



INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS
LOCAL LODGE 659 & 696

Sent Certified Mail and via Email on
October 17, 2016 to

John Lacey
Assistant President/Directing General Chairman
5 Knollwood Dr
Branford, CT 06405
John.Lacey@DistrictLodge19.com

Dear Mr. Lacey:

On behalf of the Roadway Mechanics, members of the IAMAW District 19 Lodge, we submit this Letter of No Confidence in General Chairman Andrew Sandberg, due to his lack of action that we have asked him to fulfill. General Chairman Andrew Sandberg has not filed grievances that were sent to him, and is not doing a competent job translating the contract as we see it should be. The key issues that we have with the Carrier's current actions (that go against a decade or longer of past practices) are not being dealt with and the only answers we are getting related to those questions are: the Carrier has the right to do what they are doing, and that past practice claims do not work.

The IAM district lodge 19 Roadway mechanics have called for a special vote and over the last month, members have been given an opportunity to cast a vote as to the performance of General Chairman Andrew Sandberg and whether or not they believe a letter should be drafted presenting our concerns. The vote's received thus far and all communications with the rank and file members mimic the same opinion stated above, that General Chairman Andrew Sandberg is not suited to represent our needs and concerns.

Prior to this action, various members have exhausted verbal and written communications with General Chairman Andrew Sandberg revolving around contract/past practice violations the carrier is guilty of. These reports have been taken and acknowledged, with a small few being directly dealt with. The large issues have not been taken on however.

This letter is disheartening, as General Chairman Sandberg began with good promise. Andrew first started his position by reaching out and contacting the local chairmen and other rank and file members. Andrew Sandberg seemed to want a better understanding of our current and on-going grievances. When we began discussion on these matters, the members explained the per-diem and job issues, along with everything that had been sent in to Lisa Carter. We also explained that we were ready to go to arbitration over these matters, as we were tired of constantly losing and wanted to fight for what we had lost.

General Chairman Andrew Sandberg stated that he has been given all of the paperwork that Lisa Carter had been working on regarding our two largest problems, per-diem not being paid and the system jobs on division being abolished, prior to her medical absence. The members asked when we would be ready to go to arbitration over these matters and Andrew Sandberg stated that he first wanted to talk with the Carrier about the issues and see if there was any way to negotiate with them first and possibly come to an agreement on these matters. As of yet, the System jobs on the division are still gone and the per-diem contract was changed, behind closed doors, with the delivery of the new contract being made by the carrier over a month after it was drafted and signed.

The largest and most significant impact on our current situation occurred when the Carrier cut off all System Production mechanic positions on every division, a position that has existed for over three decades. All of the system jobs were then reposted as regional headquartered jobs, so all extra pay incentives were lost. The problem is that the specific equipment that the System Production mechanic jobs covered still remain, and are now the responsibility of a regional mechanic. This forces men to cover production equipment well past scheduled hours while traveling across the division to keep machines running, allowing the Carrier to save money, as regional mechanics are not allowed the same per-diem or mileage as a system mechanic.

The loss of the system jobs on division also forced a lot of mechanics that were working those jobs back out on to system production teams. When this happened, a lot of junior men were then forced onto regional jobs, with quite a few of them being forced onto jobs hundreds of miles from home with no compensation for travel, hotel, or food. All of these expenses come out of the mechanics pocket.

General Chairman Sandberg also made an agreement dealing with our per-diem payments behind closed doors. This agreement is a change in the contract and should have been voted on, and would have been rejected by the members if such a vote had occurred. There were ample opportunities for such a consensus to occur, the most recent was a conference call on September 14, 2016 at 8:20pm that lasted over the course of two hours. During this time, there was no mention that a new per-diem contract had been written up and received by Andrew Sandberg. Andrew Sandberg did say that he was talking with the Carrier about a new agreement and mentioned the terms, to which no one on the call nor either of the two local chairmen agreed to. The signing of this new change in contract absolved the Carrier from a growing stack of per-diem claims that Lisa Carter had been working on for over 18 months, and was prepared to go to arbitration on the matter as the Carrier refused to work with her. General Chairman Andrew Sandberg has completely changed the way we have been compensated for the past decade and thrown out our ability to fight to the per-diem contract violations as was defined in the 2005 per-diem agreement. The excuse for this change is contract not being voted on was the new contract simply defined the word "away" for regional mechanics. A simple definition does not require new payroll codes, rid the wording "actual and necessary expense" or define new terms of "half per-diem rates".

The overwhelming majority of our members contend that General Chairman Andrew Sandberg is ineffective and is siding with the Carrier's translation of the contract. The Carrier's new translation goes against years of past practice and the contract itself in some instances.

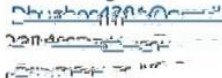
General Chairman Andrew Sandberg has created an environment that has created uncertainty with the members. Many members feel that their claims and grievances are going unheard and that the IAMAW is not doing its part to stick up for the members and fight for what we have lost and continue to lose. The members of this union do not see a quid pro quo, paying dues every month and no real action on the big issues which have changed the status quo of every roadway mechanic on the roster.

We, members of the IAMAW District Lodge 19, would like to replace Andrew Sandberg with Mike Perry. Mike Perry is the acting general chairman for the Bryan Park Roadway Shop representing Roadway Mechanics that fall under the Shop section of the 12-126-92 Agreement. This is the agreement that covers all Roadway mechanics currently working for the Carrier.

Please respond to this letter by November 1, 2016. If no response is received, we shall forward this letter to the Grand Lodge for consideration.

Respectfully submitted,

Dan Hughes
Local Chairman
Local Lodge 659



Scott Roberts
Local Chairman
Local Lodge 696



Attached: Per-diem contract – 2005,
Per-diem contract current, dated August 25, 2016.