

Notes from OPEIU Local 107

Executive Board Meeting

January 17, 2013

Ramada Inn, Houma, LA

In attendance: P. Catalano, J. Talbot, S. Rider, N. Stowell, G. Lewis, R. Baker, T. Knight

- 1. Minutes of Last Meeting:** Brief review of minutes from 10/26-27/12 E-Board & Company meetings.
- 2. Membership Report:** 240 Members total - 25 LOAs = 215 active.
- 3. Sec-Treasurer Report:** Reviewed accounting and current balances.
- 4. Safety Committee Report:** Jim briefed Board on activities and ideas of committee including items to be pursued at the next Safety Meeting with the Company.
- 5. Steward Program Report:** Tim spoke about training he wants to do for stewards. Board offered feedback and suggestions for implementation of program.

REVIEW OF 1/16 UNION / CO. MEETING

- 6. Internet Policy:** Concerns around the recent *Electronic Communication & Information Security* policies were discussed and the Company agreed that the rollout of these could have been handled differently. Additional communications between Union & Lace Williams (NABU HR Mgr) to follow on this, with the Union offering specific concerns in the policies and Lace communicating those to corporate.
- 7. CBA Printing & Distribution:** Progress expected within the next 2 weeks, after which the Company will distribute to bases for members' access and reference.
- 8. Outstanding Grievance:** The sole grievance is moving to the System Board of Adjustment, per the CBA, and the scheduling & personnel details were solidified.
- 9. HG Pilots Flying Multiple Heavy Aircraft:** Following lengthy discussion: While parties agree that a pilot can belong to only one HG Cadre at a time (i.e. AW139 or S92), the Company reserves the right to utilize a transitioning pilot (from one HG to another) until his currency lapses (§135.297), up to 6 mos.
- 10. SICs working as PICs:** Confirmed agreement that SICs cannot voluntary upgrade themselves to PIC for revenue purposes. Clarified difference between this and previous (HG) item. This carried into discussion of Alternates and whether grandfathered SICs should be called repeatedly for new Alternate positions. Union reviewed previous CBA and determined that ALL eligible SICs should be called in seniority order every time an Alternate position opens. Union confirmed that position with Company.
- 11. Safety Committee & ESG:** Awaiting approval from Lace Williams for Jim Talbot to join ESG (Employee Solutions Group) to integrate Local's Safety Committee efforts on safety-related items.
- 12. Art. XIX, Sec. 10 OPEIU Int'l Constitution:** Company to pursue compliance w/ payroll department.
- 13. Steward Pins:** Company does not object but would like to review any suggested pin prior to use.

E-BOARD ITEMS

14. EKG: Revisited this item, per Company request, ultimately resolving that current CBA language is unclear as to specifically whether the Company can force a given pilot to take an EKG.

15. Audits: Discussed status of Local 107 audits: which are completed, when the next will be done, etc.

16. Grievance Proceeding: No additional E-Board members to attend, primarily for scheduling reasons.

17. HAI / PHPA Meeting: Pete cannot attend, suggests Jim go instead. Discussed Local's ongoing support for PHPA. Resolved to send Jim (or Stephen) this year, also suggesting Jim look into attending any safety-related courses or meetings at HAI's Heli-Expo, as these events occur in conjunction.

18. OPEIU International Convention: June 3-7, Hilton Bayfront Hotel, San Diego. Pete, Jim & Stephen will attend as delegates, but will another one or more go as Alternates? Stephen will perform a cost analysis of the delegates plus any additional attendees and Board will revisit.

19. HG Question: Should a pilot be allowed to bid into a HG job though he lacks the customer-required time & all a/c of that model fly for the same customer? Absolutely, provided he meets the eligibility requirements outlined in Art. 8, Sec. 3, D.

20. S76D Models: Company expecting these to begin to appear in September and asked the Union to consider their introduction, as a FSI transition course will be required for pilots to be qualified to fly them.

21. Welcome Package for New Hires: Board considered suggestions to improve the packet as well as additional means of enhancing new hire orientations and general solidarity among membership. Ryan to produce a video that can be incorporated into new hire orientation & possibly presented at the OPEIU International Convention in June.

22. Goals for Term of Office: Review of Board's goals & consideration of what we want to accomplish with the remainder of the current term of office.

23. What Constitutes a Grievance?: For members who feel grieved, they must specifically identify what clause in the CBA was violated. Without a violation, there is no grievance.

NEXT MEETING: Tentatively set for May 8 & 9, 2013.

Recording Secretary

Date of approval