

COMMO CHECK!

Volume 15, Issue 1

Dedicated to the proposition that a career in aviation is not something you do, it's something you survive!

11/2015

The Official Newsletter of the Professional Helicopter Pilots Association,
OPEIU Local 102

PRESIDENT'S CORNER

Greetings to the membership. The new members of the Executive Board are in place and doing their jobs. Vice President Al Hauenstein, Recording Secretary Jim Guy, and Primary Trustee Bill Haaren are in the Lakota transition. So that means you may not see much of them for the next 8 weeks. Primary folks if you need something please feel free to get with one of the other board members.

On October 1st, the Company started operating on a one year extension to the contract with the Army. However the type of contract has changed significantly from a firm fixed price contract to a cost plus contract. That means there are fundamental differences in how the Company is paid by the Army, which is not our end of the log or our concern. However, there were also some language changes in the contract extension. The Company is still working through all of those language changes and trying to determine how they may affect the workforce. My take on all of this, is that the local leadership here at Ft Rucker still think that we are too expensive. What they wanted to do was to reduce expenses by putting green suiters back out at BWS. TRADOC wouldn't let them do that, so they are now flexing their financial muscles by putting language into the contract with URS to try and reduce costs. Overtime is an example of that muscle flexing. Unfortunately the Army has federal and state law on their side in that issue. There may be other issues that pop up in the future. We'll just have to work through them one at a time. The Greek philosopher Heraclitus said "The only constant in life is change". So please don't have a coronary when you hear something in the grapevine. I would appreciate a heads up though when you hear something that is new or a change.

Let's discuss how overtime is being paid now. The law states that an employee will be paid overtime for any hours over 8 in one day or over 40 in one week. So this how we are going to do it. We will not get overtime until the total of regular hours and self-study time for the first shift and into the second shift equals 8. There will be more guidance coming from the Company on how to log this. There is also a Pay Code coming for Self-Study time.

We are now in open enrollment for Company sponsored insurances. Please take the time to review your coverages and who you have down as the beneficiary/s. This is very important. My son died in June of 2011 and I have still not been able to close the estate because of these types of issues. For those of you who have made it a habit of marrying a different spouse every 5-10 years, you probably want to make sure the right spouse or ex-spouse gets the money. It would not make the current spouse happy to the one of the exes driving away in a new sports car with someone half their age on your dime.

The Company has been hiring a phenomenal rate, especially in Advanced Division (Lost 13 personnel in 30 days). So there are quite a few new faces out there. Please welcome them to the fold and let them know how to become a member of the Union. Our Union is only as strong as the membership. The larger the membership number is, the stronger the Union.

In closing, everyone please have safe and happy Thanksgiving.

Fly Safe. Ron



President

Ron Arsenault
PHPA Local 102

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GENERAL MEMBERSHIP MEETING**OCTOBER 8, 2015**

The meeting was called to order at 6:30 PM by President Ron Arsenault. Trustee at Large Matt Hedger is flying nights and Secretary Treasurer Rod George is on vacation. There were 15 members present.

Recording Secretary: The September meeting minutes were read by Jim Guy and the minutes were approved as read.

Secretary-Treasurer: Primary Trustee Bill Haaren read the September Treasurer's report and the report was approved as read. There are 227 members out of approximately 332. That is 68%.

Trustees' Reports:

Primary Division: Bill Haaren had nothing to report.

Advanced Division: Mel Strobel reported that some members were concerned about the Company wanting us to log 8 hours of "Regular" time each day.

BWS Division: This position is not filled.

Trustee at Large: Matt Hedger is flying nights.

Vice-Presidents Report

Al Hauenstein reported that he had the new seniority rosters for all of the flight reps.

Old Business

Grievance 14-02: The first proposal from the Company to Ms. Kimbro was rejected. The Company made a "last and final" offer but we have not heard back from her. The E-Board has made the decision not to pursue the arbitration. We have determined that there is no chance of winning. A notice was sent to the Company cancelling the grievance.

BWS Lakota Issue: The IP's that go through the transition this year will have to fly one class of students in the Lakota followed by one class in the OH-58. They will receive "Dual Qualification" pay for as long as they do this.

New Business

By Laws Committee: Jim Guy will be the Committee Chairman. Dave Oltmans, Lee Murphy and Johnny Bower volunteered to be on the committee. We will be updating the By Laws to include information on electronic voting as well as a general update on any topics that need it. Anyone that wants can volunteer to be on the committee or submit suggestions to the committee.

Annual Pay Increase: This takes effect on the first full pay period in October. That begins on October 10th thru October 23rd. The first check will be on October 30th. Let everyone know about it.

Contract Extension: The Company does have their new contract extension. The biggest issue so far is the logging of 8 hours of regular pay with no PA time. The old contract was a "fixed price" contract. PA was fine for this one. The new contract is a "cost-plus" contract. This type of contract does not recognize PA time and will not pay it. The Company made the decision to have us all log 8 hours of regular time each day. This does not change our overtime in any way.

Nominations for BWS Trustee: Mark Souza was the only member nominated for this position so he becomes the new trustee.

(continued on page 3)

(Minutes continued from page 2)

From The Floor

Q: Why does the Company turn down PL days?

A: The Company can only approve them if they have the IP's to cover you. If not, the Company knows that you will not be there and you need to call off. You don't have to say you are sick, just let them know that you are not coming in. They are supposed to cover your students but apparently they are not always doing this. Let Ron know if your students are not covered when you call in sick.

Q: Why are we signing time cards in advance?

A: Corporate Headquarters requires that time cards are turned in early on certain occasions (End of Month, Holiday, etc.). We do them early so that we get paid on time.

Q: Will there be a Lakota amendment to the CBA?

A: If there are any issues that need to be added we will do so.

Q: will there be any advance notice to a change in your start date for the Lakota transition?

A: There is nothing in the works right now. If you are close to the top of the list, be ready. They do not plan to replace IP's that bust out of the program. Things can always change.

Q: 250 lb. weight issue?

A: We still have an active FOIA request with the Army and were recently asked about it by the Army. We will see if anything comes from it. We do still plan to refile our lawsuit.

The winner of the raffle took home \$36 tonight.

There being no new business the meeting adjourned at 7:10 PM.

James W. Guy

Recording Secretary

TREASURER'S REPORT

The undersigned, Treasurer of the PHPA, submits the following report for the month of September 2015

Beginning Balance Checking:	\$ 98,852.61
Received from All Sources: (+)	\$52,075.53
Total: (=)	\$150,928.14
Disbursements: (-)	\$56,827.49
Ending Balance	\$94,100.65

AACFCU Share \$44,731.91
of receipts and expenditures will show in detail the sources of
funds received and expenses to which disbursements were applied.

The annexed statement

All of which is respectfully submitted.

Rodney M. George October 2, 2015

Treasurer, PHPA Date

AACFCU CD values as of 30 September 2015:

Certificate #37543-6	\$30,792.74
Certificate #37543-7	\$30,792.74
Certificate #37543-8	\$30,792.74

Total Value of CDs: \$92,378.22

Total Members: 227

Vice President's Corner

By Alan Hauenstein

November Commo Check

Yes, I said November. Where has the year gone?

The Lakota course has completed its first week of academics and some simulator flying. Just like we said 'drinking from a fire hose' and the first class' motto is 'just drink the kool-aid'.

Recent happenings: The passing of Richard Wing from Primary/Raven Flight should have us thinking about updating our records to reflect how you want your estate handled. Thinking you have plenty of time to handle it later may not pan out the way you think.

End of course critiques have raised their ugly heads again. If you were given a chance to critique your work with a small chance of anyone knowing who...do you see the problem? Firm, fair, friendly. The students are not your friends. We know the students will throw their IP under the bus to save themselves or their buddies.

Elections will now be conducted online. How hard was it to vote on the last election? Most people voted in about the space of time it took me to type this sentence. The last election result showed that approximately 60% of the members voted. Ladies and Gentlemen let's do the right thing and vote in the next election cycle.

Teresa's Corner

Aka The Office Manager

Just wanted to make sure everyone knows to update their email address and other contact information. It is especially important now that we've gone digital with both the Commo Check as well as voting. I want to make sure I'm getting all the important information to you in a timely manner.

Thank you for your kind words as you stop by the union office. Please note if there is ever a time when you need anything from me outside business hours just give me a call and we can set an appointment so I can best suit your schedule.



Happy Thanksgiving



CHECKLIST

Your next general membership meeting will be 9 October 2015, 630pm at the union hall.

MEETING AGENDA

1. Meeting called to order.
2. Officer Reports.
3. Old Business.
4. New Business.

PHPA, OPEIU LOCAL 102
PO BOX 427
DALEVILLE, ALABAMA 36322

PHONE: 334-598-4121
FAX 334-598-1620
E-MAIL:
LOCAL102@AUTOROTATE.COM
HTTP://WWW.PHPA.NET