

GENERAL MEMBERSHIP NOTAM

FEBRUARY, 2012

NEGOTIATIONS

BACK IN SESSION ~ FEB. 15, 16 AND FEB. 22, 23, 24.

Keep an eye out for *Negotiations NOTAMs*
following the discussions each day.

Negotiations Update

Your Negotiating Team is meeting with the Company again throughout February. The first sessions (Feb. 8-10) were devoted to Article 39 (IFR Cadre) and reviewing all other non-economic changes. We anticipate the following sessions to be focused on the GOM compensation package and the Alaska Addendum.

While we understand that there is an increasing desire among the membership for Negotiations to be completed, the fact remains that some items proposed by the Company have quite simply been unacceptable in their original form. You have our assurance that we are ready to conclude these talks just the same, but can only do so in good conscience if what we agree to is in accordance with our collective objectives and in the best interest of the membership. To put it simply, we have gotten close but are not there just yet.

It is certainly preferable to have the Company required to consult with us about how they implement policies and procedures, but it doesn't come without its challenges. For example, one of the items we have wrangled with recently is how best to handle the introduction of new aircraft models to the fleet. This matter can quickly get complicated if the launch customer has specific requirements which limit the ability of some pilots to man the airframe.

This is but one example of the difficulties that arise when we, as your representative Union leadership, consult with the Company regarding how they will run their business. While new aircraft and business expansion lead to more opportunities for our members and increased market presence for the Company, we frequently confront items such as this which challenge the relative simplicity of our seniority-based structure. Know that we continue to work diligently to promote the most favorable conditions for our members while allowing the Company to meet the needs of both current and prospective customers.

[Questions](#) about Negotiations?

The E-Board does not use "Commocheck!" Submit your questions & comments to EBoardLocal107@gmail.com!!



Hey, you!! Are you going to attend the next
General Membership Meeting?
It's on **Sunday, February 19th at 6:30 PM**, that's
Central Time, at the Galliano base.
If you're not there in person, you can always attend via
GoToWebinar on the internet!!

Why so partial to Galliano?!?

What *IS* the deal with all these Union meetings being held at the Galliano base? What about us, over in Texas? How about the folks in Intracoastal or Patterson? Galliano is NOT the *only* base!! Right?? Absolutely! The Executive Board is required by the Constitution & Bylaws to hold membership meetings quarterly and believe it or not, our motivations for choosing Galliano are really quite simple: cost and availability to the most members.

Regarding the cost issue, our *Fiscal Policy* states that no member shall incur financial loss as a result of their participation in the Union. Board members have often gotten chafed by this because the Union does not pay for lost workover opportunities, but the real point is that with four (4) of the seven (7) E-Board members in Galliano at the same time, we can hold a meeting at virtually no cost to the membership. Surely, everyone would agree that Alaska would not be a practical choice, but even Texas would require expenditures for not only renting a meeting room somewhere, but travel and probably time lost from work.

Although our meetings are now easily accessible online from anywhere in the world, the Board believes the best option is still to make the meeting personally available to the greatest number of members, and that generally points back to Galliano.

The Board respectfully reminds you that significant personal time goes toward Union activities, with an overall objective to continue to improve working conditions and compensation for the membership. The amount of work that remains unseen is substantial, especially with Negotiations, and for each imperfect item that becomes dwelled upon or rumored about, there are multiple situations where beneficial policies have been established or compensation has been increased as a result of the Union's actions.

All who have served will unquestionably confirm that the personal time and energy required will never be matched by individual financial returns, but the value of participating offers returns that go beyond words. Whether you want to be a part of that or you hold a strong opinion about how things could be done better, we welcome your contribution of service.

You call yourself a "STEWARDS?"

One of the objectives expressed early on by your new Board is to have a strong Steward program. This task is not nearly as simple and easy to implement as it might seem on the surface. Clearly, the unique circumstances of our Local are quite different from a majority of organized workforces in that we not only work out of multiple locations across the Gulf and Alaska, but the nature of our work often prevents us from being physically present when something happens with one of our colleagues.

Add to this the complication of opposite schedules and the fact that we scatter all across the country when we are not scheduled to work and you can start to recognize how it might be challenging to: 1) get folks to volunteer their personal time and energy, and 2) actually have success in communicating with these folks in such a way as to foster the necessary support they need as well as the understanding of what is expected.

Trustee Tim Knight is planning a revitalization for the Steward program and has begun contacting members who have previously expressed their interest in participating.

For more information, please contact Tim at timknight70@gmail.com or 205-276-5804. Whether to volunteer or simply gain more information, your inquiries are welcome.

Have a *suggestion* for the NOTAM?
Perhaps a *photo*? Send your
comments & submissions to
stowell.nathan@gmail.com