



**IAM Air Transport District 142**

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## **IAM/PSA AIRLINES MEMBERSHIP UPDATE** **TA MEETING INFORMATION Q&A**

Dear Sisters and Brothers:

Virtual meetings were conducted this week virtually via the Zoom platform. For everyone that took the time to attend and participate, your negotiating committee thanks you. Below is a Q&A list by topic from the meetings this week.

### **CONTRACT QUESTIONS**

- **Question** - Why did the field service duty time limit change from 20 to 16 hours? **Answer** – While both the union and company strived to release a clean document free of errors, this was found to be an unintentional inclusion from an incorrect copy being used to make a successive pass during negotiations. It made it past both committees into the final document. After researching the history of the passes on this article, it was agreed that it should not have been changed. The new copy of the TA reflects the correct verbiage.
- **Question** – Why a 5 yr. vs. 4 yr. contract? **Answer** – Your committee tried to keep the long-standing raise on the amendable date that has existed for the last couple of contracts. The company was wholly resistant to our proposal to keep it moving forward. We eventually found some traction to keep it in its current form. In assessing the term at 5 yrs., it was a direct comparison to put us ahead at the top of scale while not lagging far behind with the start of our negotiations. With the increased early opener of 9 months (which no one else has), and the last increase occurring for all topped out mechanics on November of 2027, it is really only a 51-month contract term, and it keeps our negotiations within a few months of the other AA Regionals while keeping our top of pay higher than they have (our \$43.76 to their \$42.57).
- **Question** – If the contract passes, what would the DOR be? **Answer** – The DOR would be 6/20/2023.
- **Question** – Why are there no increases in the premiums (A&P, MTI, Lead, Lead/RII, Inspector, MTI, and MOC)? **Answer** – Your committee proposed increases in all areas of compensation that were submitted by the membership. We wanted to correct the unbalanced amounts by classification and make them reflect more of the reality behind each job. The company took the position repeatedly that these premiums are exactly where they should be and in line with the rest of the industry, therefore no agreement was able to be reached.
- **Question** – What happened to the Field Service enhancements that were proposed (24-hour pay with paid rest)? **Answer** - Much like the negotiations for the last contract, your committee again made a significant investment of time in rewriting Article 6 to align with other carriers (mainline and regional) to have a field service pay structure that included premium pay for all hours out of base. Even after all of the costing exercises we produced based on real-world road trips, the company remained adamantly opposed to our proposal. Their response was that there were no problems with field service as currently exists. I can assure you that this will remain a proposal at this carrier until it is achieved for our members.
- **Question** – In Article 11.C., the words “their own” were added. What does that mean? **Answer** – The inclusion of these words only clarifies further what is already stated in Article 11 concerning sick leave and changes nothing for our members who do not abuse sick leave.
- **Question** – What is a “Flex Rate” and how does it work? **Answer** – The Flex Rate provisions allow the company to further react to labor market conditions by being able to bring new hires in at higher rates. In any given station where this happens, whenever the flex rate provision is activated, it brings everyone in the station that is currently making less than that base rate, up to the higher “flexed” base rate.
- **Question** – Is there going to be a strike vote? **Answer** – There will be no strike vote taken during this ratification.
- **Question** – What happens if the TA is rejected? **Answer** – In the event the TA is rejected, the Company will be notified. The federal mediators from the NMB will be notified with a request from the union to resume mediated talks with the mediators. A review of the reasons for the rejection would be completed before going back to the table. A separate bulletin explaining the Railway Labor Act will be released before the vote.
- **Question** – Why is the TA signing bonus different from the recruiting bonus being offered to attract new hires? **Answer** – The TA signing bonus (8%) is meant to offset the time spent in negotiations with a pay increase. Being that the last increase was on the amendable date in April of 2022, and that raise would typically span 12 months, it would be offsetting no increase in pay occurring in April of 2023. The recruiting bonus for new hires is not a matter covered by the contract and which the company is forced to do to remain in the game for attracting future mechanics.

- **Question** – Why have we heard people spreading information about CPI? **Answer** – The CPI-W numbers represent metrics that factor into inflation rates. They are updated and released by the Bureau of Labor Statistics on a monthly basis. Some people have decided that because inflation has been high for the last two years, that the increases in this TA are not high enough. There are a few stark realities that have been explained to these individuals, and which they acknowledged. First and foremost is the fact that they admitted they have zero experience in labor negotiations of any type and do not understand the relevance of CPI to negotiations. The other thing to consider is that CPI can be a volatile number. When looking at the numbers from a broader perspective, the last 10 years (2013-2022) show the national average to be just 2.27% with 2014 being a year in which the rate was -0.06%. Another reality is that the national numbers do not represent the true realities that affect our maintenance bases. Bases like CLT far outpace CVG, DAY, and CAK if you look deep enough for local numbers. If we ever can implement a true geographic premium, we would negotiate from the true reflective numbers and not the national average.

### VOTING QUESTIONS

- **Question** – What is Ballot Point? **Answer** – Ballot Point ([www.ballotpoint.com](http://www.ballotpoint.com)) is a third-party provider of election and ratification services. Ballot Point has no connection to the Union or Company. Its services are completely independent and paid for by the Union. They have a proven track record of providing 100% secure elections and ratifications. They are used by the Labor Boards (NMB and NLRB) for representation elections, and by many unions in the US for contract ratifications.
- **Question** – Why the change to electronic voting? **Answer** – It has been a topic of interest from IAM members since the 2008 Grand Lodge Convention. It provides greater access to the members to cast their votes. In the past, members would crowd into a room, have their questions answered, and then get one opportunity to vote via the paper ballot. The process was usually over in 20 or so minutes. The electronic balloting, the ballot submission for this vote is 36 hours and the member has the opportunity to vote from wherever they choose, including on vacation or while being out sick. In addition to those conveniences, a member will be able to change their vote.
- **Question** – How is it secure? **Answer** – All data exchanged between your browser and their servers are encrypted to the latest standards (Extended Verification SSL certificate).
- **Question** – How do I vote? **Answer** – Eligible, dues-paying members will receive a pre-vote email explaining the process on June 16, 2023. If you do not receive an initial email, it means you are not on the eligibility list and must call me at the number below to identify and rectify the problem. Each member will receive a security code that is unique to only them, and which cannot be used by anyone else. Keep your information private.
- **Question** – Which email is being used? **Answer** – You will be receiving information from Ballot Point at your PSA email address. If you choose not to use the link from within your company email, simply forward it to your personal email. We used the PSA email address as it is the only one we have for everyone in the bargaining unit.
- **Question** – What time will voting occur? **Answer** – Voting opens at 0500 EDT on Monday, June 19, and concludes at 1700 EDT on Tuesday, June 20. The balloting link will be emailed to everyone at 0500 on Monday, June 19.
- **Question** – When will we know the results? **Answer** – Because this is an electronic vote, the tabulation happens very quickly. Ballot Point first runs diagnostic programs to verify the results and will then notify us. We expect to have a bulletin out no later than 1800 EDT on Tuesday, June 20.

All of the voting information contained above has been released in two previous bulletins. If you have not seen those bulletins, please go to [www.atd142.org](http://www.atd142.org) to read them. While there, also take the time to update your contact information or sign up to receive bulletins such as this straight to your personal. If you have any questions about the contents of this bulletin, please reach out to your negotiating committee member or your General Chairperson, James M. Samuel, at [jsamuel@iamdl142.org](mailto:jsamuel@iamdl142.org) or (859) 653-4037, for additional help or information. Thank you for your patience and solidarity. With best wishes we remain

Sincerely and fraternally,

*Signature on File*  
John M. Coveny, Jr.  
**President/Directing General Chair**

*Signature on File*  
James M. Samuel  
**General Chair**

JMS/JC/td

cc: R. Johnsen, General Vice-President, Air Transport Territory  
E. Fraser, Chief of Staff, Air Transport Territory  
T. Regan, Airline Coordinator  
DL 142 Executive Board

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