

# Tri-Jet Tribune



A Monthly Publication of the  
Gemini Air Cargo Master Executive Council

Vol. 4, Issue 3, March 2006

## From Your Chairman

*Bill Atchison, Chairman  
Master Executive Council  
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Ladies and Gentlemen:

For the first time in my tenure I'm writing to you as your new chairman. First, I'd like to thank you for your trust in my ability to do this job. And second, I'd like to ask all of you for your assistance in doing the best job I can possibly do in the coming days, months, and years.



Along with the installation of your new MEC officers—Vice Chairman Todd Ratzlaff, Secretary-Treasurer Walt Urbshot, and me—comes the opening of sections of your contract for negotiations.

The newly installed Master Executive Council officers have lots of work to do in becoming familiar with the duties of their respective offices. At the same time, we will be working to prepare for the negotiations that will begin in the coming weeks. Each of us will be seeking your help to make both tasks successful.

What can you do to help us succeed? There will be direct communications with each of you from all of us. I ask that you participate in those communications, tell us what needs to be fixed, and, when possible, what your suggestions are to effect change. Participate in the surveys when they are presented. Take the initiative to vote when a vote is presented. And,





most of all, I ask that you are proactive in helping us find solutions to problems needing our attention.

Many of your fellow crewmembers have volunteered to work on committees that perform functions that benefit us all. Each of us can be more familiar with the functions of our committees and use those committees when we need the services they provide. I've already seen crewmembers wanting to know who is on a committee that might give them the answer to a question, and couldn't find a contact for a committee. I've included in this edition of

the *Tri Jet* a current list of committees, their members, and a contact address or phone number. I'll update the list periodically to provide you current names and contact information.



During the coming negotiations period, many of you will be frustrated and may have the urge to voice your opinions publicly. I ask that you maintain a professional approach to communication,

especially while performing Gemini duties. I'll be working with your Communications chairman to develop means for you to be able to communicate with each other more freely without being perceived as unprofessional.

## Tri-Jet Tribune

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Opinions expressed in this publication do not necessarily represent official ALPA positions or policy or those of its officers. This newsletter is intended solely for confidential use by crewmembers represented by the Air Line Pilots Association, Int'l.

In the past I served as chairman on the Grievance Committee. With my new duties as MEC chairman, I'm searching for a volunteer to assume the duties of Grievance chairman. Until identifying a replacement, I'll continue to fulfill the position as acting chairman for that committee. If any of you are interested in working in Grievance, please contact one of the MEC officers or me.

In closing, let me reiterate my intention to improve **communications**, raise **participation**, and boost **unity** of our council. With your help, we can effect change that will be positive and long lasting. Before the signing of "contract one," you all decided that we needed change. Now that we are about to negotiate some sections of that agreement, the collective voice again says there needs to be change. Join me in working toward change that will be good for all.

"Fly Safe and Remain United."





## A Note from the Vice Chairman/ First Officer Representative

*Todd M. Ratzlaff, Vice Chairman/FO Representative*  
*imratz@attglobal.net*  
*GEMMEC@ALPA.org*  
*SKYPE ID: imratz*  
*(317) 412-3162*

First of all, I would like to thank you for your vote of confidence and for electing me into office. I want you to know that I will do my very best to make life here at Gemini a better place for all of us. For those of you who don't know me, I have been with Gemini since October 1996. I spent the first eight years as a flight engineer and upgraded to first officer in September 2004.

I would like all of you to know that I am available to answer any of your questions at any time. You can call my cell phone, e-mail me, or use SKYPE.

I will be calling each and every one of you over the next month or so just to introduce myself and see if you have any questions.

**We *all* need to put our two cents worth into the Negotiating Committee and let them know what each of us thinks are the most important items.**

During the next few months we are going to begin negotiating as many as six sections of our contract. We *all* need to put our two cents worth into the Negotiating Committee and let them know what each of us thinks are the most important items. The Union is only as strong as we make it, and now is the time to be stronger

than ever. If you want the company to take us seriously, we need to act as one and be heard seriously.

One of my tasks as vice chairman is to manage membership issues of our council. There are many of you who use the dues checkoff (DCO) option that ALPA offers, and a few who do not. I would like to remind those of you who don't utilize DCO that if you become delinquent, you're not eligible to vote. With DCO, you won't have to worry about getting that check in the mail on time and you never pay late fees; it's all taken care of. If you're coming off of probation and have not filled out an application or dues checkoff form for ALPA, please call/e-mail me and I'll get the application to you. If you've already filled one out, welcome to the roster of active members.

Remember, *longevity fix* in 2006.



# GEM 117 Committees

## Central Air Safety

Chairman Gatewood Smith  
Dave Coisson  
gemmeccsafety@alpa.org

## Accident Investigation

Chairman George Hines  
John Jilek  
gemmeccsafety@alpa.org

## Communications

Chairman Gary Mullett  
gmullett@earthlink.net  
Dickey Lau (photo journalist)  
gacflyer@aol.com

## Aeromedical

Chairman Bob Sancetta  
sancetta@aol.com  
Theresa Estes  
TMEstes2@cfl.rr.com

## Training

Chairman Tom Crook (acting)  
CrookDC10@aol.com

## Security

Chairman Doug Williams (acting)  
williflyby@aol.com

## Membership Family Awareness/ Bereavement

Chairman Mike Daulton  
ONESKII@aol.com  
Walt Lefave  
vjet@aol.com

## Hotel and Catering

Chairman Stoney Johnston  
Harrison.Johnston@geminiaircargo.com  
Mike Sturm  
rooster77@juno.com

## Scheduling Improvement Group (SIG)

Chairman Mike Deverson  
Joe Svec  
Dave Roberts  
GEMMECScheduling@ALPA.org

## System Board of Adjustment

Chairman Tom Weichbrodt  
gemmecgrievance@alpa.org

## Grievance Review

Chairman, Bill Atchison (acting)  
Tom Weichbrodt  
GEMMECGRC@ALPA.org

## Retirement and Insurance

Chairman Doug Cresanta  
(973) 616-8177

## Jumpseat Committee

Chairperson Jill Cleary  
clea3872@bellsouth.net  
Cory Truitt  
CGTruitt@aol.com

## Contract Interpretation Committee (CIC)

Chairman Bill Wray  
flawrays@aol.com

## Financial Oversight Committee (FOC)

Chairman Ken Martin  
kmartinslanding@aol.com

## Military Affairs Committee

*Chairman TBA*

## Scope and Merger Committee

*Chairman TBA*

## Strike/Strategic Preparedness

*Chairman TBA*

## Negotiating Committee

Chairman Paul Centrella, pdcent@earthlink.net  
Tom Weichbrodt, tweichbrodt@netzero.net • Jan Luc Rauflett, JLRMD11@sbcglobal.net  
John Mullally, johnmull@aol.com

## Professional Standards

Chairperson Linda Greco  
JJ Jilek, Wesley Bartley, Bruce Lindsay, Jose Amengual, Louis Radwanick  
gemmecprostandards@alpa.org



# Professional Standards Committee

*Linda Greco, PSC Chairperson*

Since we were formed, the problem with the Professional Standards Committee has been one of visibility. The highly valued tenet of confidentiality with which we work is key to what we do. Consequently, there are no monthly reports. We work one case at a time—up close and personal—and move on. Except in the memories of those involved, there remains no permanent record.

Any matters handled by the Professional Standards Committee shall be kept strictly confidential: No parts will be revealed to *anyone* except those immediately involved. As stated before, **no** permanent records of any kind will be kept. Because this may jeopardize a member's rights in any subsequent grievance proceedings, the Professional Standards Committee members will also always attempt to resolve all conflicts/problems at the lowest level of involvement wherever possible.

Because only the parties involved truly know what actually occurred in any given dispute, reaching absolute closure on the specific issues is not always possible. Consequently, the focus of our concern is directed at two major considerations apart from the point of conflict: Have the safety issues been thoroughly addressed, and can these crewmembers come together in the future and be part of a fully functional team? Peer intervention is a very powerful tool in helping to modify behavior—much more effective in most cases than discipline by management.

Crewmembers detest the feeling that they are not measuring up against their peer group. When the Professional Standards Committee contacts a crewmember, what we are saying, in effect, is, “We represent the collective voice of your fellow crewmembers, and a perceived problem with your conduct is unbecoming and unprofessional.” Secondly, we provide a forum to give our crewmembers an opportunity to confidentially discuss with a peer any problem of an ethical or professional nature. Often, a crewmember's family or

acquaintance outside aviation can't always appreciate the problem, especially if it is technical in nature, because they simply don't speak the language. The peer volunteer can, and may, empathize as well. Often a crewmember just needs an outlet simply to vent.



*Pilots talking with loadmasters.*





Recently, Gemini has had an increased number of captain upgrades. Captains and other crewmembers have to work with a wide dimension of personality traits while exercising their duties. Examples of these traits: introverted (unchangeable), extraverted (changeable), emotional, and non-emotional personalities.

As crewmembers, we take pride in our piloting and communication skills. A good captain does his or her best to set a cock-pit atmosphere that allows each crewmember to perform at his or her best. A good captain would not want unintended insensitive comments to make a crewmember uncomfortable. No one would want an overly sensitive person to take offense at neutral behavior or misunderstand a neutral comment. No one would want an inappropriate response to aggravate the conversation. No one would want to see cockpit camaraderie stifled or any crewmember alienated by lack of guidelines for either the initiator or the recipient. Perhaps crewmembers should keep this in mind—this may be helpful in preventing possible conflicts.

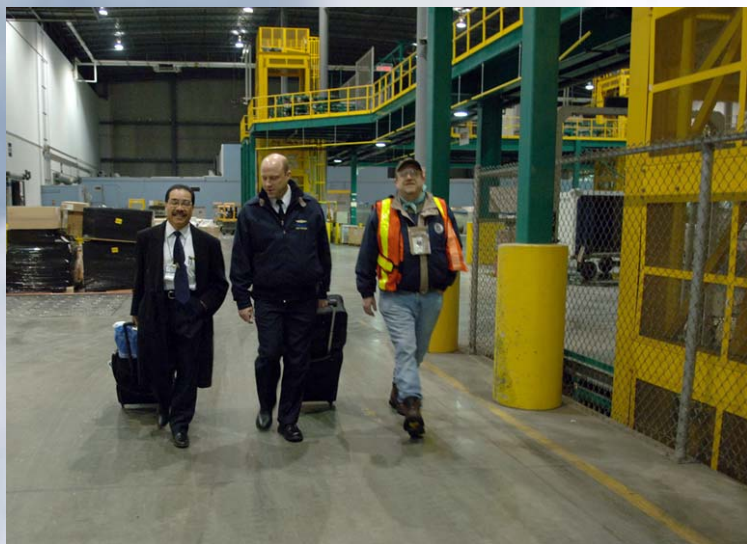
If a conflict/problem does arise, please contact one of the peer volunteers on the Professional Standards Committee; their contact information is listed below.

***Chairperson—Captain Linda Greco***

Home: (281) 812-0544

Cell: (832) 527-2645

E-mail: LLGreco@houston.rr.com



*Maynard, Keener,  
Chris walking in  
building.*

***DC-10 First Officer Wesley H. Bartley***

Home: (334) 278-4487

Cell: (334) 312-4487

E-mail: WesBartley@Yahoo.com

***DC-10 Captain Bruce Lindsay***

Home phone: (218) 847-6846

Cell: (218) 841-2098

E-mail: BL46@arvig.net

***DC-10 Captain Louis Radwanick***

Home: (757) 426-2749

Cell: (757) 362-6947

E-mail: Pacer56@hotmail.com

If unable to contact your peer volunteers, an ALPA MEC representative may be contacted until such time as a Professional Standards Committee representative may be reached.



# From Your Secretary-Treasurer/ Flight Engineer Representative

Walt Urbshot (PFE REP)

Gemini MEC Secretary-Treasurer

Urbshot@msn.com or GEMMEC@alpa.org

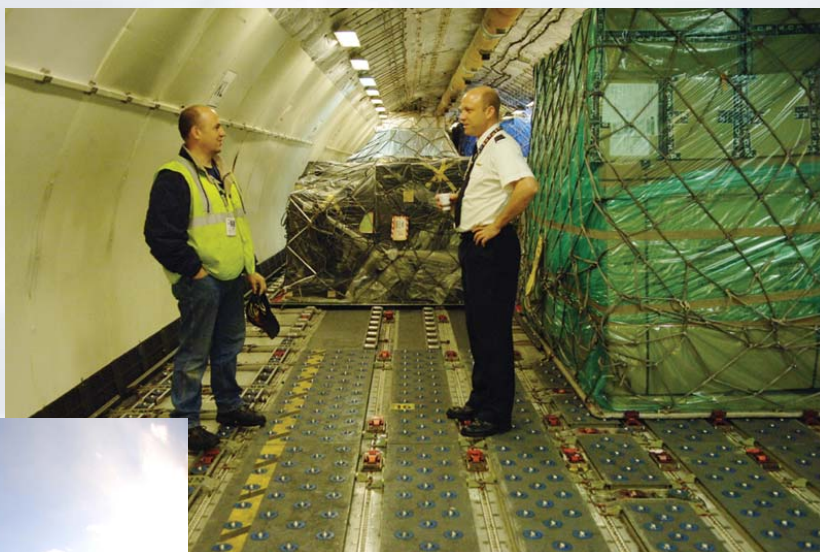
(609) 304-1216

I just wanted to say, again, thank you for your support and trust in me. I will try very hard to represent you, GEM Council 117, to the best of my ability.

As our new MEC chairman mentioned in his letter to the members, our primary goal is communication. I'll strive to do my best in this area. I can be reached at (609) 304-1216 or e-mail, Urbshot@msn.com, as well as GEMMEC@alpa.org. I can't promise to return your call right away, but I'll get back to you as soon as I can.

I hope to see you folks out on the line.

Smuts and  
Keener in  
cargo bay.







# Grievance Committee

*Bill Atchison, Chairman (acting)  
Grievance Committee*

The automated grievance submission site on your ALPA website should be operational by the printing of this issue of the *Tri Jet*. It will be a great tool for grievance submission once it has been test-driven by you all. I ask that for the next month or two you continue to submit grievances using the old (Word format) method, as well as using the new site. Once the new submission site has been proven reliable, I'll let you know that it's OK to stop the dual submissions. If you've been looking at changes on the GEM crewmember site, you already may have seen the grievance status updates. The Adobe-formatted information will be updated monthly so you can access the status of your grievances, or others.

The Grievance Committee has continued to work to resolve your grievances before they elevate to the System Board of Adjustment. In many cases, we have been unsuccessful in resolving grievances and have had to send many

to the System Board. Remember that just because one of your fellow crewmembers submitted a grievance of a possible violation, you're not protected from the same violation. ***Submit your grievance!*** Multiple grievances for violations of a section of the agreement are not difficult to manage and may help to identify a section that is violated repeatedly.

Activities at the System Board of Adjustment have started to pick up. Since the beginning of the year we have prepared for several cases and have

several more on the calendar. Be patient regarding the answers you're seeking from these cases. It's not unusual for an arbitrator to take one or two months to deliver a decision once a case has been heard. The participants of a hearing will not always be able to discuss the case pending the decision of the arbitrator. If one of the members of a hearing tells you he can't comment, give him the benefit and don't push for information. Believe me, he wants to tell you what happened just as much as you want to know. But, in the interest of a fair and just settlement, you must wait until the decision has been delivered for all to hear.



*Maynard, Keener,  
Chris get flight  
papers.*





# Negotiating Committee

*DATE: March 1, 2006*  
*FROM: Captain Paul Centrella*  
*Chairman, Negotiating Committee*  
*TO: The Membership*

Dear Fellow Crewmembers,

As we move forward toward the start of negotiations, several important objectives must be met in order to target which sections we will elect to open. Tom Weichbrodt drafted a questionnaire of general interests and desires to help clearly identify the contract areas in need of change as evidenced by responses from the membership. Tom pointed out in the survey verbiage that our timeline for starting negotiations has compressed significantly, and we fully intend to enter into talks as early as the second week of March.

What this mandates is a rapid turnaround on the questionnaire. As stated in my last correspondence, please read your contract. I know some of you feel frustrated and to some degree sense futility in this process. I assure you, I would not set aside my personal time and interest if there was a shred of doubt in my mind that we will succeed. We *will* succeed. But, the process isn't limited to the actual talks we engage in; rather, it starts right now with the involvement of every member. If you truly want to see change realized, then do your part, and help us. Too often in the past, crewmembers converse in the cockpit, in restaurants, hotels, and airports on the frustrations we have endured over this ridiculous lock on our wages. My goal, and that of my partners on the committee and our MEC, is to remove the lock. Everyone has felt the pain through the gross reduction in disposable income. At this point, "pay freeze" no longer describes or labels





*Climbing  
steps into  
an MD-11.*

the situation. The truth is, we've all suffered a pay *cut*. Honestly, I don't know how some of our first officers make ends meet with children and spouses who have to remain at home with little ones. As things stand today, we are among the lowest paid pilots in the industry. A contract with a specific wage scale isn't worth its ink if it isn't honored.

Our contract states that longevity will be recognized when mutually

agreed upon by management and the association. All I'll say is that the day for such an agreement has passed. It's long overdue. If each of you is as committed to this goal as I believe you are, then get involved in the process. A 40- or 50-percent participation level won't do the job. If you're a dues-paying member, you must join the effort. Bill Atchison, the MEC, and I want 100 percent involvement. Look at it this way—everything mandated by the company (from training to HR issues, physicals, and documents) gets a 100-percent participation rating. How about looking at this process in the same way? Complete your questionnaire, answer your e-mails, and state your opinion. It's mandatory for our combined success in securing a better future. The MEC, Tom Weichbrodt, Jean-Luc Raufflet, John Mullally, and I are working for you. So, return the favor.

If you come across information you feel could be useful in our talks, please send it to me. We're in this together. Let's plan to succeed. Fly safely, and support one another.

