



## **AIRCRAFT MECHANICS FRATERNAL ASSOCIATION**

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# **ASA L32 ALR Report July 2026**

### **HA MERGER**

The Seniority Integration Committee met for the first time on July 1st in HNL. It was a short meeting where we briefly talked about upcoming obstacles and challenges. A dovetailed approach (similar to the VX merger) was discussed in principle. Tie breakers were also discussed as the final tie breaker for HAL Employees is different than that of ASA or VX.

AMFA is still in talks with the Company regarding the Transition Protocol Agreement (TPA). The TPA is important as it lays out the expenses the Company will reimburse the Union for during this merger. Without a TPA the merger will be paid for with your Union Dues. We have an in-person meeting, with VP Wonderly, scheduled for next week in SEA.

AMFA is administering both Contracts for the workgroups.

### **AREA/SHOP REP UPDATE**

On June 29th and 30th we conducted Shop Rep training, in HNL, for all the new HAL AMFA shop reps.

ANC Shop Rep training for Alaska Area Reps will be 7/22.

### **VEHICLE MONITORING “COACH RUPERT”**

No new updates on Coach Rupert.

### **DISCIPLINE INVESTIGATIONS**

ASAP reports are not “GET OUT OF JAIL FREE CARDS”. Reports are placed under review. Your elected ASAP Member is Tim Cullen and he is an advocate for you. If he calls it is in your best interest to participate.

Investigation interviews: the Union will always advise that Member be truthful in these interviews. The Company is usually very aware of the situation before talking to the Member. The interview is just to verify.

The HAL CBA allows for a thirty (30) day Withheld from Service without pay for specific investigations for a variety of issues. Those are listed in Article 15.3.(b).I on page 62 of the “Brown Book”.

Workplace mis-conduct is on the rise. This includes, but is not limited to: workplace violence, sexual harassment claims and failure to comply with basic work rules. Issues such as these are occurring daily

in our workplaces. The Company takes mis-conduct very seriously and will almost always investigate any claim.

Poor Work Performance is also a subject open to investigation. Behaviors such as: failure to remain in the workplace, taking extended breaks, failure to follow the GPM, failure to maintain a SIDA badge and all required Icons, sleeping on the job, failure to complete training, poor driving behavior, are all subjects of poor work performance and may lead to an investigation and discipline.

## **DRUG AND ALCOHOL**

Positive Drug and Alcohol testing: Both ASA and HAL have a zero tolerance policy for positive drug and alcohol test results. This includes all testing; Random, Reasonable-Suspicion, Post-Accident and Return-to-Service. Positive results for any of those test situation will lead to termination. Self-Disclosure is only applicable before notification of a test, once you are notified that you will be required to test, there is no other path than to test. If the Medical Review Officer (MRO) contacts you regarding results, you need to be prepared to properly justify any results. Justifications are limited to legitimate medical diagnosis with valid, up to date prescriptions, that are written to the Member. Using a family members' prescriptions is not legitimate. If you have no legitimate reason to have the drugs in your system, YOU MUST REQUEST your split sample be tested. It is your right to have the split sample tested at different lab and I recommend you do that. The Union cannot request the second test, only you can. Split sample testing is very important. Testing labs make mistakes and the split sample is there to protect you from those mistakes.

## **DUIs**

A DUI which caused you to have a restricted drivers license may lead to discipline. Company policy for both ASA and HAL requires that Technician class Employees maintain a drivers license as a condition of employment. It is a requirement that you report any restrictions on your drivers license to the Company within two (2) days.

## **ALR TRAVEL**

HNL 6/29-7/2 for SIC and Shop Rep training  
SFO 7/20 badging  
LAX 7/28 badging  
SEA 7/29 TPA talks and Labor Leader meeting

In solidarity



Jeff Heard  
ALR AMFA L32