

# **OPEIU LOCAL 108**

**PHI OIL & GAS, PHI AIR MEDICAL,  
CAREFLITE**

# INTRODUCTION

- The Union or OPEIU (Office and Professional Employees International Union) Local 108 is the official representative of all pilots at PHI, both members and non-members
- PHPA (Professional Helicopter Pilot's Association) is a subset of OPEIU that represents all Helicopter Pilot Local Unions
- Members are a part of both organizations
- 538 pilots at PHI
- Air Medical has 324
- Oil and Gas 214
- 57 Union members as of 21 August, 2017

# HISTORY (THE GOOD & BAD)

- Union organized and designated as Official Representative of pilots at PHI
- 2006 Pilots vote to Strike, which lasts a short time, resulting in most pilots returning to work, and Management enacting their last offer as the Collective Bargaining Agreement (CBA) or “Green Book”
- Union and Management enter arbitration
- Union and Management exit arbitration and enter Self-Help
- Management provides regular pay raises to match competitors and promote retention

# RECENTLY (MOSTLY BAD)

- 2015-2017 Economic downturn in the Oil and Gas Industry results in unilateral actions taken by Management to cut costs
  - Suspension of Step increases (violation of CBA)
  - Loss of PIC retention bonus
  - Downgrade of IFR PICs to SIC and IFR SIC to VFR PIC (unprecedented and outside of CBA) resulting in up to 55% cuts in pay
  - No transparency on company financial situation or future cuts
- Other unilateral actions taken by Management to the detriment of Pilots
  - Radical reinterpretation of Fitness for Duty and usage of The Fontana Center as a final hurdle for pilots returning from illness, injuries, and surgeries despite approval by medical professionals
  - Use of the Corporate Policy Manual to circumvent the CBA

# THE FUTURE...

- That depends on you
- Engagement with Management
  - Advise and consent
- Advocate for pilots
  - Compensation
  - Quality of Life (Living Conditions, Vacation, Sick Leave)
  - Educate Pilots on their rights
- Ensure Management abides by the CBA
  - Grievances
  - Bargaining

# GETTING THERE

- Improve Communication between the Union, its members, and all pilots
  - Facebook
  - Website
  - Mailing Lists
  - Newsletter
  - Union Meetings via Video Conferencing
- Improve Communication with Management
  - Open lines of communication with decision makers in Operations, HR, Safety, and Senior Management
- Require Management to communicate with pilots
  - Quarterly Financial Updates, health of the company, etc.
- Establish clear policy positions and goals for the Union and members

# WHAT EXACTLY ARE YOU TRYING TO ACCOMPLISH?

- Improved Compensation
  - Higher base pay and equal maximum step for VFR pilots
  - Increased pay to include previous bonus amount into base pay
  - Flight hour bonus over 30 hours
  - Increased Per Diem (\$10 meal)
  - Increased Offshore Bonus
  - Increase company 401k contribution
  - Increased company funding of health insurance to lower rates

# WHAT ELSE?

- Improved Safety and Quality of Life
  - Reduce duty day and flight hour maximum to 12 and 6 hours respectively for single-pilot aircraft
  - Install force trim, HeliSAS, and air-conditioning in single-pilot aircraft
  - Safe company provided housing that doesn't cause employees to get sick
  - Vacation approval requests in a reasonable amount of time
  - Allow Sick Leave to be utilized by pilot to care for sick family members
  - Allow Sick Leave to be donated to colleagues for extended illnesses, rather than Vacation
  - Return donated Sick Leave or Vacation if not used



# AND THEN...

- Educate Pilots on their Rights under the Collective Bargaining Agreement
  - Union Representation during meetings with Management
  - Workover award rules
  - Safety
  - Job posting and awards
  - Discrimination
  - Sexual Harassment
  - Grievance Procedures
  - System Board of Adjustment

# HOW?

- Engagement with Management
  - Bargaining
    - Modifications to the Collective Bargaining Agreement
  - Normalize Relations
    - Provide Management with the pilots' perspective
    - Deescalate conflict while elevating issues
    - Create a partnership working towards a profitable company that benefits everyone
    - Provide a unified, representative voice
    - Continuously and consistently advocate in the pilots' interest

# SOUNDS GREAT. WHY DO YOU NEED ME?

- The Union and individual pilot are in a stronger position when there are more members
- We are in a stronger position with you than without you
- Even though you are entitled to Union representation and benefit from the Union's success without being a member, your position is better if the Union is larger and stronger
- We need input, participation, and feedback from everyone
- If you are not a member, your particular issue or idea may go unnoticed

# I HAVE MORE QUESTIONS

- OPEIU108.org
  - Check out the Frequently Asked Questions
- Join the Facebook Group
  - Ask a member to invite you
- Talk to a member
- Talk to the President
- Attend a Meeting