

Air Line Pilot

AUGUST 2020

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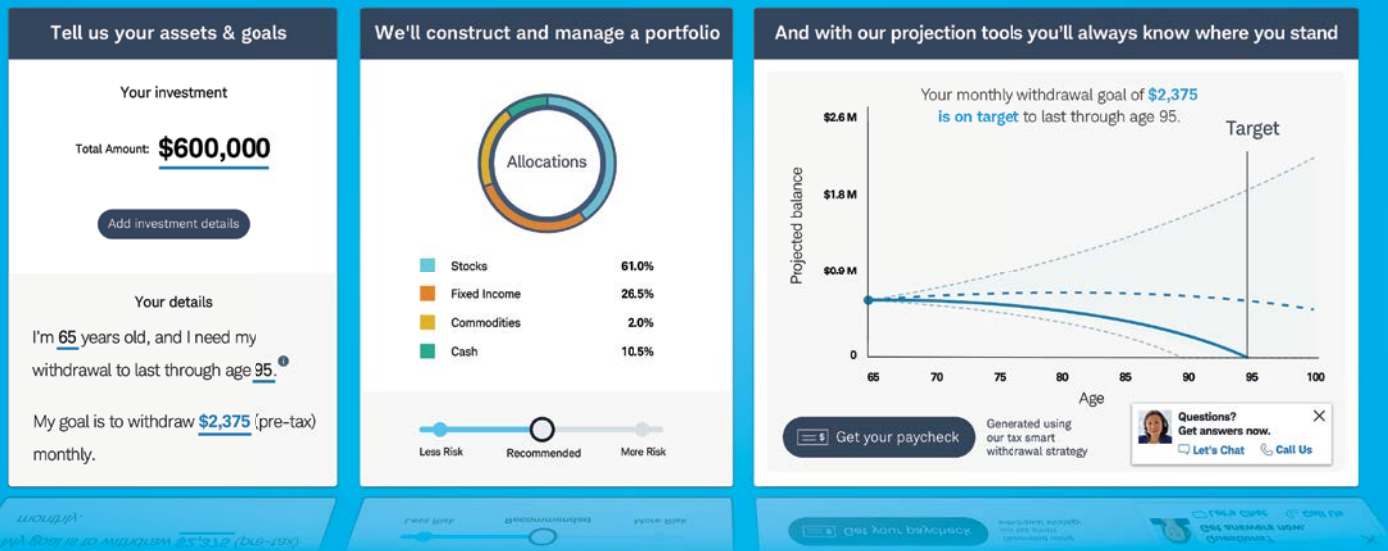
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ONE VOICE



‘Ready For Takeoff’

While times may feel different during this pandemic, ALPA is reminding the public that one thing remains exactly the same: airline pilots are focused on safely and securely transporting our passengers and cargo to destinations across the country and around the world.

In the next weeks, ALPA will expand its efforts to reach out to the public with our clear message that airline pilots are “Ready for Takeoff.” Our print, digital, and video outreach will affirm that, whenever airline passengers are ready to travel, we’re ready to take them. The inspiring result will contribute to our effort to increase bookings, preserve aviation workers’ jobs, and strengthen and speed the economic recovery.

Our expanded campaign is one effort in our determined fight to prevent furloughs and protect pilot jobs. As the U.S. government considers airline industry economic aid, ALPA is also pushing for a clean extension of the Coronavirus Aid, Relief, and Economic Security Act payroll support program through March 31, 2021 (see page 10). A key element of ALPA’s worker protection platform, such an extension would stave off layoffs for thousands of airline pilots when the current funding expires on September 30 and ensure that pilots are available to quickly fuel a strong economic recovery.

In a parallel advocacy initiative, ALPA asserts that the purpose of U.S. bankruptcy law must be to preserve jobs and workers’ livelihoods, not protect executive compensation (see page 18). Our union supports a worker-first proposal introduced in both the House and Senate that would block companies and courts from using bankruptcy to change or throw out collective bargaining agreements and mandate that corporate leaders negotiate any changes to collective agreements through the Railway Labor Act bargaining process.

In Canada, our union is urging government leaders and regulators in Ottawa and across the country to collaborate with ALPA Canada and all other stakeholders to ensure a safe and secure reopening of air travel (see page 12). ALPA Canada is also calling for interprovincial air travel that protects Canadians and Canada’s economy, as well as the airline industry.

Just as ALPA pilots have worked together to press for government action in both the United States and Canada, our union’s determination to lead collaboration across our industry is also evident in our drive to build passengers’ confidence to return to the skies.

In addition to ALPA’s advocacy, we continue to support our master executive councils (MECs) as they engage with the leaders of your companies to pursue innovative solutions to protect pilot jobs. Drawing on ALPA’s vast national and local resources, MECs have developed creative and effective agreements at each carrier that respond to the realities of the current economic environment, protect pilot health and financial security, and mitigate

potential furloughs for those carriers at risk (see page 8). Our union is demonstrating that pilots are prepared to work with our airlines to withstand this downturn and ensure a quick return to the economically successful airline industry we helped to create.

As we pursue every avenue to forestall furloughs and restart our industry, ALPA stands beside our members who have received furlough notices—helping pilots and their families prepare and persevere. Our Pilot Survival Checklist offers U.S. and Canadian pilots important measures to take right now and a strong set of resources for the future. Hundreds of our members have already participated in ALPA’s career webinar series, produced in partnership with Cage Marshall Consulting. These popular webinars are only one offering in a library of online resources that are specifically tailored to help ALPA pilots.

ALPA pilots who have received a furlough notice at any time in their careers know that the experience is difficult. If you are transitioned to furlough status, you will have the full backing of ALPA’s Furloughed Pilots Support Program to help you respond (see page 23).

On the flight deck, pilots rely on our training and experience to help us adapt in the face of adverse conditions. In our careers, we draw from our union’s expertise, relationships, and resources when we face challenges. For these reasons, ALPA pilots are now and always ready for takeoff.



Joseph B. DePete
Capt. Joe DePete
ALPA President

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ALPA IS HERE TO HELP



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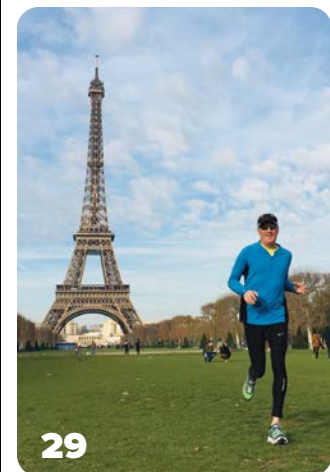
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In the next weeks, ALPA will affirm through its "Ready for Takeoff" public outreach campaign that whenever people are ready to travel, pilots are ready to take them. The inspiring result of print, digital, and video messaging will convey that pilots are trained for life, and trained for now.
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Carrying Us Through

By Capt. Joseph Genovese, ALPA Vice President-Finance/Treasurer

For the past 10 years, ALPA's finances have been strong. We have maintained a conservative budget even while our industry was thriving, and we encouraged fiscal responsibility and saving for a rainy day. Unfortunately, much more than just a rainy day has arrived, and we are now having to put our practices to a much tougher test.

As we work through this public-health and economic crisis and our industry is turned upside down, our past efforts have positioned us with the opportunity to withstand this current crisis. But this budget scenario will not always be the case, especially as the effects of the pandemic continue to hit the airline industry—and many of our ALPA brothers and sisters are already feeling the impact.

Although we will not truly know exactly how our budget will be affected next year until all airlines make their operational decisions, we do have some good news to report. Even as the COVID-19 pandemic has worked its way through the world and our industry, our finances have remained on solid ground. ALPA has canceled multiple meetings and internal events (or has held them virtually) and frozen hiring. These actions, and more, have resulted in our actual expenses falling short of our budgeted expenses so that ALPA has continued to operate in the black through the first five months of 2020.

With the assistance and hard work of our dedicated Finance Department team, we will continue to make tough decisions and create a workable budget within our revenue—one that will also continue to provide the highest possible level of services for our pilots.

Along with being judicious in how we are spending money, we have also made progress in streamlining our financial policies. The Structure, Services, and Finance Review Committee proposed multiple changes to ALPA's Administrative Manual at the June meeting of the Executive Board (see page 21). These changes, which the board approved, will bring many of our financial practices up to date and provide flexibility for

both master executive councils and local executive councils.


Nearly 20 years have passed since we learned a hard lesson after 9/11 and the bankruptcy era that ensued. Many of us still feel that pain and have the scars to show for it. But we did what was necessary—we became more judicious and more efficient. These actions have carried us through good times and will carry us through what we are facing today.

Prior to my flying career, I worked in the mental-health field, so pilot assistance and pilot well-being are near and dear to my heart—and I believe they are at the heart of what this union stands for.

I know from experience that the stresses of a flying job can build and that you can find yourself wandering around the house “thinking” at all hours of the night trying to solve the world's problems. It is important to remember that you need to find time to relax, decompress, and, if necessary, ask for help.

ALPA's Pilot Assistance volunteers—along with the Association's vast toolbox of resources—are here to help ALPA pilots who are facing challenges during these difficult times.

Part of that toolbox is ALPA's staff, and I want to thank them for all their hard work. Through everything that has transpired and everything that continues to go on, their work has remained at the same consistently high level we have all come to expect. From a transition to remote work in March to the ongoing transition back to the office that started in June, I have not seen a single hiccup in the service they have provided to our members. It is truly a testament to their abilities and to their professionalism.

There are no guarantees of what the coming months might bring. But I can tell you this: It is the hard work of ALPA pilot volunteers over the past decade and through today that has positioned us to take on whatever may come our way—and to continue providing our more than 63,000 members with the highest level of services. 



Training for the Unexpected at The Bargaining Table

By Capt. Jeff Harbison (JetBlue),
Chair, ALPA Collective Bargaining Committee

Like most airline pilots, I take every opportunity to share my passion for flying and my experience in the piloting profession with the next generation.

Union pilots know, for example, that our collective agreements with our companies affect every part of our job. Given this influence, contract negotiators owe it to ourselves and our profession to share what we know with others—and especially with those who are new to the bargaining table.

Our union's Collective Bargaining Committee (CBC) is a team of seasoned negotiators who represent the full spectrum of ALPA pilot groups. Working with our staff partners, the CBC is charged with designing pilot training and resources based on our union's eight decades of experience negotiating industry-leading contracts. Just as pilots "train for the unexpected" in flight operations, the CBC's programs provide pilot negotiators with a strong core knowledge but also the nimbleness to respond rapidly to new issues. Equally important, the CBC fosters communication, coordination, and unity among U.S. and Canadian pilot negotiators.

The COVID-19 pandemic was clearly unexpected. ALPA's CBC leaned on the core fundamentals while communicating among pilot groups to identify the strongest strategies for bargaining in a new era. We acted swiftly to support individual ALPA master executive councils (MECs) in negotiations while always considering the broader view of how each contract modification would influence the industry bargaining pattern.

In the first days of the pandemic, the pressure to act quickly was intense—pilots' health was at risk as ALPA members continued to work, and many transported health-care personnel, equipment, and supplies into pandemic hotspots. However, ALPA had learned from experience following the attacks of 9/11 that some changes to collectively bargained contracts can take years to alter once the bargaining environment improves, and a response that lacks pilot coordination

across the industry will undermine the favorable contract patterns we've worked hard to achieve. This understanding and the Association's experience led us to take immediate steps to ensure both coordinated responses across our profession and avoidance of long-term changes.

Right after the COVID-19 outbreak, the CBC invited all ALPA MEC Negotiating Committee chairs and staff to join weekly coordinating calls. Participants on these calls—MEC leaders, Negotiating Committees, and ALPA's staff of professional experts in the negotiating, legal, and economic arenas—discussed and helped create safety protocols and protection for pilots with possible virus exposure. This collective effort helped MEC negotiators improve contract standards, enhance leave provisions, boost medical and insurance benefits, and provide pay, sick bank, and commuter pilot protection. ALPA then reached out to independent pilot unions through industrywide bargaining roundtable meetings to ensure that we coordinated our approach across pilot group lines.

While these first COVID-19 agreements focused largely on pilot safety and health, they set the stage for bargaining over a broad range of issues related to early retirements, voluntary leaves, and furlough mitigation—efforts that are still under way and will continue during the next months. Despite wide participation in voluntary leave and early-out measures, pilots have received notice of potential involuntary furloughs. Our union will continue its work at every possible level to reduce the impact on our members.

The full picture of the industry challenges isn't yet known. As a result, the CBC will continue to work and coordinate the Association's bargaining efforts as part of its other regular activities. Our efforts will be guided by three key principles: (1) little appetite exists for contract concessions after the arduous efforts to restore our working agreements following 9/11 and the bankruptcy era, and any needed assistance must be short-lived, (2) pilots continue to have negotiating and contract objectives during this period that must be addressed along with company goals, and (3) the only way to ensure that favorable contract patterns are broadly maintained is to work closely with other pilots across company lines.

We may not know what the airline industry will look like in the future, but we do know it will be different. In the months ahead, the CBC, assisted by experienced professional negotiators, will focus the full weight of ALPA's expertise, resources, and efforts on protecting ALPA members. Our union will look to new ideas as well as proven practices as we support our MEC negotiators at the bargaining table. [🌐](#)



Coming Together to Become Agents of Positive Social Change

By F/O Camila Turrieta (She/Her/Hers) (JetBlue), Chair, President's Committee for Diversity & Inclusion

My path to aviation wasn't a traditional one; my mom was a waitress and my father a jockey. My parents left their jobs and family, and we moved to the United States when I was seven years old in search of the American dream.

At an early age I began to face inequalities, inequities, and a scarcity of resources in my new hometown of Queens, N.Y. While attending public high school, I began to notice that some teachers were more helpful and attentive to certain kids. I wasn't one of those kids. I once overheard my aviation teacher say to another that because of the color of my skin and my gender I would never be successful in life—therefore, there was no use in teaching me anything about aviation.

At 13, I realized that people didn't believe in me; I was given a label before I was ever allowed to thrive. This experience quickly helped me understand what it meant to stand up for myself and fight for what matters. Every morning after that experience, I promised myself I would give people the best version of myself.

As I reminisce on this life-changing event that defined who I am today, I ponder about the long-term effects the President's Committee for Diversity & Inclusion (PCDI) will have on our current and future members.

Capt. Joe DePete established the PCDI in the fall of 2019. Since the creation of the PCDI, we've made great strides in topics and conversations that have remained silenced for far too long in our industry, union, and profession.

The committee is composed of ALPA pilots who represent different cultures, experiences, and backgrounds. The PCDI convened virtual meetings during the past six months to develop our comprehensive strategic plan for 2020–2021. This plan provides a road map for cultivating

and promoting a diverse, inclusive culture that champions dignity and respect, where pilots feel welcomed and motivated to do their best.

With the help of our governing core values of **R**espect, **R**esponsiveness, **I**nspire, **S**how Compassion, **E**quality and **E**quity, **U**nity, and **P**assion (RRISEEUP), the PCDI illustrates the path to develop a more diverse and inclusive membership.

Our goals focus on three separate areas: ensuring leadership support, cultivating and supporting an inclusive workplace, and encouraging diversity in our future workplace.

To ensure that ALPA's leaders support our endeavors, the PCDI will educate them in tactics to understand and implement supportable diversity and inclusion strategies within our union at the national and local level. Cultivating and supporting an inclusive workplace will enable the PCDI to promote a culture that maximizes the talent, skills, and diversity of our ALPA members. To encourage a diverse workplace, the PCDI is developing various ways to secure the future of aviation through outreach and support of our youth—including those who might not think that a career in aviation is attainable.

My story provides a perspective of the harsh reality and truth that are commonly faced by individuals of diverse backgrounds and experiences. We must strive to build bridges to close the gaps that exist between our profession and the dreams of those who wish to become professional airline pilots.

Our union can no longer stand by as our members face immoralities, inequalities, inequities, and systemic discrimination. It's time to come together, form a singular voice, and stand up for what's right regardless of a pilot's race, creed, color, ethnicity, religion, sexual orientation, and gender identity.

I've spoken to many ALPA members; I want to continue to hear your stories because they're the building blocks of encouragement our members need. I encourage every ALPA member to take an active role in creating and supporting a diverse and inclusive workplace. I believe that each of us can be agents of positive social change in our industry. 🌍

“We must strive to build bridges to close the gaps that exist between our profession and the dreams of those who wish to become professional airline pilots.”

PILOT GROUP NEWS

NEW ALPA REPS

AS OF JULY 10, the Election and Ballot Certification Board certified elections results for the following local council:

- **WASAYA 236**
Capt. Anthony Luna Krzyzik,
Vice Chair (F/O Rep)

that protects the quality of life for the entire Alaska pilot group.”

United Pilots Reach Agreement on Early-Separation and Furlough-Reduction Programs

● On July 16, United Airlines Master Executive Council (MEC) leaders voted in favor of two initiatives to help stem future pilot layoffs due to the staffing imbalance caused by the COVID-19 pandemic. The agreements include voluntary furlough and company leave of absence programs, as well as a voluntary separation leave initiative. Full terms of the agreements were being sent to United pilots as this issue of *Air Line Pilot* went to press.

These furlough-mitigation programs and early-out options are designed to find as many volunteers as possible who are interested in stepping back from active flying and ultimately reduce the number of pilots who would be furloughed involuntarily.

“United Airlines has notified 2,250 pilots they’re at risk of furlough this year, with the likelihood of additional notices into next year,” said Capt. Todd Insler, the pilots’ MEC chair. “The union is doing everything in its power to develop creative and innovative ways to reduce furloughs and protect the careers of United pilots. We’ve negotiated continued active-employee health insurance benefits for furloughed pilots in conjunc-

CANADA

ALPA Represents 60+ PAL Aerospace Pilots

● On July 22, the Canada Industrial Relations Board certified ALPA as the collective bargaining representative of PAL Aerospace pilots. A member of the Exchange Income Corporation (EIC) family of companies, PAL Aerospace operates intelligence, surveillance, and reconnaissance and air ambulance and search-and-rescue operations in Canada, the Americas, and the Caribbean.

“We’re pleased to welcome the PAL Aerospace pilots, bringing all EIC airlines’ pilots into one common union,” said Capt. Joe DePete, ALPA’s president. “We look forward to working with PAL Aerospace pilots to achieve a collective agreement that represents their contributions to the successful aerospace company.”

EIC owns PAL Aerospace, along with Bearskin Airlines, Calm Air, PAL Airlines, and Perimeter Aviation, and has ownership interests in Air Borealis and Wasaya Airways—all represented by ALPA. Moving forward, PAL Aerospace pilots will establish pilot representatives and work with ALPA’s staff and resources to begin negotiations for a first collective agreement. PAL Aerospace will join Bearskin, Perimeter, PAL Airlines, and Air Borealis in ongoing contract negotiations.

“While PAL Aerospace management ran an aggressive anti-union campaign that seemed to prioritize EIC’s efforts to put profits over pilots, which is especially troublesome during the COVID-19 pandemic, we hope that PAL Aerospace management is now prepared to roll up its sleeves and start working with us in

addressing the pilot group’s serious needs,” said F/O Tim Perry, ALPA Canada president. “PAL Aerospace pilots will fly in the ranks with their fellow ALPA pilots in negotiations, and they’ll do so with the support and experience of ALPA’s pilots, professional negotiators, economists, and the entire ALPA staff. We look forward to further advancing the aviation profession in Canada together.”

ALPA thanks the PAL Aerospace Organizing Committee members who completed the card campaign with dedication and professionalism. PAL Aerospace is based in St. John’s, Newfoundland and Labrador, and operates a fleet of King Airs, Cessna Citations, and Dash 8s.

ALPA Canada Congratulates PAL Airlines Dispatchers on Seeking to Join CALDA

● “On behalf of the more than 5,500 airline pilots of ALPA Canada, we congratulate our colleagues for taking action to secure a voice for their future through representation with Canadian Airline Dispatchers Association [CALDA],” said F/O Tim Perry, ALPA Canada president, on July 10 after St. John’s, Newfoundland and Labrador-based dispatchers at PAL Airlines filed membership cards with the Canada Industrial Relations Board securing a voice for their future through representation with CALDA.

“We hope PAL’s dispatchers ultimately certify under the Canadian Airline Dispatchers Association and are able to have a real seat at the table to protect their job security,” said Perry.

PAL Airlines also employs more than 100 pilots, repre-

sented by ALPA since June 19, 2019.

U.S.

Alaska Pilots Reach Agreement to Avoid Pilot Furloughs

● On July 21, Alaska Airlines Master Executive Council (MEC) leaders announced that they had reached agreements with management on a number of incentivized leave and early retirement programs. Strong pilot participation in these voluntary programs has effectively avoided the threat of pilot furloughs at Alaska Airlines.

“The COVID-19 pandemic has had a major impact on our industry and our pilots,” said Capt. Will McQuillen, the pilots’ MEC chair. “Protecting the careers of Alaska Airlines pilots is our primary goal. Our experienced team of pilot volunteers worked diligently over the last two months to establish programs for those pilots who could step away from flying on a temporary or permanent basis while preserving the employment of those who need or want to continue flying.”

These programs avoid involuntary furloughs and bring stability to Alaska pilots while allowing the company to remain flexible and able to restaff its pilot workforce on short notice.

“We’ve always maintained that there was a smarter way to address our company’s staffing issues than furloughing pilots,” said McQuillen. “Ultimately, our senior management agreed with our point of view and worked with us on implementing these programs. Today’s success is a shining example of what unionism is all about—a collective solution

tion with groundbreaking provisions that provide the option to remain qualified, allowing a faster recall once passenger demand returns.

“One pilot on involuntary furlough is too many, one day out is too long,” said Insler. “The CARES Act can only take us so far. We need Congress and the president to swiftly enact an extension of the CARES Act in order to protect our pilots and the entire aviation industry.”

ExpressJet Pilots Approve LTD Health-Care Fund Assessment

● In response to management’s decision to cancel the health-care coverage of ExpressJet pilots who are on long-term disability (LTD), the pilots’ Master Executive Council (MEC) recently passed a resolution for a special pilot dues assessment to bridge the gap in health-care coverage until the end of October for the company portion of the premiums. The MEC hopes that this will be enough time to get an arbitrated ruling. The resolution was sent to the pilots for ratification, and in early July the pilots voted in favor of the ExpressJet Pilot LTD Health Care Fund Assessment. With 991 eligible voters, 495 voted—for a turnout of nearly 50 percent—with 55 percent voting in favor of the assessment.

The assessment will be collected from all ExpressJet pilots to fund up to the company’s portion (72 percent) of health insurance premiums for those pilots who are on LTD disability. Pilots on LTD who’ve lost their health-care insurance will be reimbursed for eligible premiums with a back date of July 1.

Airline Industry Update

Domestic

● Per *Travel Weekly*, **Airlines for America’s seven passenger carrier members—Alaska, American, Delta, Hawaiian, JetBlue, Southwest, and United—are requiring flyers to make health declarations ahead of traveling.** The airlines expect to keep the policy in place throughout the COVID-19 health crisis. They’ve also pledged to strictly enforce mandatory mask requirements.

● *USA Today* reported that **to keep passengers safe, airports are installing sanitizer stations and promoting social distancing by using floor decals and plexiglass barriers at check-in counters.** Many airports are requiring face coverings, and some have added vending machines selling personal protective equipment.

● According to *The Washington Post*, **the Transportation Security Administration (TSA) has updated its safety procedures and is requiring security officers to wear eye protection when they’re in close contact with travelers and aren’t protected by a plastic screen.** TSA officers must also change their gloves or sanitize them after patting down passengers, handling identification documents, or checking in luggage.

● Per *Travel Market Report*, **JetBlue is ramping up service**

with 30 new domestic routes to markets where leisure travel is showing signs of strength. Between July and October, the carrier plans to operate more than half of its typical capacity to better match travel demand.



● **United Airlines announced that it’s installed more than 200 touchless passenger check-in kiosks at U.S. airports and plans to add more at other domestic and international airports.** The systems issue boarding passes and luggage tags.

● The Associated Press reported that **Hawaiian Airlines will resume some flights between Honolulu and U.S. mainland cities in August, after halting them because of COVID-19.** The airline announced it will offer daily nonstop service between Honolulu and Boston, Mass.; New York, N.Y.; Phoenix, Ariz.; and San Jose and Oakland, Calif.

● **Delta Air Lines announced it would begin reopening Delta Sky Clubs with additional layers of protection to keep customers safe as air travel rebounds from the pandemic.** In July, Delta Sky Clubs were slated to open in Chicago, Ill.; Denver, Colo.; Miami and Orlando, Fla.; Nashville, Tenn.; Phoenix, Ariz.; and San Francisco, Calif., with

additional clubs reopening as travel increases.

● *The Seattle Times* reported that **the FAA and Boeing have completed the required recertification flight tests on the B-737 MAX, bringing the airplane one step closer to FAA approval to return to service.** An extensive to-do list must be accomplished before the aircraft can receive clearance to fly passengers again, which isn’t expected before mid-September.

International

● According to *CBC News*, **the agreement between Canada and the United States to restrict nonessential travel across the Canada-U.S. border will be extended through August.**

● Per *Business Travel News*, **Norway’s largest airports are transitioning to a touchless system for domestic travel, through which passengers can check bags, go through security, and board aircraft without touching machines or humans.**

● Reuters reported that **Air Canada has closed two additional financing deals for net proceeds of C\$1.23 billion (\$909 million), as it shores up funds to meet expenses amid the COVID-19 crisis.** The airline has raised C\$5.5 billion of liquidity since the start of the pandemic in the first quarter of this year.

● According to *Daily Hive Vancouver*, **Vancouver International Airport’s TAKEcare program is highlighting the airport’s enhanced health, safety, and cleaning measures**

in the era of COVID-19. The program aims to not only move passengers through the airport safely, but also help restore public confidence in air travel when governments remove border restrictions and isolation requirements.

- Per *The Japan Times*, **Japan Airlines Co. is planning to fully restart its domestic flight schedule as early as October amid signs of a recovery in travel demand, which has been impacted by the pandemic.** The airline has already increased the number of domestic flights since the lifting in May of a nationwide state of emergency that saw the carrier cut more than 70 percent of the flights from its normal schedule.

- The *Aviation Tribune* reported that **Norwegian Air is resuming flights on 76 routes halted during the COVID-19 outbreak and is bringing back into service 12 of its mothballed aircraft on top of the eight already flying, as European countries reopen and demand for flights rises.**

- According to *Travel Weekly*, **the International Civil Aviation Organization, the civil aviation arm of the United Nations, will ease carbon-off-setting requirements set to take effect for airlines next year.** The decision followed a recommendation from the International Air Transport Association, which pushed for the change due to the COVID-19 crisis.

- Per *The Wall Street Journal*, **the Hong Kong government is leading a recapitalization plan worth HK\$39 billion (\$5 billion) to help Cathay Pacific Airways Ltd. through the pandemic.**

Front Lines

BIPARTISAN ACTION IN CONGRESS SUPPORTS AIRLINE WORKERS: ADD YOUR VOICE

- With time running out for aviation workers, Capt. Joe DePete, ALPA's president, signed a joint letter with the leaders of 12 other labor organizations on July 15 to urge House and Senate leadership to extend the payroll support program in the next COVID-19 response legislation. The letter comes as a response to a bipartisan push from House members highlighting for their peers in Congress the urgent need for this extension to support airline workers. The time to act is now, and you can help by completing ALPA's Call to Action.

Airline executives have acknowledged that mass layoffs are inevitable, and ALPA members have begun to receive notices of potential furlough. Without an extension to the CARES Act payroll support program, which expires on September 30, hundreds of thousands of workers will lose their jobs and health insurance—not only in aviation, but across the entire economy.

ALPA is asking Congress to support a clean extension of the payroll support program through March 31, 2021, not just to bolster the industry and save pilot jobs, but also to support the nation's economic recovery.

Visit www.alpa.org/payroll today and press your Members of Congress to support a clean extension of the payroll support program.

URGE CONGRESS TO SUPPORT BANKRUPTCY REFORM TO PROTECT WORKERS

- It's time for Congress to take a critical step toward worker protections by supporting the Protecting Employees and Retirees in Business Bankruptcies Act of 2020. If enacted, this legislation would prohibit businesses from altering airline employee collective bargaining agreements through the bankruptcy process that has for far too long been a golden parachute for executives when companies fail.

Because of this misapplication of the law, airlines have been able to use the courts to reap billions in wage and benefit reductions, dissolve defined-benefit pension plans, and in some instances elicit 50 percent pay cuts and seven-year contracts to cement long-term employee losses. Following 9/11, pilots made enormous financial sacrifices to help save their airlines, only to have tens of billions of dollars taken in pension and health care.

The Protecting Employees and Retirees in Business Bankruptcies Act of 2020 will restore equity to the bankruptcy code by prioritizing collective bargaining and shared sacrifice over one-sided, exploitive corporate behavior.

Engage with your Members of Congress today by visiting www.alpa.org/action to urge them to support this critical legislation.

ALPA COMMENTS ON POTENTIAL AIRLINE FURLOUGHS

- “The economic impact COVID-19 has had on the airline industry has been profound for the workers who keep our skies safe and our world connected. Unfortunately, in the past few weeks, thousands of pilots and crewmembers have received furlough notices, and, absent congressional action, it's likely that there will be more to come,” said Capt. Joe DePete, ALPA's president, on July 8 in response to recent announcements of potential upcoming furloughs for aviation workers effective October 1.

“When this global health crisis first began to take hold in the United States, ALPA worked with others in labor to secure a major financial lifeline for our industry, but clearly more needs to be done. It's time for the federal government to finally step up and require that airlines implement and enforce Centers for Disease Control and Prevention guidance and FAA recommendations. Compliance with these guidelines for COVID-19 health monitoring, protection, exposure notification, and workplace disinfection aren't only important for passenger and crew health, but also key to regaining the confidence of the flying public to increase bookings and power a strong economic recovery for our industry and our nation. Also, it's clear that Congress must act to extend the Coronavirus Aid, Relief, and Economic Security Act, which has helped to prevent widespread layoffs of aviation workers to date.

“ALPA continues to work with airline managements

on creative ways to mitigate the effects that the recent economic downturn has on pilots,” added DePete. “Through our extensive resources, ALPA is assisting pilots affected by these potential furloughs—and working to ensure that more passengers feel comfortable taking to the skies again.”

ALPA LAUDS BANKRUPTCY REFORM LEGISLATION

● On June 25, ALPA applauded the introduction of the Protecting Employees and Retirees in Business Bankruptcies Act of 2020 as a critical step forward in the union’s broader worker-protection campaign. If enacted, the legislation would prohibit businesses from using the judicial process to alter airline employee collective bargaining agreements in bankruptcy. The bicameral measure, introduced by Sen. Richard Durbin (D-IL) and Rep. Jerry Nadler (D-NY), came a week after ALPA called for additional measures to save aviation jobs and ensure the economic recovery of the airline industry (see page 18).

“Airline workers know far too well the devastating effects corporate bankruptcies have on the lives of hardworking Americans. Following 9/11, pilots made enormous financial sacrifices to help save our airlines, only to have tens of billions of dollars taken from us in pension and health-care cuts, as well as other negative forced changes, lasting years longer than the crisis,” said Capt. Joe DePete, ALPA’s president. “We’re grateful to Sen. Durbin and Chairman Nadler for their leadership in bringing forth this compre-

hensive reform legislation that will prevent a repeat of that sad chapter in our history, provide much-needed transparency to the bankruptcy process, and benefit U.S. workers.”

A key provision of the bankruptcy reform bill would prohibit airlines from using the bankruptcy process to gut collective bargaining agreements. Airlines have abused this process, despite clear evidence that Congress never intended this outcome. As a result, after 9/11 airlines were able to use the courts to squeeze \$84 billion in

wage and benefit reductions, to dissolve nearly every defined-benefit pension plan, and in some cases dictate 50 percent pay cuts and seven-year contracts to secure long-term employee losses. These draconian cuts would have never been achieved at the bargaining table, were grossly disproportionate in substance and duration, and didn’t reflect economic circumstances. By providing a technical correction, Congress will restore the intent of equitable airline employee treatment in Chapter 11 reorganizations.

“Pilots remain committed to working with management to weather this current public-health and economic crisis. However, history shows that airline executives exploited the bankruptcy process to get the most for themselves while leaving frontline workers with the bill—and we will *not* allow that to happen again,” observed DePete. “Airline pilots today are still feeling the effects of the last round of bankruptcies that stripped them of their hard-earned pensions, salaries, and work rules. ALPA pilots stand in strong support of this important legislation that will provide much-needed protections for all U.S. workers.”

In addition to calling for bankruptcy reform, ALPA urged Congress to

- extend the Coronavirus Aid, Relief, and Economic Security Act worker support program or other financial instruments directed toward worker payroll and benefits beyond September 30 to ensure the stability of the airline industry and a robust rebound to passenger travel,
- ensure health-care coverage for frontline workers, including COBRA subsidies for airline and other workers displaced as the result of industry downturn due to the pandemic,
- provide hazard pay for essential workers, and
- extend sick leave, unemployment benefits, and furlough mitigations related to COVID-19.

ALPA TO CONGRESS: AIRLINES NEED PANDEMIC-RELATED HEALTH RULES

● In advance of a June 18 hearing titled “Climbing

ALPA SUDOKU

	7	8	5				9	
			9				1	
1		4						
	8	5						
			6		4		8	
4		3			2			5
							2	
2	4			1	7			
6								9

Complete the sudoku puzzle so that each column, each row, and each of the nine 3x3 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 13.

Prefer other puzzle types? Tell us what you think. E-mail Magazine@alpa.org.

Again: Stakeholder Views on Resuming Air Travel in the COVID-19 Era,” Capt. Joe DePete, ALPA’s president, submitted comments on behalf of the Association to the chair and ranking member of the House Homeland Security Transportation and Maritime Subcommittee.

“This hearing comes at a pivotal time for commercial airline operations as we work to ensure the health and safety of our returning crews and passengers,” said DePete. “As recent data demonstrates, airlines have made positive strides in promoting a safer environment, but absent a federal mandate for standard safety and health requirements, there will continue to be a patchwork system, which will be increasingly under strain as more people return to flying.”

In addition to specific safety and health rules, DePete called for the implementation of “touchless” risk-based security at Known Crewmember® and Transportation Security Administration PreCheck airport screening checkpoints as well as mandatory temperature checks for passengers and crews “as a means of mitigating the risk of spreading COVID-19.”

DePete reiterated the need for these measures, stating, “For our industry to fully recover, all stakeholders must work together to develop a plan that restores the public’s faith in flying.”

CANADA EMERGENCY WAGE SUBSIDY EXTENDED THROUGH DECEMBER

● In Mid-July, the Canadian government announced an extension of the Canada Emergency Wage Subsidy

program until at least December 2020. This program provides a subsidy of 75 percent of employee wages for up to 24 weeks, currently retroactive from March 15 to August 29, and has already helped mitigate layoffs, while at the same time keeping pilots on the payroll.

Although some changes have been made to the program since its inception and other charges are expected to be implemented, a requirement for businesses to show a certain level of revenue decline is still in effect.

ALPA Canada continues to look for opportunities to promote and reassert to the government its position on the need for specific financing to support the airline industry through the pandemic.

CANADIAN GOVERNMENT ADDS ADDITIONAL SAFETY MEASURES

● As ALPA and ALPA Canada officials continue to pressure the Canadian government to take additional steps to further reduce the risk of spreading COVID-19 to protect both flight crews and passengers, Transport Canada has begun implementing a “layered system of measures.”

The requirement “for the use of face coverings by workers and others involved in the transportation system,” has been expanded to include the aviation sector.

Transport Minister Marc Garneau also announced the requirement for “temperature screenings for all passengers traveling to Canada or travelers departing Canadian airports for either international or domestic destinations.” The implementation of the temperature screening

is being phased in over time, with Phase 1 taking effect on June 30 and Phase 3 slated to begin by September.

CANADIAN GOVERNMENT EXTENDS MANDATORY QUARANTINE FOR THOSE ENTERING CANADA

● In late June, representatives from three of Canada’s largest airlines, including Air Transat and Westjet, testified before Members of Parliament to advise ways to restart air travel. A focal point of those discussions centered on easing current restrictions for international travelers, including the mandatory 14-day quarantine period, while also sharing best practices and various approaches to keep passengers and flight crews safe as they continue to fly. However, in early July the Canadian government extended its emergency order requirements for mandatory isolation and quarantine of travelers entering Canada until August 31.

The order requires that anyone entering Canada isolate for 14 days if they have COVID-19 or reasonable grounds to suspect that they may have the virus. Travelers who don’t have signs and symptoms of COVID-19 are also required to quarantine for 14 days.

As this issue of *Air Line Pilot* went to press, border measures restricting all nonessential travel, including tourism and recreation, across the Canada-U.S. border remained in effect through August.

TRANSPORT CANADA’S PLAN TO EXPAND DRONE OPERATIONS

● F/O Tim Perry, ALPA Canada president, submitted comments in late June to



Transport Canada’s (TC) notice of proposed amendment for larger, remotely piloted

aircraft systems (RPAS) flying beyond visual line of sight (BVLOS), as well as relaxing the regulations that were enacted last year for visual line of sight (VLOS) operations.

Perry summarized ALPA’s concerns regarding compliance and oversight of the RPAS manufacturers and operators stating, “This regulatory proposal will further extend RPAS operations without any direct oversight or approval by TC of these higher-risk operations.”

He also noted that extending RPAS operations to BVLOS brings additional concerns regarding the current lack of proven technologies to address the increased risk to people, property, and other airspace users. These concerns are further amplified when BVLOS operations take place near airports or at altitudes where manned aviation may operate.

In addition, TC is proposing to amend Part IX of the Canadian aviation regulations for RPAS that came into force in June 2019 in order to allow expanded operations within VLOS, including increasing weight limits to as high as 650 kilograms and extending above the current 400 feet above ground level.

ASSOCIATION TAKES THREE SILVERS AT EXCEL AWARDS

● In a virtual awards ceremony held in mid-July, ALPA received Silver honors in three categories at the Association



Media & Publishing (AM&P) EXCEL Awards:

- Promotional Content—Annual Report (Digital) Silver Award:

United MEC Year in Review.

- Digital Media—Podcast (Educational) Silver Award: *Flying the Line.*

- Magazines—Redesign (Distribution 50,000–100,000) Silver Award:

Air Line Pilot.

The EXCEL Awards recognize excellence and leadership in nonprofit association media, publishing, marketing, and communications. The competition is open to nonprofit organizations and for-profit industry service partners submitting on behalf of Association clients, regardless of whether they're members of AM&P.



ALPA FAMILY MEMBERS RECIPIENTS OF 2020 UNION PLUS SCHOLARSHIPS

- Union Plus recently awarded \$300,000 in scholarships to 215 students representing 43 unions, including Isabella Gayoso and Joshua Holmes, children of ALPA members.

Gayoso, whose father,

Capt. Alfonso Gayoso (Mesa), is a member of Council 85, is a mechanical engineering major at Penn State's Schreyer Honors College and was awarded a \$1,000 scholarship.

Holmes, whose father, Capt. David Holmes (JetBlue), is a member of Council 193, plans to major in engineering at North Carolina State University and hopes to attend graduate school to prepare for employment with a leading aerospace manufacturer. He was awarded a \$1,500 scholarship.

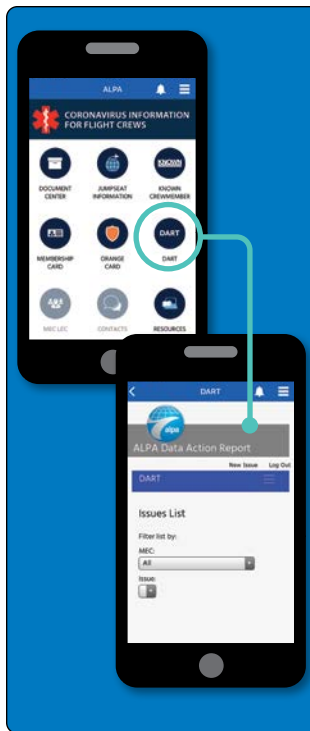
"Union Plus is proud to be able to increase our scholarship award amount this year and help more union families than ever before," said Mitch Stevens, Union Plus president. "At a time when many families have been financially impacted by the COVID-19 pandemic, we're especially glad to support this year's group of 215 hardworking students as they further their educations and pave the path for future success."

To learn more about Union Plus, visit www.unionplus.org.

APP UPGRADE: QUICK ACCESS TO DART AND OTHER ALPA RESOURCES

- ALPA recently pushed an update to its app that includes an easier way to access the Data Action Report (DART) through an icon on the home screen. Make sure you're running the latest version of the ALPA app to access this new feature to get fast responses from the Association. As a reminder, DART is for ALPA master executive councils that do *not* have their own data reporting system.

If you aren't already using



the app, download it today and log in with your ALPA credentials for quick access to all of the Association's resources, including

- DART,
- Coronavirus resources,
- Breaking news updates,
- Your membership card,
- Known Crewmember®,
- Jumpseat information,
- ALPA's Worldwide

Accident/Serious Incident Hotline (the "orange card"),

- Pilot Peer Support, and
- Documents from ALPA, your master executive council, and your local executive council.

Go to www.alpa.org/apps to download the app.

PODCAST: ALPA PILOTS TAKE ON NATIONAL AIRLINES MANAGEMENT

- Fresh off the TWA pilots' strike of 1946, ALPA had another battle looming with the management of National Airlines. In the minds of

National Airlines pilots, the strike of 1948 was like World War II—a good fight, a just cause, and an evil foe. George T. "Ted" Baker, founder of National Airlines and its president during the strike, was the villain while Capt. Dave Behncke, ALPA's president, was the heroic champion of justice. Learn why National Airlines pilots felt this way about their "unscrupulous" owner and what events led to the longest and costliest strike for ALPA at that time.

Find *Flying the Line* on Apple Podcasts or Stitcher or search your favorite podcast platform for "Flying the Line." If you're enjoying the podcast, give it a five-star rating and a review, then share it with your family, friends, and fellow pilots.

SOLUTION TO THIS MONTH'S ALPA SUDOKU ON PAGE 11.

3	7	8	5	4	1	6	9	2
5	2	6	9	3	8	4	1	7
1	9	4	7	2	6	5	3	8
9	8	5	1	7	3	2	6	4
7	1	2	6	5	4	9	8	3
4	6	3	8	9	2	1	7	5
8	5	7	4	6	9	3	2	1
2	4	9	3	1	7	8	5	6
6	3	1	2	8	5	7	4	9



ASO UPDATE

● JUMPSEATING AND COVID-19 PROTOCOL

The Aviation Jumpseat Group of ALPA's Air Safety Organization wants to remind you to be mindful of the effects of the COVID-19 pandemic when jumpseating and to be sure to check with the captain regarding mask preferences or policies. Once you're on the flight deck, it's the captain's decision. In addition, when commuting in the main cabin of the aircraft, be prepared to adhere to mask recommendations and policies.

"With some airlines' reduced capacity and other issues that have made jumpseating more difficult in recent months, it's more important than ever for us to remember that jumpseating is a privilege and not a right," said Capt. Rich Odbert (FedEx Express), ALPA's Aviation Jumpseat chair.

For more information about jumpseating, visit www.jumpseatinfo.org or access jumpseat information using the ALPA app.

● NOTICE TO KCM-PARTICIPATING CREWMEMBERS

Due to the unprecedented impact of COVID-19 on the airline industry, many airline employees, including crewmembers, have taken an extended voluntary leave of absence, and it's important to know how this affects your eligibility for and reinstatement into the Known Crewmember® (KCM) program.

KCM is a risk-based system

that enables Transportation Security Administration security officers to positively verify the identity and employment status of active pilot and flight attendant crewmembers (i.e., flying the line). Crewmembers on short-term disability, long-term disability, Family Medical Leave Act, military deployment, voluntary leave of absence, furlough, suspension, termination, retirement, or other leave of absence must be suspended or removed from the KCM system. Upon returning to work, ALPA's Air Safety Organization recommends that you contact your airline management or crew records department to see if your KCM file has been reactivated. This will ensure your ability to use the KCM system again.

● BRAUN APPOINTED PPS CHAIR



F/O Carrie Braun (Jet-Blue) was recently appointed by Capt. Bob Fox, ALPA's first vice president and national safety coordinator, to serve as the Pilot Peer Support (PPS) chair. At ALPA's recent Executive Board meeting, the board approved moving the PPS program from under the Aeromedical Group to become a separate discipline under the Pilot Assistance structure (see page 21). PPS is the Association's network of trained pilot vol-

unteers who members can contact when encountering work- and nonwork-related issues of a personal or emotional nature. PPS joins Aeromedical, Professional Standards, the Human Intervention Motivation Study (HIMS), the Critical Incident Response Program (CIRP), and Pilot Assistance-Canada under the Pilot Assistance structure.

● ALPA'S ASO AVIATION SAFETY CHAIR NAMED ASIAS COCHAIR



Capt. Steve Jangelis (Delta), ALPA's Air Safety Organization (ASO) Aviation

Safety chair, also serves as a member of the Commercial Aviation Safety Team and the Aviation Safety Information Analysis and Sharing (ASIAS) group, two principal government-industry groups charged with improving safety through the evaluation of data, risk identification, and mitigation. Recently, ASIAS selected Jangelis to co-lead the ASIAS Executive Board, making him the first labor association cochair of ASIAS.

Jangelis has led the charge on many critical safety issues and will continue to do so in this new role. His leadership and strong advocacy efforts resulted in an important recent win in gaining industry consensus to form a group to address COVID-19 issues that directly

impact airline crewmembers and aircraft.

● ADVOCATING FOR STRONG ORBITAL DEBRIS MITIGATION RULES

In parallel with the success of launching U.S. government missions, SpaceX and other companies—including Amazon and Facebook—are looking to launch large satellite constellations, each composed of thousands of small satellites, to provide Internet and other services. While the services envisioned are innovative, the size of the constellations means that reentry of satellites will likely turn into a daily occurrence in the future.

Capt. Doug Willey (United), ALPA's Air Safety Organization Air Traffic Services Group chair, recently commented on a Federal Communications Commission (FCC) rulemaking on "Orbital Debris Mitigation in the New Space Age," calling for strong safety standards for satellite design and operations to ensure that the public is protected from reentry hazards, whether they're passengers in an airplane or on the ground.

Willey observed, "Although commercial aviation may not be the primary beneficiary or party impacted by the regulations for orbital debris mitigation, ALPA believes that it's important to take active steps to protect the general public from hazards created by space activities and encourages the FCC to take firm measures in this area."



IN MEMORIAM

“To fly west, my friend, is a flight we all must take for a final check.”

—Author unknown

2017

Capt. Barry A. De Vries
TWA December

2018

Capt. Theodore E. Kryder
United June

2019

Capt. Richard L. Maury
United March

Capt. Martin C. Mitchell
Continental March

Capt. Raymond J. Halloran
Delta May

Capt. Helge Melin
Eastern August

Capt. Mike W. Plunkett
FedEx Express November

Capt. James S. Gardner
United December

2020

Capt. Charles R. Bowers
TWA January

Capt. Kit C. Eastin
Northwest March

Capt. Dennis B. Jones
Delta March

Capt. Angelo J. Regina
Flying Tigers/
FedEx Express March

Capt. James E. Scherer
United March

Capt. Ronald Adams
FedEx Express April

Capt. George T. Blair
Northwest April

F/O Thomas G. Boos
Northwest April

Capt. Dewitt A. Clark
United April

F/O William M. Cooke
United April

Capt. Dennis D. Dillon
United April

Capt. Duane B. Gerrard
Delta April

S/O Robert A. Howson
United April

Capt. John B. Lee
United April

Capt. David A. Miller
FedEx Express April

Capt. Carl H. Mohr
Pan American April

Capt. Clarence R. Moore
Northwest April

Capt. Donald N. Nelson
Delta April

Capt. Gary L. Pansier
Northwest April

Capt. Mark A. Radcliffe
United April

Capt. Patrick G. Rooney
FedEx Express April

Capt. Stuart G. Smith
Northwest April

Capt. Walter J. Sprenger
Delta April

Capt. Merwin F. Stroup
Delta April

Capt. Charles A. Tarpley
Delta April

S/O Edward M. Acree
FedEx Express May

Capt. Thomas H. Adams, Jr.
Northwest May

Capt. Scott D. Allan
Delta May

Capt. Sam W. Barazzone
Delta May

Capt. H. Duane Barton
Alaska May

Capt. Arthur H. Buckley
Eastern May

F/O Craig A. Burch
Delta May

Capt. John A. Cable
Delta May

Capt. Paul C. Clare
Endeavor Air May

Capt. James A. Doman
Alaska May

Capt. Jeffrey L. Euteromoser
Delta May

Capt. Henry P. Germain
Flying Tigers May

F/O Joe C. Greer
Western May

Capt. Richard L. Knisely
Northwest May

Capt. Clay C. Lewis, Jr.
FedEx Express May

Capt. Peter T. McInerney
United May

Capt. Gary Nees
Delta May

Capt. Jack J. O'Brien, Jr.
TWA May

Capt. Donald L. Onofrio
United May

F/O Charles A. Ouellette
Pan American May

Capt. Tyson C. Sampson
United May

Capt. Kenneth F. Warren
Pan American May

F/O James D. Weidman
Northwest May

Capt. Melanie S. Zentgraf
FedEx Express May

Capt. Marvin C. Baker
Delta June

Capt. John F. Dziubala
Flying Tigers/
FedEx Express June

Capt. Stephen J. Dewerff
Delta June

Capt. William P. Gerrior
Delta June

Capt. Hall A. Martin, Sr.
Delta June

Capt. Emily Warner
Frontier July

COMPILED FROM INFORMATION PROVIDED
BY ALPA'S MEMBERSHIP ADMINISTRATION
DEPARTMENT



For more information, read
ALPA's blog post on Capt.
Emily Howell Warner.

Female Pilot Pioneer Emily Howell Warner Flies West

Capt. Emily (Hanrahan) Howell Warner, 80, passed away on July 3, leaving behind a remarkable career and a legacy as a trailblazer for female airline pilots in the United States. Hired to fly for Frontier Airlines in 1973, she became the first woman to fly jets on a permanent basis for a U.S. carrier. News reporters sat in many of the seats on her first flight on Feb. 6, 1973, from Denver, Colo., to Las Vegas, Nev., for a chance to see the new second officer.

During her 42-year aviation career, Warner flew for Fron-

tier, Continental Airlines, and UPS and later became an FAA safety inspector and the B-737 aircrew program manager for United Airlines. In doing so, she accumulated more than 21,000 flying hours.

Her other achievements include becoming the first American woman to be a captain for a scheduled U.S. airline and being ALPA's first female pilot, joining the Association in 1974. Her first Frontier pilot's uniform is on display in the National Air & Space Museum in Washington, D.C., and in 2015, Granby-Grand County

Airport in Granby, Colo., was renamed Emily Warner Field in recognition of her many accomplishments.

A member of the International Society of Women Airline Pilots as well as the Ninety-Nines, Warner spent much of her adult life advocating for women in aviation and has been an inspiration to many. To learn more about this pioneering pilot, read "National Aviation Hall of Fame Honors Airline Pioneer Emily Howell Warner" in the November 2014 issue of *Air Line Pilot*.



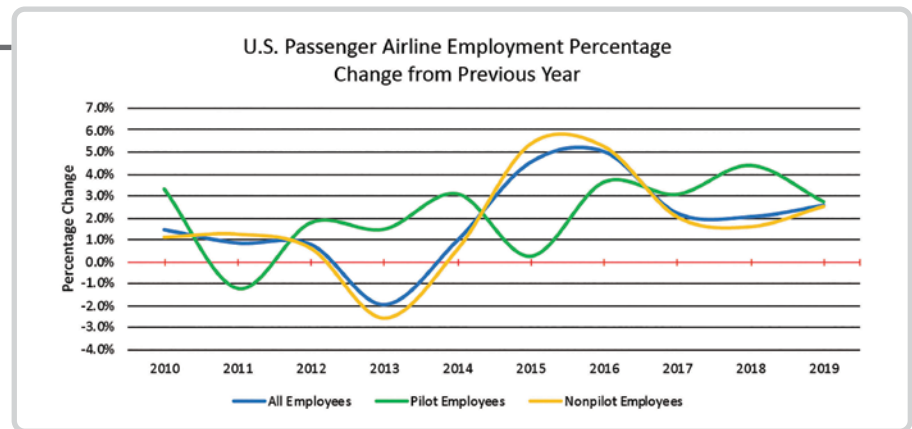
INDUSTRY STATS

U.S. PASSENGER AIRLINE EMPLOYMENT

According to the U.S. Department of Transportation's Bureau of Transportation Statistics, the U.S. passenger airline industry employed 2.6 percent more employees in 2019 than in 2018. In 2019, employment growth was primarily driven by nonlegacy major carriers accounting for 4.1 percent of the overall growth. For legacy carriers (American, Delta, and United) and regional carriers, employment growth increased by 2.3 percent and 0.7 percent, respectively. Since 2014, the U.S. passenger airline industry has experienced six straight years of employment growth.

The only carriers that recorded double-digit employment growth last year were Frontier and PSA. Frontier saw its number of employees grow by 17.2 percent, while PSA saw its employment level grow 11.9 percent. Conversely, the only carriers that saw a decrease in their total level of employment in 2019 were ExpressJet, GoJet, Compass, Mesa, and Sun Country. These airlines saw employment decrease by -30.6 percent, -22.3 percent, -18.6 percent, -8.3 percent, and -3.6 percent, respectively.

However, airline employment decreases don't always correlate with pilot employment decreases. For example, while



Source: U.S. Department of Transportation's Bureau of Transportation Statistics, Transportation Security Administration, and ALPA Economic & Financial Analysis Department

ExpressJet saw a decrease in overall employment in 2019, the carrier recorded 8.9 percent pilot employment growth in 2019 compared to 2018. Sun Country and Mesa also saw airline employment decrease but recorded pilot employment growth of 7.6 percent and 2.7 percent, respectively.

The U.S. passenger airline industry employed a total of 75,340 pilots in 2019, an increase of 2.8 percent from 2018. In 2019, pilot employment growth was greatest at the nonlegacy major carriers (5.4 percent), followed by regional carriers (3.2 percent), and legacy carriers (1.2 percent). Since 2012, the U.S. passenger airline industry has experienced eight straight years of pilot employment growth.

While employment grew for the U.S. passenger airline industry in 2019, the negative economic effects of the COVID-19 virus have severely hampered

travel-related industries. According to the Transportation Security Administration's checkpoint screening numbers, COVID-19's disruption to daily life has decreased U.S. air travel by -81.1 percent in June 2020 as compared to June 2019. As a result, employment at U.S. scheduled passenger airlines decreased by -4.0 percent in mid-April 2020 compared to mid-April 2019. This marks the first time since 2013 that the number of full-time equivalent employees has decreased when compared to the same month in the prior year. With demand expected to remain depressed through at least the end of this year and with the pending expiration of employee pay and benefit protection for airline CARES Act recipients on September 30, U.S. passenger airline employment is forecasted to further decrease by the end of this year.



MARKET WATCH

AIRLINES	PARENT COMPANY	STOCK SYMBOL	6/28/2019	6/30/2020	% CHG.
Air Transport International	Air Transport Services Group, Inc.	NASDAQ: ATSG	\$24.40	\$22.27	-8.73% ▼
FedEx Express	FedEx Corporation ¹	NYSE: FDX	\$164.19	\$140.22	-14.60% ▼
Air Borealis, Bearskin, Calm Air, PAL, Perimeter, Wasaya	Exchange Income Corporation ²	TSX: EIF	\$38.20	\$26.75	-29.97% ▼
JetBlue	JetBlue Airways Corporation	NASDAQ: JBLU	\$18.49	\$10.90	-41.05% ▼
Alaska	Alaska Air Group, Inc.	NYSE: ALK	\$63.91	\$36.26	-43.26% ▼
Hawaiian	Hawaiian Holdings, Inc.	NASDAQ: HA	\$27.43	\$14.04	-48.82% ▼
Delta, Endeavor Air	Delta Air Lines	NYSE: DAL	\$56.75	\$28.05	-50.57% ▼
Air Transat	Transat A.T., Inc.	TSX: TRZ.B	\$13.49	\$5.72	-57.60% ▼
Envoy Air, Piedmont, PSA	American Airlines Group, Inc.	NASDAQ: AAL	\$32.61	\$13.07	-59.92% ▼
United	United Continental Holdings, Inc.	NASDAQ: UAL	\$87.55	\$34.61	-60.47% ▼
Jazz Aviation	Chorus Aviation	TSX: CHR.B	\$7.72	\$2.98	-61.40% ▼
Mesa	Mesa Air Group	NASDAQ: MESA	\$9.14	\$3.44	-62.36% ▼
Spirit	Spirit Airlines, Inc.	NYSE: SAVE	\$47.73	\$17.80	-62.71% ▼

¹ FedEx Corporation declared a quarterly dividend of \$0.65 per share on June 15, 2020.

² Exchange Income Corporation declared eligible dividends of \$0.19 per share for the month of June on June 17, 2020.



Still wearing whatever headset is in the plane? Really?

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ALPA ENDORSES BICAMERAL BANKRUPTCY REFORM LEGISLATION

BILL HIGHLIGHTS FLAWS IN CURRENT
POLICY THAT ENCOURAGE ABUSE

By John Perkinson, Senior Staff Writer

A major component of ALPA's comprehensive campaign to shelter U.S. airline employees from the corrosive effects of the COVID-19 pandemic is the passage of the Protecting Employees and Retirees in Business Bankruptcies Act of 2020. The legislation aims to restore fairness to the bankruptcy code by prioritizing collective bargaining and shared sacrifice over one-sided and exploitive corporate behavior.

Among its various safeguards, the bill would ensure that pilots and other airline employees do *not* again bear

an excessive and unreasonable share of a carriers' bankruptcy cost-cutting measures through dictated concessions. Instead, airlines could only obtain necessary, mutually acceptable contractual relief through negotiations at the collective bargaining table. Recalling the monstrous burden on airline employees from past airline reorganizations, ALPA and other aviation unions are aggressively lobbying Congress for this new legislation, pointing out that the current bankruptcy process has acute deficiencies that must be addressed.

In a recent statement, Capt. Joe DePete, ALPA's president, said, "Airline workers know far too well the devastating effects corporate bankruptcies have on the lives of hardworking Americans. Following 9/11, pilots made enormous financial sacrifices to help save our airlines, only to have tens of billions of dollars taken from us in pension and health-care cuts, as well as other negative forced changes, lasting years longer than the crisis."

DePete continued, "Pilots remain committed to working with management to weather this current public-health and economic crisis. However, history shows that airline executives exploited the bankruptcy process to get the most for themselves while leaving frontline workers with the bill—and we will *not* allow that to happen again."

The new legislation, presented to both the House and Senate on June 25, is a comprehensive effort to reform Chapter 11 of the U.S. bankruptcy code, which affords a company in dire financial straits certain protections to reorganize its business affairs, debts, and assets. The legislation was introduced by Sen. Dick Durbin (D-IL) and Rep. Jerrold Nadler (D-NY), the House Judiciary Committee chair, who remarked, "The bill would curb those abusive practices and make sure working people get the fair deal that the bankruptcy laws were always supposed to provide."

The new legislation proposes to restrict excessive executive compensation



TAKE PART NOW IN ALPA'S CALL TO ACTION!

As part of ALPA's larger campaign to promote the Protecting Employees and Retirees in Business Bankruptcies Act of 2020, the Association has launched a Call to Action asking ALPA members and their families and friends to urge their Members of Congress to cosponsor—or at the very least, support—this critical bill. To make your voice heard regarding this important legislation, please visit www.alpa.org/action.

programs, improve the chances for claim recoveries for employees and retirees, and provide certain protections for labor agreements. The act would limit the conditions under which most collective bargaining agreements can be negated or altered in Chapter 11 bankruptcy, narrow the circumstances in which retiree benefits can be reduced or eliminated, mandate that court approval of bankruptcy sales must be based on the maintenance of existing jobs and retiree health benefits, and specify that a Chapter 11 bankruptcy must strive to preserve jobs to the fullest extent possible.

Of particular importance to pilots and other airline employees, the legislative proposal seeks to prevent the rejection or alteration of airline labor contracts in bankruptcy, mandating that changes to such agreements could only be made under the normal Railway Labor Act (the law that regulates airline labor contracts) bargaining process. These protections have been in place for rail employees for more than 80 years, and the bill seeks to correct this disparity.

CRUX OF THE MATTER

The focus of the reform effort and primary reason for the new legislation is the misapplication and abuse of Section 1113 of the bankruptcy code, "Rejection of Collective Bargaining Agreements." This provision classifies the circumstances and procedures under which labor contracts can be changed within the Chapter 11 bankruptcy process. Congress enacted Section 1113 in 1984 in reaction to the Supreme Court ruling *NLRB v. Bildisco & Bildisco*.

Four years before the court's decision, the distributor of building supplies, failing to pay some of its union health and pension benefits as well as wage increases as outlined in its collective bargaining agreement, filed for Chapter 11. In a 5-4 decision, the Supreme Court concluded that the company had the unilateral right to reject its labor contract and impose new terms immediately subject to

after-the-fact, limited court review.

The 1113 process was added to the bankruptcy code by Congress that same year to ensure there would be clear justification for nullifying a labor agreement as well as proof that the employer had previously engaged in good-faith bargaining efforts with the union to obtain necessary concessions. If an agreement couldn't be reached, the court would have to determine whether the concessions proposed by the employer were necessary for its continued operation, and only then would contract terms be modified.

However, the broad language of Section 1113 proved inadequate and rife for misapplication by bankruptcy courts focused solely on the interests of the bankrupt employer. Contrary to its original employee-protective purposes, Section 1113 has been exploited time and again, allowing companies to gut labor contracts and impose working conditions with virtual impunity.

Numerous airlines subsequently filed for Chapter 11 bankruptcy in the decade following the Sept. 11, 2001, terrorist attacks, including the following carriers with ALPA-represented pilots: US Airways (2002, 2004), United Airlines (2002), Hawaiian Airlines (2003), Aloha Airlines (2004, 2008), ATA (2004, 2008), Atlas Air/Polar Air Cargo (2004), Delta Air Lines/Comair (2005), Independence Air (2005, 2006), Mesaba Aviation (2005), Northwest Airlines (2005), Gemini Air Cargo (2008), Sun Country Airlines (2008), and Mesa Air Group (2010). In each of these cases, the carriers used the bankruptcy process

to dictate terms to their organized labor groups.

In fact, airlines were able to use the 1113 process after 9/11 to elicit \$84 billion in wage and benefit reductions, do away with nearly every defined-benefit pension plan, and in some instances dictate 50 percent pay cuts and seven-year contracts to cement long-term employee losses. These brutal measures would never have been achieved at the bargaining table and were grossly disproportionate in substance and duration.

ROBBING PETER TO PAY PAUL

To make matters worse, the same airline executives who orchestrated these enormous reductions rewarded themselves nicely. During an April 17, 2007, congressional hearing titled "Executive Compensation in Chapter 11 Bankruptcy Cases: How Much Is Too Much," Rep. Linda Sanchez (D-CA), who then chaired the Subcommittee on Commercial and Administrative Law of the Committee on the Judiciary House of Representatives, summarized this concern in her opening remarks.

"This problem is clearly illustrated by the numerous Chapter 11 cases in which chief executive officers receive outrageously large compensation and bonus packages while they simultaneously slashed wages, benefits, and even jobs of the workers who are the backbone of those businesses." She continued, "All too often, as one bankruptcy judge recently observed, executive retention plans 'have been widely used to lavishly reward... the very executives whose



bad decisions or lack of foresight were responsible for the debtor's financial plight."

Sanchez cited the then UAL Corporation CEO as a prime example. She observed that Glenn Tilton received compensation worth \$39.7 million in 2006, several years after the carrier filed for Chapter 11 despite the fact that the company terminated the pensions of 120,000 employees, transferring \$5 billion in pension obligations to the federally chartered Pension Benefit Guaranty Corporation—"the largest pension default in the history of the United States," she remarked.

United remained in bankruptcy for three years. Meanwhile, United pilots were locked into a seven-year concessionary agreement and some lost their jobs.

ESSENCE OF EXPLOITATION

In some instances, the bankruptcy process has been abused by profitable airlines. At a May 25, 2010, hearing before the same House subcommittee to support the Protecting Employees and Retirees in Business Bankruptcies Act of 2010 (a previous version of the current bill), Capt. John Prater, then ALPA president, testified, "In the case of the bankruptcy of Hawaiian Airlines, pilots faced a Section 1113 motion by a profitable company after having made prepetition concessions demanded to avoid a Chapter 11 filing. All this after management approved a self-tender of the airline's stock at a substantial premium to market value following September 11 and before the bankruptcy filing."

Prater gave other examples of the problems associated with the Chapter 11 process. He noted how a bankruptcy bargaining dispute between Delta management and its pilots led the two to settle outside the bankruptcy court process, offering evidence that "bankruptcy courts with judges focused solely on the debtor's concerns are not the best place to resolve differences between labor and management." Prater went on to say that the bargaining table is the most suitable location.

"In the case of Mesaba Aviation [a predecessor of Endeavor Air], the bankruptcy court approved as 'necessary' a wage

"The union has harnessed the power of its committee structure and professional staff to employ a series of tactics designed to influence policymakers to support employee protections and facilitate strategic planning, particularly among pilot groups within airline brands."

cut of almost 20 percent that would have lasted for six years, within a structure that did not envision any reversal or mitigation of the cuts during that lengthy period." He continued, "After the district court agreed with ALPA that such overreaching amounted to bad-faith conduct and an abuse of the bargaining process, ALPA still had to accept a concessionary agreement even though the company reorganized under a plan that provided 100 percent recovery for all creditors, including interest."

Prater stressed that the current 1113 process repeatedly failed to live up to Congress's vision of protecting workers from employers who see the Chapter 11 process as the perfect opportunity to sidestep collective bargaining and thumb their noses at obligations to employees.

DePete shared his urgent concerns on the matter in a recent all-member message. "In the United States, many ALPA members who flew following 9/11 endured life-changing financial hardship as a result of a flawed bankruptcy process that permitted companies to alter workers' collective bargaining agreements, allowing airlines to decimate their pilots' salaries, health-care benefits, and pension plans." He added, "ALPA pilots still suffer today from this injustice—and our union is aggressively working to prevent a similar miscarriage of the intent of Congress in response to COVID-19."


BROAD APPROACH

The Association's recently launched Call to Action promoting the Protecting Employees and Retirees in Business Bankruptcies Act of 2020 (www.alpa.org/action) is part of a broad approach ALPA has taken in its response to the COVID-19 outbreak. The union has harnessed the power of its committee structure and professional staff to employ a series of

tactics designed to influence policymakers to support employee protections and facilitate strategic planning, particularly among pilot groups within airline brands. The Association is providing a host of resources and services to address member needs, including preemptive checklists, supplemental benefits, educational opportunities, job listings, and counseling. Most of all, ALPA is encouraging members and their families to prepare themselves for the industry changes that are undoubtedly coming.

The Association's assertive lobbying campaigns recently led to the passage of the Coronavirus Aid, Relief, and Economic Security (CARES) Act in the United States and the Canada Emergency Wage Subsidy. These federal actions offered North American airlines financial assistance to help cover short-term employee compensation while buying workers some much-needed time to plan for their immediate professional futures.

In addition to calling for bankruptcy reform, ALPA also launched a Call to Action to extend the worker payroll and benefits support from the CARES Act beyond September 30 to ensure airline industry stability (www.alpa.org/payroll). The Association is urging lawmakers to authorize hazard pay for essential workers and health-care coverage, including COBRA subsidies, for those who are displaced. The union is also advocating for extended sick leave, unemployment benefits, and special furlough considerations related to the pandemic.

ALPA will continue to press Congress to take necessary action to address the Association's concerns, especially as some pilots have already been issued Worker Adjustment and Retraining Notification letters advising them of planned displacements this fall due to the effects of the COVID-19 pandemic. 



ALPA'S EXECUTIVE BOARD EXAMINES UNION'S PANDEMIC RESPONSE

CONDUCTS FIRST-EVER VIRTUAL MEETING

By John Perkinson, Senior Staff Writer

ALPA's Executive Board conducted its most recent regular meeting on June 24 under unique circumstances. Because of the global pandemic, the union's national officers, executive vice presidents, and master executive council chairs convened virtually for the first time, using videoconferencing to conduct the business of the union. This measure was taken to promote social-distancing practices to limit the spread of COVID-19. Following roll call and a brief report from the Credentials Committee, the 126th regular meeting of the Executive Board continued with national officer reports.

"In launching ALPA's new 'Welcome Back, Welcome Aboard' campaign, our union has charted a comprehensive and pragmatic approach for protecting our pilots' jobs and livelihoods through the eco-



Capt. Joe DePete, ALPA's president, discusses the union's "Welcome Back, Welcome Aboard" campaign to protect pilots' jobs and livelihoods.

nomie downturn," said Capt. Joe DePete, ALPA's president. Through this initiative, the Association is working to protect jobs through advocacy for pilot-partisan legislation and innovative contract negotia-

In June, ALPA's Executive Board convened its first-ever virtual meeting to conduct the Association's business.

tions. DePete noted that the Association is also making every effort to rebuild public confidence to return to flying. "Through our national policy efforts, ALPA is working to increase bookings and get pilots who are furloughed back on the line as soon as possible," he remarked.

In his report, DePete highlighted the union's successful legislative efforts to secure meaningful job and pay protections for pilots and other airline workers through the Coronavirus Aid, Relief, and Economic Security (CARES) Act (see "The CARES Act: What It Means to ALPA Members" in the May 2020 issue of *Air Line Pilot*). "As you know, this bill gave us time to prepare to weather potential employment changes individually and negotiate in this new environment collectively," he said, explaining the additional steps ALPA is taking in the United States and Canada to safeguard pilot jobs. He concluded, "With the help of every pilot leader here, we'll prevail in the days ahead in restoring and reshaping our industry to create a healthy, safe, inclusive, and prosperous future for all our pilots."

Capt. Bob Fox, ALPA's first vice president and national safety coordinator, acknowledged the outstanding efforts of ALPA's Air Safety Organization (ASO) in addressing aviation safety and security concerns related to the pandemic. "We as an Association immediately recognized the need for a regulatory mandate that airlines follow the guidance of the CDC [Centers for Disease Control and Prevention] and the FAA in keeping our aircraft clean and properly disinfected." Fox noted, "This mandate would be the foundation of restoring public confidence in aviation and bring our passengers back. We need that for our carriers' financial success and to save our members' jobs."

Fox highlighted the role of the Data Action Report (DART) program in collecting evidence of inconsistent aircraft cleaning and disinfecting protocols. He also talked about the B-737 MAX and the work to repeal the Federal Communications Commission license recently issued to Ligado, a satellite communications company, to build ground-based 5G data networks that



Capt. Bob Fox, ALPA's first vice president, talks about the role of the Association's DART program in collecting data about airlines' protocols for cleaning and disinfecting aircraft.

can interfere with existing GPS and satellite communications receivers (see page 26). "We've made immense progress, even in these unusual times, in improving what is already the safest and most secure form of transportation in the history of the world, but the work of the ASO will always continue; the work that we do will never stop," he commented.

"It's no secret that many of our members could be adversely affected by what's been happening in the airline industry," said Capt. Bill Couette, ALPA's vice president-administration/secretary. "They need to know ALPA has all kinds of resources available to get through this difficult time." Couette listed products and services that the Association's Membership Committee and Furloughed Pilots Support Program continue to make available, including details about benefits, medical resources, and insurance programs; educational opportunities; career counseling and job leads; financial aid and hardship assistance; and resources for dealing with stress, family issues, and other issues members may have (see page 23). Links to these and other related ALPA programs are available at www.alpa.org/furlough.

Couette discussed the expansion of Pilots for Pilots, ALPA's emergency relief fund, to include those members suffering financial hardships related to COVID-19. He highlighted the ongoing efforts of the Information Technology Advisory Committee and its work to update ALPA's web content management system and search engine. Couette also talked about improvements to ALPA's mobile app, including a soon-to-be-available jumpseat flight finder feature. "This enhancement will help you determine the most efficient route to your destination, even if it's a multileg commute on different



Capt. Bill Couette, ALPA's vice president-administration/secretary, highlights the Association's many products and services available to members.

carriers," he said.

ALPA has conservatively managed its finances over the years, anticipating that there would always be periodic aviation industry downturns. Capt. Joseph Genovese, ALPA's vice president-finance/treasurer, observed, "Even with all the upheaval in the industry and all the uncertainty surrounding us as we work our way through this public-health and economic crisis, our past work has positioned us with the opportunity to come out on the other side of this stronger." Genovese provided the Executive Board with an overview of the Association's current budget, projected dues income, and the adjustments ALPA is making to ensure that the union remains on solid financial footing.

"Our costs are down in part because we haven't been traveling or holding the meetings that we anticipated would happen," Genovese remarked. "For instance, we've canceled many internal events, like the Legislative Summit and the Air Safety Forum, and moved many of our other meetings, like this one, to a virtual platform." He noted, "We won't truly know until all airlines make their decisions exactly how our dues will be affected next year. So we're going to remain flexible and revisit the numbers in October and beyond once we have a better understanding of our situation." (See page 5.)

The Executive Board addressed 14 resolutions dealing with a broad range of ALPA policy matters. Among these, the board approved a measure to move the Association's Pilot Peer Support (PPS)



Capt. Joseph Genovese, ALPA's vice president-finance/treasurer, discusses the state of the Association's finances.

program from the jurisdiction of the Aeromedical Group to become a separate discipline under the Pilot Assistance structure. PPS is the Association's network of trained pilot volunteers who members can contact when encountering work- and nonwork-related issues of a personal or emotional nature. PPS will join Aeromedical, Professional Standards, the Human Intervention Motivation Study (HIMS), the Critical Incident Response Program (CIRP), and Pilot Assistance-Canada under the Pilot Assistance structure.

The board also approved an amendment to Article VIII of the ALPA Constitution and By-Laws, updating fine points of the Association's hearing and appeals process. Following recommendations from the union's Special Representational Structure Review Committee to update procedures and the support of the ALPA Executive Council, the union's Executive Board approved forwarding the measure to the Association's largest governing body. The resolution will be addressed by the Board of Directors at its meeting in October.

Other agenda items dealt with amendments to ALPA's accounting and finance practices and proposed adjustments to ASO policies concerning the electronic flight bag, runway overrun warning systems, and noise abatement. Several of these latter efforts were passed to bring ALPA policy in line with the latest developments in technology.

The next meeting of ALPA's Executive Board is scheduled to take place in September. 🌐

EXECUTIVE BOARD REMARKS

To listen to the remarks of ALPA's national officers during the June Executive Board meeting, visit bit.ly/springexbd.



FURLOUGH RESOURCES

ALPA IS HERE TO HELP YOU NAVIGATE THE CURVES AHEAD

By John Perkinson, Senior Staff Writer

The COVID-19 pandemic has far-reaching implications for continued airline operating levels. While the Coronavirus Aid, Relief, and Economic Security Act in the United States and the Canada Emergency Wage Subsidy have provided carriers—and their employees—with short-term financial assistance and a brief respite to consider their options, involuntary furloughs and other displacements are inevitable. As recently as April, Trans States Airlines and Compass Airlines permanently closed their doors, and many other carriers have had to dramatically suspend the bulk of their operations until passenger demand returns.

To prepare for these changes, ALPA has assembled a network of programs, services, and guidance members can use to address their own unique circumstances. Within ALPA's Professional Development Group (PDG), the Membership Committee and its Furloughed Pilots

Support Program (FPSP) are spearheading this effort. Working with the rest of the Association's committee structure and professional staff, they're examining industry trends to coordinate the most beneficial assistance available for affected ALPA pilots and their families.

"We know thousands of our members have already received furlough notices, and without additional government aid there will likely be even more," said Capt. Bill Couette, ALPA's vice president-administration/secretary, who oversees the PDG. "While no one could have predicted the effects of the COVID-19 pandemic on our industry, ALPA has programs to address every phase of a member's career—including furloughs—and the union continues to look for new ways we can help during this challenging time."

"I know from personal experience what it's like to lose your job," remarked F/O Kandy Bernskoetter (FedEx Express), ALPA's Membership Committee chair.

Her former carrier shut down without warning one year after 9/11. "The sense of loss and disconnection, coupled with the fear of not knowing what's going to happen, can be overwhelming. That's why it's so important for ALPA to remain engaged with these members when industry emergencies like this occur," she said.

The COVID-19 pandemic has drastically disrupted airline operations around the globe and has forever changed the way health is viewed as a component of aviation safety. To help members navigate the curves ahead, ALPA has established a comprehensive network of in-house programs and an extensive arrangement with benefits specialists and other service providers.

LENDING A HAND

"Whether you're sitting short-call reserve or you're a seasoned line holder, the COVID-19 pandemic is going to affect you," said Capt. Drew Everett (Hawaiian), ALPA's FPSP coordinator. "The FPSP was created to share information and offer recommendations to empower our members to take control of their circumstances. Much of what the FPSP makes available can be accessed at www.alpa.org/furlough. While we can provide all kinds of useful tools and assistance, it's up to each of us to take advantage of these resources and put them to good use."

"The resources on the FPSP site are extremely helpful," said Capt. Kelly Birkett (Mesa), her pilot group's furlough coordinator. "I'm thankful to have a place to refer active pilots when they express concern about furloughs and all the scary things that can come along with that word."

"I think the checklist series is particularly useful in helping pilots in what sometimes feels like a situation that's completely out of their control," she observed. "Just like on the airplane, pilots naturally strive to maintain positive control. These checklists give us the tools to use during challenging times in this industry."

For example, the “Planning for the Unknown” checklist highlights the importance of pilots being aware of the current state of their benefits and how to prepare for what might be around the corner. It outlines how to build an action plan for the future and why it’s important to stay informed. With things changing so rapidly, there isn’t always concrete information available to make the best decisions.

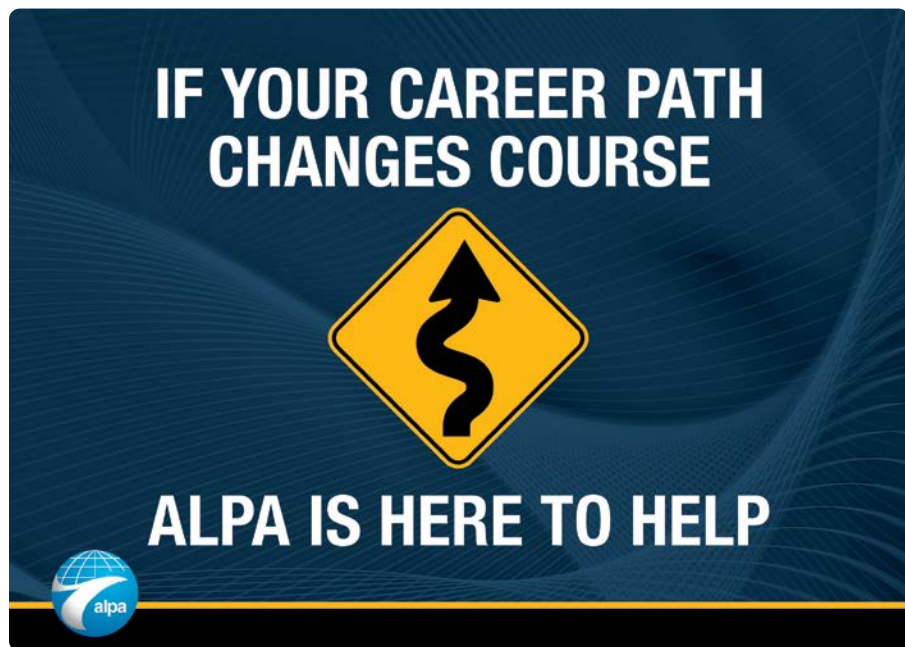
“While on the surface some of these details may seem apparent, they can be easily overlooked in a crisis situation. These checklists are a solid foundation for moving forward,” Everett added. “The fear associated with this kind of event often leads to a sense of paralysis, and checklists can promote a feeling of normalcy and purpose for those affected.”

Other checklists on the website include “Preparing for a Furlough” and “Preparing for a Furlough–MEC Guidance,” which offers step-by-step instructions pilot group leaders can use to better support their members. Another checklist addresses “Dealing with an Airline Shutdown.” The entire checklist series is largely designed from pilot feedback in past downturns and serves as guidance for all ALPA pilots depending on their situation. In most cases, these resources are available in both English and French.

In addition to these checklists, www.alpa.org/furlough features links to career opportunities, hardship assistance, and other support programs available in the United States and Canada.

INSURING YOUR FUTURE

Loss of benefits can be a serious concern for ALPA members facing any kind of potential job displacement. The Association posts information about unemployment insurance benefits, including health-care assistance, financial aid, and loans. For U.S.-based pilots with families, details are also available about the Children’s Health Insurance Program, which provides low-cost health coverage for children of



IF YOUR CAREER PATH CHANGES COURSE

ALPA IS HERE TO HELP

families whose collective earnings are too high to qualify for Medicaid.

Having the proper insurance coverage ensures that the people you care most about are reasonably protected from financial hardship when the unexpected occurs. The Association offers programs to supplement or, if necessary, replace your company coverage. ALPA makes available monthly and lump-sum loss-of-license insurance, group term life insurance, 10- and 20-year-level term life insurance, as well as accidental death and dismemberment and short-term disability plans. Members can also sign up for dental and identity-theft coverage, and the union coordinates a separate set of Canadian insurance programs. These programs are subject to eligibility and enrollment requirements.

ALPA’s Member Insurance Department advises that if members are covered under the union’s Critical Illness plan and become infected with COVID-19, they may be eligible for a benefit. For more information, contact Insurance@alpa.org or send a question through the DART (Data Action Report) system at dart.alpa.org or use the ALPA app.

KNOWLEDGE IS POWER

Understanding your options and how to take full advantage of them is essential in mitigating the damages of any economic downturn so the Association has partnered with Cage Marshall Consulting to offer the webinar series “Supporting ALPA Pilots.”

One of the webinar’s presentations, “Perspective and Planning,” deals with industry history, looking for pilot job vacancies, and the realities of a nonflying job search. Another installment examines skills assessment and job searches, explaining how a pilot background can translate to other career opportunities. Webinar attendees can learn about résumé and cover-letter development as well as nonflying interview preparation. Other presentations cover stress management and basic finances and benefits.

Cage Marshall is offering both on-demand and live-scheduled webinars, and all sessions are free for ALPA members. In the first two months after the series launched, the webinars were watched more than 800 times by members from 21 different ALPA pilot groups.

To learn more about these online conferences, their availability, and how



FLIGHT PATH
NEWS FROM THE FPSP TO KEEP PILOTS CONNECTED

STAY INFORMED Check out the *Flight Path*, the monthly Furloughed Pilots Support Program e-mail newsletter that contains information to keep you in the loop. Current and recent copies are available at www.alpa.org/furlough. Have questions, suggestions, or feedback? Contact the Furloughed Pilots Support Program at FurloughInfo@alpa.org.

you can register, visit www.alpa.org/furlough.

The Association has also partnered with Thomas Edison State University and California Coast University to offer online courses to ALPA pilots. Both schools offer reduced rates, and ALPA members can earn credits toward an undergraduate degree with FAA and Canadian ATP licensing certifications.

A SYMPATHETIC EAR

“Most importantly, FPSP links members to valuable resources about health and well-being, including what you need to know about flying during the pandemic,” said Everett. “In addition, we can put members in touch with the Air Safety Organization Pilot Assistance Group’s Pilot Peer Support program. Pilot volunteers are available 24/7 to listen and offer confidential, nonjudgmental support to members in both the United States and Canada.” For more information, visit www.alpa.org/pps or call 309-PPS-ALPA (309-777-2572). If your ALPA group already has an independent support line (e.g., Delta PAN, FedEx Express PATH, JetBlue PAN, and United SOAR), those groups continue to operate under ALPA PPS and can be reached directly:

- Delta PAN: 800-USA-ALPA
- FedEx PATH: 866-FDX-ALPA
- JetBlue PAN: 309-PPS-ALPA
- United SOAR: 866-653-SOAR
- Canadian Pilot Assistance: Now available through the PPS hotline. Call the number above for 24/7 support.

Other Pilot Assistance programs can help with professional standards concerns, alcohol and substance abuse and dependency, aeromedical issues, and support for members involved in accidents or critical incidents. The Membership Committee has also established the Family Issues Group (www.alpa.org/familyissues) as a resource for pilots dealing with a host of family-related matters such as elder care, divorce, childcare needs, and choosing a licensed counselor or therapist.

AIRLINE GROUP EFFORTS

FPSP resources are a foundation for all ALPA members, but the resources and support materials can be customized for all properties. Some pilot groups have de-



INDUSTRY OUTLOOK

Part of being prepared includes brushing up on your understanding of how the pandemic is affecting the economy and the aviation industry. While COVID-19 severely impacted the North American economy, new trends show some signs of improvement. May and June witnessed an uptick of 7.5 million U.S. jobs, after losing 22.2 million jobs in March and April. Airline passenger vol-

ume and revenue had also begun to improve (see page 37).

Following a sharp employment decrease in February through April, Canada recovered more than 290,000 jobs in May and close to a million more in June. However, the nation is still facing a significant job deficit as compared to pre-pandemic levels.

The global passenger airline industry is projected to lose more

than \$84 billion this year alone after nearly a decade of growth. Financial forecaster Goldman Sachs anticipates the return to pre-COVID-19 demand for air travel to take longer than previously estimated, predicting market shortfalls through 2022. Conversely, the air cargo market has been the anomaly, witnessing near-record revenues, forecasting as much as \$110.8 billion for 2020.

veloped their own programs to address the specific needs of their members.

F/O Maggie Eickhoff (Delta) who leads her pilot group’s Membership Committee, commented, “At Delta, we’re working to build multiple programs to support our pilots and their families during this time, like the Furlough Mentor Program. We’re asking Delta pilots who’ve been previously furloughed to mentor pilots facing furlough for the first time by providing support, compassion, and a place to vent, if necessary.”

She acknowledged, “This is the third industrial downturn in my 19 years of flying, 15 years as an ALPA pilot. I’m 100 percent certain it won’t be my last, but we’ll get through this together.”


F/O Adam Harmer (WestJet), who coordinates his pilot group’s Wingman

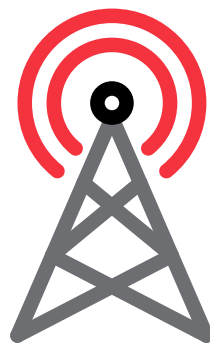
“As we confront these challenging times, we want ALPA members to know that we’re here to support them in every way possible.”

program, observed, “We created Wingman to support our members who’ve been furloughed. With the uncertainty and anxiety that’s come from this pandemic, we wanted to ensure that our furloughed pilots don’t feel as if they’ve been forgotten. After we sent out the initial e-mail looking for volunteers, I was moved by the overwhelming support we had in pilots stepping up to help their furloughed colleagues.”

The FPSP offers personalized support to individual MEC/local executive councils to help develop such programs like WestJet’s Wingman.

KEEPING IN TOUCH

“As we confront these challenging times, we want ALPA members to know that we’re here to support them in every way possible,” said Everett. “The key to getting through difficult experiences like the current pandemic is by staying in contact and working together to support one another. That’s really what being part of a union is all about, and that’s exactly how we’ll survive and get past this current crisis.” To highlight available services and support, the Association is in the process of mailing a postcard to ALPA members underscoring the vast network of in-house programs and arrangements with benefits specialists and additional service providers. 



MAINTAINING AVIATION SAFETY VS LIGADO

BUILDING A COALITION TO SAFEGUARD GPS FROM INTERFERENCE

By Christopher Freeze, Senior Aviation Technical Writer

On April 20, the Federal Communications Commission (FCC) granted a license permitting Ligado Networks, a satellite communications company, to deploy a ground-based network to provide 5G data services. However, the radio wave frequencies that the company, formerly known as LightSquared, intends to use may not protect nearby frequencies and signals related to GPS and satellite communications from harmful interference.

The FCC order, which was issued without public or stakeholder comment, also failed to properly consider aviation safety standards when granting access to the sensitive spectrum that's typically been reserved for GPS and other weak signals from satellites located hundreds or thousands of miles from their receivers on Earth.

Of particular concern is that the interference produced by Ligado's signals is most dangerous for low-level aircraft—

such as medevac helicopters and aircraft that are landing and departing—impeding terrain awareness and warning systems (TAWS). This vital safety system helps pilots avoid flying into the ground or obstacles, and U.S. airliners equipped with TAWS have never had a single fatality from controlled flight into terrain.

Joining the aviation industry in its concerns are the Department of Defense and many U.S. government agencies as well as dozens of private organizations representing the interests of the military, first responders, trucking, maritime, meteorology, agriculture, and construction. The only supporters of the proposal are those promoting America's advancement toward 5G networks nationwide.

ALPA's Government Affairs Department has been keeping U.S. legislators apprised of the Association's concerns. On June 24, the U.S. Senate Committee on Commerce, Science, and Transportation held a hearing on FCC oversight

with the FCC's five commissioners offering testimony. Part of the hearing centered on the commission's decision to issue Ligado a license for 5G that would interfere with the GPS spectrum.

During the hearing, Sen. Tammy Duckworth (D-IL) questioned Ajit Pai, the FCC's chairman, as to why the commission was pushing to approve Ligado, despite it not being mentioned in any existing 5G network plans and to the objections of numerous stakeholders, and the commission's unwillingness to reconsider the order.

"A number of conditions were imposed on this company because we wanted to balance the necessary interest and allow the company to move forward as the FCC had allowed the company to do so 17 years ago and protect GPS signals from harmful interference," said Pai. "Based on the facts of the record, we made a decision—which was shared with federal agencies over a year and a half ago to enable them to give feedback to us based on the facts, as they saw, on the record.

"We have had a very open door," he continued. "The process had gone on long enough, and we made a decision based solely on the facts and on the law. And I will defend this decision before any forum in this Congress or in any part of the country."

But Jessica Rosenworcel, one of the FCC commissioners, expressed support for a stay on the decision, stating, "If the [committee] chairman was interested in circulating a decision to us staying the decision that we recently reached on the

L-Band, it would certainly be something I would support because we need to iron these things out if we really want to have a big and bold 5G future.”

On July 9, the House Agriculture Committee sent a letter to Pai in which 22 representatives on the committee outlined their concerns regarding the harmful interference that would impact numerous organizations throughout the precision agriculture industry.

But many, including senators and congressmen, are looking beyond petitions to the FCC for internal reconsideration. The House and Senate version of the upcoming National Defense Authorization Act contains several provisions that would affect the FCC’s decision.


Among them would be an independent technical review of the potential impact on military systems undertaken by the National Academies of Science, Engineering, and Medicine. The review

“Of particular concern is that the interference produced by Ligado’s signals is most dangerous for low-level aircraft—such as medevac helicopters and aircraft that are landing and departing.”

would study the different methodologies used to determine the effect of Ligado’s transmissions on GPS services and make a determination as to which is the most effective in preventing harm.

In addition, Sens. James Inhofe (R-OK) and Jack Reed (D-RI), the chair and ranking member of the Senate Armed Services Committee, respectively, also announced stand-alone legislation that will be introduced after the summer recess. The Recognizing and Ensuring Taxpayer Access to Infrastructure Necessary for GPS and Satellite Communications Act (RETAIN GPS and Satellite Communi-

cations Act) would require Ligado to modify or replace any receiver, including those used by private citizens, that would be impacted by Ligado’s signals. Furthermore, any replacements or modifications would have to be completed before any service could begin—potentially making the costs so prohibitive that it would be economically unviable for Ligado’s use of the frequency.

Representatives of ALPA’s Air Safety Organization are also continuing to press the Association’s case with the FCC, with meetings scheduled with FCC leaders in late July. 

FLAWS IN THE FCC ORDER ON LIGADO

Despite a seemingly transparent process, poor policy implementation and misinformation abound regarding the Federal Communications Commission (FCC) order allowing Ligado to operate, including the following:

- Ligado’s licensed spectrum was converted from a pure satellite license to a primarily ground-based system, fundamentally changing the environment for other nearby satellite systems.
- Despite marketing statements to the contrary, Ligado’s spectrum isn’t part of the FCC’s or National Telecommunications and Information Administration’s 5G spectrum plans.
- As modern aircraft require the use of GPS throughout flight, Ligado’s claim that it isn’t necessary when flying near its towers demonstrates a lack of understanding of the need for safety systems to work without

interruption, highlighting the insufficient aviation knowledge in the company’s proposal.

- The FCC’s decision puts the traveling public at risk, because it ignored industry and government experts, choosing instead to rely exclusively on the testing and analysis paid for by Ligado—despite extensive evidence of serious interference to GPS and satellite communications systems that the aviation industry rely on.
- NASA and the U.S. Departments of Commerce, Transportation, Defense, and Homeland Security have each consistently raised concerns with the Ligado application and with the FCC’s order. Ligado’s proposals pose serious and completely unnecessary risks to military and civil aviation, rotorcraft, precision agriculture, and weather and maritime industries, which rely on accurate satellite navigation and timing systems to

safely function.

- The FCC order’s definition of “harmful interference”—requiring actual degradation of GPS or satellite communications to occur—isn’t compatible with either of these international radio standards, despite Ligado’s claims to the contrary.
- Ligado’s testing of uncertified GPS devices used by general aviation was insufficient—as evidenced by a Department of Transportation report. Ligado tested only a single uncertified aviation receiver and used incomplete metrics. The performance of a single device shouldn’t be used to represent an entire category of devices.
- The effect of Ligado interference on unmanned aircraft systems (UAS) is concerning, as the vast majority of UAS will use noncertified aviation receivers. More than 1.5 million UAS are registered in the U.S., an unknown number of which may experience a “fly-away” event in case of lost GPS due to interference. Past such UAS

events have blundered onto major international airport movement areas.

- New technologies like urban air mobility and autonomous vehicles will rely heavily on precision GPS to function safely.
- Ligado’s network and handsets will also interfere with the only two FAA-certified satellites networks used for air traffic control messages.
- With the exception of a single aviation operator that’s a customer of Ligado, almost the entire aviation industry is on record publicly opposing Ligado’s plans as a risk to aviation safety and efficiency. The company’s plans set up a dangerous outcome for air safety and the traveling public.
- Ligado’s proposed change will directly impact aviation safety, put the nation’s military at risk, and harm the nation’s transportation infrastructure and the more than \$1.4 trillion GPS has contributed so far to the economy.



DAC: Bringing Just Safety Culture to Remote Pilot Operations

On June 19, Capt. Joe DePete, ALPA's president, and Capt. Steve Jangelis (Delta), ALPA's Air Safety Organization Aviation Safety chair, participated in the FAA's Drone Advisory Committee (DAC) virtual meeting to share and discuss critical issues facing the unmanned aircraft systems (UAS) industry.

During the meeting, two task groups presented findings. Task Group No. 7, which is focused on UAS traffic management (UTM), provided industry insights and comments regarding UTM and updates to the concept of operations, as well as set industry prioritization of UTM capabilities.

Task Group No. 8, which is led by DePete and is focused on creating a safety culture within the UAS community, delivered a progress report and a set of interim recommendations to the DAC.

"Over the last several decades, the aviation industry has been able to develop and mature the safety culture that we know today," said DePete. "This became possible through building relationships and—most importantly—establishing trust and considering the lessons learned by both our failures

and our successes.

"When the CAST [Commercial Aviation Safety Team] started its efforts to dramatically reduce the fatality risk in aviation, which at the time was unacceptable based on the growth the industry projected, we learned the industry's incredible ability to work together collaboratively because everything great in aviation comes from working together for common cause," DePete observed.

DePete, along with Jangelis, presented his group's first deliverable—a list of six safety tenets that will serve as guiding principles in developing a safety culture within the UAS community.

1. Safety ownership: Empowering each individual across all groups with a share of the collective responsibility to learn, understand, advocate, and participate in the best safety practices and

Capt. Joe DePete, ALPA's president, along with Capt. Steve Jangelis (Delta), ALPA's Aviation Safety chair, participate in the FAA's Drone Advisory Committee virtual meeting.

behaviors for the intended activity.

2. Safety modeled by leadership: A safety culture is driven throughout the aeronautical community from the operator to executive-level management. Leaders should model safe practices ("walk the talk") and reinforce the critical importance of safety as the top priority in the community.

3. Organizational values: A safety culture reflects the values, principles, and rational behavior of an individual engaged in an activity that presents risk to the life, safety, or property of others and must be scalable to the organization.

4. Learning culture: A positive safety culture will always continue to learn and grow; individuals can adapt and change. Few operations in the national airspace system are error-free, but operators learn from failures going forward and utilize risk management tools (knowledge) to improve the safety and quality of operations or products with the power of data sharing both internally and within the communities to which they belong.

5. Systemwide approach: Those who set and promote safety rules and parameters must share the responsibility

of systemwide safety by the creation of risk-based rules that are reasonable and proportionate considering the relative risk of the operation.

6. Trust: A strong safety culture is enhanced by trust and a firm belief in the honesty, reliability, and ability of others.

During the meeting, DePete reiterated his support for a collaborative approach to safety, because in aviation, "we don't compete on safety," adding that "we've seen the importance of this proactive, collaborative approach in addressing the COVID-19 public-health crisis."

The next step for the group will be to develop recommendations to the FAA on what the agency can do to enable the drone community to adopt a safety culture.

The DAC was created in May 2016 to advise the FAA on priorities, formalize stakeholder input, and make recommendations to the agency for a safe, comprehensive UAS integration strategy. Its 35 members represent a wide variety of UAS interests, including industry, government, academia, retail, and technology. ALPA's Air Safety Organization has continually called for the safe integration of drones into the national airspace system and robust training requirements for their pilots.

The DAC's next meeting is planned for October.

—**Christopher Freeze, Senior Aviation Technical Writer**

WATCH THE MEETING

Watch Capt. Joe DePete, ALPA's president, and Capt. Steve Jangelis (Delta), ALPA's Air Safety Organization Aviation Safety chair, participate in the June 19 FAA Drone Advisory Committee meeting at bit.ly/DACJune.



A Running Start Get Fit and Enjoy an Active, Healthy Life

By Capt. Scott C. Saylor (Delta, Ret.)

Airline pilots have the best office in the world, but flying is a sedentary business. An airline career comes with its own array of obstacles, including poor food choices, disrupted circadian rhythms, and stress, which can easily lead to an unhealthy lifestyle. It's up to you to recognize these challenges and do something about them. Developing a plan and making it part of your daily routine is a great way to get started.

Nutrition, sleep, and exercise are the three pillars of personal fitness, but for now let's focus on exercise and how running, in particular, has changed my life. It could change yours, too!

Daily aerobic exercise keeps you fit, increases your stamina and strength, reduces health risks, strengthens your heart, and helps you live longer. Plus, there are other benefits. According to Harvard University's Dr. Allan

Hamilton, "Daily exercise is the single most important factor for maintaining brain health. It also lowers your risk of dementia by more than 50 percent."

ON YOUR MARK

Before you get started, take a few minutes to evaluate your current health and fitness. Ask yourself where you are and where you'd like to be. Check with your doctor to see if you have any health



Top: Capt. Scott Saylor (Delta, Ret.) runs near the Eiffel Tower in Paris, France. **Above:** After 35 years of airline flying, Saylor retired in April.

concerns that might be exacerbated by a new exercise routine.

Your first important decision will be choosing an aerobic activity you'll enjoy and that will be compatible with being an airline pilot. For me, that choice was running. The advantage of running is that it's always available; there's no need for a gym, bike, or pool.

You can run on layovers, enjoying the beautiful landscapes and cities that you're fortunate enough to visit. You can certainly bike, swim, or row on your days off. There are plenty of books that talk about health. One of my favorites on how to take your health seriously while also making exercise fun is *Younger Next Year* by Chris Crowley and Dr. Henry Lodge.

GET SET

Purchase a new pair of running shoes that works for you. Don't run in that worn-out pair sitting in your closet. Ever since Nike's Bill Bowerman developed the waffle sole back in the early 1970s, technological advancements in running-shoe design have improved with every year. Properly fitted shoes will provide both stability and support.

Every major city in America has a running-shoe store with lots of choices to suit your personal needs. While you're there, get some new running gear, a couple of wicking t-shirts, running shorts, socks, and a visor or a hat. Why are these important? Beginning this new endeavor will certainly be rewarding, but it's not going to be easy. In addition to making the activity more pleasant, these items can promote a more positive mindset. A GPS watch can also be helpful in managing your runs, especially on layovers in unfamiliar cities.

WALK BEFORE YOU RUN

Begin your new aerobic exercise routine in a moderate fashion, especially if it's been a while since you last ran. Even if you know you can run, begin with a conservative approach. Beginners



should start with a walking program. It takes time to establish a consistent and winning habit.

Use time versus distance to measure the length of your workout. If you're having a sluggish day, which happens to all of us, you won't be beating yourself up over your pace. And you don't have to concern yourself with figuring out a suggested hotel loop or getting lost. Just do an out-and-back. Try this simple six-step plan:

- Begin by walking 20–30 minutes, six days a week for several weeks.
- Transition to 30-minute walks and literally run 10–15 steps, one to two times.
- Now that you're running, alternate days of walking with your walk/run routine.
- Gradually increase the number of your running steps to 45–60.
- Transition those running steps to one to two minutes, two to three times per a 30-minute walk.
- Slowly, five minutes per week, increase running minutes toward the goal of a 45-minute run.

ON THE ROAD AGAIN

Layovers of 12 hours or more allow for a reasonable run. If I had back-to-back short layovers in the 10–12 hour range, I'd get my run in before pick-up and shorten my workout to 20–30 minutes.

If you're fortunate enough to fly an aircraft with a cockpit that offers some headroom, I highly recommend standing for a few minutes each hour. Sitting for long periods creates numerous health concerns. If you're unable to stand up, incorporate some exercises that address sitting for long periods of time. Check with your doctor

“You can run on layovers, enjoying the beautiful landscapes and cities that you're fortunate enough to visit. You can certainly bike, swim, or row on your days off.”

or physical therapist.

On your days off, manage your time wisely as you prioritize your exercise. Don't allow runs to interfere with family time. Be inclusive. Your partner or friends might like to join you.

SUCCEED WITH A PERSONAL COACH

Many people understand the benefits of running, but it can be difficult to motivate yourself to get started. Even when you're motivated, it's often challenging to know how fast to begin, how far to go, and how to keep your workouts consistent, effective, and fun. All these challenges are made more difficult when you're on the road in new places with a different schedule every month. Working with a personal coach can assist you every step of the way, customizing your workouts to fit your lifestyle and keeping you excited about your progress and trajectory.

Gym memberships often don't make sense for pilots. We're rarely in the same place long enough to make it worthwhile, and they can be expensive. Alternatively, a personal online coach is with you wherever you are in the world—and for the cost of a

cup of coffee a day. A decade ago, personal coaches were primarily reserved for elite athletes, but today coaches are sought after by a broader clientele, including casual runners who are simply looking for help in developing a consistent routine.

I remember being new to the concept. On the recommendation of a collegiate distance runner, I began working with a personal coach. It's the best thing I've ever done for my overall health, fitness, speed, and injury prevention. The value is summed up by online coach Jon Sinclair: “Coaching is an art and at present there is no machine, book, or system that can adequately replace the human mind in negotiating the numerous pitfalls of training or in developing individual programs that allow for human variability.”

A HEALTHY LIFE

It's all about establishing new habits and making exercise fun. In Mathew Kelly's *The Rhythm of Life*, the author says, “Success, achievement, excellence, and greatness are not accidents. They are the fruit of discipline. They are the results of a well-implemented plan.”

These are unprecedented times. Much of what's going on around us is out of our control. However, we do have control over the choices we make related to our health. An airline career gives us an

SOME OF MY MOST MEMORABLE LAYOVER RUNS

- Ted Stevens Anchorage International Airport: Tony Knowles Coastal Trail (www.anchoragecoastaltrail.com)
- Charles de Gaulle Airport: Seine River (www.strava.com/local/fr/paris/running)
- Portland International Airport: Willamette River (www.strava.com/local/us/portland/running)
- Seattle–Tacoma International Airport: Seattle Waterfront (www.strava.com/local/us/seattle/running)
- Singapore Changi Airport: Marina Bay (www.strava.com/local/sg/singapore/running)

opportunity to literally run all over the world. To paraphrase singer Johnny Cash, “We've been everywhere, man!” From Anchorage, Alaska, to Atlanta, Ga.; Paris, France, to New York, N.Y.; and Haneda, Japan, to Los Angeles, Calif., here's wishing you an active, healthy life along the way! 🌍

Disclaimer: The information presented in this column is based on the author's experience gained from nearly 50 years of running. He is not a certified coach.

ON THE RUN

After 35 years as an airline pilot, Capt. Scott Saylor (Delta, Ret.) retired in April and is pursuing his lifelong love of sports and fitness as an online running coach for the Colorado Rerun Project.

—ALPA Staff



Five Questions for ALPA's Aviation Safety Coordinator In Canada

By Christopher Freeze, Senior Aviation Technical Writer

Editor's note: This column showcases the efforts of a cross section of ALPA pilots who volunteer their time and talents to advocate for the union's priorities and the cadre of knowledgeable and passionate staff specialists who support them.

Due to differences in national laws and practices, ALPA and its Air Safety Organization (ASO) maintain a pilot representative in Canada who serves as the focal point within the ASO structure for safety-related issues unique to Canadian operations.

Air Line Pilot sat down with Capt. Nick Seemel (Jazz Aviation), ALPA's Aviation Safety coordinator in Canada, to learn more about the pilot who leads the Association's safety efforts in Canada and how ALPA's staff helps to achieve the union's safety goals.

AIR LINE PILOT:

1. How did you get into aviation/flying?

● **CAPT. NICK SEEMEL:**

In my early teens, I lived in Labrador, Canada. My father's work had him frequently flying in helicopters and floatplanes. Occasionally he'd bring home bush pilots to

share a meal or drink, and they'd tell me their flying stories. I was captivated by the aircraft and the pilots.

A few years later, fresh out of school, I earned both fixed-wing and helicopter pilot licences. I flew skydivers for a while and then became a bush pilot in northern Alberta for a few years, flying every type of mission from fly-in fishing customers and fur trappers to oil exploration support on wheel/skis to medivacs. Eventually I got another opportunity, flying Cessna 402s out of Vancouver, which led me to regional airlines. Today, I'm a CRJ900 line training captain based in Montréal.

2. How did you first become involved with ALPA work?

● **SEEMEL:** My volunteer history covers 30 years. I first volunteered with Air Nova, a small regional carrier, focusing on labour represen-

Capt. Nick Seemel (Jazz Aviation), right, was bestowed last year with ALPA's Air Safety Award, the Association's top safety honour, for his outstanding leadership in aviation safety.

tation and contracts more than safety advocacy. As the airline grew, I moved into air safety, attending all of ALPA's safety courses. Eventually, Air Nova merged with others airlines, becoming what's now Jazz Aviation. As we struggled through difficult years, I became, and still am, the Central Air Safety chair (CASC) at Jazz.

I've been fortunate to be able to apply my experience to address a troublesome issue I witnessed throughout the early part of my career: flight safety through punishment instead of voluntary, nonpunitive safety reporting and quality investigation. This led me to the most significant and gratifying achievement in my volunteer history: supporting ALPA's efforts to develop and implement safety management systems in Canada.

3. What are your roles and responsibilities as ALPA's Aviation Safety coordinator in Canada?

● **SEEMEL:** I serve as a leader and resource for the CASCs and air safety volunteers in Canada. There are differences in safety regulations and advocacy between Canada and the U.S.—some as small as using a different acronym to describe a system to much larger distinctions regarding procedures, policies, or processes. My responsibilities include navigating these differences in support of the ALPA Canada Board and the CASCs in Canada. I might meet with Transport Canada directors general one day

and then brief a new airline's CASC the next.

4. How do you see ALPA national and staff helping you achieve your goals?

● **SEEMEL:** ALPA staff support is vital to any volunteer's success. The depth of knowledge at ALPA national is, to say the least, impressive. In my case, the majority of my staff interaction is with the Canadian office in Ottawa. Having someone who knows the background of the individuals at Transport Canada and the history of policies and regulations is key to helping any safety volunteer be more effective. Without this support, I can only imagine the inefficiencies I would face in my volunteer work.

5. What advice would you give to new pilots who want to get involved with ALPA?

● **SEEMEL:** The simple advice is to just do it. If you have a passion for a specific safety issue, ask your CASC for advice on how to get involved. Your master executive council or an ALPA Engineering & Air Safety staff member can help guide you and ensure that you receive the appropriate ALPA training. You're not alone—training and staff support will be there for you as well as a group of volunteers who share your interest.

My volunteer work has been wide-ranging from being a council volunteer at a small airline to traveling the world representing ALPA and the International Federation of Air Line Pilots' Associations while working with dedicated and interesting volunteers from every continent. This all started with a simple gesture of raising my hand and offering to help. 🌐



Envoy Pilot Has Lighter-Than-Air Experience Flying Goodyear Blimp

By John Perkinson, Senior Staff Writer

Capt. Andrew Rose's (Envoy Air) love of aviation led him to pursue an airline piloting job, but a unique flying opportunity several years ago prompted him to take a sabbatical from airline flying. "On a layover in Los Angeles one day, I picked up a newspaper from the back of the plane," he recalled. Rose quickly spotted an article profiling a former colleague who had become a Goodyear blimp pilot.

Disembarking the aircraft and entering the terminal, Rose called the friend to "catch up" and mentioned that he'd seen the story in the news. During the conversation, Rose learned of another vacancy at Goodyear and contacted the company to find out how he could apply. "I just happened to be at the right place at the right time," he said. And from June 2015 to January 2017, Rose took a brief hiatus from his airline career to join the Goodyear blimp pilot ranks.

One of America's most

enduring corporate icons, the Goodyear blimp is used primarily for advertising and capturing aerial footage of live sporting events for television. Based in Akron, Ohio, the Goodyear Tire and Rubber Company operates three state-of-the-art airships: *Wingfoot One* (N1A), built in 2014 and based in Pompano Beach, Fla., near Fort Lauderdale; *Wingfoot Two* (N2A), launched in 2017, which resides in Carson, Calif., in the Los Angeles basin; and *Wingfoot Three* (N3A), manufactured in 2018



and housed in the company's 101-year-old hangar in Suffield, Ohio, southeast of Akron. "Wingfoot" is a reference to Suffield's nearby Wingfoot Lake.

WHEN A BLIMP IS NOT A BLIMP

"Technically, these three airships aren't blimps," Rose observed. Goodyear's previous nonrigid airships, also known as blimps, required internal pressure to maintain their shape. Semirigid airships, like the current Wingfoot series, have a skeletal structure of aluminum and carbon-fiber trusses that together with internal pressure provide support for the aircraft's

Top: Wingfoot One moors while Wingfoot Two soars at Goodyear's Wingfoot Lake blimp facilities in Suffield, Ohio. Above: Capt. Andrew Rose (Envoy Air) at the controls of Wingfoot One.

polyurethane envelope. When inflated, each of the new semirigid airships holds nearly 300,000 cubic feet of helium.

Despite this structural distinction, "Goodyear blimp" is a household term that's been in the mainstream for so many years that even the company doesn't think twice about using it. Goodyear began flying airships in 1919; its first blimp used to promote

the company was *Pilgrim*, which made its inaugural flight on June 3, 1925—95 years ago.

Rose, who serves as his pilot group's Master Executive Council secretary-treasurer, observed that when the need arises, Goodyear hires seasoned fixed-wing and helicopter pilots and trains them in house. Each candidate must earn a lighter-than-air (LTA) airship license to join this unique cadre of aviators. Airship operations fall under FAR Part 91, and the required license is an all-in-one certification: those who possess it are covered as captains and flight instructors.

"There are probably fewer than 100 individuals around the world who have their LTA airship license, and the number of active pilots is even less," said Rose, who added that as a member of such a small group, "You get to know everyone."

He noted that fellow airline pilots, familiar with his recent sabbatical, often ask him what it's like to fly a blimp. Many don't realize that these transports are notoriously temperamental. "I tell them the airship is its own animal," he said, jesting that "it acts 50 percent like an airplane, 50 percent like a helicopter, and 50 percent like a boat, so you have to pay attention to it 150 percent of the time." Rose, who flew *Wingfoot One* during his tenure with Goodyear, commented that airships are aerodynamic like airplanes, their rear control features perform similar to those of helicopters, and they glide buoyantly through air like a boat in water.

ONE BIG BALLOON

The Florida-based *Wingfoot One* is nearly 250 feet long

and 65 feet at its greatest width. It has a top speed of 73 miles per hour and typically cruises at 1,000 to 2,000 feet for visual recognition, although it can climb as high as 10,000 feet if necessary. Its crew complement is two pilots, and the gondola carries up to 14 passengers.

According to Goodyear, "The airship even features a standard lavatory in the back, helpful to the pilots who often fly eight-hour shifts when covering longer events such as a golf tournament."

When empty, the dirigible weighs approximately 20,000 pounds. However, inflated with helium and after accounting for fuel, payload, and ballast, it typically tips the scales at 100–200 pounds. "You're dealing with three engines with four propellers," said Rose. "The vectored engines swivel to provide direction. You can move backwards and sideways and come to a complete stop."

Blimps generally use smaller, less-active airports because of their size and potential disruption to air traffic. When it's time to take off, the pilot maneuvers an engine swivel lever between 60 and 90 degrees, adding thrust to create the necessary lift. Once the vehicle is off the ground, the pilot presses the swivel lever forward to create airspeed.

"It acts 50 percent like an airplane, 50 percent like a helicopter, and 50 percent like a boat, so you have to pay attention to it 150 percent of the time."

When hovering, the airship needs to be positioned into the wind, and the angle of the engine swivel and propellers must be adjusted to help hold it in place.

Rose noted that one reason blimps need so much attention is that they react to sunlight. Pilots must carefully monitor their air pressure and temperature. "It's a strange concept, but you can fly all day and land heavier than you took off," he remarked, adding, "You have to unlearn some things about flying that you thought you knew and learn some new ones."

Once this transport has landed in the required wide-open and flat space, a ground crew connects its nose to a mast. The crew then loads the gondola with extra ballast while the airship is moored to keep it detained. However, the blimp swivels on its attached mast with the direction of the wind, requiring its parking space to have a perimeter of at least 500 to 600 feet.

Another challenge is the weather. Rose observed, "You're not going to get over it, and you're not going to run away from it." Because blimps are slow and cumbersome, they have difficulty avoiding rapidly advancing squall lines, which sometimes occur in Florida. In some cases, it may be necessary to run for the hangar very quickly. He added, "Forecasts are always at the forefront of our minds."

The responsibilities of a Goodyear blimp pilot extend beyond basic flying duties. "It's half an office job where you handle ground logistics, serve as an extra hand for the ground crew, and coordinate and assist the maintenance


crews as well. You act as a manager for the base and handle many of the business details," Rose acknowledged, noting that you also occasionally fly corporate clients and on "game days" coordinate with onboard and ground camera crews.

Rose recalled working a Daytona 500 NASCAR race. The Thunderbirds air demonstration squadron was performing at the event. Rose noted that the local air traffic control was anxious about clearing the Thunderbirds to fly 500 feet over the top of the blimp. "It was wild to look down and see the race below us and look up and see the Thunderbirds streaking by," he remembered.

REROUTED FLIGHT PATH

Interestingly, Rose initially chose a different career, working as a certified public accountant and a certified internal auditor. "At that point in my life, flying was just a hobby," he said. However, something about the events of 9/11 triggered a change of heart and a desire to pursue an airline job. "I didn't want to get older and wonder what if..."

Rose built his hours flying general aviation and instructing, eventually transporting local radio station personalities in the Denver, Colo., area who gave aerial reports of ground traffic conditions. Prior to his Goodyear experience, he flew for American Eagle and SkyWest.

As to why he left airship flying, Rose acknowledged, "I felt like it had run its course. As much as I enjoyed it, I realized I really missed flying airplanes." In early 2017, he returned to an airline cockpit and is currently flying E145s for Envoy Air. 



Capt. Wayne Lane (FedEx Express, Ret.) closed out his career in December 2017, piloting his final flight from Newark Liberty International Airport to Memphis International Airport.

The Final Word

By Capt. Wayne Lane (FedEx Express, Ret.)

It was December 2017, and I was on the Newark Liberty International Airport ramp preparing for takeoff to Memphis International Airport. A flood of memories washed over me.

As far back as I can remember, I wanted to be a pilot. I would tie a string from the curtain rod to a chair and put two hooks in the top of the fuselage of my models, then let them fly to a gentle landing on the carpet while imagining I was the pilot. More than once I accidentally pulled the curtain rod down, yet my mother's patience was unlimited.

I would walk to my local library and lose myself in books about faraway places. One day while looking through the stacks, a book cover caught my eye. It had a Pan Am pilot standing in front of a B-707. I immediately checked it out and raced home to read it. The story was an encapsulation of one of his trips to Paris, France, flying a B-707 and touring the very same monuments I'd been reading about. At the end of his story, he pulled his Porsche into his driveway from what seemed like a va-

cation rather than work. That sealed the deal for me. I had to pursue this career!

After high school, I attended Embry-Riddle in Daytona Beach, Fla., where I met several lifelong friends who shared my dream. A young Black man pursuing a career in aviation, especially as a pilot, was still unusual in 1971—but I was determined to try.

After graduation, I spent years working in airport management, flight instructing, and flying charters until Flying Tigers hired me as a DC-8 second officer in 1978. That first day my childhood dream became reality, but the best part was meeting a pretty young woman in the Los Angeles International Airport parking lot.

I eventually married that young woman, and almost 40 years later I heard her on the headset saying, "chocks, set brakes, release." My fleet captain, Capt. John Hunt, had a custom of having a pilot's spouse perform the final block-in communications to close out the pilot's career. She was not only one of the first people I met in my career as a pilot, but she was also the final word. 🌐

My \$40,000 Flight

By Capt. Laurie Riebeling (FedEx Express, Ret.)

I came from a flying family. My father had a 41-year career with TWA, my mother was a flight attendant, and both brothers were ALPA pilots along the way. But my own flying lessons at 20 years old were just for fun—until I saw my first female airline pilot. I asked, "Do you mean they pay her?"

Two years later in 1979, I interviewed with United Airlines. But with 1,100 hours, I was still a bit wet behind the ears. Five years later, with much more experience under my belt, I was hired by a still small Federal Express.

Fast forward many years, and the age 65 ruling had taken effect. As our 60th birthdays passed, many of us were unsure of how much longer we'd stay in the cockpit. Like other companies, FedEx was also unsure of how long we'd stick around. So in our last contract, a win-win provision was included that gave certain older pilots a very generous bonus if they gave the company a one-year notice of retirement and flew through the Christmas peak.

I was all set to retire in 2018 at the age of 62. A month prior, however, I was in a bad bicycle accident. Looking at a lengthy rehab, I had to decide whether I just wanted to retire and get my bonus—or waive the money to come back and requalify. It wasn't even close: I wanted my final flight. A plate, 10 screws, and



Capt. Laurie Riebeling (FedEx Express, Ret.) shows off the re-constructed arm that caused her final flight to be delayed four months and cost her a healthy bonus.

four months of rehab later, I requalified in my A300.

In March 2019, I took off from Memphis International Airport for my home airport of Oakland International (OAK) on a beautiful afternoon with my dearest friends, Capt. Muriel Zarlingo as my first officer and Capt. Reyne O'Shaughnessy in the jump-seat. My family and friends met our plane on the ramp at OAK on arrival—FedEx had everyone on the ramp to see our taxi in and my fire truck water cannon salute. Best of all, I got to have my 91-year-old father put my jacket on me for the last time. It was a memorable day and well worth the "cost"! 🌐

"My father had a 41-year career with TWA, my mother was a flight attendant, and both brothers were ALPA pilots along the way."



RECENTLY RETIRED



Fellow ALPA Members

Every year we say good-bye to many proud airline pilots who retire from the ranks of airline flying. They have served the profession during some of our industry's most turbulent times.

We would like to recognize their service in *Air Line Pilot*.

Capt. Joe DePete
ALPA President

Capt. Ken Binder
ALPA R&I Committee Chair

2020

Capt. John P. Mahoney	Endeavor Air	March
Capt. John C. Roorda	United	March
Capt. Frank P. Bauder	FedEx Express	April
Capt. Barry D. May	FedEx Express	April
Capt. George Van Cleve	Frontier	April
Capt. Charles E. Toland	JetBlue	April
Capt. Gregory C. Breuer	United	April
F/O Steven C. Tanner	United	April
Capt. Gilbert M. Opp	Delta	May
Capt. Gerard J. St. Germain	Delta	May
Capt. Leon L. Robinson	Envoy Air	May
Capt. Geoffrey C. Barber	FedEx Express	May
Capt. Mark S. Beck	FedEx Express	May
Capt. Danny A. Chambers	FedEx Express	May
Capt. Robert K. Gerold	FedEx Express	May
Capt. Kenneth T. Schmidt	FedEx Express	May
Capt. Mark C. Schmidt	FedEx Express	May
Capt. Tim N. Thomson	FedEx Express	May
Capt. Thomas M. Wallace	FedEx Express	May
Capt. Mike Wertz	FedEx Express	May
Capt. Susan Loebe	Frontier	May
Capt. William R. McClinton	Jazz Aviation	May
Capt. Duncan G. Wilson	Jazz Aviation	May
Capt. Ronald C. Cacciola	Mesa	May
Capt. Donald W. Ray	Mesa	May
Capt. Brian D. Jackson	Alaska	June
Capt. Thomas J. Rogers	Alaska	June
Capt. Michael J. Searing	Alaska	June
F/O Edward M. Barber	Delta	June
Capt. Jeffrey W. Beecher	Delta	June
F/O Myra E. Bortka	Delta	June
Capt. Frank G. Broschard	Delta	June
Capt. Thomas A. Cantillo	Delta	June
Capt. Daniel G. Davies	Delta	June
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Capt. Barry N. Wilbur	Delta	June
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Capt. Scott W. Golbach	Delta	July
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TSA SCREENING THROUGHPUT

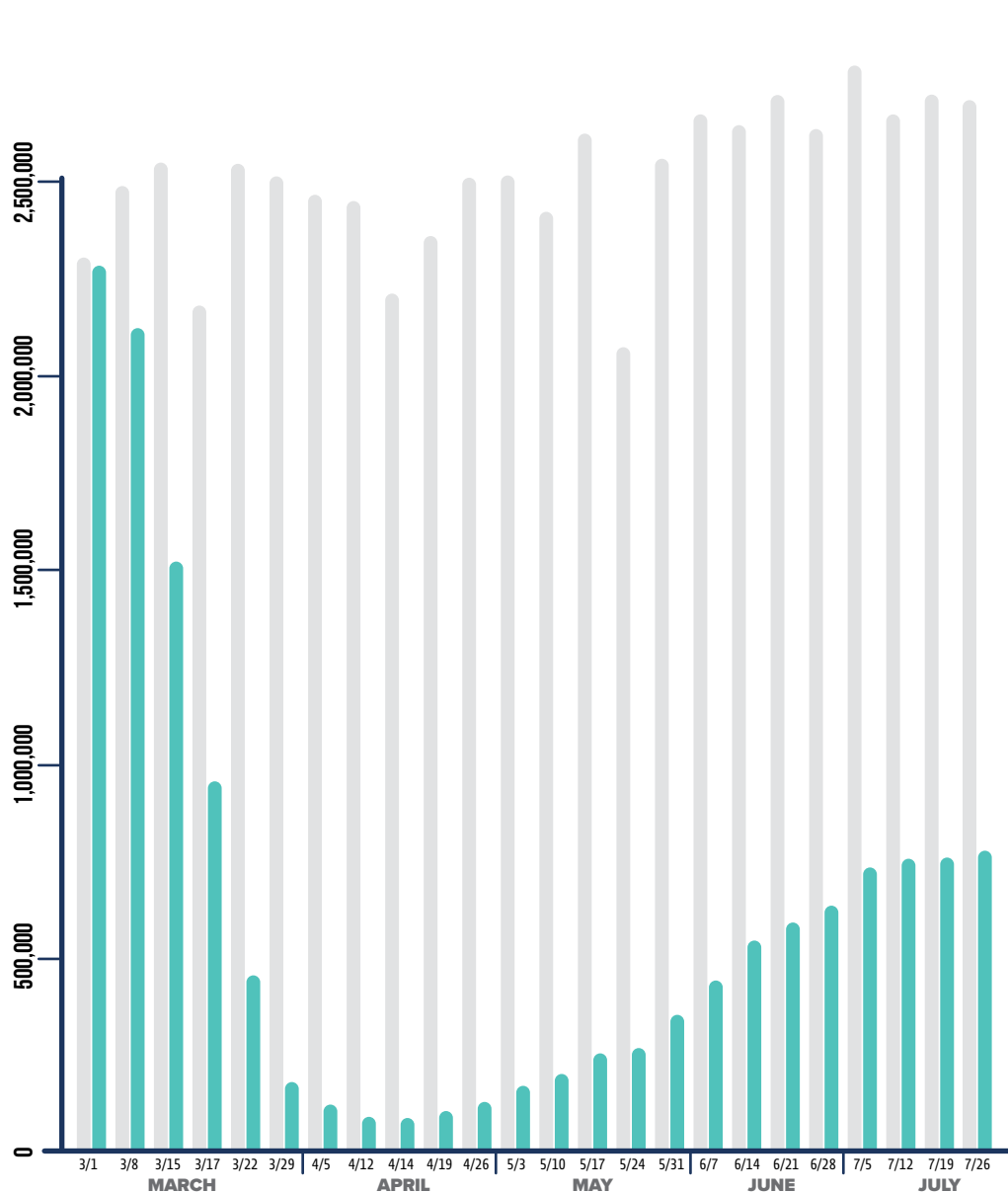
SIGNALS POSITIVE TREND TOWARD INDUSTRY RECOVERY

As national borders were closed, shelter-in-place orders were issued, and large gatherings were prohibited due to the COVID-19 pandemic, the demand for airline passenger travel, both international and domestic, hit historically low levels.

One real-time measure that demonstrates the difference in passenger numbers between the recent past and present is passenger screening. Since March of this year, the Transportation Security Administration (TSA) has published the number of daily security screenings it's conducted (total traveler throughput), as well as the number from a year ago (adjusted for the same weekday to account for workweek variation).

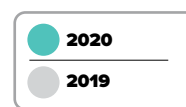
As the graphic indicates, by early March 2020 the daily throughput had decreased by about 10 percent compared to the same period in 2019. By mid-March, as travel bans and event cancellations were announced, the daily throughput continued to drop, going under a million screenings on March 17 and bottoming out at slightly more than 87,500 on April 14—just 4 percent of the amount on the same day in 2019.

Recently, there's been an uptick in numbers. Although daily traveler throughput is still roughly 25 percent of 2019's figure, as *Air Line Pilot* went to press the trend continues to improve as states lift shelter-in-place orders. ALPA continues to call for the



mandatory wearing of face masks for crewmembers, except when on the flight deck with the door closed, and passengers; proper cleaning, disinfecting, and sanitizing of the aircraft; and employee notification of COVID-19

cases in the workplace. These requirements will help to restore the public's confidence in air travel, return flight crews and passengers to the skies, and lead to the economic recovery of the airline industry. 🌐



Source: www.tsa.gov/coronavirus/passenger-throughput



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For complete biographical information on ALPA's national officers, visit www.alpa.org/leaders.



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Capt. Bob Fox
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(FedEx Express)
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(United)
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For more information on which pilot groups executive vice presidents represent, visit www.alpa.org/evp.



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(Alaska)



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Jet, Sun Country



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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/serious 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.

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To contact a Pilot Peer Support volunteer, call 309-PPS-ALPA (309-777-2572).

2020 EBCB Schedule

The Association's Election and Ballot Certification Board's schedule for counting ballots is 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 Balloting and Council Services Department for scheduling.

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