

## TWU R.O. Committee Report

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Maintaining our competitive edge over outsourced work is a never ending challenge and the TWU R.O. Committee is the first line of defense in that struggle. Our goal is to secure TWU jobs by pro-actively dealing with departments such as Purchasing, Finance and Engineering to ensure compliance with our Collective Bargaining Agreement (CBA) and to promote the value of keeping work in-house.

For more than 60 years the Transport Workers Union has been addressing outsourcing concerns that affect its members. In a March 9th, 1950 letter from C. R. Smith, included in our CBA, Mr. Smith addresses the TWU's concern over outsourcing by writing, *"The contract out of work has become an issue in our negotiations with the TWU because the Union believes this practice threatens the job security of its members."* Those concerns are more relevant today than any other time in aviation history and the TWU has been at the forefront of this issue since day one.

With today's unprecedented global competition for aircraft maintenance work, outsourcing has destroyed thousands of highly skilled US aviation jobs. According to an Associated Press article dated August 12, 2010, citing a Bureau of Transportation Report, *"The industry has lost 54,000 jobs or 16% of its workforce in the past two years."*

The TWU R.O. Committee also helps oversee the Business Development Group known as the BDG. The BDG works with our shops to ensure opportunities for new work are provided to the appropriate shop/base and that all necessary organizations are involved, ensuring a smooth and successful outcome when shops in-source work.

Even as airlines start to recover from the slump in air travel, these jobs will be slow to return due to the huge amount of offloading of maintenance work done by many carriers. With American Airlines' decision to continue performing the majority of its work in-house, the TWU has the responsibility of insuring its members' skills and labor are being utilized efficiently and effectively. The BDG is the TWU resource for ensuring that the work accomplished in-house is the right work to enhance the long term interest of our members.

**The TWU RO Committee and the BDG, with your help, will continue the fight to preserve the long proud history of aircraft maintenance being performed in-house with highly skilled unionized workers in the U.S.A.**

# Duty Time Limitations

With all the overtime being worked in almost every shop and dock across the Tulsa Maintenance Base, and some even being forced to work their days off, don't forget about duty time limitations. Though the company is supposed to take some responsibility in preventing you from violating FAR 121.377, the company will not protect you from discipline from FAA .

Therefore, keep track of your time. Make sure the company posts the ATA 231 Duty Time Limitation Report during the third and fourth week of each calendar month per our contract. Pocket calendars are available at the hall and grievance office if you need one to help keep track of work schedules.

## Federal Aviation Regulations

### **Sec. 121.377 — Maintenance and preventive maintenance personnel duty time limitations.**

Within the United States, each certificate holder (or person performing maintenance or preventive maintenance functions for it) shall relieve each person performing maintenance or preventive maintenance from duty for a period of at least 24 consecutive hours during any seven consecutive days, or the equivalent thereof within any one calendar month.

## TWU/AA Contract Article 6 Overtime

(k) The parties recognize the obligations of both employees and the Company under Federal Aviation Regulation (FAR) 121.377, which requires that all maintenance personnel performing maintenance must have at least four (4), twenty-four (24) hour periods off per calendar month. The FAA requires the Company to report duty time violations and has indicated that they will pursue violations with both the employee and the Company.

(1) The Company shares the responsibility to monitor duty time limits, and the employee shares the responsibility to notify local management of possible 121.377 violations upon the proffer of day off overtime. The employee will not be charged for overtime if such proffer would put him in violation of FAR 121.377.

(2) If, at the direction of the Company, the employee is forced to work at a time during the calendar month that would result in a violation of this FAR, the employee will be granted the required time off and considered to be on an authorized absence with pay (AA).

(3) If an employee has not had the required time off during the calendar month and is in jeopardy of violating this FAR, he may not be eligible for day off work and may be required to take additional time off. This time off may be an authorized absence (TL) without pay or vacation time (VC, PV, or FV) at the employee's option.

(4) No employee will be required to utilize his vacation time to comply with this FAR without his consent.

(5) The Company will assist an employee in monitoring his time off by posting the ATA 231 Duty Time Limitation Report during the third and fourth week of each calendar month. An employee may examine this report so as to better monitor his own personal time off.