

COMMO CHECK!

Volume 16, Issue 1

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

January 2016

The Official Newsletter of the Professional Helicopter Pilots Association,

PRESIDENT'S CORNER

Let me start by saying Happy New Year. I hope this year proves to be a fruitful year for all. My new year started off with me starting the UH-72 transition. I know that there are numerous rumors about the course and how it is being conducted, so I'll try to expound on that. First off, the course is fast paced. The systems classes, for the entire aircraft, plus PPC were, done in 9 days. The EP's and Limits test is TD 10, and the systems test is the next day TD 11. The check ride for aircraft qualification is TD 14. By then I'll have been the cockpit training device 3 times and 6 times. The aircraft is a bit touchy to say the least and everything has a different name for than what we know it as, e.g. twist grip instead of throttle. Try breaking that habit overnight. Most of the IP's teaching the course come from URS. There might be a DAC in there, I'm not sure. The staff weenies are military. All are doing a great job under the circumstances. Remember, most of these guys are new to the aircraft also. So everybody is trying to learn this thing at the same time. Baptism by fire, so to speak.

The Primary guys that completed the course January 7th picked up students the next day. I haven't had time to talk to any of them yet, or to get any feedback about how things are going. Try to get that to you next time, via an article by Jim Guy.

The Air Force Goal day, Thanksgiving DONSA, and the overtime grievances are still in play. More info to come, as we get it. The issue with the 401k is a mess, but the Company is diligently trying to get it fixed. We talk to the Company daily about it. But the basic gist of it is, that the contract that URS had with Fidelity for our 401k accounts expired 31 December 2015. When the corporate guys that were working the changeover from Fidelity to Merrill Lynch missed the fact that our one small group had to vote on whether we wanted to change or not, it set a chain of events into action that could not be stopped, in the time left before the end of the year. Contracting for a brand new 401k account takes some time and has to be approved by the feds, unless it is an off the shelf previously approved 401k. This is what the corporate guys are trying to get now, basically a pre-approved small business account. No one yet knows what that account will look like or what the funds selection will be, or what the expense ratios might be. When we get that we will push it out to the participants immediately. Once we get that information and everyone has had the chance to digest it and compare the two plans, we may be able to revote the move. More to come.

Last, the Company will be receiving the Request for Proposal (RFP) soon. Word on the street is that there will be numerous bidders this time, so the Company will be keen to cut cost. I've let it be known to the Company that they needn't think about asking the bargaining unit to make concessions so they can deliver a lower bid. So in order to send that message, the bargaining unit must be a strong one, the more members the stronger. Talk to those non-members and help them to see the advantage of being a member.

I'll end this article now, so I can go study for the EP & Limits test tomorrow.

As always Fly Safe!



President

Ron Arsenault

PHPA Local 102

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GENERAL MEMBERSHIP MEETING**JANUARY 14, 2016**

The meeting was called to order at 6:30 PM by President Ron Arsenault. All E-Board members present. There were 25 members present.

Recording Secretary: The December meeting minutes were read by Jim Guy and the minutes were approved after a revision.

Secretary-Treasurer: Rod George read the December Treasurer's report and the report was approved as read. There are 227 members. That is approximately 76% membership.

Trustees' Reports:

Primary Division: Bill Haaren had nothing to report.

Advanced Division: Mel Strobel reported that a new hire in Advanced Division had a very hard time getting his online benefits started. He said he was not getting a very favorable first impression of our HR office. The issues were finally fixed after the Christmas exodus.

BWS Division: Mark Souza reported that the health insurance issues mentioned last month were not yet resolved.

Trustee at Large: Matt Hedger reported that an Academic Instructor had retired and everyone would soon see the announcement for that opening. It was mentioned that this had already been circulated among many of the flights.

Vice-Presidents Report

Al Hauenstein had nothing to report.

Old Business

By-Laws Committee: The committee has not finished yet with the review. They will be meeting next Tuesday to work on it.

UH-72 Transition: Twenty IP's started from Advanced Division on January 7th and one has dropped out as of Monday. This was actually expected because this member was waiting on an offer from an airline company. The next one in line took his place and started the transition three days late. He had been preparing for this so the impact was minimal.

New Grievances: Thanksgiving DONSA, Air Force Goal Day, Life Insurance age issue, and Overtime grievances are all on an extension as of now. We will still file all of these but our focus at this time is the 401k issue.

New Business

401k Briefing and Vote: Our 401k was moved to Merrill Lynch even though the vote was to stay with Fidelity (even though over 130 participants were counted as a "NO" because they did not bother to vote at all.) A letter has been sent to our Corporate Headquarters referencing this issue. Corporate agrees that they messed this up and they are in negotiations with Fidelity right now trying to resolve this. This account, however, does not exist anymore. They would have to create a new Fidelity account for our 300+ participants or see if they can get us into an account that already exists. This new account would also have to be approved by the Government. This may prove to be a difficult task.

(Continued on page 3)

January Minutes *(Continued from page 2)*

A member asked if the Union had any plans to sue the Company, claiming that many Federal Laws were violated. Ron said that we would have to go through the motions first including filing a grievance, going through arbitration, etc., before any legal action could take place. We will consult with our lawyer.

There were questions posed as to why the vote was done differently than the way we vote other things. They wanted to know why those that did not vote were counted as a "NO" vote as put out at the special meeting in December. The CBA states in paragraph B.3 b. that "Administration of the plan may be done by an investment firm or by an independent firm and may be changed from time to time at the discretion of the Company and the approval of a majority of the participants." This required that all employees had to be counted whether they bothered to vote or not.

Our plan is to get as much information about the two plans as we can and get them to all employees to review and research for a period of time, if the new Fidelity plan looks promising we will then call for new vote. We are asking that the Company conduct the vote through the Flight Commanders the way they circulate job announcements. That way every person in the 401k plan will have to mark "YES" or "NO". We will put out any new information that we receive.

You can currently access your account at "benefits.ml.com" using your SSN and hire date. Those employees hired before January of 1989 must use "January 1989" as their hire date.

Union Insurances: These deductions were not taken out of our checks on January 8th. This was a mess up from the Company accounting office. (One of many issues that occurred following our integration into AECOM). You may have noticed that your check was a bit larger than you expected. These deductions will be caught up on the next paycheck. The Company put out through the Flight Commanders that there will be a double deduction out of the next check so plan accordingly. The Company was behind in their checks to us for December 25th and January 8th also but they have finally caught up with those payments.

From The Floor

J.T. Miller mentioned that academics instruction for Instrument Refresher is still available to anyone who wants it. You can come in to Academics and pick up a schedule. New instrument class begins on the 14th of February. There will be a morning class, an afternoon class and also an evening class that runs from 5:45 until 9:45 pm. You can call Abraham Swisher, academics flight rep, at 910-987-8431 for more information. Academics Division is at Harper Hall, BLDG #5203. A retired learning center Instructor is also offering free Instrument refresher classes at Adams Hall every other Sunday from 1 to 5 pm. They will meet next Sunday (January 24th). You can also sign out a video of his classes. Retired IFE's are also available at the Learning Center to help.

The last thing JT announced was that he will be retiring in a couple of months.

Bobby Hardrick announced that he is resigning from the Scholarship Committee.

April 6th is the deadline for scholarship packets this year. Everyone should have received all of the information in an e-mail from Teresa. If not, go to the Union Hall and make sure she has a good e-mail address for you. Also be sure and check your Spam folder if you are not getting these e-mails.

The winner of the raffle took home \$30 tonight.

There being no new business the meeting adjourned at 7:04 PM.

James W. Guy

Recording Secretary

TREASURER'S REPORT

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

Beginning Balance Checking:	\$ 84,724.88
Received from All Sources: (+)	\$51,071.20
Total: (=)	\$135,796.08
Disbursements: (-)	\$57,000.39
Ending Balance	\$78,795.69
 AACFCU Share	 \$44,743.18

The annexed statement of receipts and expenditures will show in detail the sources of funds received and expenses to which disbursements were applied.

All of which is respectfully submitted.

Rodney M. George	January 12, 2016
Treasurer, PHPA	Date

AACFCU CD values as of 31 December 2015:

Certificate #37543-6	\$30,792.74
Certificate #37543-7	\$30,792.74
Certificate #37543-8	\$30,792.74
<hr style="width: 20%; margin: 0 auto;"/>	
Total Value of CDs:	\$92,378.22

Total Members: 227

Comparison with December 2014:

Members: 234

Checking Account Balance: \$53,682.37

Vice President's Note

By Alan Hauenstein

Hope everyone is having a great beginning to a New Year. As of this writing we are still waiting for the company to brief us on the 401k problem. This briefing (when it comes) will be a contrast between the new funds at Merrill Lynch and the new funds at Fidelity. As you know the Fidelity funds were all closed at the end of December 2015 when all monies were moved to Merrill Lynch. The company is trying to open new accounts at Fidelity. When they have everything together we will get a full briefing with enough information on where we want our money to be. According to the CBA, paragraph B.3a:

“Administration of the plan may be done by an investment firm or by an independent firm and may be changed from time to time at the discretion of the company and the approval of a majority of the participants.”

This *‘approval of a majority of the participants’* was added years ago as a measure for us to control the movement of our money. This majority is of union and non-union workers.

Office Manager's Spot

By Teresa Hess

Hello everyone...not much from my area except to stress the importance of making sure the union office has the most recent contact information on file so that information can be distributed in the quickest and most accurate method. The most vital piece being your email address. I have had many members say they do not like giving it out or that they never check it. As we start into a new year I hope everyone will help me by taking a peek in your email box once in awhile. If you are having issues, or would like me to help you in setting up a separate email account for union information I would be more than happy to do so. I promise the information being sent will always be important and never an invitation to a Tupperware party.

Also, since I am but one person who has to occasionally be out of the office for union business please give me a call if there is something important you need to take care of prior to us missing one another. I always try to leave a 'return time' posted on the door if I'm away. Just look for the MINI Cooper in the parking lot and you'll know I'm there .

Happy New Year !



CHECKLIST

Your next general membership meeting will be 11 February 2016, 630pm at the union hall.

MEETING AGENDA

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

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