

# COMMO CHECK!

Volume 16, Issue 3

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

MAR2016

## The Official Newsletter of the Professional Helicopter Pilots Association.

### PRESIDENT'S CORNER

It's after 7:00 pm Monday the 21<sup>st</sup> of March and I'm sitting here at the office writing this article. I just got off the phone with Mr. Bob Price after discussing the accident that happened this afternoon. One of our Advanced Division brothers and 2 students are in the hospital tonight. This gentleman has been with the Company for a very long time and was within 9 days of retiring. To say that we must always be ready for the unexpected is an understatement. His injuries are not life threatening but could be life altering. The Executive Board and I wish him a very speedy recovery.

I was already planning on writing an article to tell all of our new personnel how important it is to have your Life Insurance up to date with the correct beneficiaries. The Company pays for every employee to have Life Insurance equal to 1X their base pay for free. You as an employee may elect to buy up 8X your base pay. Medical screening is required for the additional insurance. You may also purchase for a very small amount, an Accidental Death & Dismemberment Rider. The Accidental Death pays at twice the normal value of the policy. There are some caveats so read the policy material carefully.

The Company also sponsors a Mutual Assistance Fund (MAF) which is an employee funded cash gift to the family of a deceased employee. The way it works is you sign up to participate at a given level. i.e. \$25, \$35, \$50, 75, \$100, or \$200. If the employee is also a participant then each of the other participants will have the amount that they signed up for deducted from their paycheck, not to exceed the amount the deceased employee was signed up for. The Company writes a check to the family for the amount collected, usually on the 2<sup>nd</sup> day following the death of the employee. The deduction may not occur until the next pay period 2 weeks down the road. This money is needed by the families right then to cover expenses and is tax free.

The last thing that needs to be covered is Union sponsored Long Term Disability. The Company has a Loss of Time benefit that will pay \$300.00 per week for up to 26 weeks. That is a far cry from replacing your salary. The Union sponsored Long Term Disability (LTD) is there to help replace your income while you are disabled. It pays 50% of the base pay for various lengths of time based on your age, and the inability to pass or retain the flight physical is a qualifying event.

The prudent person will ensure that they have enough Life Insurance to provide for their loved ones after their death. However if you do not die then how will you provide for the family? You should have a LTD policy. All employees should also be a MAF participant at the highest level. It is absolutely the cheapest life insurance you can buy. It also gives you feel good feelings when you help out a fellow employee in their time of need and sadness.

Last every employee should check often the beneficiaries listed for each program or policy. Each is a separate entity of its' on. Have a plan; put all the documents together so that your spouse will know what benefits they are due and how to go about getting them.

The E-Board recently settled Grievance 15-05, Overtime Payments.



**President**

**Ron Arsenault**

**PHPA Local 102**

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*(President's Corner—continued from Pg 1)*

At issue was how overtime payments were being calculated. Instead of the start of the second shift starting the overtime, the Army has refused to pay any overtime until 8 hours of regular time has been worked, referring to it as illegal to do so. So the Union and the Company have agreed to pay any IP who works a second shift an additional \$75.00 over and above any regular time and overtime accrued on the overtime shift. This is similar to how Academics personnel are paid for the second class of students. We are still working towards Arbitration for Grievances 15-03 (USAF Goal Day) and 15-04 (Thanksgiving DONSA). We'll continue to keep you posted.

The Advanced Division class of UH-72 IPs have now finished and are flying students. The BWS Division guys are in their third week. My advice to those guys is drink the friggin' Kool Aid and embrace the Suck. You won't stress quite as much.

Last subject for this edition of the Commo Check, is for every member to get out there and contact the non-members. Let them know what the benefits to membership are. There is an Army contract re-compete coming up soon and next summer we go back into negotiations for a new CBA, possibly with a new Company. The strength of a Union is based on the number and solidarity of its members. There is strength in numbers.

Stay safe, Fly safe!

## GENERAL MEMBERSHIP MEETING

March 10, 2016

Meeting called to order at 18:30 by President Ron Arsenault. Jim Guy was on Shift and Rod George had a family emergency. All other members were present.

Recording Secretary: Minutes read by Bill Haaren and approved as read.

Secretary-Treasurer: Treasurer's report was read by Mel Strobel and approved as read.

Primary Division: Nothing to report.

Advance Division: A member had been in contact with Merrill-Lynch ref: how fast our money is deposited in our account. Reported that M/L deposits our money on the day of our paycheck, the transfer is electronic and the amount is verified and credited even though it maybe be 2 days before the money is received from AECOM.

**At-Large Trustee:** The Assist Academics Director is leaving and her replacement is coming from within the Air Force.

**Vice-President:** nothing to report

### Old Business

-Late Checks – Company is now doing a direct deposit to include a breakdown of the payment by members.

-Bob Price's last day will be April 1<sup>st</sup>

-New Health Cards: there will not be a new issue of health cards at present.

-Vision Insurance: is still \$250, the issue might be with how the provider bills the insurance. Wal-Mart bills the exam and eyewear against the \$250, where others bill for the exam against the insur-

*(Continued on page 3)*

**March Minutes** (Continued from page 2)

ance, leaving the entire \$250 for the eyewear.

-By-Laws: 1<sup>st</sup> draft reviewed by the E-Board and sent back to the committee with revisions.

UH-72: New class has started out at Shell. Additional Class in May maybe 2 classes now, one run by the Army, which will be an 8-week class. URS is trying to get slots for 2 IP from Primary and 2 from Advance Divisions. The second run by our MOI, which will be a 3-week class. Second class will be a volunteer only by seniority, they are looking for current or previous UH-72 IPs. This class will require passing all 5 check rides and academic tests required in the 8-week course. Failing will mean the possibility of the IP being laid off. At the moment both Primary and Advance Divisions are over strength.

-Overtime Grievance: Negotiation will begin next week.

-DONSA and Air Force Goal Days: going to arbitration, attempting to find an arbitrator.

-Insurance Age Issue is still ongoing

-Additional Air Force Ground Instructors: No plans to add additional instructors current instructors will be doing training of Flight Engineers.

**New Business**

-Scholarship Committee: Justin Watson volunteered to help with the Scholarship Committee.

-Membership: With the recent influx of personnel we plan to update the Union Brochure, to provide the new members with reason to join the Union.

-LTD: Teresa will be doing an article for the Commo Check informing members on how Unum uses the Social Security for an offset in their LTD coverage.

-Meeting Suspended to count 401K votes @ 19:02

-Meeting back to order @19:37

-401K Vote: 228 votes for Merrill-Lynch, 47 votes for Fidelity and 45 members didn't vote.

\$ 41 dollars in the drawing

Meeting adjourned @ 1939

Written by William Haaren for James W. Guy

Recording Secretary

### TREASURER'S REPORT

The undersigned, Treasurer of the PHPA, submits the following report for the month of February 2016

Beginning Balance Checking:	\$ 57,552.90
Received from All Sources: (+)	\$72,849.72
Total: (=)	\$130,402.62
Disbursements: (-)	\$59,465.30
Ending Balance	\$70,937.32
 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 / March 4, 2016

Treasurer, PHPA

AACFCU CD values as of 29 February 2016:

Certificate #37543-6	\$30,831.13
Certificate #37543-7	\$30,831.13
Certificate #37543-8	\$30,831.13
Total Value of CDs:	\$92,493.39

Total Members: 225 of 320 or 70%

Comparison with February 2015:

Members: 227

Checking Account Balance: \$99,218

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## Vice President's Note

By Alan Hauenstein

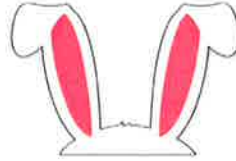


Can you believe it is March? Of course, just check out the haze and yellow stuff on the cars. Like it when the students have running nose, watery eyes, coughing and sneezing.....welcome to lower Alabama. Is this a good place for flight school or what?

Had an issue in Primary this week having to do with the Primary SOP. The question was what SOP are we operating on; the Primary SOP ahead of syllabus or the Primary SOP behind syllabus???? This started when tower started to line us up like we were doing formation flights to leave Cairns. We all know that the SOP says formation flight is not authorized. Okay it wasn't a formation it was....a....gaggle yeah a gaggle. So if you are not comfortable flying in a gaggle don't join up. I think this was all done to facilitate us leaving Cairns with the minimal amount of radio traffic. Did we bring this upon ourselves? Maybe... Tower gets tired of fighting with us. We do this all the time 1) we step all over each other 2) we short cut the process by jumping over ground and going straight to tower 3) we bully our way around to get to take-off first. How can we fix this? Well how about let us all act like professionals that we are and set the example for our students. Or how about just retire and go home. Personally, I going with the former not the later.

Okay be safe out there. al h.

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### Office Manager's Spot

By Teresa Hess

Hello Members

I think I will carry on with the theme of last month's newsletter, which was our insurance products. Here are a few answers to questions/issues that have come up since last we spoke:

1. Your Union insurance premium payroll deductions are found on your pay stub under the heading 'life insurance' in the left column. I understand this is a bit confusing since some of you do not have Union 'life insurance', but so far the header has not been changed.
2. I am sending an additional email to each member this week that is a copy of the UNUM insurance binder regarding deductible sources of income, age parameters, preexisting conditions and what conditions are not covered. I hope this will be a help to those of you who have not needed to file a claim as well as those in the process.
3. This was mentioned last month, but is worth repeating. Our life insurance products with UNUM's pay out decreases to 65% at age 65 and 50% at age 70. If you would like to know the value of your supplemental policy please stop by or give me a call.
4. One more item regarding LTD and that is to please come by the office for a claim packet as soon as you are grounded. While your benefit does not 'kick in' until 90 days after that date it is always best to get the ball rolling and let the payment date be post dated rather than you being paid in arrears and possibly have an interruption in cash flow.

As always please let me know if I can help in anyway. Happy Easter!

All the best

Teresa



### CHECKLIST

Your next general membership meeting will be 14 April 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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