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ALPA Pilots Take On Capitol Hill
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ON THE COVER
A Virgin America airplane prepares for its next departure from Washington Dulles International Airport. Photo by John Perkinson.

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June-July 2015 Air Line Pilot
This month unveiled a superb illustration of pilots’ taking control: the pilots of Virgin America voted overwhelmingly in favor of ALPA representation. I was privileged to witness this historic accomplishment, which was the hard-earned result of Virgin America pilots working alongside ALPA pilots and staff with team precision to reach their goal.

In a similar fashion of taking command in Canada, ALPA pilots and staff worked together to develop the Association’s newest advocacy white paper, *State of Our Skies: Canada*, which calls on the Canadian government to promote an environment that allows fair opportunities for Canadian airlines and airline workers. ALPA distributed the document on Parliament Hill, and pilots participated in Calls to Action, demonstrating their desire to take control of and carry forward the airline pilot message.

In the United States, as the summer approaches and the FAA reauthorization expiration date looms, ALPA pilots and staff are fervently campaigning to keep America flying safely. With the powerful and recognizable tagline of “This Is Your Captain Speaking,” ALPA is imploring Congress to pass an on-time FAA reauthorization bill that puts safety first and to put aside any attempts to roll back safety regulations and add extraneous measures that could delay passage of the bill.

An army of pilot foot soldiers and ALPA staff have been knocking on the doors of members of Congress, drawing attention to the all-important safety perspective of passing the FAA reauthorization bill. Personally witnessing ALPA members from more than a dozen pilot groups embrace our safety message and engage with their home-state members of Congress to seek support for ALPA’s safety priorities was indeed inspiring.

As ALPA staff, as we continue to support the endeavors and activities of each pilot group and the union as a whole, we are continuously impressed by the foresight and vision of the members of this union. With our newest addition of the Virgin America pilots, we are now 31 pilot groups strong. Regardless of individual differences, we know that it’s the sum of our parts that makes us whole.
Mighty ALPA

Safety is the cornerstone of ALPA’s existence. On July 27, our union will celebrate 84 years as the leading advocate for safety and security in our industry. Throughout its more than eight decades of existence, ALPA has never backed down from its uncomplicated motto: Schedule with Safety. With the FAA authorization set to expire in September, ALPA has once again taken the lead in steering Congress to pass a long-term, safety-focused FAA reauthorization bill on time.

During the last reauthorization cycle in 2011, when the U.S. air transportation system endured a two-week partial government shutdown, the industry suffered a tremendous loss: 4,000 FAA employees and 70,000 airport construction workers were furloughed—and it was reported to have cost the FAA more than $350 million in uncollected airline ticket taxes.

For obvious reasons, ALPA is vehemently opposed to this happening again. The authorization forms the indispensable policy blueprint and federal authority under which the FAA maintains operation of the U.S. national airspace system and conducts its safety oversight mission.

Discussions on FAA reauthorization are happening now—and ALPA is concentrating its resources across Capitol Hill with our call for an on-time bill. Congress must resist adding the extraneous measures that delayed the bill’s passage in the past and work to prevent stop-and-start extensions that fail to fund progress and keep aviation the safest mode of transportation in the world.

To underscore the urgency of our position, in June more than 150 ALPA pilots came to Washington, D.C., to meet with federal lawmakers on this issue and others as part of our annual Government Affairs Legislative Summit (see page 20). On the same day, ALPA launched a new ad campaign to keep America flying safely. With the tagline, “This Is Your Captain Speaking,” the campaign targets Capitol Hill with our FAA reauthorization message (see page 8).

ALPA’s Hill visits and public relations push have not only communicated our concerns, they’ve also helped counter the misguided efforts of some who are demanding rollback of hard-won safety regulations.

The FAA reauthorization could also contain direction from Congress to create a new U.S. air traffic service organization and governance. ALPA recently updated our policy to underscore the essential characteristics of any organization charged with operating the U.S. air traffic control system. It must be not-for-profit. Its governance must ensure that the system’s ultimate users such as ALPA and the National Air Traffic Controllers Association play a strong role in establishing its strategic direction and oversight. And any air traffic control service organization must safeguard the employer-employee relationship.

For more than 80 years, ALPA has served as an immutable voice for airline safety, security, and the airline piloting profession. Our voice became even stronger on June 4 when Virgin America pilots voted overwhelmingly to join ALPA (see page 19). ALPA stands ready to help Virgin America pilots chart their future by first assisting them with establishing their internal structure to effectively represent their pilots and then helping them achieve their first collective bargaining agreement.

Also on the collective bargaining front, Delta’s Master Executive Council (MEC) leaders approved a tentative agreement on June 11 (see page 13). In describing the process to reach the agreement, Capt. Mike Donatelli, the pilots’ MEC chairman, cited the “incredible dedication from our negotiators, professional staff, subject-matter experts, and [Delta] elected representatives.” Delta pilots will now have an opportunity to cast their individual votes for the contract. As this issue goes to press, the MEC will conduct road shows to explain the contract and take questions and hear concerns from the pilots.

And while the news from the Delta pilots is positive, our pilots at Air Wisconsin, Atlantic Southeast/ExpressJet, and Sun Country continue to face challenges in achieving a contract. And FedEx Express and Mesa pilot contracts are well past their amendable date. Our union will show equal resolve in working toward the successful conclusion of bargaining for these—and all—ALPA pilot groups.

As Forbes reported in its June 5 story “Mighty ALPA Reaches Deal with Delta and Signs Up Virgin America on the Same Day,” each pilot group we add to our collective voice has a direct effect on our ability to carry our message forward.

ALPA’s might lies in its members. 

Capt. Tim Canoll, ALPA President
Working to Safeguard Our Skies

By Capt. Joe DePete, ALPA First Vice President

As ALPA’s first vice president and national safety coordinator, I have the privilege of supporting and assisting our members every day in making our skies, our industry, and our profession safer and more secure. This wouldn’t be possible without the amazing work done by our dedicated pilot representatives who make up ALPA’s Air Safety Organization (ASO) and ALPA’s world-class staff. Here are a few of the issues we’ve been working on.

**KNOWN CREWMEMBER (KCM)**

KCM has been an unqualified success. To date, 60 airports participate in KCM, and we expect the Transportation Security Administration (TSA) to add more airports later this year. Earlier in the year, the TSA dropped the requirement that pilots be in uniform when using KCM.

We’re working with the TSA and Transport Canada to include ALPA pilots from Jazz Aviation as the first non-U.S. pilot group in the program. We met with various parties in January to start the ball rolling and are optimistic about the outcome.

At some KCM access points, the number of pilots selected for random screening has increased, and we’re working on that issue. We’re also working to have the exemption for liquids, aerosols, and gels apply to nonuniformed pilots.

**CARGO**

We recently hosted a meeting of the Aviation Security Advisory Committee’s cargo subcommittee; risk-based security continues to be the focus of that group. One of our goals is to include cargo ramp operations within the security identification display area (SIDA) to create one level of security for passenger and all-cargo operations. Another goal is to require that all-cargo carriers provide common strategy antihijacking training to their pilots, which the TSA does not presently mandate.

We continue to work to remedy the exclusion of cargo pilots from FAR 117 in the U.S. and are pushing for science-based flight, duty, and rest regulations for cargo operations.

**NEXTGEN**

We’re continuing our efforts to move NextGen forward. NextGen brings added safety benefits to our aviation system along with increases in efficiency and capacity that enable our airlines to reduce operating costs. In preparation for the next FAA reauthorization bill, ALPA implemented new policy that lists the critical components that must be contained in the governance and management of the ATS system, including giving ALPA a role in the leadership structure.

**UNMANNED AIRCRAFT SYSTEMS/REMOTELY PILOTED AIRCRAFT (UAS/RPA)**

In February, the FAA issued a notice of proposed rulemaking (NPRM) regarding small UAS, those weighing not more than 55 pounds. ALPA has submitted detailed comments on the NPRM.

The FAA has granted exemptions approving some specific small UAS commercial operations. Those operations are limited to line-of-sight flights below 400 feet AGL, and they must have failsafe features for lost link between the operator and the RPA. ALPA’s position is that robust safeguards must be in place to ensure that any RPA cannot interfere with our operations.

RTCA (a nonprofit industry group that develops avionics standards to recommend to the FAA) is developing standards for “detect and avoid” and “command and control” systems for RPAs. ALPA is working on those issues. The government/industry UAS Aviation Rulemaking Committee continues to meet.

Transport Canada has enacted regulations regarding small UAS. The FAA proposal for small UAS is similar to the existing Canadian regulations.

**LITHIUM BATTERIES**

Another ALPA safety priority is to reduce the hazard of lithium battery shipments.

Effective Jan. 1, 2015, U.S. rules were harmonized with the International Civil Aviation Organization (ICAO) technical instructions for labeling and notifying crews of lithium battery shipments loaded on the aircraft. We’re working on packaging requirements and size limits for each package and shipment, and we’re pleased with ICAO’s recent announcement to convene a working group to establish standards for packaging lithium batteries.

In Canada, we achieved a ban on lithium metal batteries as cargo on passenger airliners, an ALPA goal for many years. That ban has been in effect in the U.S. for about 10 years.

Unfortunately, lithium batteries still can be—and are—shipped on all-cargo airlines. Regulators acknowledge the difference in risk but haven’t as yet afforded all-cargo pilots the same level of safety as passenger airline pilots with respect to prohibiting shipments as cargo.

**AIR SAFETY FORUM**

In July, ALPA will host its annual Air Safety Forum, the preeminent airline safety conference that brings together representatives from government, management, manufacturers, and labor. This year’s forum will focus on keeping American skies safe and fair. Look for coverage of this event in the August issue.
DOMESTIC NEWS

In late May, the FAA announced the formation of an Aviation Rulemaking Committee made up of government and industry stakeholders, including ALPA, to recommend ways to improve the evaluation of pilots' fitness to fly. The panel's recommendations are due by the end of the year.

Rep. John Mica (R-Fla.) has introduced legislation to privatize the U.S. air traffic control system, reported The Hill. “The legislation will create a new stock ownership entity that will be able to advance technology and improve working conditions. The operation of the ATC system in the U.S. will be improved and made more efficient, which will benefit the airlines,” Mica said.

U.S. passenger airlines posted a combined profit of $7.5 billion for 2014, according to the Department of Transportation. The top airlines were American/US Airways, Southwest, United, and Delta. As a group, 27 U.S. passenger airlines reported an after-tax net profit for the fifth consecutive year.

U.S. President Barack Obama has nominated Coast Guard Vice Admiral Peter Neffenger to head the Transportation Security Administration. Neffenger’s three decades of experience with the Coast Guard “will be valuable to this administration’s efforts to strengthen transportation security,” Obama said. The Senate Commerce Committee has approved the nomination, and a full Senate vote is expected as this issue goes to press.

USA Today reported that JetBlue Airways and Alaska Airlines both received top grades for customer satisfaction, according to the J.D. Power customer service satisfaction survey. Out of a possible 1,000 points, JetBlue received 801 in the low-cost-carrier category, while Alaska earned 719 in the traditional-carrier category.

INTERNATIONAL NEWS

According to the Jordan Times, Emirates announced that its profit surged 40 percent to $1.2 billion as revenue increased and fuel costs dropped. Revenue rose 7 percent to $24.2 billion, with passenger numbers up 11 percent to 49.3 million in fiscal year 2014–15.

This summer, Chinese airlines will surpass U.S. airlines in the number of flights between the two countries, according to the Centre for Asia Pacific Aviation. The International Air Transport Association predicts that the Chinese pas-

The Sidebar
THE MIGHTY HERCULES

The crewmembers of First Air recently published their latest issue of Northern Navigator. The entire issue is a tribute to the Hercules, as the company sold its final Herc in April. Hearing crewmembers call the airplane “old friend” and reading the stories about how flying the Herc defined important moments in their lives had a profound effect on me. In fact, their passion for this particular airplane inspired this month’s “The Landing” (see page 37), Air Line Pilot’s own tribute to the mighty Hercules and the First Air crewmembers who had the honor of flying the airplane bearing the name of a Greek hero.

From flying Red Cross relief missions to Angola, Africa, to serving as a prop in a fund-raising event for Special Olympics in Yellowknife, N.W.T., Canada, this airplane will be missed by First Air crewmembers and is certainly worthy of a special tribute.

Thanks to the pilots and staff who created the newsletter. If you’d like an electronic copy of the First Air Master Executive Council’s summer edition of Northern Navigator, please e-mail us at Magazine@alpa.org.

Namaste,
Sharon B. Vereb
Editor in Chief
senger market will surpass the U.S. passenger market in 2030.

✈️ USA Today reported that Qatar Airways announced three new routes between Doha and Atlanta, Ga.; Boston, Mass., and Los Angeles, Calif., as well as a second daily flight to New York. All four routes are set to begin in 2016.

✈️ Canada will require air travelers who don’t need a visa to enter the country to pay $7 and receive an electronic travel authorization before boarding a flight to the country, reported The Globe and Mail. The requirement, which will go into effect on May 15, 2016, is designed to prevent potential terrorists from reaching North America. Americans will be exempt from the requirement.

ALPA Urges DOT to Get the Facts on Persian Gulf Airline Subsidies

ALPA submitted comments to the Department of Transportation in late May urging the U.S. government to quickly seek consultations with the United Arab Emirates (UAE) and Qatar on market-distorting subsidies those governments give to Emirates, Etihad, and Qatar Airways.

“The tens of billions of dollars in massive and sustained subsidies with which the UAE and Qatar governments support Emirates, Qatar Airways, and Etihad Airways are radically eroding fair competition in the global marketplace,” said Capt. Tim Canoll, ALPA’s president. A recent white paper released by the Partnership for Open & Fair Skies, of which ALPA is a member, shows that since 2004 these airlines have received $42 billion in subsidies and other unfair benefits.

“The enormous and sustained financial support from the UAE and Qatar governments to Emirates, Etihad, and Qatar has already harmed U.S. passenger airlines as they compete in the international marketplace,” Canoll said. “It is foreseeable that the harm from the unfair economic advantages these airlines hold will only grow in the future and pose an even greater risk to the free market, U.S. airlines, and U.S. airline workers’ jobs.”

The economic threat posed by the UAE and Qatar government subsidies has drawn sharp reaction from Capitol Hill. Prompted in part by outreach from ALPA pilots, 262 members of Congress sent a letter in late April to U.S. Secretary of State John Kerry and Transportation Secretary Anthony Foxx urging them to request consultations with the UAE and Qatar.

“To safeguard the free market, the U.S. government must get the facts on these subsidies through consultations with the governments of UAE and Qatar and request a freeze on passenger capacity and routes while consultations are under way,” said Canoll.

U.S. House Passes Transportation Spending Bill

On June 9, the U.S. House of Representatives passed the FY2016 Transportation, Housing, and Urban Development appropriations bill to fund the nation’s federal transportation programs, including the FAA. Included in the House legislation were provisions addressing Norwegian Air International (NAI), Open Skies agreements, and secondary cockpit barriers.

The House acknowledged the concerns that U.S. airlines and their employees have voiced regarding existing Open Skies agreements and whether subsidies have resulted in market distortions. ALPA had advocated for language that calls on the U.S. Department of Transportation (DOT) to report to the Committee on Appropriations within 90 days on its review of stakeholder input, including potential corrective actions within the framework of existing Open Skies agreements.

The bill also included the same language that was passed last year affirming the House’s broad opposition to any foreign air carrier permit application that conflicts with the U.S.-EU Air Transport Agreement. The passage of this language makes clear once again that U.S. lawmakers adamantly oppose business models such as NAI’s and that the DOT must reject NAI’s foreign air carrier permit application.

An amendment offered by Rep. Michael Fitzpatrick (R-Pa.) was adopted by voice vote to stipulate that no funds can be used in contravention of existing flight deck safety regulations. During the bill debate, Fitzpatrick gave an impassioned speech on the need for secondary cockpit barriers.

The funding bill must be considered by the Senate before it’s sent to the White House.

ALPA Unveils “This Is Your Captain Speaking” Ad Campaign

On June 2, ALPA launched its “This Is Your Captain Speaking” ad campaign, which urges Congress to pass an on-time FAA reauthorization bill that puts safety first. The ad campaign will target Capitol Hill for the next several weeks.

ALPA members are urging Congress to stop attempts to roll back safety regulations and avoid extraneous measures that could delay passage of the bill. During the last reauthorization debate, unnecessary add-ons resulted
in years of delays and 23 temporary stopgap measures to keep the FAA running. ALPA is calling on Congress to prevent that from happening again by providing the FAA with an on-time bill that provides the stable funding necessary to fulfill its safety responsibilities as well as moving ahead with projects that will increase aviation system capacity and efficiency included in NextGen.

“Airline pilots want to see a clean, on-time FAA reauthorization bill this year that puts safety first,” said Capt. Tim Canoll, ALPA’s president. “Unfortunately, some are calling for rolling back fatigue rules and safety standards for pilot training and qualification. Our paramount goal must be to preserve measures that safeguard our passengers, cargo, and flight crews. We can’t afford to settle for anything less.”

ALPA Lauds ICAO Action to Create New Packaging Standards For Lithium Battery Shipments on Airliners

In early May, ALPA praised the Dangerous Goods Panel of the International Civil Aviation Organization (ICAO) for committing to develop new packaging standards for lithium battery shipments on airliners that would protect the aircraft and all on board from the effects of a lithium battery fire.

“While this ICAO panel action marks critical progress, ALPA pilots will not rest in our work until the safe transport of lithium batteries is ensured on all airliners,” said Capt. Tim Canoll, ALPA’s president. “Much work remains to be done to ensure that the packaging standard is fully developed and implemented, and we continue to support the recommendation that packages not be carried until the standard is in place. We are nevertheless encouraged by ICAO’s action and recognize that packaging is an important piece in a multilayered approach to the safe transport of lithium batteries. We look forward to participating in the work as ALPA pursues the goal of maintaining the safest possible air transportation system.”

The panel will form a new working group to develop packaging standards with the goal of ensuring that any hazardous effects of a lithium battery fire are contained within the package. With this packaging standard in place, a fire in a lithium battery package would not propagate to other packages in a cargo compartment or endanger the aircraft.

ALPA pilots, led by F/O Mark Rogers (United), the union’s director of Dangerous Goods Programs, joined representatives of the major aircraft manufacturers at a recent meeting of the ICAO panel. The panel was presented with a recommendation that new packaging and shipping standards be created for shipments on both passenger and all-cargo airlines, and that high-density shipments of lithium ion batteries not be carried aboard passenger airliners until such standards are in place, setting the stage for the panel’s action.

Association Urges FAA To Enhance Proposed Rules for UAS

“We commend the FAA for the level of detail in the proposal and the clear intent to maintain the safety of our national airspace system,” said Capt. Tim Canoll, ALPA’s president, in late April in comments submitted to the FAA regarding the agency’s recent proposed rules for the operation of small unmanned aircraft systems (sUAS).

In its comments, ALPA outlined several key areas of the proposed rules that should be enhanced to maintain the safety of the U.S. national airspace system (NAS). “We believe the proposed rules, with some modification and with appropriate supplementary material, could be effective in ensuring that the introduction of commercial operations of sUAS into the national airspace system would not pose a significant risk.”

In February, the FAA issued a set of proposed procedures that would regulate operations of sUAS in the NAS. In addition to recommending limiting commercial operations to daylight hours and visual line of sight, the rule also addresses, among other components, altitude restrictions, operator certification, and aircraft registration. ALPA feels that the proposed rules do not adequately regulate use of sUAS by hobbyists.

The Association encourages the FAA to develop additional standards and guidance in several areas to help ensure that all aircraft in the NAS operate at the highest level of safety, including recreational use by hobbyists. By developing design requirements intended to ensure that sUAS remain within an approved area of operation, the FAA can help mitigate the risk of colliding with another aircraft by keeping sUAS within the defined airspace despite possible malfunction, lack of operator awareness, or deliberate disregard for safety regulations.

“The regulations should be thorough and flexible enough to remain relevant as technology continues to evolve. Together with the FAA and key stakeholders, we look forward to continuing to develop effective guidance that protects the safety and integrity of our national airspace system,” Canoll said.

ALPA Works to Repeal Excise Tax on Employer-Sponsored Health Care

The Affordable Care Act currently contains an excise tax on high-cost group health plans that is slated to take effect in 2018. This nondeductible excise tax, which would be at a rate of 40 percent of plan costs above certain thresholds, would be imposed on health-care plans that are deemed to be “overly generous,” using plan cost as the measuring stick. The excise tax threatens to drive up costs for ALPA members’ employers and raises the possibility that employers would seek to reduce pilots’ health-care benefits (e.g., through increased copays, deductibles, and out-of-pocket maximums) to lower plan costs below the thresholds and avoid the tax.
Because no regulatory guidance currently exists to govern how the tax will be imposed, many questions still remain unanswered. While the tax holds the potential to affect all U.S. ALPA pilots, the anticipated imposition of the tax is already affecting several ALPA pilot groups that are currently in negotiations.

In response, ALPA is taking action to safeguard the interests of its members by calling for the excise tax to be repealed and taking part in the process to create regulatory guidance for how the tax will be applied should it go forward.

On the broader issue, ALPA has worked on Capitol Hill to drive bipartisan legislation to repeal the tax. Rep. Joe Courtney (D-Conn.) recently introduced the Middle Class Health Benefits Tax Repeal Act of 2015 (H.R. 2050). ALPA pilots, along with ALPA’s Government Affairs Department, are on Capitol Hill asking their elected representatives to cosponsor the legislation.

In addition, ALPA submitted comments on May 15 to the U.S. Treasury Department and the Internal Revenue Service laying out the union’s concerns about the excise tax and its effect on working Americans. The submission also provides ALPA’s response to several issues that have been raised and potential approaches the agencies have offered to resolve issues surrounding the tax.

**Canoll Addresses International Aviation Club of Washington, D.C.**

Capt. Tim Canoll, ALPA’s president, spoke before the International Aviation Club of Washington, D.C., in late May, calling on U.S. government leaders and lawmakers to advance the U.S. airline industry and its workers by safeguarding fair competition in the global marketplace and fostering air transportation modernization by passing a clean FAA reauthorization bill.

Canoll highlighted how subsidies received by Emirates, Etihad Airways, and Qatar Airways from their respective governments distort the global marketplace as well as the threat that un-typical employment practices pose to the free market, the U.S. airline industry, and U.S. workers’ jobs.

He also called for a clean, on-time FAA reauthorization bill, noting that it must not contain the kinds of extraneous measures that have delayed the bill’s passage in the past. He maintained that Congress must provide the FAA with the dedicated, stable funding necessary to both fulfill its mandate and also move ahead with its vital work to enhance safety and system efficiency as well as modernization programs such as NextGen.

“In the upcoming FAA reauthorization, the focus needs to fall without distraction on maintaining and enhancing safety,” Canoll said. “Some are calling for shorter time lines, reduced oversight, and rolling back safety standards for first officer qualifications and preventing pilot fatigue. If our industry is to safeguard passengers, air cargo shippers, and flight crews, we cannot tolerate anything less than the highest possible safety standards.”

Canoll summarized ALPA’s forward-looking approach to advancing the safety, security, and economic competitiveness of the U.S. airline industry, explaining that the union looks for opportunities to inoculate against potential threats, to advance positive change that may not yield results now but will pay off in the long run, creating a stronger industry. “At ALPA, we work to keep America flying safely, but we also want to keep it flying fairly,” he said.

**Canoll Participates In CAPA Summit**

The strength of airline pilots as a critical component and voice in the airline industry was showcased throughout the Centre for Asia Pacific Aviation (CAPA) Americas Aviation Summit, a two-day international conference in late April that brought together airline executives, manufacturers, policy experts, and the news media.

Capt. Tim Canoll, ALPA’s president, was a speaker on two panels—one that addressed the challenges facing the airline industry with regard to long-term, stable funding for the U.S. national aviation system and airports, and another that covered the dynamic role pilot unions play in charting the future of the airline industry.

During one panel discussion, Canoll reiterated ALPA’s position that “dedicated and stable funding” is needed to support the FAA’s safety mission and NextGen efficiencies, adding that all of this needs to be addressed without any rollbacks on safety. Other panelists included NATCA President Paul Rinaldi; U.S. FAA Deputy Administrator of Policy, International Affairs, and Environment Carl Burleson; and representatives from Airlines for America.

During another panel discussion, panelists addressed safety, collective bargaining, bankruptcy, and whether a pilot shortage exists. Canoll spoke about the proliferation of atypical employment contracts in Europe that are allowing airlines to work outside of labor contracts and that are detrimental to fair competition and workers’ rights. He also discussed pilot pay, how reasonable solutions exist to find qualified and well-trained airline pilots, and building a healthy pipeline of the next generation of pilots.

Responding to a question about an alleged pilot shortage, Canoll said, “We don’t have one right now. But there’s going to be one. Pilots aren’t willing to fly for
said Capt. Tim Canoll, ALPA’s president, in late May. “We’re pleased that the CBP worked with ALPA and provided us with the opportunity to offer recommendations to enhance the customs experience for the benefit of U.S. airlines, their passengers, and their workers as we compete globally.”

“ALPA’s position is that CBP resources should be used to benefit U.S. taxpayers, U.S. airline passengers, and the U.S. economy by making it easier to travel to the United States,” Canoll said.

“ALPA is examining the potential effect that CBP’s plans could have on the economic competitiveness of U.S. airlines. ALPA appreciates its strong working relationship with the CBP, and we will continue to collaborate closely with the agency to achieve our mutual goal of advancing U.S. airlines’ and workers’ ability to compete in the global marketplace.”

ALPA Welcomes CBP Plans to Help U.S. Airlines’ Passengers Clear Customs
“ALPA welcomes plans by the U.S. Customs and Border Protection [CBP] to operate preclearance facilities at additional airports in Europe, the Caribbean, and Japan. All of the locations are served by U.S. airlines, and the CBP facilities are designed to allow U.S.-bound passengers to clear customs before they enter the United States,” said Capt. Tim Canoll, ALPA’s president. "ALPA is pleased by the Environmental Protection Agency’s [EPA] commitment to working through the International Civil Aviation Organization [ICAO] process to develop a carbon dioxide certification standard for new aircraft," said Capt. Tim Canoll, ALPA’s president, on June 11. “ALPA supports ICAO's efforts as another key element that will build on the work that the airline industry and airline pilots are already doing to reduce aviation emissions and safely increase the efficiency of flight operations.”

ALPA will submit comments regarding the proposed rulemaking to the EPA when appropriate, but we underscore that U.S. airlines and aircraft operators have improved their fuel efficiency by more than 120 percent since 1978. This success is the result of U.S. airlines’ purchasing cleaner, more fuel-efficient aircraft. Nothing that ICAO or the EPA does should interfere with continuing this successful march toward zero emission growth using more advanced technology.

“For years, ALPA and its pilots have worked together with airline managements and regulators to safely enhance the efficiency of flight operations…. ALPA is also part of a global aviation coalition seeking to achieve 1.5 percent annual average fuel efficiency improvements through 2020 and carbon-neutral growth from 2020. Our members will continue to advance new ways to deliver on our union’s long-standing environmental commitment,” said Canoll.

Fee-for-Departure Committee Meets to Discuss Progress
ALPA leaders representing all 12 fee-for-departure (FFD) pilot groups attended a meeting at the Association’s Herndon, Va., headquarters in May to receive an update on issues that are affecting pilots in the FFD sector. The chairmen of these groups’ Negotiating Committees were also invited to discuss ways to advance and increase communication among the groups to improve pattern bargaining.

“As pilots, we share common interests and goals to help
our members attain a positive career path that includes adequate pay, benefits, and quality of life,” said Capt. Paul Ryder (ExpressJet), chairman of ALPA’s Fee-for-Departure Committee and ALPA’s national resource coordinator. “We’re building a world-class career-progression resource program that provides an added focus on this segment of the industry due to the increasing challenges in the sector.”

The group was briefed on ALPA’s new career-progression program and approved a plan to further develop the program throughout 2015. ALPA’s FFD Committee has worked with some U.S. mainline carriers to hold events that included airline pilot recruitment representatives. The committee is also setting up interview workshops and hiring webinars, available to all FFD members looking for guidance on how to best prepare for interviews with mainline carriers.

The committee heard from ALPA’s Government Affairs Department, which briefed them on the multiple FFD issues being addressed in Washington, D.C., including Call to Action advocacy initiatives that help protect regional pilots’ current jobs. Committee members also discussed the threat of a pilot shortage at regional airlines as a result of a shortage of adequate pay, benefits, and career progression. Representatives acknowledged that the threat of a pilot shortage in North America will only worsen in the future if all regional airlines don’t act to provide new pilots with adequate compensation and career paths.

“Some regional airlines have taken some initial action through stronger compensation packages and flow-through agreements to help stem a shortage,” said Ryder. “But these are only a stopgap, a temporary fix. Conversely, regional airlines that ignored or resisted ALPA’s warning about a future pilot shortage are experiencing difficulties in attracting qualified candidates. But these improvements, while encouraging, are ‘one-offs’ to new hires and need to be made permanent in pilots’ contracts.”

Haley Appointed Education Committee Chairman
ALPA’s Executive Council recently appointed F/O Mark Haley (United) chairman of the Education Committee. Haley has served on the committee for the past five years and was instrumental in establishing the partnership between ALPA and Parks College of Saint Louis University. He currently leads ALPA’s mentoring pro-
gram at Parks College, serves on the college’s Aviation Science Industrial Advisory Board, and is a mentor for new-hire pilots at United.

**Collective Bargaining Roundtable Helps Raise The Bar**

ALPA-represented pilot groups from Alaska, Delta, FedEx Express, Hawaiian, JetBlue, Spirit, and United were joined by pilot leaders from Air Canada, American, Frontier, Southwest, and UPS at ALPA’s Herndon, Va., headquarters in late May to share information about ongoing bargaining and upcoming negotiations. The goal of the meeting was to identify and enhance favorable cornerstone contract patterns in the current and next rounds of pilot negotiations.

“There’s a lot of knowledge in this room,” said Capt. Tim Canoll, ALPA’s president, “and the objective here is to share it to advance all of our work.”

Capt. Sean Hansen (Alaska), ALPA’s National Collective Bargaining Committee chairman, echoed that, saying the meeting was intended “to promote an understanding of our negotiations and the positions we take” so that the various pilot groups could learn from each other and build on successes. More than 30 pilots discussed their negotiating history and current situation, talked about sharing resources, and listened to presentations on issues that will affect bargaining, including international developments, industry economic and financial drivers, and complications emerging in the retirement and insurance world. The value of pattern bargaining and working together across pilot lines was a recurring topic during the meeting.

**Delta Pilots Reach Tentative Agreement With Management**

On June 4, the the Delta pilots’ Master Executive Council (MEC) Negotiating Committee reached a tentative agreement with management on an amended collective bargaining agreement, more than six months ahead of the Dec. 31, 2015, amendable date.

In a letter to the pilots, Capt. Mike Donatelli, the pilots’ MEC chairman, wrote, “This agreement represents the culmination of tremendous effort on your behalf. We have been engaged in negotiation preparation and execution for a full year, with incredible dedication from our negotiators, professional staff, subject-matter experts, and your elected representatives.”

As this issue goes to press, the MEC leaders have met and approved sending the tentative agreement to the membership for ratification.

**Sun Country Pilots Conduct Informational Picketing**

Sun Country pilots conducted informational picketing late April at Minneapolis-St. Paul International Airport (MSP) to express their displeasure with management’s current pay proposal, which would keep pilot wages near the bottom of the industry for another five years.

Already the nation’s lowest-paid scheduled service airline pilots for their aircraft type, Sun Country pilots last received a pay rate increase in 2005. Management’s recent proposal would provide only minimal increases. “Our current pay is 30 percent below the midpoint for our peers. We’re seeking a contract that gradually gets us closer to the industry average. The company offer keeps us from realizing that goal throughout the life of a new contract,” said Capt. Brian Roseen, the pilots’ Master Executive Council chairman.

More than 80 Sun Country pilots marched in shifts outside MSP’s Terminal 2, joined by supporters from Alaska, Compass, Delta, Endeavor Air, United, and other ALPA pilot groups.

The pilots and management have been in negotiations for five years, and in federal mediation since 2012. In February, the pilots unanimously voted to authorize a legal strike if later allowed to do so by the federal government. Before any strike could occur, the National Mediation Board would have to release the pilot group from mediation and the group would have to complete a 30-day cooling-off period.

“Under the new owners, Sun Country has been profitable and more than doubled in size. It’s time for them to invest in people the same way they’ve invested in airplanes and facilities,” Roseen said. “We want to negotiate.

We’re 100 percent ready to do everything the law allows to lift ourselves up from the bottom of the industry.”

A mediation session held May 27–29 at the National Mediation Board’s headquarters in Washington, D.C., ended early without an agreement when management refused to budge from its original proposal. As of press time, no new mediation sessions have been scheduled.

**Hawaiian Pilots Open Negotiations**

Hawaiian Airlines’ 627 pilots opened formal contract negotiations with management in early May under Section 6 of the Railway Labor Act. The pilots’ contract becomes amendable on September 15, and their goal is to negotiate improvements in pay, benefits, and retirement by that date. The pilot group’s most recent contract was ratified in January 2010 and took almost three years to complete.

“Thanks to our company’s strong financial position, it’s an outstanding time to be entering negotiations,” said Capt. Hoon Lee, the pilots’ Master Executive Council chairman. “We’re committed to accomplishing a fair and equitable agreement in the shortest time possible.”
ALPA CALLS FOR COMPREHENSIVE CANADIAN AVIATION POLICY IN NEW REPORT

On May 12, ALPA issued a new report that calls on the government to promote an environment that allows fair opportunities for Canadian airlines and aviation workers to compete and prevail in the international marketplace.

The report, State of Our Skies: Canada, proposes policy solutions to help create a better business environment and improve the overall state of the Canadian airline industry.

“In today’s hypercompetitive international arena, Canada’s own government at times puts Canadian airlines and workers at a considerable disadvantage through various policies and regulations,” said Capt. Tim Canoll, ALPA’s president.

State of Our Skies: Canada provides detailed policy recommendations that would strongly position Canadian airlines for success. ALPA calls for implementing revised policies and regulations in four major areas:

- Protecting Canadian airline jobs at home and in the international marketplace,
- Enhancing the business environment in Canada,
- Improving airline passengers’ experience at the airport, and
- Strengthening international aviation safety regulations through the International Civil Aviation Organization (ICAO).

“There are a number of issues that negatively affect the Canadian airline industry and must be addressed in order to provide our airlines and employees the opportunity to be successful on the international stage,” said Capt. Dan Adamus (Jazz Aviation), ALPA’s Canada Board president. “The issues we face are complex and do not lend themselves to a single-source solution.

“However, by working with the government and key stakeholders, we can create a long-term strategy that focuses on the success of Canadian airlines while providing the flexibility to deal quickly with the ever-changing dynamics of the airline industry.”

A key issue is how current policy allows some airlines to use foreign pilots on a seasonal basis, putting Canadian flightcrew members at a competitive disadvantage in their own domestic market. “The government has a constructive role to play in adopting policies that enable Canadian airlines to compete globally while protecting airline employee jobs from foreign intrusion both domestically and in the international marketplace,” added Adamus.

The report extensively describes current taxation programs that are detrimental to the industry’s growth, as well as rational aviation policies that will help foster Canadian airlines’ viability.

The report also details how streamlining security screening at Canada’s airports would help enhance aviation security while making air travel the most attractive option for travelers from all countries. In addition, it outlines how harmonizing Canada’s safety and security standards with those set by the ICAO will help elevate airline safety and security across the globe.

To read the report, scan the QR code.

ALPA Negotiations Update

The following is a summary of the status of ALPA contract negotiations by airline as of June 12:

**Air Transat**—A notice to bargain was filed on Dec. 30, 2014. Negotiations continue July 7–9.

**Air Transport International**—A Section 6 notice was received on Dec. 5, 2014. Negotiations are under way.

**Air Wisconsin**—A Section 6 notice was filed on Oct. 1, 2010. Air Wisconsin filed for mediation on June 17, 2013. Mediation continues.

**Atlantic Southeast**—A Section 6 notice was filed on May 20, 2010. A joint Atlantic Southeast/ExpressJet Section 6 notice was filed on March 28, 2011. The pilots rejected a tentative agreement on Jan. 14, 2014. An application for joint mediation was filed on Feb. 12, 2014. Mediation is under way.

**Delta**—A Section 6 notice was filed on April 6. Pilot’s and management reached a tentative agreement on June 4. As this issue goes to press, the pilots are voting on the agreement.

**ExpressJet**—A Section 6 notice was filed on May 20, 2010. A joint Atlantic Southeast/ExpressJet Section 6 notice was filed on March 28, 2011. The pilots rejected a tentative agreement on Jan. 14, 2014. An application for joint mediation was filed on Feb. 12, 2014. Mediation is under way.

**FedEx Express**—A Section 6 notice was filed on Jan. 22, 2013. On Sept. 15, 2014, the FedEx Master Executive Council and management reached tentative agreements on 20 of 31 sections of the collective bargaining agreement. On Oct. 31, 2014, the company filed an application for mediation. Remaining sections include work rules, retirement, insurance, training, compensation, and duration. Mediation continues.

**Hawaiian**—A Section 6 notice was filed on Feb. 17, 2015. Negotiations continue June 29–July 3.


**Mesa**—A Section 6 notice was filed on Sept. 10, 2010. Negotiations continue July 21–23.

**Spirit**—A Section 6 notice was filed on April 28, 2015. Negotiations are under way.

**Sun Country**—A Section 6 notice was sent on Feb. 23, 2010. Sun Country filed for mediation on May 9, 2012. Mediation continues.

**New ALPA Reps**

As of May 11, the Election Ballot and Certification Board certified elections results for the following local councils:

- Atlantic Southeast 120 Capt. Maury Gottlieb, Secretary-Treasurer
- Envoy Air 114 Capt. Gregory Masterman, Vice Chairman
- Envoy Air 114 Capt. Paul Bury, Secretary-Treasurer
- Endeavor Air 129 Capt. Daniel Krieger, Chairman (Capt. Rep)
- Endeavor Air 129 F/O Steve Zeman, Vice Chairman (F/O Rep)
- ExpressJet 175 Capt. John Kendrick, Chairman (Capt. Rep)
- ExpressJet 175 F/O Karen Lacy, Vice Chairman (F/O Rep)
- PSA 61 Capt. Van Ward II, Vice Chairman (F/O Rep)
- Jazz Aviation 223 Capt.

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Keeping capacity growth controlled has been a key factor in the economic prosperity of airlines over the last few years. But some capacity increases have occurred and have varied by geographic region. ALPA’s Economic & Financial Analysis Department took a look at where capacity has changed in the U.S. over the last few years and how that compares to employment in those regions. Increasing capacity could mean additional jobs for both airlines and the airports where the capacity is being added. The latest figures for total nonfarm employment for U.S. regions show changes similar to capacity. In the east south central region, much of the change comes from the capacity changes at Memphis International Airport, while growth in the west south central region can be attributed to growth at the Dallas, Tex., airports. The increase in the Pacific region coincides with the growth at Seattle-Tacoma International Airport. The mountain region shows some disparity in capacity and employment. The capacity changes are due to fluctuations at Denver International Airport, while Utah has had significant job growth recently.

Total airline employment continues to increase steadily, although there were a few stagnant months earlier this year. Within the industry, employment at scheduled passenger airlines has increased for 15 consecutive months over the prior year and is now at its highest level since August 2012. Regional airlines have added the most employees recently, after seeing employment fall earlier in the year. Low-cost passenger airlines have added 4.6 percent more full-time-equivalent employees this year and now make up nearly 20 percent of the total scheduled passenger airline employment totals. Meanwhile, network carriers have seen their proportion of total employment drop to 66 percent, down from as high as 68 percent in 2011.
“Integrating unmanned aircraft into our airspace is a big job, and it’s one the FAA is determined to get right.”

—said Michael Huerta, FAA administrator, at the Association for Unmanned Vehicle Systems International Conference

“The United States has been the international leader in aviation since the Wright brothers’ first flight in 1903. Our aviation system has provided the model for the rest of the world over the past 112 years, and today, it is among the safest and most efficient. But competitors are all around us. If we stop innovating and investing in our aviation system, we will lose our leadership position.”

—wrote Rep. Rick Larsen (D-Wash.) in a recent Roll Call, noting that the FAA should be reauthorized quickly so that the U.S. remains a leader in aviation

“ERAM [En Route Automation Modernization] is a major step forward in our relentless efforts to develop and implement NextGen. With this new technology, passengers will be able to get to their destinations faster, safer, and have a smoother ride—all while burning less fuel to get there.”

—said Anthony Foxx, Department of Transportation secretary, regarding implementing technology at U.S. air route traffic control centers (ARTCCs)

“If unfair competition is permitted in contradiction to the current Open Skies policy, service to all U.S. communities will suffer as our domestic airlines are forced to reduce flights. If U.S. airlines are pushed off of international routes and lose market share to the government-owned [Persian] Gulf airlines, it will mean American job losses.”

—remarked Kasim Reed, mayor of Atlanta, Ga., regarding the subsidies that some Persian Gulf airlines are receiving from their governments

The quotes on this page are compiled from congressional testimony, speeches, news clips, and other public documents. ALPA does not necessarily endorse these views but rather is informing members of recent statements by significant industry stakeholders.
$1 MILLION IN ONE DAY: UNITED AIRLINES CUSTOMERS AND EMPLOYEES SUPPORT NEPAL
On April 29, United Airlines announced that in just one day customers and employees generously donated more than $1 million to the airline’s disaster relief partners the American Red Cross, AmeriCares, Airlink, and Operation USA to aid those affected by the earthquake that struck Nepal on April 25.

“This immediate outpouring of support is remarkable and shows a great deal of compassion from our customers and employees,” said Mark Anderson, senior vice president of Corporate and Government Affairs at United. “These generous donations will go a long way in helping those impacted by the devastating earthquake in Nepal.”

United customers and employees have made contributions to relief efforts in Nepal through the company’s fundraising site, and United has provided a $50,000 match donation to these partner organizations.

PSA EMPLOYEES RECOGNIZED AT 2014 PRESIDENT’S AWARD LUNCHEON
Winners of PSA’s 2014 President’s Award were recognized in May at the President’s Award Luncheon.

PSA Airlines’ annual President’s Award serves to recognize a small group of employees whose leadership and work ethic have gone well above and beyond their duties and who have been invaluable to the airline.

Employee recipients represented various departments including the Operations Control Center, Maintenance, Operations, Inflight, and Human Resources. Seniority of these employees ranged from 3 years to 28 years with the airline. Each of these individuals stepped up to the plate in a time of great growth and challenge. All have been integral in not only the day-to-day airline operations but the assistance in bringing hundreds of employees onboard, training these new hires, and demonstrating what it means to be in the PSA family.

DELTA, KABOOM! PARTNER TO INFLUENCE DETROIT KIDS’ LIVES WITH PLAY
Delta Air Lines recently partnered with KaBOOM! to build a playground at Woodbridge Community Youth Center, which serves more than 4,500 kids in the Detroit, Mich., area. This marks Delta’s first playground build in Detroit and the airline’s seventh build in partnership with KaBOOM!, a national nonprofit dedicated to giving all kids—particularly those growing up in poverty in America—the childhood they deserve filled with balanced and active play so that they can thrive.

“Delta is proud to partner with KaBOOM! as we positively impact the lives of children nationwide and inspire communities to promote and support play,” said Tad Hutcheson, Delta’s vice president of Community Affairs. “At Delta, we proactively address overall well-being at the core, and KaBOOM! elevates our mission of investing in global health and wellness efforts in the communities where we live, work, and serve.”

More than 280 volunteers, including 180 Delta employees and residents of the Detroit community, mixed 20,000 pounds of concrete, shoveled mulch, installed a fence surrounding the playground, painted artwork, and assembled a new playground structure in just six hours as part of the one-day build. The new playground is exclusively designed from drawings by children in the community.

The airline has built previous playgrounds in Atlanta, Ga.; Los Angeles, Calif.; Minneapolis, Minn.; and Seattle, Wash., and is scheduled to build two additional playgrounds this year in Atlanta and Seattle.

JETBLUE ANNOUNCES FIRST QUARTER RESULTS
JetBlue Airways Corporation in late April reported its results for the first quarter 2015:

» Operating income of $253 million in the first quarter. This compares to operating income of $41 million in the first quarter of 2014.

» Pretax income of $222 million in the first quarter. This compares to pretax income of $6 million in the first quarter of 2014.

» Net income of $137 million, or $0.40 per diluted share. This compares to JetBlue’s first quarter 2014 net income of $4 million, or $0.01 per diluted share.
Correction: ALPA-PAC Roll of Distinction

Due to an error in United Airlines’ Payroll Department, several pilots were misclassified in the 2014 ALPA-PAC Roll of Distinction, which was published in the May 2015 issue. Their names are included below at the correct PAC level, and the online version of the May issue has been updated to accurately reflect their contributions. Thank you very much to these individuals for their dedication to and leadership within ALPA-PAC.
On June 4, Virgin America pilots overwhelmingly voted in favor of joining the Air Line Pilots Association, International. The National Mediation Board reported that of the 95.7 percent of eligible pilots who voted, 75.3 percent voted in favor of becoming members of the world’s largest pilot union. With the addition of Virgin America pilots, the Association now represents 31 pilot groups and more than 52,000 airline pilots in North America.

The election results were hard-earned. With focus and determination, Virgin America’s more than 50-member Organizing Committee displayed unity and dedication while putting forth a positive message to bring representation to their unrepresented pilot group. The Virgin America pilots proved “It’s Time!” for representation (the “theme” of their organizing drive), and now it’s time for their hard work to continue—setting up their Master Executive Council and committees, launching a membership drive, and negotiating their first contract.

“Virgin America pilots are eager for a real voice in our careers, which is why we chose to begin this journey. By joining the 51,000 pilots at ALPA, we now have access to the professional resources needed to help us negotiate a contract that includes enhanced work rules and benefits that reflect the needs of our pilots,” said Capt. Jose Palacios, a member of the Virgin America Organizing Committee. “We play a crucial role in the success of our company, and we look forward to advancing that success as we work with management to achieve our goals.”

“Because of their overwhelming decision to join ALPA, Virgin America pilots will have greater control over their careers,” said Capt. Tim Canoll, the Association’s president. “And by adding their voices to ALPA’s bargaining and advocacy efforts, we’ll continue to advance our profession for all of our members.”

MEET THE TEMPORARY VIRGIN AMERICA MEC OFFICERS & LOCAL COUNCIL REPS

On June 11, at the first meeting of the Virgin America Master Executive Council (MEC), the following pilots were elected MEC officers, effective immediately:

**MEC Reps**
- **Temporary MEC Chairman:** Capt. Jose I. Palacios
- **Temporary Vice Chairman:** Capt. Keith M. Louis
- **Temporary Secretary-Treasurer:** Capt. Joseph E. Youngerman

Immediately after the National Mediation Board certified the election, ALPA created local councils for the Virgin America pilots and appointed the following Virgin America pilots to serve as representatives during the brief period before they elect their permanent representatives:

**Local Council 181—Los Angeles**
- **Captain Representative:** Capt. Larry Biddle
- **First Officer Representative:** F/O Ronan O’Donoghue
- **Secretary-Treasurer:** Capt. Shane Atkins

**Local Council 182—New York**
- **Captain Representative:** Capt. Steve Van Metre
- **First Officer Representative:** F/O Jonas Krauklis
- **Secretary-Treasurer:** F/O Kal Patel

**Local Council 183—San Francisco**
- **Captain Representative:** Capt. Dave Hanel
- **First Officer Representative:** F/O Jeff Hall
- **Secretary-Treasurer:** Capt. Brian Austin

**Election Tally & Time Line**

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<tr>
<th>Event</th>
<th>Description</th>
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<tr>
<td>1</td>
<td>1 year ago: A group of Virgin America pilots approached ALPA for potential union representation</td>
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<td>2</td>
<td>April 16: A little more than a month after initiating the authorization for representation election card campaign, Virgin America pilots submitted an overwhelming number of authorization cards to the National Mediation Board (NMB) seeking a representation election</td>
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<td>3</td>
<td>May 13: Virgin America’s NMB representation election opened</td>
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<tr>
<td>4</td>
<td>June 4: Virgin America pilots voted overwhelmingly to join ALPA</td>
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More than 150 ALPA pilots took to Capitol Hill in early June to advocate for airline safety, a stronger U.S. airline industry, and other ALPA pilot-partisan priorities. A multitude of pilots lined the entrances of the Russell, Dirksen, and Hart Buildings on the Senate side while others traversed the Capitol grounds to reach the House’s Cannon, Longworth, and Rayburn Buildings. Throughout the day, small armies of pilots were seen emerging from one congressional building and then walking up Independence or Constitution Avenues to enter another. ALPA pilots, meeting with their home-state members of Congress and legislative staff, discussed how the U.S. airline industry contributes nearly $1.5 trillion annually to the U.S. economy and provides millions of U.S. jobs. They also shared their concerns that the aviation-related legislation before the 114th Congress—if not carefully considered and acted upon—could jeopardize the future of the U.S. airline industry and the U.S. economy.
The pilots talked about the importance of passing on time a properly funded, long-term FAA reauthorization bill and the need for mandatory secondary cockpit barriers and strict regulation of unmanned aircraft systems and the air transport of lithium batteries.

ALPA members stressed the need to uphold all the terms of U.S. Open Skies agreements and explained the need to repeal the excise tax on employer-provided health care. They also discussed pilot career challenges brought about by the severe pay shortage at several regional airlines.

These face-to-face meetings were the culmination of ALPA’s two-day, third annual Government Affairs Legislative Summit, an event designed to help ALPA members enhance their advocacy and personally effect pilot-partisan change in Washington, D.C.

**HILL VISITS**

Armed with talking points, schedules, and other materials, Colorado residents F/O Mark Bomber (United), F/O Brent Farrar (ExpressJet), F/O Coe Hargraves (Delta), and F/O Jolanda Witvliet (United) headed to the office of Sen. Michael Bennett (D-Colo.). There they spoke with staff about secondary cockpit barriers and how they’re an inexpensive way to provide an additional layer of aircraft security.

F/Os Ali Frohlich (Delta) and Sam Arieff (Delta) chatted with Rep. Gwen Graham (D-Fla.) at her office about the need to enforce the terms of U.S.-negotiated Open Skies agreements, particularly when dealing with the nations of Qatar and the United Arab Emirates. The north Florida residents explained how Emirates, Etihad Airways, and Qatar Airways are using unprecedented subsidies to exploit their open and unfettered access to the U.S. market.

Meanwhile, F/O Mike Lee (Delta), Capt. Johnnie Jones (United), Capt. Jim Villers (Delta), Capt. Horrace “Hop” Buffington (Delta), Capt. Darryl Wilson (United), Capt. Jim Easley (Delta), Capt. Carl Abelein (Delta), F/O Tim Heiple (Delta), and F/O Carlos Rodriguez (United) crowded into the staff room of Sen. David Perdue (R-Ga.). Using a tag-team approach, the Georgia residents briefed the senator’s legal advisor on the reasons to pass a fully funded, on-time FAA reauthorization bill.

**REPS TALK**

“There’s nothing more powerful than a pilot from an airline sitting down with a member of Congress saying, ‘This can be done,’” said Rep. Bill Shuster (R-Pa.), chairman of the U.S. House Transportation and Infrastructure Committee during the legislative summit. The congressman thanked the pilots for their participation and engagement, and expressed frustration with government efforts to implement NextGen technologies. Shuster observed that over the past decade while airline industry stakeholders have talked about implementing NextGen, Verizon Communications has updated its operating systems four times.

Summit attendees heard from Rep. Joe Courtney (D-Conn.), who on April 29 introduced legislation to repeal the health-care excise tax under the Affordable Care Act. Courtney said that the tax would apply a 40 percent increase to health insurance expenditures over $10,200 per person and $27,500 per family—if it goes into effect. The excise tax is slated to begin in 2018 and would affect every ALPA member by 2022.

F/O John Boccierti (United), a former member of Congress from Ohio, brought an interesting perspective to the discussion. “The volume of information Washington, D.C., has to process is growing exponentially,” he noted, stressing the importance of cutting through the other distractions by “meeting congressman where they are.”

**SPREADING THE WORD**

“We have a vested interest in ensuring that our airlines are strong and competitive on the world stage,” said Capt. Tim Canoll, ALPA’s president, who met with participating pilots to talk about challenges that threaten the U.S. airline industry. Canoll reiterated that ALPA is the largest non-governmental airline safety organization in the world, adding that “We are the champions of progress on all fronts, and often we are the only group able and willing to lead.”

“It’s easy to be an advocate when you know what you’re speaking about and when you have right on your side, which we do in spades,” said Elizabeth Baker, director of ALPA’s Government Affairs Department. Baker served as the summit’s moderator and, together with Zack Mooneyham, manager of that department, coached the pilots on techniques for conducting effective congressional meetings.

As part of the summit, pilot advocates attended breakout sessions covering topics ranging from the use of social media in influencing political opinion to the art of storytelling as an effective mechanism for advocacy. They learned about the value of maintaining a well-funded ALPA-PAC (see “PAC Facts”) and how successful lobbying campaigns begin with grassroots efforts. In addition, they heard from influential lawmakers who understand what it takes to pass legislation in Washington, D.C.

**FAA Reauthorization**

In conjunction with these Capitol Hill visits, ALPA launched its “This Is Your Captain Speaking” campaign (see page 8), which sends a strong message that government must reauthorize the FAA on time without rolling back safety.

Attendees of ALPA’s Government Affairs Legislative Summit heard from a panel of U.S. airline industry leaders who discussed the FAA reauthorization bill that Congress needs to pass by September 30, before the current legislation expires. Panelists commented on problems associated with the previous budget sequestration and the proposed Air Traffic Organization reform.

**PAC FACTS**

ALPA-PAC’s recent fundraising efforts have been enormously successful, and here are a few reasons why:

- Thanks to more than 8,000 contributors, ALPA-PAC raised more than $1.4 million in 2014.
- Sixty percent of the Mesa pilots were ALPA-PAC participants in 2014. Approximately 80 percent of Mesa’s new-hire pilots backed the PAC during this time.
- In 2014, Project Wingman generated more than $17,900 per month in PAC donations.
- F/O Jolanda Witvliet (United), ALPA’s National Membership chairman, has signed up an impressive 264 PAC recruits so far this year, totaling $1,972.08 in contributions.
Executive Board Convenes, Implements Policy Changes

By John Perkinson, Staff Writer

 MASTER EXECUTIVE COUNCIL (MEC) chairmen from ALPA’s 30 pilot groups assembled May 13–14 in the Association’s Herndon, Va., Conference Center for the 116th regular meeting of ALPA’s Executive Board to discuss the airline industry, the airline piloting profession, and where both are headed. Presentations from ALPA’s four national officers were followed by updates from each of the union’s pilot groups. Working through four delegate committees, the MEC chairmen also reviewed forward-thinking resolutions and continued the strategic planning process to ensure that Association projects and initiatives remain on course.

“We are advocating for the positive changes that our industry needs to not just survive, but to thrive; changes needed to compete in the global marketplace, on firm ground. Changes needed so that we can soar to new heights as airline pilots working in North America for strong and profitable companies,” said Capt. Tim Canoll, ALPA’s president. During his opening remarks, Canoll covered a wide range of topics, including the pilot pay shortage, ALPA’s involvement in the Partnership for Open & Fair Skies, the need for flight- and duty-time rules that cover all Part 121 operations, and the pilot labor contracts recently ratified at Canadian North and Kelowna Flightcraft. He also discussed the eight pilot groups currently in contract negotiations and the eight more that could follow later this year.

Safety and security remain top priorities for the Association, and Capt. Joe DePete, ALPA’s first vice president and national safety coordinator, reviewed how the Association’s pilots are spearheading projects to make the airline industry even safer and more secure. DePete, who described ALPA as the “conscience of the airline industry and the bastion of safety and security,” talked about his participation on the FAA’s NextGen Advisory Council’s Steering Subcommittee, the 60 U.S. airports now hosting Known Crewmember, and other priorities for ALPA’s Air Safety Organization. “None of this would be possible without the amazing work done by our hundreds of dedicated committee representatives and ALPA’s world-class professional staff,” he said.

Capt. Bill Couette, ALPA’s vice president—administration/secretary, discussed the effects of the pilot pay shortage at fee-for-departure airlines and how this is affecting the industry. “The pilot pay shortage is leading to what we said would happen—a real pilot shortage,” he noted, adding that ALPA would be hosting a pilot shortage symposium on June 25. He also reviewed the redesign of the public section of ALPA’s website, the proposed electronic membership card (which the Executive Board later approved), and the ability for Executive Board members to review all future meeting documents online.

Capt. Randy Helling, ALPA’s vice president—finance/treasurer, told attendees that “ALPA’s financial position is sound and continues to improve.” He noted, “It’s time for us to reinvest in our future,” outlining plans to recapitalize the Association’s Operating Contingency Fund and Major Contingency Fund. These funds are used to assist pilot groups that have extraordinary expenses resulting from contract negotiations and industry challenges. Helling also discussed replacing and modernizing ALPA’s dated software and data information storage network, providing a brief overview of the new system and how it will streamline ALPA processes.

NEW APPROACH

David Grizzle, CEO of Dazzle Partners LLC and former chief operating officer for the FAA, briefed meeting attendees on an alternative to federal management for air traffic control. Grizzle outlined the challenges of the current U.S. ATC system, including funding disruptions, general instability, and the agency’s inability to keep pace with current technology and how these difficulties stifle progress.

Grizzle outlined an alternative approach to the current government-based system, “a not-for-profit user cooperative” that relies on user fees and takes its direction from a board of industry stakeholders.

During the meeting, Delegate Committee 4, chaired by Capt. Jim Bigham (JetBlue), debated ALPA’s position on alternatives for the U.S. air traffic management system as it’s currently administered by the government. At the committee’s recommendation, the Executive Board approved a resolution modifying ALPA policy.

ALPA’s Administrative Manual, Section
85, Part 5, Section IV, has since been updated to indicate that any new ATC system would need to be a not-for-profit entity with a style of governance that includes decision-making by both ALPA and the National Air Traffic Controllers Association. In addition, a new ATC system must be agile enough to adapt to changes in technology, funding must be reliable, and the continuity of collective bargaining arrangements must be maintained.

ADDITIONAL ACTION

As noted, the Executive Board, at the recommendation of Delegate Committee 1, approved the authorization of electronic membership cards. Membership card information will be accessible through ALPA’s smartphone app later this summer.

This change represents significant cost savings for the union. ALPA policy requires that new membership cards be distributed every four years. These cards were last distributed in December 2011, at a mailing expense of $62,000. In addition, since that time the Association has spent approximately $15,000 a year for additional card mailings.

“The app contains all of the same information but would never be out of date,” said Gouette. “And for those pilots who haven’t embraced smartphones, we will still offer plastic cards.”

Other ALPA Executive Board action included a resolution that fine-tuned the union’s 2000 Board of Directors Pilot Unity Resolution and subsequent organizing strategic priorities as they relate to the work of the Organizing Task Force. The board also updated Section 85, Part 1 of ALPA’s Administrative Manual to outline what it takes for pilots to be considered potential chairman candidates for ALPA’s Air Safety Organization safety, training, security, and jumpseat councils.

The Executive Board will next convene in late October.

Video Please

To watch the Executive Board presentations given by ALPA’s national officers, scan the QR code.

During ALPA’s Executive Board meeting, airline pilot representatives from Canada, Mexico, and the United States participated in a signing ceremony to renew the North American Protocol. Created in 1992, the document defines how these three groups work together to address issues of mutual interest.

“This protocol cements our mutual objectives of ensuring the safety of our operations, enhancing the quality of our members’ working conditions, and protecting pilot careers,” said Capt. Tim Canoll, ALPA’s president, who signed on behalf of the U.S. pilots. Signing for the airline pilots of Canada was Capt. Dan Adamus (Jazz Aviation), ALPA’s Canada Board president.

“There is a phrase in a Mexican song that says... ‘We must journey not to be together, but to accomplish something together,’” said Capt. Luis Gerardo Terrazas, vice president of the Asociación de Pilotos Aviadores de México (ASPA), who signed the protocol on behalf of the Mexican pilots.

Partnership Renewed

Capt. Luis Gerardo Terrazas, vice president of the Asociación de Pilotos Aviadores de México (ASPA); Capt. Tim Canoll, ALPA’s president; and Capt. Dan Adamus (Jazz Aviation), ALPA’s Canada Board president, participate in a signing ceremony to renew the North American Protocol.

CAPT. JIM BIGHAM (JETBLUE), HIS PILOT GROUP’S MASTER EXECUTIVE COUNCIL CHAIRMAN, REVIEWS THE WORK OF EXECUTIVE BOARD DELEGATE COMMITTEE 4, WHICH HE CHAIRED.
The Last Line of Defense

By Capt. Fred Eissler (FedEx Express), Chairman, ALPA Aviation Security Group

Step up to the challenge of becoming a federal flight deck officer—our air transportation system’s last layer of defense

Since April 2003, the last line of defense in the multilayered security system designed to protect the U.S. aviation transportation system from hostile intent has been the successful Federal Flight Deck Officer (FFDO) program. Thousands of airline pilots have answered the call to take on this unique responsibility to defend their cockpits with deadly force if necessary.

Terrorists’ communications confirm that those who intend to do harm are very aware of the existence of the FFDO program; it has been, and will continue to be, an effective deterrent and countermeasure against hostile acts aboard airliners.

This article, in part, outlines what you need to do to become an FFDO. The U.S. Transportation Security Administration (TSA), which operates the FFDO program, has openings for additional FFDOs. You don’t have to be a mixed martial arts champion, a former SWAT team member, a former law enforcement officer, or a veteran of SEAL Team Six. You don’t even have to have previous experience with firearms, though most FFDOs do. You just need the desire to protect your flight and possess the necessary skill to complete the training requirements. The training is excellent; it’ll prepare you to use deadly force if necessary. You’ll learn firearms safety and handling, defensive shooting at close range, close-quarters combat and weapon retention, legal aspects of being a federal law enforcement officer (LEO), and much more.

PROGRAM HISTORY

Shortly after the terrorist attacks of Sept. 11, 2001, ALPA began lobbying on Capitol Hill for a formal program to vet and train airline pilots to fly armed to defend airline cockpits.

Critics raised fears about safety, liability, and cost.

Uninformed critics worried that, if shots were fired inside a pressurized airliner and penetrated the fuselage, the airplane would explode. Others said the proposal would only entice those of criminal intent to target airline pilots for their pistols.

Many of the critics didn’t seem to know that, for many years, airline pilots flew armed. In the early days of the U.S. airline industry, pilots holstered .38-caliber revolvers because federal law required anyone who transported U.S. mail to be so armed to defend the mail against armed robbery. Years later, during the era of hijackings by homesick Cuban refugees, some airline pilots were authorized to fly while armed.

The George W. Bush administration, heeding the pleas of critics, opposed the proposal. ALPA lobbied to gain enough congressional support for the program that Congress passed a bill mandating the program with enough votes to nullify a potential presidential veto.

In April 2003, the first FFDO class graduated from the Federal Law Enforcement Training Center (FLETC) in Glynco, Ga.; all subsequent FFDO classes have been trained at the FLETC in Artesia, N.M. The program has cost less than $25 million per year since its inception; the Obama administration and Congress have agreed on $22.4 million for next year’s FFDO budget allocation. The program is a tremendously cost-effective force multiplier for the Federal Air Marshall Service (FAMS); the cost of having an FFDO in the cockpit on a given flight is about 22 bucks and change—less than the charge for a checked bag.

ALPA has had, and continues to have, a close working relationship with the TSA and the Office of Training and Workforce Engagement, which manages the FFDO program. We’ve helped shape a number of changes in policies, equipment, and
procedures over the years. In December 2003, the program was expanded to include cargo pilots. The means of transporting the service weapon has been improved; the locations where FFDOs can requalify on a shooting range have been expanded.

**ELIGIBILITY CRITERIA**

To be eligible to become an FFDO, you have to be a U.S. citizen, hold a current FAA airman certificate and a Class 1 or 2 airman medical certificate, and fly for an eligible passenger or cargo airline. “Eligible” means, for a passenger airline, that the TSA screens its passengers; for cargo flights, that you serve for an eligible passenger or cargo airline. “Eligible” means, for a passenger airline, that the TSA screens its passengers; for cargo flights, that you serve as a flightcrew member on an aircraft with a gross takeoff weight greater than 100,000 pounds.

**APPLICATION AND SELECTION**

To apply for the FFDO program, you must complete the volunteer questionnaire (VQ) available at [http://www.tsa.gov/about-tsa/application](http://www.tsa.gov/about-tsa/application). The TSA runs background checks on all FFDO applicants; processing completed VQs can take several weeks, after which the TSA’s FFDO Program Office will contact you for further processing.

FFDO applicants also must meet certain medical and physical ability requirements. The agency cautions, “The training is physically demanding. It is recommended that volunteers for the FFDO program be of average to above average physical fitness to avoid any potential for injury.” However, you don’t have to be an Olympic athlete to qualify for the FFDO program. You must be able to attend training within one year after being accepted into the program.

**TRAINING**

Initial training is approximately a week long and is conducted at the FLETC in New Mexico.

The TSA covers the cost of meals and lodging at FLETC, plus training and equipment. However, you must travel to and from FLETC on your own time and at your own expense; airlines are not required to grant time off to their flightcrew members to attend FFDO training or biannual firearms requalification.

At the end of the week of training, successful candidates are deputized as federal LEOs with their jurisdiction narrowly confined to defending the flight deck.

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**TSA Honors FFDOs in Private Awards Ceremony**

On April 13, the Transportation Security Administration (TSA) held a private awards ceremony at a federal government facility in Irvine, Tex., to honor two groups of federal flight deck officers (FFDOs), pilots who have provided the United States with the last line of defense on airliners. Due to FFDO security requirements, the identities of these individuals are withheld from publication.

Jesse Laye, branch manager of the TSA’s Aviation Programs Branch, Law Enforcement and Industry Training Division, Office of Training and Workforce Engagement, noted that the FFDOs “continue to provide this vital national security service to our nation. Most of these individuals are stakeholders who have been serving the program since its inception in 2003. “They have fought to keep this program alive by testifying before Congress, spending countless hours preparing and conducting training, and spending many additional hours traversing through airport security every day.... They are not compensated for the security service that they provide.... They... sacrifice their time away from friends and family to train and serve... to protect aviation. We in the Aviation Programs Branch, Federal Flight Deck Officer program, are honored to serve and support this great group of federal law enforcement officers.”

Eight retired airline pilots were honored for their several years of dedicated participation in the FFDO program. Each received a retirement certificate and a numbered memento FFDO badge encased in Lucite.

Another 21 pilots who continue to serve as active FFDOs received the President’s Volunteer Service Award. Each received a certificate and a letter signed by President Obama and a distinctive lapel pin:

» Sixteen pilots received the President’s Lifetime Achievement Award, the U.S. president’s highest honor for volunteer service work, which recognizes a person who has performed more than 4,000 hours of volunteer service in a lifetime.

» Two pilots received the Gold Level President’s Voluntary Service Award for serving more than 500 volunteer hours in any given year.

» Three pilots received the Bronze Level President’s Voluntary Service Award for completing more than 100 hours of volunteer service in any given year.

Laye read the letter from President Obama, part of which said, “In my inaugural address, I stated that we need a new era of responsibility—a recognition on the part of every American that we have duties to ourselves, our nation, and the world. These are duties that we do not grudgingly accept, but rather seize gladly, firm in the knowledge that there is nothing so satisfying to the spirit than giving our all to a difficult task.”

“Presidential recognition sets you apart from your peers,” Laye asserted. “It is a tremendous honor. Even though you may not seek recognition, your example delivers a powerful message that encourages other pilots and crewmembers to take action. This recognition for your service to our country is long overdue.”
The transition from a small-jet airline or military environment to the flight deck of a major airline isn’t as seamless as it might appear. Each step in a pilot’s career involves a learning curve, but flying for a major airline presents unique challenges and stresses that many aviators might not anticipate.

MENTORSHIP TAKES FLIGHT

With the influx of new hires at United Airlines over the past few years, the United pilots’ Master Executive Council (MEC) leaders saw a need—as well as an opportunity—to help these new colleagues adjust to their positions. In August 2014, the MEC established the ALPA New-Hire Mentor Program, which is geared toward providing hands-on guidance to pilots new to the airline. With United expected to add more than 1,000 new pilots this year, the program already has more than 75 mentor volunteers.

Capt. Jay Heppner, the pilots’ MEC chairman, who has long believed that pilots helping fellow pilots is what ALPA membership is all about, recognized the benefits of having veteran United pilots available to work with new hires to help them acclimate to their new airline.

“We find ourselves in an era of growth and transition at United,” said Heppner. “We’re seeing the future of our airline as we watch tomorrow’s ALPA leaders—new hires with diverse backgrounds and a wealth of talent and experience—walk through the doors of our training centers. “We recognized that it was in the best interest of not only our pilot group but also the airline to work with these new hires to make their transition to United as seamless as possible. The program was designed to do just that, and our Membership Committee has quickly turned the idea into a first-rate program that’s helping our new pilots adapt to their new environment and get their careers with United off to a positive start.”

While not all United new hires may benefit from such a mentorship program, for many the program has been a welcome addition. “We have a variety of new hires joining our ranks. Some previously have been very active in ALPA. Some have been based in large hubs and are used to flying in the environment they’re entering. For them, the transition to United has been relatively easy,” said F/O Jolanda Witvliet, the pilots’ Membership Committee chairman. “We also have military pilots, corporate pilots, and nonunion pilots who flew for regional airlines, and other new hires who have never been part of an ALPA-represented or other unionized pilot group.

“For these pilots, flying for United poses many new challenges, including commuting, adapting to a new culture, being on reserve, and even learning how to navigate on the ground at various airports. Something seemingly as simple as this can pose a challenge, especially for those being called out on reserve at 5:00 a.m.”

VALUABLE RESOURCES

Many new hires may not be aware of all the benefits ALPA has to offer its members. Having someone who’s been with the airline for a long time available to answer basic questions about their new jobs and explain ALPA’s various resources can be a huge help.

The ALPA New-Hire Mentor Program, under the direction of Witvliet and F/O Jeff Mitchell, the program’s coordinator, promotes the benefits and advantages of ALPA membership so that new hires are aware of and understand the protections that ALPA affords them and their rights under the collective bargaining agreement.

Mentors are selected based upon their ability to tailor their mentoring to each individual new hire, as no two new hires are alike.

“When we first introduced the program, the response was mixed. Some of the new hires really embraced it and welcomed the camaraderie and the resources it provided,” said Mitchell. “Others were hesitant and didn’t know quite what to expect from it. On one occasion when I was talking with a new hire who had flown for a regional, I got the feeling that he thought he’d be
reprimanded for talking to ALPA. We soon learned we had to find a way to help these pilots let their guard down and a way for us to present ALPA membership as a valuable resource without making it come across as a heavy-handed sales pitch.”

Mitchell noted that new hires, like every United pilot, have a responsibility to defend and protect their contract. Asking new hires to go up against their airline can be daunting, especially if they don’t have previous union experience. “That’s the crux of the program—to give these pilots the resources and support they need,” Mitchell said. “There’s a cadre of fellow pilots ready to deploy in an instant to support each new-hire pilot.”

STAYING CONNECTED
“The ALPA New-Hire Mentor Program is designed to help these pilots understand what a union is about and how important it is to stay connected and to volunteer. We try to convey to new hires that we have their backs and that there’s unity in helping one another,” Witvliet said. “It’s important that they understand their new culture, recognize the importance of helping one another, and gain an understanding of why it’s important to wear their ALPA pin.”

“I look at it from the perspective that, here at United, while we’ve had growing pains merging the cultures of legacy Continental pilots and legacy United pilots, we have the ability to shape the pilot culture,” Mitchell said. “I’m proud that we are bringing these pilots into a unified culture,” Mitchell said. “I’m proud that we are bringing these pilots into a unified culture, and that they are immediately welcomed into the group. We emphasize that pilots are the profession. We also recognize that our new hires represent the future of our airline, of our profession, and of ALPA.”

Part of the welcoming process for these new hires is the traditional ALPA New-Hire Social. There’s also the 8-Ball Ceremony, held in Denver, Colo., each Wednesday across the street from the Denver Training Center. The 8-Ball Ceremony gives veteran United pilots based in Denver or in town for training the opportunity to get together with new hires in a social setting. The event is well-attended and helps new hires break the ice. It also introduces them to the importance of solidarity with their fellow aviators.

NAVIGATING THROUGH PROBATION
Capt. Mark Lambert, a longtime ALPA volunteer, welcomed the opportunity to serve as a new-hire mentor. He sees it as a way of giving back and being able to make the transition from a corporate, regional, or military flight deck to a United aircraft a little less daunting.

New hires are required to absorb a large amount of information during their training period, an experience Lambert likens to “drinking out of a fire hose.” He makes sure that the pilots he mentors have easy access to information such as reserve rules, flow charts, domicile information (including parking and lodging), “Did You Knows” (important bullet points on specific information in the contract, including reserve assignments, deadheading rules, etc.), ALPA history resources (such as Flying the Line, Volumes I and II, and From Wooden Wings), and other ALPA communications.

“Being part of the ALPA New-Hire Mentor Program is a chance to do something positive and beneficial for our new hires,” acknowledged Lambert. “I’ve found it personally rewarding to help others.”

Some of the new hires Lambert has worked with still have military obligations and may be deployed while on probation with United. Others have family events, such as children graduating from college or high school, and need time off. These new hires may feel a certain amount of stress due to immediately asking their new employer for time away from the cockpit. The ALPA New-Hire Mentor Program helps new hires navigate these types of situations.

“Our role as mentors is to help reduce some of the stress and anxiety and help new hires get through their probationary year. Essentially, we’re a point of contact so that these pilots can get questions answered and better adapt to their life at United,” said Lambert.

As with any volunteer position, it’s a challenge to find pilots who have enough time to take on added responsibilities. However, Witvliet said the response has been positive, with many veteran United pilots volunteering their time.

Witvliet noted that it’s especially satisfying to see the new hires’ eagerness to become part of this unified pilot group, which includes both seasoned pilots and new hires. “Every week we hear stories from pilots about mentors who have helped them navigate through probation,” she said. “The mentor program has been very successful, and we believe it will continue to help weave our new-hire pilots into the United Airlines tapestry.”
Training Pilots to Successfully Negotiate and Enforce Agreements

The importance of integrating strategic planning to achieve a pilot group’s objectives, whether in collective bargaining or dispute resolution, was the critical takeaway from this year’s ALPA Negotiations and Grievance Training Seminar. Held in late April, the event brought together more than 40 representatives from 12 ALPA pilot groups and the Frontier Airline Pilots Association to hone their contract negotiating and enforcement skills.

This year’s seminar began with a half day focused solely on dispute resolution strategies and practices. Betty Ginsburg, director of ALPA’s Representation Department, moderated the event, describing contract enforcement and negotiations as complementary means of furthering the Railway Labor Act’s mandate for the “prompt and orderly resolution of disputes.” She emphasized the interdependence of bargaining and grievance work and the need for pilot volunteers in both disciplines to work together to secure favorable working conditions for their respective pilot groups.

Ginsburg, along with Andrew Shostack, assistant director of the department, then spent time reviewing the nuts and bolts of dispute resolution and considerations for reaching a positive and expedited conclusion. “The grievance process is yours; command it like you would an aircraft—know your contractual limitations, think about your alternate ideas for successful resolution, and implement your plan,” said Shostack, who offered several deidentified examples of successful dispute resolutions, highlighting the effective techniques and strategies that were applied. Art Luby, assistant director of Representation, examined arbitration from the decision-maker’s perspective, recounting the different approaches arbitrators use in deciding disputes.

Guest speaker Joshua Javits, a neutral mediator and arbitrator, emphasized the importance of both union and management working to find their own solutions to narrowing and resolving issues, and provided practical tips on how to be well prepared and effective when starting the process.

Bruce York, ALPA’s senior advisor and chief negotiator, led a discussion on collective bargaining during the seminar. He moderated a panel of experts to discuss collective bargaining strategies and enforcement. York, along with several experts in the field, highlighted the importance of focusing and prioritizing open items before filing for mediation. York wrapped up the seminar, reminding the attending pilots to think broadly and strategically when looking at goals and objectives.

The seminar included challenging simulations and exercises that exposed the attendees to strategic planning, developing bargaining timelines, communicating with members at each step, and other practical tools designed to reach successful solutions in a timely and efficient manner. York wrapped up the seminar, reminding the attending pilots that collective bargaining and dispute resolution require a team approach with a heavy emphasis on communications, time management, and strategic planning.

—ALPA Staff
Intel Agency Reps, Pilots Talk Security at ALPA Conference

The air transportation system and other modes of transportation continue to be high-priority terrorist targets. In addition to ongoing threats of hijacking, improvised explosive devices, and other means of executing violent acts, the transportation sector now faces breaches of corporate and infrastructure cybersecurity.

On April 30, ALPA’s Air Safety Organization sponsored a security conference in Washington, D.C., to provide information about the collaborative use of intelligence to safeguard all four major modes of mass transportation (air, rail, trucking, and maritime), inviting well-known subject-matter experts to the event. More than 80 government and industry personnel and ALPA members attended ALPA’s Transportation Security Conference.

Representatives from numerous agencies, including the FBI, the Department of Homeland Security, the Transportation Security Administration (TSA), the National Counterterrorism Center, the Office of the Director of National Intelligence, and the Brookings Institution—along with reps from the airline, railroad, maritime, and trucking industries—were on hand to take part in a series of discussions about the state of security and intelligence gathering and sharing in and across all forms of transportation.

Keynote speaker John J. Mulligan, the deputy director of the National Counterterrorism Center, detailed the current state of the threats to transportation security. He drew particular attention to the ability of established terrorist groups to attract “young and technologically conversant” recruits and to “radicalize from afar.”

Mulligan warned, “We are entering into times of increasing complexity.” In addition to traditional threats, he said, cyber-9/11, but we have also suffered some serious setbacks.” Al-Qaeda in the Arabian Peninsula, Riedel argued, “is the biggest threat to the United States and launched the last three attacks on aviation security.”

Riedel warned, “We need to develop a tailored strategy to meet those threats.”

“Security threats are the frontline issue for both passenger and cargo airlines,” said Capt. Fred Eissler (FedEx Express), ALPA’s aviation security chairman, who emceed the event and moderated the first panel. “How intel is funneled to industry and the private sector is what really matters.”

“We’ve been fortunate today to expand our partnerships with government and industry decision-makers while increasing our knowledge about the current state of security, and the actions we need to take to meet those threats.”

—Jan W. Steenblik, Technical Editor

ALPA, U.S. AIR FORCE REVIVES AVIATION SECURITY STAKEHOLDER MEETINGS

On January 29, the U.S. Air Force hosted a meeting on air domain security integration at Tyndall Air Force Base. Members of ALPA’s Aviation Security Group, representatives from cargo and passenger airline corporate security departments, and the Transportation Security Administration branch manager for the Federal Flight Deck Officer program attended. The meeting was intended to reinvigorate the productive discussions of the last stakeholder meeting held almost four years ago. All participants agreed to hold regular meetings of air domain and critical infrastructure stakeholders in the future.
HIMS Seminar Addresses Complex Issues

More than 130 line pilots, FAA senior medical certification representatives, psychiatrists, psychologists, and addiction treatment specialists gathered in ALPA’s Herndon, Va., Conference Center May 21–22 to discuss current trends in detecting and treating substance abuse in flightcrew members. Attendees came from as far away as Australia and Hong Kong.

Building on the annual three-day Human Intervention and Motivation Study (HIMS) Basic Seminar that trains physicians and pilot peers to help aviators overcome substance abuse and regain their FAA airman medical certification, the two-day HIMS Advanced Training Topics Seminar delves deeper into this complex subject. Nearly half of the seminar attendees were specially trained FAA addiction doctors.

A major theme of the Advanced Training Topics Seminar was the complex nature of drug testing, which continues to evolve. Some of the ongoing issues include setting the proper detection thresholds, circumventing tricks some people use to avoid detection, and the timing and frequency of compliance testing.

Capt. Richard Wilkening (Envoy Air), ALPA’s HIMS chairman, and others discussed monitoring and preventing, detecting, and dealing with relapses.

Dr. Lynn Hankes declared, “Relapses are a spectrum of activity, not just a single event. The relapse begins well before ingesting the substance.”

Hankes explained that the FAA and other parties take driving while intoxicated (DUI) so seriously because DUIs are among the “highest yield” indicators of alcohol dependence. A single DUI, he said, is associated with a probability of alcohol dependence of about 25 percent; with two DUIs, that probability jumps to about 75 percent. Three DUIs convey a 99 percent likelihood that the driver suffers from alcohol dependence.

Hankes declared, “These programs work. There’s never been a passenger airline pilot alcohol-related accident....”

Attendees also honored Dr. Donald Hudson, a former ALPA aeromedical advisor, who retired as the HIMS program manager at the conclusion of the meeting. Hudson, board certified in both aerospace medicine and psychiatry, was associated with the HIMS program for more than 28 years.

Other highlights from the seminar included:

» Hudson described the ongoing refinement of a secure electronic database of HIMS cases.

» A United Airlines’ team talked about the challenges of combining HIMS programs in a large airline merger.

» Dr. Kevin McCauley discussed recent research findings that point toward an even greater importance of genetics in substance dependency and abuse than was previously believed.

» A panel of FAA physicians explained the special issuance process and what the agency looks for in a pilot in recovery.

Capt. Sharlyn Stevens (Mesa) discussed a major stressor, financial woes, that adds to an afflicted pilot’s burden—especially that of a first-year copilot at a regional airline. She recommended potential avenues of financial aid for pilots, including food stamps, short-term or long-term disability insurance, national programs for homeowners to help avoid foreclosure, and payment options for treatment and physician visits.

F/O Dana Archibald (American), a former ALPA National HIMS chairman, made a plea for donations to Aviation Family Fund (www.aviationfamilyfund.org), a nonprofit organization he created to help financially strapped pilots and other members of the aviation community who need treatment. The fund does not give money.
Membership Seminar Preps Reps to Make ALPA’s Best First Impression

Two dozen pilots from 14 ALPA pilot groups attended the Association’s Membership Conference May 5–6 in the union’s Herndon, Va., Conference Center, which focused on how ALPA Membership representatives can make the most of their time with newly hired pilots, as well as how they can best serve existing members. “You will never go through any of your membership issues alone,” said F/O Jolanda Wirtviet (United), ALPA’s National Membership Committee chairman. “Your biggest takeaway from this conference should be that we’re here to help you.”

A pilot group’s Membership chair (or secretary-treasurer for some smaller groups) is usually the first introduction a pilot has to ALPA. For ALPA to put its best foot forward, the conference provided the reps with tips, ideas, and information-sharing opportunities. ALPA’s national officers, committee members, and staff all presented information to the pilot reps and reiterated that—in the same way that they support the pilots at their pilot groups—ALPA is here to support them.

Capt. Bill Couette, ALPA’s vice president—administration/secretary, echoed that sentiment. “We can help you,” he explained, “and you can help us.”

Throughout the conference, reps shared information with each other about how they’ve successfully reached out to new hires, from meet-and-greet lunches to using real-world examples they can relate to regarding the process of running a master executive council (MEC) meeting.

In addition to presentations on ALPA insurance, financial obligations, membership administration, pilot assistance, and other topics, conference attendees heard briefings from the Fee-for-Departure (FFD), Furloughed Pilot Assistance, and Veterans Affairs Committees on the evolving career path for pilots. Too often pilots only look to ALPA when there is an issue, but these three committees in particular focus on reaching out and introducing pilots to what their union is doing for them.

Capt. Paul Ryder (Express Jet), the FFD Committee chairman, noted that ALPA has three main focuses—career protection, career progression, and pay and benefits—and it’s the Membership reps’ duty to provide information on these topics to new hires. The FFD Committee and its programs, he said, are a way to impress upon new hires that ALPA is working for them.

The importance of each pilot group’s Membership Committee will be greatly demonstrated in the coming years. Couette said that more than 13,500 pilots are expected to retire by 2020—and that’s only at a handful of the largest carriers. This means more pilots will flow through from FFD carriers to the mainlines, and more new pilots will be hired at FFD carriers as well. Each group’s Membership Committee will be paramount in introducing new hires to ALPA and acclimating those moving up to their new airlines. New pilots will present an opportunity to introduce ALPA and increase participation in the union.

Attendees shared a sense of teamwork during the conference as they discussed their successes and looked for feedback where challenges remained. Several of the attendees discussed their pilot groups’ MEC mentor programs, including the Envoy Air, Hawaiian, and United programs designed by ALPA pilots. Others queried the Mesa rep on the pilot group’s spectacular ALPA-PAC participation percentage, with the rep sharing various tips. United and Delta pilots offered to share videos, PowerPoint, manuals, and more with their fellow reps. Sharing resources, knowledge, experience, and expertise is just another of the many ways ALPA membership pays off. And as one attendee jokingly remarked, “It’s not plagiarism if you get permission.”

With all the presentations, the advice, and the sharing of resources, at its core the role of the Membership Committee when welcoming new hires is simple: “Just be their friend,” said Couette. And thanks to the Membership Conference, these reps now have 24 other friends to lean on when needed.

Kevin Cuddihy, Contributing Writer

HIMS DEFINED
In 1972, Dr. Richard Masters, then ALPA’s first aeromedical advisor, collaborated with Capt. Rod Gilstrap (United) and Capt. Gil Chase (Continental) and successfully petitioned ALPA’s Board of Directors to support the Human Intervention and Motivation Study (HIMS). This federally funded substance abuse, peer intervention, and treatment program has helped safely return airline pilots to the cockpit.

—Jan W. Steenblik, Technical Editor

Added Info
Are you a recent new hire at an airline with ALPA-represented pilots? E-mail Membership@alpa.org and let us know what information you think would be helpful for all new hires to receive.

—Kevin Cuddihy, Contributing Writer
Airline-Sponsored Career Track

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Give Me 5 for Supporting P4P

Your pocket change could help ALPA members in need

By F/O Mark Segaloff (United), P4P President

“Pilots Helping Pilots” is a long-standing ALPA slogan, and one of the many ways our members help each other is through the ALPA Emergency Relief Fund or Pilots for Pilots (P4P). Established in the wake of Hurricane Katrina, P4P has aided hundreds of ALPA members and their families by offering financial grants to cover the immediate, extraordinary expenses that follow widespread, catastrophic events.

P4P is only made possible through your donations. Because of your generous contributions and the support we’ve been able to collectively provide, I’d like to say thanks and extend a big high five!

However, our work is not finished. ALPA members and their families continue to be affected by floods, earthquakes, wildfires, and other widespread disasters. Our fellow pilots continue to need our support to help cover essential costs in the aftermath of these tragic events. For this reason, and to ensure that the fund remains solvent, my fellow P4P directors and I are proud to announce the P4P Give Me Five campaign.

From June 1 through August 31, we’re asking each ALPA member to donate at least $5 to P4P. For essentially the price of a large specialty-shop coffee, you can help increase P4P’s account balance. If each member participates, we’ll raise more than $250,000.

It’s easy to contribute. Visit alpa.org/give5 and enter your credit card information. Or you can write a check payable to the ALPA Emergency Relief Fund and mail it to the ALPA Cashiering Department, P.O. Box 1169, 535 Herndon Parkway, Herndon, VA 20172.

In the coming weeks, you’ll see reminders about the Give Me Five campaign in ALPA’s FastReads and on the Association’s social networking sites. We’ll provide status updates to let you know the kind of support we’re receiving and how much we’ve raised.

The P4P Board of Directors, which includes F/Os Christine Gromek (United) and Barry Noman (Spirit), works behind the scenes to help ALPA families get through what can be truly difficult and personally draining experiences.

Just ask Capt. Todd Hirshon (Spirit) who lives north of the Boston, Mass., area, which was hit with more than 108 inches of snow this past winter. During one of the crippling blizzards that battered the region, significant amounts of ice began to accumulate on his roof. “Heating the house caused the ice to melt and enter the house via the walls and ceiling,” he said, resulting in “water damage from the attic all the way down to the basement in excess of $50,000.”

While Hirshon was weighing whether he should approach his insurance company at that time or wait until the winter storm season passed, he also had more immediate needs to resolve. “The P4P grant allowed me to buy replacement food and clean-up items,” he noted.

The Spirit captain hasn’t been alone. Dozens of ALPA pilots turned to P4P in the fall of 2012 after Hurricane Sandy demolished much of the New Jersey coast. Several of the pilots I spoke with indicated that their homes were completely destroyed. One member had a live-in father who required specialized medical equipment. The P4P grant helped cover the cost of a generator to power the equipment until electricity could be restored to the area.

Because Pilots for Pilots is a resource that our members turn to specifically during catastrophic events, it’s easy to overlook this important member service. Yet P4P has issued hundreds of thousands of dollars in grants to ALPA pilots and their families. If each ALPA member would donate $5 to our campaign, the P4P account balance would be in a much better position to weather future crises.

So think about forgoing that cup of coffee today. Instead, reach into your pocket and Give Me Five. You’ll be helping others, and down the road you could wind up helping yourself. Hundreds of ALPA members who’ve already benefited from this invaluable ALPA asset can tell you that not having P4P available when catastrophe strikes would be the real tragedy. ☏

Learn More

For more information about Pilots for Pilots, to make a donation, or to see if you qualify for a grant, visit alpa.org/gives5. While you’re there, check out the animated promotional video.
Arrhythmias:
Meds and FAA Certification (Rhythm Control)

By Dr. Quay Snyder, ALPA Aeromedical Advisor

Editor’s note: The following information, the second of a pair of Health Watch columns on abnormal heartbeats, is adapted from an article available at www.AviationMedicine.com.

As discussed in May’s “Health Watch” column, irregular heart rates—arrhythmias or dysrhythmias—generally require thorough evaluation to exclude underlying heart disease, the most common cause. Once a pilot has been diagnosed with the condition, several treatment options exist, depending on associated heart conditions, tolerance of the arrhythmia, and response to medications.

MEDICATIONS
Several categories of medication control rates of arrhythmias or suppress the arrhythmias. In most cases, the same medication used to control atrial fibrillation (AF) may be used to control other atrial arrhythmias or supraventricular tachycardias.

Digoxin slows conduction of electrical signals across the AV node, creating a slower ventricular rate in AF. Digoxin may also suppress AF. Taking digoxin may make it difficult to interpret an electrocardiogram (ECG) during a plain stress test, so a radionuclide stress test may be required to rule out underlying coronary heart disease as a cause of AF. With more modern medications available, digoxin is rarely used today.

Beta blockers slow the ventricular heart rate in AF but don’t suppress the fibrillation. These include propranolol (Inderal), metoprolol (Lopressor), and other selective beta blockers.

Most people who experience AF that doesn’t spontaneously convert are treated with one of several classes of antiarrhythmic medications (pharmacological conversion). Commonly used medications include mexiletine, flecainide, amiodorone, sotalol, verapamil, and diltiazem.

The goal of these medications is to sustain a normal rhythm after chemical or...
electrical cardioversion. Often, if a person has episodes of AF but is free of further recurrences for 6–12 months, the medication may be discontinued. After stopping the medication, the patient is monitored closely for further AF. If no new episodes occur, the antiarrhythmic medication is permanently discontinued. Recurrences trigger resumption of the medication, usually permanently.

The FAA doesn’t dictate what medications must be used to qualify for a waiver. All treatment decisions remain between the pilot and treating physician.

Assuming proper documentation of the arrhythmia control and absence of other types of heart disease, most primary care physicians can easily complete FAA follow-up reports. The great majority of pilots with uncomplicated AF can expect FAA clearance after a complete evaluation—and continued medical certification in the future.

**FAA EVALUATION AND CERTIFICATION**

The FAA has a relatively liberal policy of certifying pilots with many types of arrhythmias, except those with automated internal cardiac defibrillator. The agency will consider most treatments, including coronary revascularization, antiarrhythmic medications, and pacemakers for special issuance medical certification. After stabilization with treatment prescribed by the pilot’s treating physician, submitting complete documentation to the FAA is critical for obtaining a favorable certification decision. Periodic follow-up reports are routinely required for pilots taking antiarrhythmic medications or with pacemakers.

The FAA requires any pilot with a history of atrial and ventricular arrhythmia to undergo a cardiac evaluation before the agency makes a certification (waiver) decision. The FAA will certify a pilot if his or her arrhythmia is well controlled or eliminated and no evidence of other heart disease exists. The evaluation is relatively standard for all types of arrhythmias.

The routine evaluation that the FAA requires involves completing a thorough cardiac assessment and exam. The documentation should include an evaluation of any cardiac history, risk factors for cardiovascular disease, a focused physical examination, and laboratory studies. Risk factors for heart arrhythmias that can be eliminated, such as stimulants, medications, caffeine, tobacco, alcohol, and herbal products (ma huang/ephedra) found in many weight-loss products, should be halted. The lab studies include fasting blood sugar, cholesterol, triglycerides, electrolytes, and a complete blood count. Because hyperthyroidism is a relatively common cause of arrhythmias, laboratory studies of thyroid hormones are routine. Personal history or physical factors may warrant other lab tests.

Required cardiac-specific tests include an echocardiogram to exclude structural heart abnormalities as well as clots. After the arrhythmia is controlled, an exercise stress test and a 24-hour Holter monitor are required. The stress test (treadmill) looks for evidence of coronary artery disease as a possible cause of the arrhythmia. If the stress test is abnormal, further, more definitive studies are required, such as a radionuclide stress test or coronary angiography.

The Holter monitor should demonstrate control of AF or other arrhythmias, either by elimination of the abnormal rhythm for the routine 24-hour period or by continuous control of the rate of ventricular beats to less than approximately 100 beats per minute (bpm) (60–100 bpm is the desired range). Heart rates greater than 130–140 bpm are disqualifying for certification, as are pauses longer than 3.0 seconds.

If the heat rate can be controlled with blood thinners such as Coumadin, the FAA requires PT/INR tests to ensure that the medication is working properly. It may take several months to find the right dosage of Coumadin. Taking Xarelto or Eliquis does not require INR testing.

Pilots treated with electrical cardioversion or pharmacological conversion may be considered for special issuance authorizations after a one-month observation period unless this is waived because of being placed on preventive medications.

Pilots undergoing radiofrequency ablation of an arrhythmia-inducing electrical tract can be considered for waiver after a three-month observation period and after Holter monitoring shows no further arrhythmias. Generally, follow-up reports are not required after initial waiver.

If a pilot has a pacemaker, the FAA will require monthly pacer checks for two months before considering recertification. Occasionally, a cardiologist may conduct an electrophysiologic study (electrical map of the heart). The FAA will request the results of these studies. Other tests may be required, depending on the condition.

Pilots with arrhythmias may obtain the required documents from their treating physicians and mail them to the FAA. However, directly submitting these reports to the FAA can result in significant delays in certification while the agency asks for clinical clarification. Often, well-meaning specialists not trained in aerospace medicine fail to address all the aeromedical important aspects of a case. As a result, the case is returned without action, pending further documentation, or worse, the pilot receives a potentially unwarranted denial.

In general, the FAA will require annual reports from the treating physician for a pilot who has a special issuance authorization for AF, including a Holter monitor if the pilot is still on medication.

For more specific answers to your questions concerning medical certification, contact Aviation Medicine Advisory Service, ALPA’s Aeromedical Office, for a private consultation.
### Recently Retired

**2015**

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**2014**

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<td>Capt. Tim Canoll</td>
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<td>F/O Ken Binder</td>
<td>ALPA R61 Committee Chair</td>
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**Fellow ALPA Members**

Every year we say goodbye to many proud airline pilots who retire from the ranks of airline flying. They have honorably served the profession during some of our industry’s most turbulent times. We would like to recognize their service in Air Line Pilot.
The Mighty Hercules

In April, First Air announced that it had sold its last Hercules to Alaska-based Lynden Air Cargo. The Lockheed L-100-30 was perfect for transporting heavy, oversized cargo to the far reaches of the Canadian Arctic. Often landing on gravel runways, this was the last civilian-owned Hercules freighter in Canada. In this issue of Air Line Pilot, “The Landing” pays tribute to First Air’s iconic workhorse.

Herculean Effort

1. A naming contest for the new airplane was held at Lockheed’s Marietta, Ga., plant in 1954, with the favorite being “Griffin.” However, management overruled the choice, instead selecting Hercules, the strongman of Greek mythology.
2. First Air Capt. Anthony Jarvis reports that the First Air Herc could transport “approximately 47,000 pounds depending on stage length and fuel requirements.”
4. The First Air Hercules has been a fixture in recent years at the “Herc Pull,” an annual Yellowknife Airport (YZF) event to raise money for Special Olympics N.W.T.

Left: First Air acquired aircraft C-GHPW through its purchase of NWT Air.
Background photo: Lockheed began manufacturing the Hercules in 1954, making it the longest-running airplane type ever produced.

Above: Competing at the Yellowknife “Herc Pull” to see who can pull the airplane 15 feet in the least amount of time.
Above right: The Herc taxiing at Cambridge Bay on Victoria Island.
Right: Loading at Goose Lake in Nunavut.
**ALPA Resources & Contact Numbers**

**National Officers**

*For complete biographical information on ALPA’s national officers, visit [alpa.org](http://alpa.org) or scan the QR code.*

![Capt. Tim Canoll, President](image)

![Capt. Joe DePete, First Vice President](image)

![Capt. William Couette, Vice President–Administration/Secretary](image)

![Capt. Randy Helling, Vice President–Finance/Treasurer](image)

**Executive Vice Presidents**

*For more information on which pilot groups executive vice presidents represent, visit [alpa.org/evp](http://alpa.org/evp).*

**ALPA Sudoku** (**© paulspages.co.uk**)

Complete the sudoku puzzle so that each column, each row, and each of the nine 3×3 sub-grids that compose the grid contain all the digits from 1 to 9.  

The solution to this month’s ALPA sudoku can be found on page 11.  
Too easy, too difficult? Tell us what you think.  
E-mail Magazine@alpa.org.

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Please call Membership Administration at 1-888-359-2572, then press 3, 3; e-mail your new address to Membership@alpa.org; or clip out this form—along with the mailing label on the back cover—and send it to

ALPA Membership Administration  
PO Box 1169, Herndon, VA 20172-1169

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The following ALPA resources may be reached by e-mail or by dialing, toll-free, 1-888-359-2572 (1-888-FLY-ALPA). Once connected, press the # key on your phone and dial the last four digits of the number listed below. However, the ALPA main number, ASPEN, the Membership and Insurance toll-free number, and Membership Administration numbers need to be dialed directly.

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**Accounting and Finance**
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**Air Line Pilot**
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**ALPA Aeromedical Office**
303-341-4435

**ALPA Main Number**
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**ALPA Memorabilia**
(SMDR@alpa.org) 703-689-4458

**ALPA-PAC**
202-797-4033

**ASPN**
703-689-4220

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**Election Dates LEC/MEC**
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**Kelowna Flightcraft–KFC MEC**
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**Spirit–SPA MEC**
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**Sun Country–SCA MEC**
952-853-2393

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ALPA Federal Credit Union 1-800-747-2349

**ALPA Accident/Incident Hotline**
If you are involved in an accident, incident, or alleged violation of a federal aviation regulation, contact your local or central air safety chairman, regional safety chairman, or the worldwide ALPA accident/incident hotline at 202-797-4180 (collect calls are accepted) for an immediate response 24 hours per day. As a backup number, call 703-892-4180.

To report a safety problem or airspace system deficiency, call 1-800-424-2470 or e-mail EAS@alpa.org.

**2015 EBCB Schedule**
The Association’s Election and Ballot Certification Board’s schedule for counting ballots is July 10, August 10, September 10, October 9, November 10, and December 10. Any ALPA member in good standing may be present as an observer during any meeting. Contact the Association’s Membership and Council Services Department for scheduling.
It’s Time to Step Up!

Now through Sept. 15, 2015, all ALPA members who have been enrolled in a Loss of License program for at least 12 months are eligible to take a step up to the next level of coverage with no medical underwriting. Loyalty pays with ALPA Member Insurance!

Check your mailbox—program information should have arrived in late June. It’s time to step up!

Eligible programs: Monthly LOL, LOL-Plus, Lump Sum LOL. Applications must be received by mail at ALPA’s Herndon, Va., office no later than Sept. 15, 2015. All plans underwritten by The Guardian Life Insurance Company of America.