Marcel Delhommeau, Anita Davis, Mark Prpich, Kellee Allain, Paul Darrow, Lilian Song, Katherine Kassley, Tricia Patel