

Air Line Pilot

MARCH 2020

WASAYA PILOTS RATIFY TENTATIVE AGREEMENT

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LEADERSHIP TRAINING CONFERENCE

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ONE VOICE



In the Right

If all that it takes to win is being right, our union would always prevail. After all, ALPA's positions are based on objective fundamentals: science, law, economics, principle, and data. But winning also requires the strength to convince and counter influencers at a scale that's possible only when our 63,000 members speak with one voice.

Recently, ALPA moved the needle on the principle of fair competition for U.S. and Canadian airline workers when Air Italy announced that it would liquidate and immediately cease flying (see page 10). The airline was 49 percent owned by Qatar Airways, which receives billions in subsidies from its government. Since 2018, Qatar Airways has used Air Italy as a proxy to serve the United States and Canada on a fifth-freedom basis with flights between Milan and Los Angeles and San Francisco, Calif.; Miami, Fla.; New York, N.Y.; and Toronto, Ont.

Through Qatar Airways' proxy airline, the government of Qatar made U.S. and Canadian airlines vulnerable to subsidized foreign competition and threatened our members' jobs. In addition, Air Italy's shutdown caused disruptions and disorder for its passengers and employees—demonstrating the instability that cascades beyond our industry when state-subsidized airlines are permitted to break rules designed to defend the principle of fair competition.

In 2018, the Trump administration obtained agreements from the government of the United Arab Emirates, home country to Emirates and Etihad Airways, and the government of Qatar, which owns Qatar Airways, committing to do business transparently and agreeing not to operate additional fifth-freedom passenger flights to the United States.

The damage to fair competition and the societal uncertainty following the shuttering of Air Italy affirms the importance of our government's securing compliance with these agreements. And it's an example of how simply being right is never enough for ALPA pilots. Our union exposed the risk and pushed hard for the agreements.

In another instance of ALPA's exercising our power to ensure what is right prevails can be found in our recent action to block a new effort to cut airline pilot training standards. In January, Delta Air Lines applied to the FAA for an exemption from

federal aviation regulations that would allow the airline to use nonmotion flight-training devices in continuing qualification or recurrent evaluations.

The economic basis for Delta's exemption request was apparent—and so was the significant risk to safety. ALPA's national officers, Air Safety Organization, and staff collaborated with Delta Master Executive Council leaders to urge the FAA to dismiss the proposal. Because of our union's commitment to safety and collective action, Delta Air Lines withdrew its application.

But ALPA isn't stopping there to ensure airline pilots receive full-motion simulator training when it's necessary. The Restoring Aviation Accountability Act—which was recently introduced in the Senate and is supported by ALPA—seeks to prohibit the FAA from granting any such exemption in the future. The act also helps ensure that pilots are more engaged in the FAA's aircraft certification process and improves safety in the areas of delegated authority and oversight.

Our fight continues in urging Congress to pass legislation to apply flight-time/duty-time and minimum rest requirements for all-cargo pilots as they do to passenger pilots in the United States (see page 18). ALPA's position is based on science and upheld by lawmakers, investigatory agencies, and pilots across the industry—in essence, everyone except those special interests that are paid to think otherwise.

ALPA's roots in the fundamental principle of the dignity of work have meant we've exposed how the flawed fee-for-departure business model negatively affects many of our members (see page 7). The current structure means that fee-for-departure airlines are forced to compete against each other for mainline business—a practice that creates uncertainty and instability and harms pilots, their families, communities, and society at large.

My administration's commitment to representing our members from recruitment to retirement means that we're tackling issues such as the fee-for-departure business model. By working collectively, we'll improve contracts for our members at these airlines, generate greater income equality among all airline pilots, and build a stronger career that helps shape a more diverse profession.

ALPA is in the right, but it's only through our members' unity that we'll win the day.

Joseph G. DePete
Capt. Joe DePete
ALPA President

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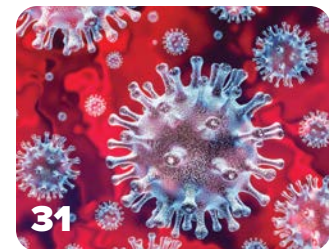
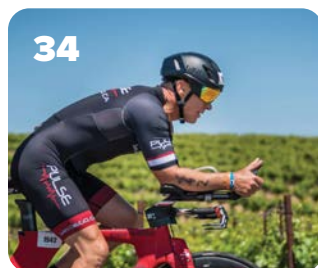
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A Wasaya Beechcraft 1900D departing Big Trout Lake Airport in Ontario, Canada. Photo: F/O Sean Flynn (WestJet Encore)

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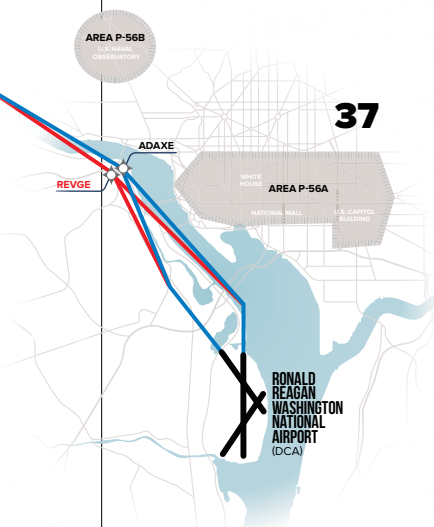
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Training ALPA's Real-Time Pilot Leaders

By Capt. Bill Couette,
ALPA Vice President—Administration/Secretary

During the start of every year, ALPA hosts the Leadership Training Conference (see page 22) for its newest class of local council representatives and officers to help them prepare for their duties before they officially take office in March. As your union's vice president—administration/secretary, I've had the pleasure of hosting this event with ALPA's Leadership Committee for the past 14 years. I've seen hundreds of ALPA members "graduate" from this training with a better understanding of what's expected of them during their term and the resources available to them. I'm proud to say that no other union prepares their future leaders like ALPA.

Thirty years ago, when I became a new local council officer, I wondered what my responsibilities would be. I soon learned that serving as a frontline ALPA leader is one of the most satisfying and rewarding posts this organization has to offer. From addressing the concerns of local council members to coordinating contract negotiations to serving as a member of the Association's Board of Directors, these elected officials are involved in nearly every aspect of the union's activities.

In my current role, I oversee ALPA's Professional Development Group, including the Leadership Committee, which sponsors the Leadership Training Conference and works throughout the year with individual pilot groups that request additional assistance. During this year's conference, I gave several presentations to help participants better understand their responsibilities, ways to work more efficiently, and the extensive resources available to help them succeed in their union work.

To better acquaint the group with its day-to-day activities, I explained that ALPA's frontline leaders spend the majority of their time doing four basic things: communicating with their members about the union's plans and activities; representing pilots, whether it's before ALPA's governing bodies in making union decisions or airline managements in addressing potential disciplinary actions


and grievance cases; recruiting volunteers for committee work and other union functions; and serving as a real-time reference for their pilots.

While each of these functions is important to the Association's structure and integrity, I want to stress the value of this last task. It's essential that frontline ALPA leaders know the fundamentals. They need to have a basic understanding of their contract, its terms and conditions, and how it works. They need to know Robert's Rules of Order so they can conduct meetings while maintaining control and authority. They need this foundation because as elected leaders, they serve as the face of the union.

Fortunately, ALPA pilot leaders also have an incredible amount of resources at their disposal. They have seasoned attorneys from the Association's Representation and Legal Departments who can advise them regarding the law, regulations, and labor practices. Analysts from ALPA's Economic & Financial Analysis Department can brief them on the state of the airline industry and the economic health and well-being of their airlines. And professional staff from the Communications, Information Technology, Retirement & Insurance, and Strategic Member Development and Resources Departments can provide additional services and support.

The newly elected leaders also have the Association's national committee structure and their fellow local council reps and officers from the union's 35 pilot groups to network with and compare notes. And in addition to the Leadership Training Conference, ALPA offers a host of training programs to help all of the union's pilot volunteers succeed in carrying out their duties.

In many respects, this conference is a prime example of what makes ALPA successful: pilots serving pilots. It prepares elected pilots to serve in the best interests of and act on behalf of their fellow pilots and to be accountable and transparent when fulfilling their responsibilities.

Local council reps and officers acting as real-time references serve as the basis for our union's organizational structure: someone to serve as a point of contact when pilots need help, someone who understands work rules and job protections, and someone who can find answers when pilots have questions. It's been said that helping others is the best way we can help ourselves, and providing this kind of assistance at ALPA starts with trained frontline leaders understanding how the union works to best support its pilots. 



Closing the Gap Between United Mainline and Express Pilots

By Capt. Todd Insler (United), Chair, Master Executive Council



When it comes to protecting the careers of our pilots, ALPA must be engaged well before the pilot's first day as a new hire and every day thereafter, helping the pilot prepare for the day he or she retires. At United, we're taking an active role by developing an all-encompassing mindset to protect the livelihoods of our members throughout their ALPA careers.

The structure of airline networks and partnerships we operate today means that many pilots start their careers at a regional carrier before moving to a larger one. In some cases, pilots begin charting their career path as early as college. We believe strategic coordination between United mainline and United Express pilots is vital to the success of all pilots in the United family. By supporting contract improvements for pilots at our regional partners while maintaining a robust contract at the mainline, we help close the pay gap between mainline and Express carrier. Closing this gap is vital to our goal of eliminating the broken fee-for-departure (FFD) model used by most North American airlines today.

In early February, I attended a meeting of the United Joint Standing Committee affiliate carriers at the Association's McLean, Va., offices to help coordinate our latest efforts. The Joint Standing Committee meetings give us the opportunity to discuss, in an open forum, the biggest challenges we face in the United pilot family and the most effective tactics to reach our goals. Together with Capt. Brad Ladimer (ExpressJet), ALPA's FFD Committee chair, and fellow master executive council (MEC) and committee members from Air Wisconsin, ExpressJet, Trans States, and United, we discussed long-term goals and strategies for improving working conditions and career progression of our Express family's pilots.

The current corporate relationship between United Airlines and our Express partners is based on a FFD model that's outlived its usefulness and must be fixed. The Express carriers sport mainline livery, carry mainline passengers, and are for all intents and purposes considered mainline by the flying public. Yet as recently demonstrated,

these carriers are repeatedly and relentlessly whipsawed in a fight to the bottom that ultimately harms these corporations, the customers, and most egregiously our pilots. It's past time for United to move to a sustainable business model that works for all stakeholders and properly recognizes the Express pilots' contributions to the United network.

To this end, United mainline pilots have increasingly taken a more active interest in the welfare of the pilots at our Express partner carriers. This effort has intensified over the past four years as we continue to push for improvements in our feed structure, improvements to Express management and oversight, and improvements that foster a more robust career progression for our Express pilots. The most recent example is ALPA's role in United's new Aviate program, which will facilitate the hiring of Express pilots into the United family. Pilots are the most valuable assets of the Express family, and they need a more reliable connection to the mainline. Going forward, we'll continue to ensure that this program fulfills its promise and complements the hiring of pilots who come from outside the Aviate channel.

When ALPA members think of United Airlines, they often focus on the mainline due to industry top-tier work rules and pay, a massive international fleet, and rapid career growth. What must not be overlooked is the importance of feed by our Express partners, which includes the passengers we fly and the pilots who will one day join our ranks. We recognize that to continue our planned mainline growth, we need an Express network that's safe, reliable, and properly managed—with the right jets in the right places. While it makes no sense to fly large mainline aircraft into small regional markets that have low demand, it also makes zero sense to use regional jets on high-demand routes into our capacity-constrained hubs and major cities.

Together, we can work to move management away from the failing FFD model. The United MEC is actively working with our fellow United Express ALPA members to accomplish our joint goals, and we won't stop until we're successful. [🌐](#)



CANADA

Jazz MEC Reelects Buraglia as Chair

● On February 4, the Jazz Aviation Master Executive Council (MEC) reelected Capt. Claude Buraglia, a 24-year veteran pilot at Jazz and current CRJ200/900 captain, for a historic sixth consecutive term as MEC chair.

"It's a huge honour and a privilege to continue serving the Jazz pilot group for another two years," said Buraglia. "I have great confidence in our union and the work we do on a daily basis to improve the Jazz pilots' working conditions and lives."

Capt. Terry McTeer and Tyler Rowe, who both currently serve as MEC officers, also retained leadership positions. McTeer, a Dash 8-400 captain who has served as the MEC vice chair for

From left, Jazz Master Executive Council officers Capt. Claude Buraglia, chair; F/O Chris Young, treasurer; Capt. Terry McTeer, secretary; and Capt. Tyler Rowe, vice chair.

nine years, was elected to the position of secretary. Rowe, a Q-400 captain and current MEC secretary, was elected MEC vice chair.

F/O Christopher Young, a Montréal, Qué.-based CRJ200/900 pilot, joins the MEC as treasurer. Young previously served on the MEC as the Montréal and Halifax, N.S., first officer representative for eight years.

Speaking about the experienced team of MEC leaders, Buraglia stated, "I'm confident that our entire leadership team will continue representing the Jazz pilot group effectively and contin-

ue finding mechanisms to protect our members' career interests while advancing our profession."

The MEC officers' two-year terms run from Feb. 7, 2020, to Feb. 4, 2022.

Wasaya Pilots Approve Tentative Agreement

● On January 24, Wasaya pilots voted in favour of ratifying Wasaya collective agreement #4. With a 71 percent participation rate, 61 percent of the pilots who participated voted to ratify the tentative agreement. Collective agreement #4 provides the pilots with improved scheduling, retention pay, and annual pay rate increases of 2.5 to 3 percent through 2023.

Find out more about the pilot group at www.alpa.org/wasayapilots.

Sky Regional MEC Receives Grant from Major Contingency Fund

● In mid-January, the Sky Regional Master Executive Council (MEC) met with ALPA leaders and staff to kick off the group's Strategic Planning and Strike Preparedness and Pilot-to-Pilot programs. Sky Regional pilots have been bargaining for their first contract since September 2019. They filed for federal conciliation on December 16 and have been assigned a conciliator.

While at ALPA's McLean, Va., offices, Capt. Joe DePete, ALPA's president, presented Capt. Donald Poulin, the Sky



Capt. Joe DePete, ALPA's president, fifth from left, presents Capt. Donald Poulin, the Sky Regional pilots' Master Executive Council chair, fourth from right, with a grant check for \$1 million from ALPA's Major Contingency Fund.

ALPA NEGOTIATIONS UPDATE

The following is a summary of the status of ALPA contract negotiations by airline as of **February 14**.

AIR GEORGIAN—A notice to bargain was sent on Feb. 22, 2017. Conciliation continues.

AIR TRANSAT—A notice to bargain was filed on Jan. 2, 2020.

ALASKA—Negotiations began pursuant to ALPA's request for an early open on April 1, 2019. A Section 6 notice was filed on Oct. 1, 2019. Negotiations continue March 17–19 and 24–26.

BEARSKIN/PERIMETER—A notice to

bargain was filed on Dec. 12, 2019.

COMMUTAIR—A Section 6 notice was filed on Sept. 6, 2019. Negotiations continue March 17–19, April 6–9, May 11–14, and June 9–11 and 23–25.

DELTA—A Section 6 notice was filed on April 5, 2019. An application for mediation was filed on Jan. 21, 2020. Mediation continues March 9–11.

FIRST AIR—A notice to bargain was sent on Oct. 1, 2019.

JAZZ AVIATION—A notice to bargain was sent on April 18, 2019.

PROVINCIAL—A notice to bargain was

sent on July 12, 2019. Negotiations continue March 23–25.

SKY REGIONAL—A notice to bargain was sent on Dec. 10, 2018. Negotiations continue.

TRANS STATES—A Section 6 notice was filed on Feb. 7, 2018. An application for mediation was filed on June 6, 2019. Mediation continues April 28–30, May 19–21, and June 16–18.

UNITED—A Section 6 notice was filed on March 1, 2018. Negotiations continue March 10–12, 17–19, and 30–31 and April 21–23 and 28–30.

Regional MEC chair, with a grant check for \$1 million from ALPA's Major Contingency Fund, which the pilots will use to continue bargaining for their first collective agreement.



Hundreds of pilots and members of other labor groups join together to support members of the Allied Pilots Association during their informational picket for an industry-leading contract.

FEE FOR DEPARTURE
ALPA Pilots Support
APA Negotiating Efforts

● Hundreds of pilots from Delta, Envoy Air, JetBlue, Piedmont, United, Southwest, and members of other labor groups joined together to support the Allied Pilots Association (APA) and its fight for an industry-leading contract. The pilots began negotiations with American Airlines in January 2019, one year prior to the amendable date of their contract.

In a special message to Piedmont pilots, Capt. Brandon Lighty (Piedmont), the pilots' Master Executive Council chair who attended the informational picket on January 29, asserted, "To achieve industry gains, we must all work together. Our visual display of resolve yesterday sent a strong message to American Airlines management, our employee groups, passengers, and the

news media, letting them know we're doing just that."

The importance of ALPA pilots' standing in solidarity with APA in this fight cannot be understated. Many former ALPA members from fee-for-departure airlines—including Piedmont—now fly for American Airlines, as they have a contractual right to flow to the mainline carrier once specific conditions and criteria are met.

MAINLINE

United Pilots Attend Luncheon Featuring Airline's Next CEO

● On February 5, United pilots, who are currently in Section 6 negotiations, made their presence known and joined representatives from across the aviation industry for a luncheon at the Aero Club of Washington. The keynote speaker was Scott Kirby, United Airlines president and next CEO. He spoke about the current status of the industry and the future of United, which includes continued growth. Kirby also acknowledged the improvement in culture at United, noting, "Changing how people feel really matters."

The Aero Club of Washington is a historic aviation club, founded in 1909 in Washington, D.C.



United pilots attend an Aero Club luncheon featuring Scott Kirby, United Airlines president and next CEO.

Alaska Pilots Respond To Airline Earnings; Urge Management To Negotiate a Competitive Contract

● "On behalf of all pilots of Alaska Airlines, we congratulate all fellow employees for their professionalism and hard work that earned us a 7.05 percent performance bonus payment for 2019. The pilots' dedication and commitment to this airline was on display all year, despite a surge in contract compliance issues and operational challenges," responded the Alaska pilots' Master Executive Council (MEC) on January 28 regarding Alaska Air Group's fourth-quarter and 2019 full-year earnings report, which stated an adjusted pretax profit of \$1.054 billion, making this the airline's 11th consecutive year of profits.

"The Alaska Airlines pilots have been in contract talks with management for more than nine months, as we seek long-overdue improvements to quality of life, work rules, job security, career satisfaction, and retirement and insurance," the MEC leaders said. "We've seen our peers at other airlines enjoy prominent gains in these areas, while the demand for commercial airline pilots only continues to grow.

NEW ALPA REPS

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

- **ENVOY AIR 133**
Capt. Joshua Winowiecki, Chair (Capt. Rep)
- **ENVOY AIR 133**
Capt. Sean McHugh, Vice Chair (F/O Rep)
- **FRONTIER 163**
Capt. Mark Manausa, Chair (Capt. Rep)
- **FRONTIER 163**
F/O Tyler Hover, Vice Chair (F/O Rep)
- **FRONTIER 163**
F/O Shawn Mullin, Secretary-Treasurer

With profit margins above industry average, it's time for Alaska Airlines management to recognize that to attract and retain well-qualified, professional pilots, this airline must offer a market-rate contract to pilots.

"We look forward to a timely and successful outcome that recognizes our contributions to this company's success and are hopeful and optimistic that management will work to resolve the outstanding contract issues with us," the MEC concluded.

In related news, on January 20, the voting members of the MEC elected four officers to represent the airline's 3,100 pilots. Capt. Will McQuillen, a Seattle, Wash.-based B-737 pilot, chair; Capt. Joe Youngerman, a San Francisco, Calif.-based A320 pilot, vice chair; Capt. Garin Tentschert, a Seattle, Wash.-based B-737 pilot, secretary; and Capt. Scott Mokus, a Seattle, Wash.-based B-737 pilot, treasurer, were elected by acclamation or by unanimous vote. Their two-year terms began on March 1.

PREFLIGHT

Airline Industry Update

Domestic

● On February 2, the Department of Homeland Security issued instructions supplementing a White House proclamation issued January 31, directing all flights from China and all passengers who've traveled to China within the last 14 days to be routed through one of 11 U.S. airports due to the coronavirus. The U.S. government has established enhanced screening procedures and the capacity to quarantine passengers, if needed, at these airports.

● The Transportation Security Administration reported that agents screened more than 43.8 million passengers and crew from Dec. 19, 2019, to January 5, 4 percent more than the 2018 holiday season. According to data, 99.8 percent of passengers waited less than 30 minutes in a security line.



● The Department of Transportation stated that it has proposed regulations that would narrow the definition of "service animal" for the purpose of air travel to include only professionally trained dogs, allowing

airlines to charge a fee and restrict carriage of purported emotional support animals. The rules would prohibit breed bans, but airlines could refuse to carry service animals that "exhibit aggressive behavior and that pose a direct threat to the health or safety of others."

● United Airlines Holdings, Inc. announced in early February that it's purchasing a flight training academy in Phoenix, Ariz., to bolster its pilot pipeline. United plans to design the academy's curriculum with ALPA's assistance and will offer financing for training and launch a scholarship program focused on women and minorities.

● JetBlue announced that it will offset carbon dioxide emissions from jet fuel for all of its domestic flights beginning in July. To help reach its goal, the airline is planning to add 85 more fuel-efficient Airbus aircraft to its fleet. JetBlue also announced plans to start using sustainable aviation fuel beginning midyear on flights departing San Francisco International Airport.

● The *Miami Herald* reported that Spirit Airlines broke ground in early January on the company's new \$250 million headquarters in Dania Beach, Fla. The airline will move from its existing headquarters in Miramar once the 500,000-square-foot building is finished in 2022.

● Per *Airport Technology*, New York's John F. Kennedy International Airport is making Google Assistant's interpreter mode technology available to international passengers at Terminal 4.

The Google Nest hubs will be available at three help-desk locations and offer translation in 29 languages to assist passengers with navigating the terminal and tasks such as locating luggage.

International

● Air Italy abruptly announced in early February that it would liquidate and immediately cease flying. The airline was 49 percent owned by Qatar Airways, which provided Air Italy with aircraft, financing, and staffing.

● According to Reuters, Hong Kong's Cathay Pacific Airways plans to cut approximately 30 percent of its capacity over the next two months, including about 90 percent of its flights to mainland China, as it grapples with the coronavirus epidemic.

● The Associated Press reported that in an effort to enforce the UK's drone no-fly zone around airports, officials at London's Heathrow Airport have deployed a new system to detect and identify unauthorized drones. The counter drone system uses a holographic radar system to not only find drones, but also locate their pilots.

● Per *Canadian Press*, WestJet Airlines was the most punctual airline in Canada last year, according to travel data provider OAG. And the Calgary, Alb.-based carrier placed sixth among airlines in North America for on-time performance in 2019.

● According to the Associated Press, Etihad Airways

announced that it would sell 38 aircraft, 22 A330s and 16 B-777-300ERs, to an investment firm and a leasing company in a deal valued at \$1 billion. It's the latest cost-cutting measure by the United Arab Emirates' national carrier.

Front Lines



Capt. Joe DePete, ALPA's president, signs the Transportation Leaders Against Human Trafficking pledge.

100 PLEDGES IN 100 DAYS TO COMBAT HUMAN TRAFFICKING

● ALPA pilots joined U.S. Secretary of Transportation Elaine Chao in late January to engage transportation stakeholders and kick off a renewed commitment to the Human Trafficking Awareness and Public Safety Initiative. Current estimates suggest that 50,000 people are trafficked into the United States each year, with a majority of cases involving minors.

The initiative focuses on training for employees in all transportation sectors on how to best detect and report incidents of human trafficking, and the Department of Transportation (DOT) has invited transportation stakeholders to sign the Transport-

tation Leaders Against Human Trafficking pledge to show solidarity in the battle against modern-day slavery. Capt. Joe DePete, ALPA's president, signed the pledge in January.

In 2019, ALPA partnered with the DOT, Department of Homeland Security (DHS), and Customs and Border Protection to allow ALPA pilots to access the DHS-produced interactive Blue Lightning training. ALPA applauds Secretary Chao for her continued efforts to combat human trafficking and is proud to continue to support those efforts.

To take the Blue Lightning training, go to www.alpa.org/BLI.

LINE-PILOT PERSPECTIVE REPRESENTED AT COMMERCIAL SPACE TRANSPORTATION CONFERENCE

At the 23rd Annual Commercial Space Transportation Conference in Washington, D.C., in late January, Capt. Bob Fox, ALPA's first vice president and national safety

ALPA SUDOKU

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	5				3			7
		1	4					
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								5
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2			3				4	
				7		8		

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 12.

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

coordinator, and Capt. Steve Jangelis, ALPA's Aviation Safety chair, represented the line-pilot perspective on the safe integration of commercial space operations into the safest airspace system in the world.

"By working together, the aviation and commercial space industries, along with the FAA, have a tremendous opportunity before us," remarked Fox. "We can use a data-driven, risk-predictive approach to integrate

commercial spaceflight into the airspace. We all share a determination to realize the potential of both sectors to contribute to the global economy and build U.S. leadership in technological innovation. Working from our connected past, ALPA is squarely focused on a future not of segregated individual launches but of fully integrated spaceflight operations."

Jangelis participated on a panel focused on regulatory reform. He encouraged stakeholders to continue to share data and collaborate to further enhance safe integration. "In the airline industry, we don't compete on safety. I'm here today to encourage you to learn from our history. The reason our commercial aerospace system is so safe is because the industry is getting together and talking. ALPA is in a position to join you and work with you in our shared goal of keeping safety first," Jangelis said.



COMING SOON: ALPA's Legislative Summit

ALPA's Government Affairs Legislative Summit will take place May 31-June 3 at the Hyatt Regency Capitol Hill in Washington, D.C. The event offers pilot advocates an opportunity, no matter their experience level, to enhance their advocacy and PAC leadership skills through hands-on training. The summit will feature legislative

briefings, guest speakers, workshops, and a Capitol Hill reception with Members of Congress and their staff. The event ends with a lobby day on Capitol Hill during which participants will use their training in meetings with senators and representatives on relevant pilot-partisan legislative issues.

● **REGISTRATION OPENS MARCH 16.**

To register or for more information, contact ALPA's Government Affairs Department at GovernmentAffairs@alpa.org or **202-797-4033.**

ALPA HELPS KICK OFF LITHIUM BATTERY AIR SAFETY ADVISORY COMMITTEE

● Capt. Scott Schwartz (FedEx Express), director of ALPA's Dangerous Goods Program, represented the Association at the Department of Transportation's first Lithium Battery Air Safety Advisory Committee meeting in January in Washington, D.C. The committee was one of the many items ALPA strongly advocated for in the 2018 FAA Reauthorization Act.

The committee will provide advice and recommendations to improve the safe air transportation of lithium-ion and lithium-metal cells and batteries, along with the effectiveness and the economic and social impacts of the regulations of such transportation. The group will also provide information on new lithium battery technologies and receive industry feedback relating to lithium battery transportation safety, including input to help the government develop positions at the global level.

"ALPA has been a strong advocate for the improved

safe transportation of dangerous goods, including lithium batteries, and this venue provides ALPA the opportunity to advance our strategic priorities and aviation safety," said Schwartz.

Schwartz also serves as chair of the International Federation of Air Line Pilots' Associations Dangerous Goods Committee and is a member of the International Civil Aviation Organization Dangerous Goods Panel.

UNITED JOINT STANDING COMMITTEE CONVENES

● The United Joint Standing Committee affiliate carriers met February 5-6 to discuss strategic initiatives pertinent to the groups across the board. Master Executive Council representatives from Air Wisconsin, CommutAir, ExpressJet, Trans States, and United participated in the meetings, held at ALPA's offices in McLean, Va. The group discussed communication, safety, and career progression and career protection, and reinforced how the Joint Standing Committees open lines of communication and provide forums to share ideas, express concerns, and offer solutions.

PUSHING FOR DEICING IMPROVEMENTS IN CANADA

● At Transport Canada's annual Canadian Aviation Safety Collaboration Forum in mid-January, safety professionals from ALPA and representatives from airlines, airports, and government met in a breakout session to discuss the issues pilots face when attempting to deice at remote airports.

Representing airline pilot concerns, Capt. Nick Seemel (Jazz Aviation), ALPA Canada Safety coordinator, described the extent to which the system is broken. "Pilots are the decision-makers, but they have to be supported to make good decisions. They often have to choose the lesser of two evils."

Air carriers noted that they must invest in their own equipment at every airport, often leading to duplicate sets where there are competitors. Some air carriers expressed a lack of support from airport managers, noting that even when they provide equipment, they aren't able to place it on an appropriate part of the airport or obtain adequate storage.

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

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

Airline operators who provide on-demand services also reported that they find it difficult to ensure that suitable deicing capabilities are available for their pilots. It was apparent from this meeting that deicing must be a collaborative effort and that all parties should hold some responsibility to ensure safe operations.

The meeting also gathered volunteers who've been asked by Transport Canada to participate in a working group throughout 2020 to create a plan of action. F/O Michelle Burtch (First Air) will coordinate ALPA's input and participation in the working group.

EU-CANADA JOINT COMMITTEE CONVENES MEETING

● On January 21, Capt. Tim Perry, ALPA Canada president, joined the Canadian delegation for a meeting of the EU-Canada Joint Committee in Brussels, Belgium, to discuss the Agreement on Air Transport among Canada, the EU, and its member states that took effect on May 16, 2019.

The Canadian delegation consisted of officials from Global Affairs Canada, Transport Canada, and the Canadian Transportation Agency. Industry stakeholders included airline operator representatives, airline associations, and airports. ALPA was the only pilot union represented in the delegation.

In addition to focusing on the implementation of the EU-Canada Air Transport Agreement, the meeting gave



ASO UPDATE

● ALPA PRESSES FOR FATIGUE RULES AT NTSB'S MOST WANTED PROGRESS MEETING

ALPA attended the NTSB's midpoint progress meeting in Washington, D.C., on February 4 to evaluate the status of the board's open safety recommendations. The biannual gathering of transportation stakeholders serves an important role in establishing the NTSB's Most Wanted List that helps advance safety across all modes of transportation.

In a breakout session focused on aviation issues, Capt. Steve Jangelis, ALPA's Air Safety Organization Aviation Safety chair, highlighted the importance of sci-

ence-based fatigue rules. "It's frustrating that, while some parts of the industry have introduced science-based rules to mitigate pilot-fatigue issues, all-cargo pilots continue to be excluded from these important protections. As we continue to work to one level of safety, it's encouraging that aviation safety experts like the NTSB understand the significance of well-rested pilots."

Jangelis also addressed the need for robust and effective safety programs like safety management systems across the entire aviation community and offered ALPA's vast expertise in assisting aircraft operators that fly under FAR Part 135 to fully adopt these successful systems.



IN MEMORIAM

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

—Author unknown

2014

F/O Michael G. Nigl
United September

2018

F/O Joel B. Walker
TWA January

Capt. Hudnalle B. McLean, Jr.
Delta July

Capt. Ralph R. Griffith
US Airways November

Capt. Robert R. Dzimidas
Delta December

Capt. Gordon D. Ziegler
Delta December

2019

Capt. William A. Vidrih
Northwest January

F/O Michael G. O'Dair
Frontier February

Capt. Joseph V. Scifio
Continental April

Capt. Kenneth F. Spawin
TWA June

Capt. Joseph N. Best
Northwest July

F/O Duane M. Koski
Delta July

Capt. Jean C. Savoie
United July

F/O Gene G. Winn
Northwest August

F/O Daniel A. Pike
JetBlue October

Capt. Robert N. Wiest
US Airways October

F/O Galen M. Burke
Braniff November

Capt. Charles W. Croco
US Airways November

Capt. Meyer B. Goldstein
Envoy Air November

Capt. Harold F. Schoenborn
United November

Capt. Daniel L. Sinner
Delta November

Capt. John Atwill
FedEx Express December

Capt. Dean L. Bailey
Northwest December

Capt. Charles A. Bleakley
United December

Capt. Roger D. Buehler
FedEx Express December

Capt. Anthony J. Cavalieri
Delta December

Capt. Thomas L. Docken
Northwest December

F/O Robert K. Ecklund
Delta December

Capt. Gary S. Epperson
ATA December

Capt. Terry L. Ermert
Flying Tigers/
FedEx Express December

Capt. Richard E. Fraser
FedEx Express December

Capt. Donald E. Grant
FedEx Express December

Capt. Michael L. Greene
Delta December

Capt. George J. Hash
Delta December

Capt. Richard A. Hauff
Northwest December

Capt. Chester K. James
Continental December

Capt. Don A. Keener
Delta December

Capt. William G. Langnau
Delta December

Capt. John E. McAlpin
Northwest December

Capt. Stephen L. Meltsner
FedEx Express December

Capt. Gordon L. Miller
Delta December

Capt. William C. Minick
Pan American December

Capt. Frank A. Morse, Jr.
Delta December

Capt. Leonard I. Nunnally
Northwest December

Capt. Samuel T. Peace III
Delta December

Capt. Frank H. Peterson
Delta December

Capt. James G. Schwalbert
Delta December

Capt. David M. Vitek
Endeavor Air December

Capt. Billy D. Wellborn
United December

Capt. Robert A. Woolley
TWA December

2020

Capt. John C. Burch
ExpressJet January

Capt. Gerald I. Goldschlager
Midway January

Capt. Donald H. Greenfield
US Airways January

Capt. James M. Kennedy
United January

Capt. Charles H. Lamb
United January

Capt. Mark E. Plath
Alaska January

Capt. Larry A. Potton
Northwest January

COMPILED FROM INFORMATION PROVIDED BY ALPA'S MEMBERSHIP ADMINISTRATION DEPARTMENT

attendees the opportunity to exchange information on industry, legislative, and policy developments.

Canada provided updates on general policy developments, Canada's Last Point of Departure Program, passenger rights regulations and data regulations, air passenger protection regulations, regulations amending the transportation information regulations (air travel performance data collection), and airline ownership and control rules (Canada and the EU). EU counterparts provided updates on regulations safeguarding competition in air transport (the EU).

ALPA HOSTS FINANCIAL WELLNESS SEMINAR

ALPA is hosting a series of pilot-focused Financial Wellness Seminars, the first of which will be in Phoenix, Ariz., on March 18. Subject-matter experts from ALPA, Charles Schwab, and other organi-

zations will lead interactive presentations in an open forum with opportunities for dialogue with experts. There will also be an opportunity to sign up for individual financial-planning sessions with a Schwab financial consultant familiar with your needs as a pilot.

This event will include two sessions. Feel free to register for either or both:

- 9 a.m.–noon mountain time: Introductory financial-planning topics

- 1–4 p.m. mountain time: Advanced financial-planning topics

Both sessions will focus on financial-planning topics such as asset accumulation, tax-efficient decumulation in retirement, estate planning, long-term care planning, investing, tax strategies, and more. All ALPA members are invited to participate along with their spouse or significant other. Seating is limited, so please register promptly.

This Financial Wellness Seminar is provided free for ALPA members and includes lunch. The event will take place at the Charles Schwab office at 2423 E. Lincoln Dr., Phoenix, Ariz.

Register today at www.alpa.org/news-and-events/meetings-training/financial-wellness. Registration requires your name and e-mail address, which will only be used for purposes of this event. Charles Schwab won't use this information for marketing or for any other purpose.

Please note that ALPA is hosting the seminar to educate pilots on general financial-planning topics. ALPA doesn't provide individual tax or financial-planning advice, nor does it endorse any financial product or service.



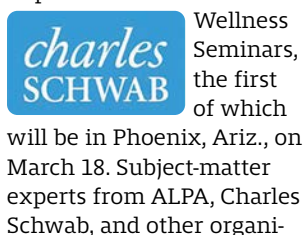
CORRECTIONS

In the JetBlue pilot group profile on page 37 of the print version of the January–February 2020 issue, there was an error in the caption. The correct caption is:

Capt. John Costello, left, and F/O Tom O'Connell escort the Boston Red Sox's 2018 World Series trophy to the team's spring training.

Regarding JetBlue's fleet info, the airline currently has 130 A320-200s and will have 70 A220-300s arriving this year.

In the Piedmont pilot group profile on page 42 of the print version of the January–February issue, Capt. Brandon Lighty is the Master Executive Council chair.



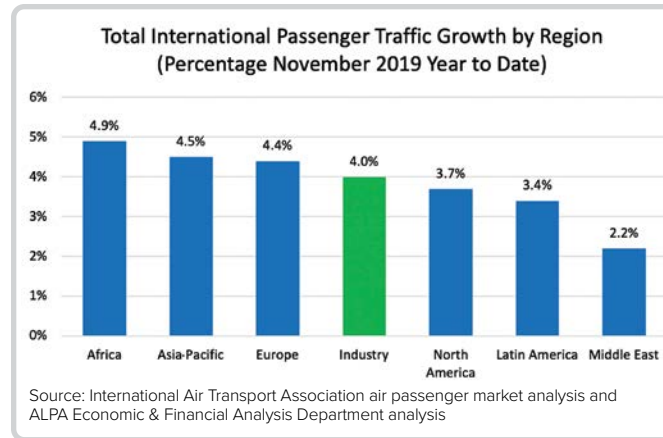


INDUSTRY STATS

INTERNATIONAL PASSENGER TRAFFIC

Global international passenger air traffic figures for November 2019 year to date (YTD) recorded a modest increase, reflecting slower global economic activity and heightened geopolitical tensions. The International Air Transport Association (IATA) recently reported that industrywide international passenger air traffic, measured by revenue passenger kilometers (RPKs), grew by 4.0 percent in November 2019 YTD. In comparison, international passenger air traffic in November 2018 YTD grew by 6.4 percent.

The annual growth for November 2019 YTD represents the lowest growth in international passenger air traffic over the past five years. The highest period of growth during this time was in November 2017, when RPKs increased by 8.1 percent YTD. While international



traffic growth slowed in 2019, demand still outpaced the 3.2 percent increase in capacity that airlines added into the international passenger market.

Despite decreased trade activity, elevated regional political uncertainty, and falling commodity prices, the African region posted the largest increase in international passenger traffic with 4.9 percent growth (compared to 6.7 percent growth last year). The region's positive eco-

nomics activity was primarily confined to North Africa with Egypt benefiting from greater net exports and favorable tourism for Morocco and Tunisia.

In the Asia-Pacific region, international passenger traffic growth was 4.5 percent (versus 7.4 percent growth over the same timeframe in 2018). Asia-Pacific international passenger traffic was impacted by trade tensions between the U.S. and China, as well as trade tensions be-

tween Korea and Japan.

European international passenger traffic growth was 4.4 percent (compared to 6.5 percent growth last year). In Europe, international traffic growth was depressed compared to previous years due to the liquidation of Thomas Cook Airlines and slowing global economic activity.

North American international passenger traffic grew by 3.7 percent (down from 5.2 percent growth in November 2018 YTD). While the region benefited from sound economic conditions such as low unemployment and resilient consumer sentiment, international traffic growth was impacted by U.S.-China trade tensions, other trade disagreements, and geopolitical tensions.

The Latin American region posted the second lowest international passenger traffic growth with a 3.4 percent growth rate (versus 6.7 percent international traffic growth in November



MARKET WATCH

AIRLINES	PARENT COMPANY	STOCK SYMBOL	1/31/2019	1/31/2020	% CHG.
Air Transat	Transat A.T., Inc.	TSX: TRZ.B	\$5.80	\$16.16	178.62% ▲
Bearskin, Calm Air	Exchange Income Corporation ¹	TSX: EIF	\$29.10	\$42.45	45.88% ▲
Delta, Endeavor Air	Delta Air Lines	NYSE: DAL	\$49.43	\$55.74	12.77% ▲
JetBlue	JetBlue Airways Corporation	NASDAQ: JBLU	\$17.99	\$19.83	10.23% ▲
Jazz Aviation	Chorus Aviation ²	TSX: CHR.B	\$7.10	\$7.81	10.00% ▲
Alaska	Alaska Air Group, Inc. ³	NYSE: ALK	\$63.95	\$64.59	1.00% ▲
Mesa	Mesa Air Group	NASDAQ: MESA	\$8.75	\$8.54	-2.40% ▼
Air Transport International	Air Transport Services Group, Inc.	NASDAQ: ATSG	\$23.75	\$20.97	-11.71% ▼
Hawaiian	Hawaiian Holdings, Inc. ⁴	NASDAQ: HA	\$32.02	\$27.88	-12.93% ▼
United	United Airlines Holdings, Inc.	NASDAQ: UAL	\$87.27	\$74.80	-14.29% ▼
FedEx Express	FedEx Corporation	NYSE: FDX	\$177.57	\$144.64	-18.54% ▼
Envoy Air, Piedmont, PSA	American Airlines Group, Inc. ⁵	NASDAQ: AAL	\$35.77	\$26.84	-24.97% ▼
Spirit	Spirit Airlines, Inc.	NYSE: SAVE	\$58.82	\$41.07	-30.18% ▼

¹ Exchange Income Corporation declared eligible dividends of \$0.19 per share for the month of January on Jan. 17, 2020.

² Chorus Aviation announced a monthly dividend of \$0.04 per Class A and Class B shares for the month of January on Jan. 22, 2020.

³ Alaska Air Group declared a quarterly cash dividend of \$0.375 per share on Jan. 28, 2020.

⁴ Hawaiian Holdings declared a quarterly dividend of \$0.12 per share on Jan. 24, 2020.

⁵ American Airlines declared a quarterly dividend of \$0.10 per share on Jan. 23, 2020.



EDUCATION UPDATE

2018 YTD). The slowdown in international passenger traffic growth was due to the economic and political headwinds faced by various countries in the region in the latter half of 2019. The economic and political situation in the region remains fragile with no expected improvements in the near term.

Airlines based in the Middle East recorded the lowest international traffic growth at 2.2 percent (compared to growth of 4.7 percent last year). In 2019, the region was marred by increased geopolitical instability, which is expected to continue into 2020. This instability was highlighted by the accidental downing of a Ukrainian passenger airline by Iranian surface-to-air missiles in January 2020.

Going forward, international passenger air traffic growth in 2020 may experience strong headwinds. Currently, the coronavirus poses the greatest downside risk. As of mid-February, the coronavirus had spread to more than 73,000 people and led to nearly 2,000 deaths. This virus has drawn comparisons to the SARS outbreak in 2003, which spread to 8,098 people and led to 774 deaths. During the SARS outbreak, monthly and annual RPKs of Asia-Pacific airlines were 35 percent and 8 percent lower, respectively, than precrisis levels. It took approximately nine months for RPKs to recover to precrisis levels. On January 30, the World Health Organization declared the coronavirus a public health emergency, with airlines around the world ceasing international flights to and from China and Hong Kong.



MENTORING ASPIRING AVIATORS AT CWU

ALPA's ACE Club at Central Washington University (CWU) kicked off the new semester by hosting a panel discussion in late January to help improve students' understanding of airline operations.

F/O Mitch Murgoitio (United), who serves as ALPA's Education Committee liaison to the university, led the panel discussion alongside F/Os Andrew Geers (Endeavor Air), Christina Gursky (Frontier), and Kristine Parrish (Delta). With approximately 30 collegiate aviators in attendance, the pilot panelists answered numerous questions ranging from takeoff and landing performance to current pilot compensation trends.

Due to the success of this panel, CWU students were asked to continue sending in questions so that they can be answered individually as well as at future ACE Club meetings.

LEWIS UNIVERSITY STUDENTS LEARN ABOUT WINTER OPS

More than a dozen Lewis University students attended the ALPA ACE Club meeting

F/Os Kristine Parrish (Delta), Andrew Geers (Endeavor Air), Christina Gursky (Frontier), and Mitch Murgoitio (United) serve as mentors for aspiring aviators at Central Washington University.



ALPA Education Committee volunteers discuss deice/anti-ice procedures, as well as the impact winter weather can have on airline operations and aircraft performance, with Lewis University students.

in late January to learn about winter weather operations—a timely topic due to the recent weather in the Chicago, Ill., area.

ALPA Education Committee volunteers F/Os George Chiampas (Trans States), John Eannace (Delta), and Steve Foster (Spirit) focused their presentation on deice/anti-ice procedures, as well as the impact winter weather can have on airline operations and aircraft performance. They also highlighted the differences between winter flying at airlines compared to what students experience flying general aviation aircraft in college. The students were highly engaged and asked many questions throughout the presentation.

ALPA TEAMS WITH LONE STAR COLLEGE

ALPA's Education Committee is working closely with Lone Star College to build a strong professional pilot program and help students



United Capt. Bill Bella, F/O Rob Engel, and F/O Piper Lewis pose with a student interested in becoming an airline pilot.

prepare for airline careers. This relationship began in August 2018, and the program has achieved some significant milestones since then.

A team of local ALPA pilots, led by Capt. Steve Lofgren (United), an Education Committee volunteer and United Local Executive Council 171 Legislative Affairs chair, participates in monthly recruiting and information sessions sponsored by the school. The group has also participated in 12 onsite events to inspire local high school students to become airline pilots and apply to the program.

In addition, as a member of the college's Advisory Board, ALPA assisted Lone Star College in successfully obtaining its FAR Part 141 certificate and course curriculum.

On January 13, Lone Star College celebrated its first flight and the program's first group of students began their path toward becoming ALPA members. Students can obtain a two-year degree while earning commercial-certified flight instructor certificates so that they can transition to instruct for the school.

Through its Education Committee, ALPA works to promote the piloting profession, mentor aspiring aviators, and prepare future generations of pilots to join the ranks of ALPA members. For more information or to get involved, contact Education@alpa.org.



FATIGUE MANAGEMENT SEMINAR:

PILOTS AND SAFETY EXPERTS TACKLE FAR PART 117

By Christopher Freeze, Senior Aviation Technical Writer

More than 140 pilots and safety representatives met at ALPA's conference center in McLean, Va., on January 23–24 for ALPA's Fatigue Management Seminar. Cohosted by Airlines for America, this annual event gathers stakeholders from across the aviation industry to discuss the implementation of flight- and duty-time rules under FAR Part 117. Representatives from the FAA and the NTSB were in attendance and participated in the two-day gathering.

Opening the seminar, Capt.

Brian Noyes (United), ALPA's Flight Time/Duty Time (FT/DT) Committee chair (see page 32), reminded attendees about the regulation's origins: "Part 117 is a direct result of the Colgan crash in 2009, where fatigue was cited in both the captain and the first officer as a cause of the accident. An Aviation Rulemaking Committee [ARC] was chartered, and the task was to develop recommendations for new rules on flight-time limitations, period limits, and rest requirements for Part 121 and 135 operators," he said. "The

More than 140 pilots and safety representatives gather for ALPA's two-day Fatigue Management Seminar.

objective was to apply a single approach to address fatigue by using science, and the result was Part 117. However, these rules apply only to passenger-carrying operations under Part 121 and have been in effect since January 2014. ALPA continues to spearhead efforts to end the cargo carveout (see page 18).

"Under Part 117, 'fitness for duty' means being physiologically and mentally prepared and capable of performing the assigned duties to the highest degree of safety," Noyes continued. "This particular conference will focus on fitness for duty, as it's a dual responsibility between both the pilot and the certificate holder to ensure that flight crews have the physical and psychological readiness to fly safely."

WHAT DOES FITNESS FOR DUTY REALLY MEAN?

"Fitness for duty isn't as simple as not being visibly fatigued," noted Capt. Doug Marchese (JetBlue), a member of ALPA's FT/DT Committee. "It asks, 'Can a pilot reliably complete what will be required of him or her without compromising flight safety?' But how is this determined

with a relative degree of certainty?"

"It's a fact that the company's responsibility is to schedule adequate rest for the flight crew," said Capt. Jim Mangie (Delta), manager of Delta Air Lines Fatigue Management Program and an original member of the Part 117 FT/DT ARC. "And it's the crew's responsibility to use scheduled rest time to prepare for any upcoming duty. But we have to all realize that it simply isn't good enough to just fly to the numbers anymore," he said. "We must actively manage the fatigue risk to an acceptable level under our carrier's safety management system."

"When we were all starting in aviation working toward our private pilot certificates, we learned fundamental aeromedical facts and self-checks," said F/O Ellen Brinks (Delta), ALPA's Aeromedical Committee chair. "The most memorable one is the IMSAFE check—essentially a preflight checklist for our own well-being. But once you're fatigued, the science shows that you can no longer reasonably self-assess your fitness for duty."

"ALPA and the Aeromedical Committee have been working together to educate pilots on fatigue risk management strategies," Brinks remarked. "We have to make pilots aware of what's going on internally when fatigue sets in



Capt. Brian Noyes (United), ALPA's Flight Time/Duty Time Committee Chair, opens the Fatigue Management Seminar.



Capt Jim Mangie (Delta), manager of Delta Air Lines Pilot Fatigue Program, defines fitness for duty.

and the associated risks.”

“The fatigue rules of Part 117 are a minimum,” said F/O Kyle Rabiyan (Alaska), a member of ALPA’s FT/DT Committee. “Pilots need to really be aware of how they’re going to handle a flight if they’re approaching the end of a flight-duty period [FDP] or long trip,” he observed. “We need to think ahead in our flight planning and project a reasonable worst-case scenario based on the conditions. If we think we may have a possible weather divert at the end of a flight, is that something we want to handle if we’re fatigued?”

Katherine Wilson, a human performance investigator for the NTSB, presented in-depth findings from the fatigue-related crash of UPS Flight 1354 in 2013, stating, “Reducing fatigue-related accidents has been a priority of the board for many years. It’s been on our Most Wanted List since 2015.” Analyzing the known activities of the flight crew in the 72 hours prior to the accident, the NTSB was able to establish that both the captain and first officer suffered from a lack of sufficient sleep prior to the flight, which—compounded by other issues that arose in flight—likely contributed to the accident.

PART 117 IN PRACTICE

“Based on a study of the FDPs



F/O Ellen Brinks (Delta), ALPA’s Aeromedical Committee chair, discusses aeromedical fundamentals.

at our carrier, more than 99 percent of them weren’t FAA-reportable—meaning they were below the limits set out in Part 117,” noted Capt. Robert “Chip” Benton (United, Ret.), senior manager of United Airlines Flight Operations Fatigue Programs. “The 9,000 flights or so a year—roughly 25 a day on average—that do require the involvement of our crew desk represent FDPs that come within 45 minutes of exceeding the limits,” Benton noted. “This is when we—the company and the pilot—come together and discuss the options available: extend, recrew or reassign, or cancel the flight—or perhaps do nothing if the flight will conclude before the 45 minutes are up.

“Per our statistics, only 4 percent of the 9,000 flights that require crew-desk intervention result in cancellation,” he continued. “Of those, less than half are reportable.”

“Our crew-desk pilot program has been a real success story for the company and us,” said Capt. Steve Radican (United), a member of his pilot group’s Master Executive Committee (MEC) System Schedule-Crew Desk Subcom-



F/O Kyle Rabiyan (Alaska), a member of ALPA’s Flight Time/Duty Time Committee, highlights pilot responsibilities.

“ALPA and the Aeromedical Committee have been working together to educate pilots on fatigue risk management strategies.” —F/O ELLEN BRINKS (DELTA)

mittee. “It allows us to provide real-time operational support, intervention, education, and feedback to our fellow pilots. We speak ‘pilot’ with our peers and can—thanks to the feedback loop we maintain with the company—create solutions to prevent identified errors and noncompliance from occurring in the future.”

FATIGUE RISK MANAGEMENT PLANS AND SYSTEMS

Discussing fatigue risk management systems (FRMS), Capt. Lisa Nydahl (Delta), a member of ALPA’s FT/DT Committee, emphasized, “Our pilots are aware that the company will likely back them up—98 percent of the time in 2018 and 2019—if they make a fatigue call. Our goal is for our pilots to feel supported operationally and culturally when they feel fatigued. This has resulted in increased fatigue calls year over year, but this is a sign that the program is working. The data we’re collecting has the potential to help us reduce risk in the future by modifying trip construction.”

“When it comes to building a trip schedule, especially for

long-haul and ultra-long-haul flights that are exempted via FRMS, like San Francisco to Delhi, there are numerous considerations that need to be taken into account,” stated Capt. Dave Gourley (United), chair of his pilot group’s MEC Fatigue Management Subcommittee. “Winds, time zones, curfews in and out of airports, airspace alternatives, and more. Only when you have that all figured out can you build in your crew’s pretrip, in-flight, layover, and posttrip rest periods.”

THE FUTURE OF FT/DT

“An ARC was established in 2019 to review whether Part 135 operations should be covered under our fatigue rules,” said Noyes. “In addition, new FT/DT rules are going into effect in Canada this coming December, and the Safe Skies Act, which would end the cargo carveout from Part 117, has been introduced in the U.S. Congress,” he remarked. “All of this will help to gather even more data on fatigue, promote awareness of fatigue-related issues, and increase the overall knowledge that can be shared about the impact of fatigue on crewmembers.” 🌐



Katherine Wilson, an investigator with the NTSB, shares insights into a recent fatigue-related aircraft accident.



Capt. Robert “Chip” Benton (United, Ret.), a crew resources specialist, emphasizes the rarity of flight-duty period extensions.

ALPA FIGHTS PILOT FATIGUE

89 YEARS OF UNRELENTING ACTION

By Christopher Freeze, Senior Aviation Technical Writer

Since ALPA's inception in 1931, Association members have been working tirelessly to establish reasonable limits for flight and duty time and develop rules that ensure adequate rest between duty periods.

Today, the Association continues its safety efforts, fighting to reverse the profit-based carveout that excludes cargo pilots from updated science-based rest rules. "Airline pilots are affected by fatigue the same, regardless of whether we fly passengers or freight. It's time for Congress to pass the Safe Skies Act and ensure one level of safety for all airline operations," said Capt. Joe DePete, ALPA's president (see "Addressing the Cargo Carveout," page 21).

HOW DID WE GET HERE?

THE FIRST BATTLE

In 1931, the U.S. Commerce Department set a monthly flight-time limit of 110 hours for

pilots. While airline owners and operators wanted 140 hours per month, Capt. Dave Behncke, ALPA's founder and first president, campaigned for 85 hours per month.

After three years of intense lobbying, the National Labor Board agreed with Behncke and ALPA, leading to Decision 83, which reduced the cap on flight time to 85 hours per month for pilots. It was later codified into law with the creation of the Civil Aeronautics Board (CAB) in 1938, which also established domestic flight-time rules, limiting flight time to eight hours in a 24-hour period. However, this would be increased to 30 hours per week in 1942 as pilots were desperately needed during World War II.

AMENDING FLIGHT-TIME LIMITS

For decades to follow, fatigue-related issues would mainly be limited to matters regarding flag (international) and supplemental air carriers. Between 1946 and 1982, the CAB and its

TIMELINE OF MAJOR FLIGHT-TIME/DUTY-TIME EVENTS

1931:

Commerce Department sets monthly flight-time limit of 110 hours. Operators want 140 hours per month, but ALPA's founder and first president, Capt. Dave Behncke, campaigns for 85 hours per month.

1934:

ALPA prevails—National Labor Board's Decision 83 limits flight time to 85 hours per month.

1938:

Decision 83 is incorporated into the Civil Aeronautics Act of 1938. Civil Aeronautics

Board (CAB) issues domestic flight-time rules, limiting flight time to eight hours in a 24-hour period.

1942:

CAB amends rules to limit flight time to 30 hours per week.

1945–1947:

CAB issues flag (international) and supplemental flight-time rules.

1946–1982:

CAB and FAA issue 30 proposals to amend flight-time limits.

successor agency, the FAA, would issue 30 proposals to amend flight-time limits. Key among them was a moratorium on a series of flight-time rules put forward by the FAA in 1962.

In 1976, ALPA sued the FAA to remove this moratorium. After several years of intense negotiations among ALPA, the airline industry, and the FAA, the agency published a rule on domestic flight-time/duty-time limitations (FT/DT), the first successful rulemaking on this issue since the 1940s. Within several years, however, shortcomings and loopholes were identified in the new regulations.

In July 1985, more than half a century after ALPA's inception and its advocacy on the issue, F/O Bruce Woodruff (Delta), then chair of ALPA's FT/DT Committee, wrote to the Association's Board of Directors regarding a final rule that the FAA had issued earlier that month, amending flight-time limits and minimum rest requirements for airline pilots.

"ALPA has struggled with the interpretation of flight and duty regulations, coupled with noncompliance by the majority of air carriers," Woodruff stated. "In addition, during that period the FAA issued numerous notices of proposed rulemaking [NPRMs] that would have been disastrous to ALPA had they gone into effect. Since 1980 alone, ALPA has successfully engineered the withdrawal of three such NPRMs.

"While NPRM 84-3 was basically favorable to ALPA, three proposed changes contained therein were not.... [However,] in this final rule, all areas of concern outlined by ALPA have been addressed and are favorable to air safety."

"If, when using the actual expected flight time [for a flight segment], the carrier cannot find at least eight hours of look-back rest upon arrival, then the flight may not depart [on that segment]."—JAMES WHITLOW

THE WINDS OF CHANGE

A decade after the FAA issued its 1985 rule on FT/DT limits and rest requirements, the agency proposed another rule change that would reduce the flight-duty limit from the then current 16 hours to 14 hours for two-pilot flight crews and increase flight time to 10 hours in the 14 duty hours. Extensions for unexpected operational problems would be allowed for events like flight delays but could add no more than two hours to a pilot's duty day.

Furthermore, operators could no longer schedule pilots in advance in a way that would exceed the duty-time limit, and minimum rest would be increased from eight hours to 10 hours—with pilots receiving at least one 36-hour off-duty period every seven days.

The FAA received more than 2,000 comments, mostly unfavorable, on NPRM 95-18. With no clear consensus emerging regarding the final rule, no rule was issued.

In 1998, then FAA Administrator Jane Garvey asked the Aviation Rulemaking Advisory Committee (ARAC) to work with the airline industry to reach consensus on a revised reserve

rest requirement. She noted that if no agreement could be reached, the FAA would subsequently enforce the current regulations—which required airlines to give pilots on reserve duty at least nine hours of rest before being put on reserve "on call" status.

However, these rules were ineffectively enforced as airlines interpreted the rule to say that no specified rest was required before a pilot could be called to fly. In February 1999, the ARAC reported its lack of consensus. As a result, ALPA applied pressure to the FAA, and in December 1999 the agency informed airlines that it would enforce the rule as intended.

In November 2000, FAA Deputy Chief Counsel James Whitlow issued an interpretation of the 16-hour rule in terms of delays, stating, "If, when using the actual expected flight time [for a flight segment], the carrier cannot find at least eight hours of look-back rest upon arrival, then the flight may not depart [on that segment]."

Dubbed the "Whitlow letter," it required both pilots and airlines to continuously monitor delays, particularly during long duty periods, to ensure that a flight

Continued on page 20

1953–1954:

CAB amends supplemental and flag rules, saying dead-heading is not rest.

1962:

FAA issues moratorium on series of flight-time rules.

1976:

ALPA sues FAA to remove moratorium.

1985:

FAA revises domestic flight limit rules, establishing that rest is still required even after less than eight hours of flight

time, and includes a look-back provision.

1985–1990:

Air Transport Association (twice), Regional Airline Association, and ALPA file petitions for rulemaking.

1989:

FAA limits two-pilot flight crews of airlines in flag operations to eight hours of flight time.

1990:

"Reducing Fatigue-Related Accidents" is placed on the NTSB's Most Wanted list.

wouldn't violate the rest requirements under the regulations. Both shared the responsibility to not violate the rule.

ALPA argued in favor of the interpretation when it was challenged by the airlines, saying that blocking the interpretation would essentially allow airlines to keep pilots on duty for unlimited periods of time, particularly if pilots had no contractual protections limiting their duty time. Ultimately, the interpretation was upheld in federal court.

TAKING CHARGE

Beginning in 2007, with the strategic planning session of ALPA's Executive Council, the Association placed a renewed emphasis on, and resources behind, bringing FT/DT limits and rest requirements into the modern age.

That October, Capt. John Prater, then ALPA's president, announced the creation of the Association's Blue Ribbon Panel on Fatigue. Building on the work done by the previous ALPA Pilot Fatigue Task Force created in 2005, Prater charged the five-pilot panel with reviewing the science and economics surrounding pilot fatigue and the regulations regarding FT/DT limits and minimum rest requirements in both Canada and the U.S.

The panel then developed recommendations for ALPA's leaders to take to address FT/DT concerns. During the Association's October 2008 Board of Directors meeting, ALPA recommitted itself to setting flight- and duty-time reform as a top strategic priority.

Acting on the recommendations by

ALPA's top governing bodies, the Association testified before the U.S. Congress several times and visited key Members of Congress about the need to overhaul the FAA's antiquated rules.

Then on Feb. 12, 2009, Colgan Air Flight 3407, operating as a Continental Connection flight, crashed on approach to Buffalo, N.Y. Fifty people were killed, including all four crewmembers on board the Bombardier Dash 8-Q400; the 45 passengers, including a nonrevenue Colgan pilot; and one individual on the ground.

THE BIRTH OF FAR PART 117

While the investigation was under way, the Association succeeded in getting language included in the Airline Safety and Pilot Training Improvement Act of 2009 directing the FAA to update flight- and duty-time rules to incorporate science-based knowledge about fatigue.

In response, then FAA Administrator Randy Babbitt, a former ALPA president, created an Aviation Rulemaking Committee (ARC) that was composed of approximately 30 members, including ALPA, from all segments of the industry. The ARC was tasked with developing consensus-based recommendations and led to an NPRM by the end of 2009.

In June 2009, the NTSB investigation of the Colgan crash was concluded, and the board issued 25 safety recommendations, including one (A-10-16) requiring airlines to address fatigue risks.

As a result, the Airline Safety and FAA Extension Act of 2010 was signed into law. The act, which ALPA was instru-

mental in bringing about, directed the FAA to set FT/DT limits and minimum rest requirements based on scientific evidence regarding pilot fatigue.

NEW RULES, NEW PROBLEMS

On Jan. 4, 2012, the FAA published a final rule titled "Flightcrew Member Duty and Rest Requirements." In that rule, the FAA created FAR Part 117, which replaced the existing flight, duty, and rest regulations for Part 121 passenger operations. As part of this rulemaking, the FAA also applied the new regulations to certain Part 91, general aviation, operations.

However, based on a flawed cost-benefit analysis conducted by the FAA, all-cargo operations operating under Part 121 were *not* required to follow Part 117's flight, duty, and rest regulations.

"The conclusions of the report cited the costs to the all-cargo industry as being \$550 million over a 12-year period, while providing a benefit of only \$31 million," said Capt. Brian Noyes (United), ALPA's FT/DT Committee chair, in 2019. "This, however, only factors in the aircraft, the crew, and its contents. It fails to consider numerous other factors that can occur in an accident, like the location. Recent accidents, like Atlas Air Flight 3591, have been in sparsely populated areas. But move the accident site 10 miles to the west, and that places it in the heart of downtown Houston."

NTSB Chair Deborah Hersman expressed her disappointment on the exclusion of cargo operations in the final rule, saying, "A tired pilot is a tired pilot,

TIMELINE OF MAJOR FLIGHT-TIME/DUTY-TIME EVENTS

Continued from page 19

1992:

FAA issues bulletin to enforce the interpretation of "reserve rest" rule. It fails to achieve meaningful progress.

1995:

FAA issues Notice of Proposed Rulemaking (NPRM) 95-18 to revise all flight- and duty-time limits and minimum rest requirements.

1999:

After ALPA applies considerable public pressure, FAA informs airlines that the agency will enforce the reserve rest rule, which requires airlines to give pilots on reserve duty at least nine hours of rest before being put on reserve.

2000:

FAA issues "Whitlow letter," limiting domestic duty to 16 hours.

2007:

ALPA renews pledge to improve flight-time/duty-time (FT/DT) rules.

2009:

Crash of Colgan Air Flight 3407.

2009:

FAA creates FT/DT Aviation Rulemaking Committee (ARC); seven ALPA pilots serve on the ARC, which gives recommendations to FAA.

whether there are 10 paying customers on board or 100, whether the payload is passengers or pallets.”

As part of the Association’s mission to establish one level of safety for all pilots, work to eliminate the Part 117 cargo carveout began immediately after the final rule was published. In April 2012, the Safe Skies Act was introduced by Reps. Chip Cravaack (R-MN) and Tim Bishop (D-NY) to close the loophole. Lauding the bill, Capt. Lee Moak, then ALPA’s president, said, “All airline pilots are human beings, and all airline operations should benefit from the same high safety standards. This bill would achieve what Congress intended when it passed the Airline Safety and Federal Aviation Administration Act of 2010 by mandating that the FAA’s regulations apply to all commercial airline pilots, regardless of whether they fly passengers or cargo.”

Passenger-carrying pilots largely embraced the science-based fatigue rules. In fall 2013, ALPA created apps for Apple and Android smartphones to help pilots calculate their limitations with the new rules and published copies of letters of interpretations issued by the FAA.

PROGRESS IN CANADA

Because many of the FT/DT regulations in Canada dated back to the 1970s and progress had been made in this area elsewhere in the world, ALPA succeeded in convincing Transport Canada to form a working group of pilots, airlines, and government subject-matter experts to develop new science-based rules. The

“A tired pilot is a tired pilot, whether there are 10 paying customers on board or 100, whether the payload is passengers or pallets.” —DEBORAH HERSMAN

group, created in 2014 and cochaired by Capt. Dan Adamus, then ALPA Canada president, developed recommendations that formed the basis of the new rules. In 2017, due to delays in creating draft regulations, ALPA and pilots from other associations across Canada called on the government to enact stronger fatigue rules for all Canadian airline pilots.

Their efforts to have science applied to the regulations were rewarded in December 2018 when Transport Canada published changes to the current FT/DT regulations.

Previously, an airline pilot’s flight-duty period was capped at 13 hours and 45 minutes. The new rules set a maximum work day anywhere from nine to 13 hours, depending on start time. The rules also lowered the number of flight hours for pilots to 1,000 from 1,200 over 365 days. The new regulations apply to commercial transport services in Canada, which includes small, regional, and major Canadian airline operators. Cargo operations are also included.


“While the regulations announced today do not address all of our concerns and recommendations,” stated Adamus, “they’re a significant improvement over the current rules and will improve avia-

tion safety.”

“We’re confident that with the continued support of pilots across the country, we’ll be able to address the shortcomings in the long-awaited flight- and duty-time regulations, as well as provide a workplace for pilots that reduces and manages fatigue effectively,” noted Capt. Tim Perry, ALPA Canada president.

ADDRESSING THE CARGO CARVEOUT

In 2019, Sen. Amy Klobuchar (D-MN) reintroduced and sponsored the Safe Skies Act in the U.S. Senate (S. 826), while Rep. Salud Carbajal (D-CA) did the same in the House of Representatives (H.R. 5170). The act, if signed into law, would apply one level of safety for all-cargo operations in the same manner as passenger operations by ensuring that cargo pilots have the same flight, duty, and rest requirements as their passenger-carrying counterparts to prevent dangers posed by fatigued pilots.

“A chain is only as strong as its weakest link, and failing to cover cargo pilots under the same fatigue rules that passenger-carrying airline pilots benefit from is a clear and present flaw in today’s rules,” said DePete. 

2010:

FAA issues FT/DT NPRM.

2012:

FAA publishes final rule on FT/DT, creating FAR Part 117 and the cargo carveout.

2012:

The Safe Skies Act is introduced in the U.S. House of Representatives

2012–present:

FAA publishes more than 50 letters of interpretation on aspects of FAR Part 117.

2018:

Transport Canada overhauls the nation’s FT/DT rules.

2019:

The Safe Skies Act is reintroduced in the U.S. House and Senate to eliminate the cargo carveout.

December 2020:

Canada’s new FT/DT rules go into effect for large operators.

December 2022:

Canada’s new FT/DT rules go into effect for smaller operators.



Participants of ALPA's Leadership Training Conference take time out for a photo during the meeting held at the Association's McLean, Va., offices.

along with MEC officers and previously trained local council officers interested in brushing up on their knowledge and skills.

PILOT LEADERS HELPING PILOT LEADERS

ALPA's national officers welcomed the union's newest elected officials, talking about their areas of responsibilities and sharing insights about the local council and its authority and influence.

"Thank you for being here today and for taking up the mantle of responsibility to represent your pilot group and this mighty union," Capt. Joe DePete, ALPA's president, told the attendees in his opening remarks. "While the work ahead may seem daunting, I hope that at the end of this Leadership Training Conference you'll more fully recognize that you're not alone in the arena," he added, referencing the many resources, pilot volunteers, and professional staff who can help. DePete later gave a state-of-the-union presentation, examining the Association's current slate of challenges and priorities.

As the national officer overseeing the Leadership Committee, which hosts the

TRAINING ALPA'S NEWLY ELECTED LOCAL COUNCIL LEADERS

By John Perkinson, Senior Staff Writer

As one of the more than 63,000 members of the Air Line Pilots Association, International, one of the first people who likely comes to mind when you think of ALPA is your local council rep or officer. This is the person you can turn to when you have questions about your labor contract, progress at the collective bargaining table, or the status of grievances or disciplinary actions. This frontline leader is there to help you regarding your daily work life as an airline pilot and is your point of contact for all things ALPA.

In addition to addressing contract and company policy issues, your reps make up your pilot group's master executive council (MEC) and, along with

the other status reps from all 104 local councils, compose ALPA's Board of Directors (BOD). In this role, they're able to brief you on larger issues influencing the union, the aviation industry, and the airline piloting profession. As members of the BOD—the union's highest governing body—these dedicated men and women represent your interests in making the governing decisions of the union.

To bear this responsibility and effectively represent line-pilot interests, new local council reps gathered at ALPA's McLean, Va., offices on February 10–13 for the Association's annual Leadership Training Conference. For four days, they heard presentations from the Association's subject-matter

experts and participated in thought-provoking discussions and role-playing exercises. They met with the union's national officers, talked with national committee chairs and professional staff members, and networked with their peers, learning what it means to lead the world's largest union of airline pilots.

Approximately one-third of ALPA's status rep and local council officer positions are elected every three years, providing the union with both consistency from the reps who remain in office and fresh ideas from those who are newly elected. To ensure that all local leaders are trained and ready to fulfill their duties, those who took office since last year's conference along with those taking office on March 1, 2020, were invited to participate. Attending this year's conference were 70 local council leaders from 25 of the Association's 35 pilot groups,



Capt. Joe DePete, ALPA's president.



Capt. Bill Couette, ALPA's vice president-administration/secretary.

annual training conference, Capt. Bill Couette, ALPA's vice president-administration/secretary, gave several insightful presentations, covering the fundamentals of governance, elections, and balloting. He talked about Robert's Rules of Order and the mechanics of running an efficient local council meeting. "I want to do more than just give you the tools," Couette remarked. "I want you to fully understand how to use them." (See page 6.)

Capt. Bob Fox, ALPA's first vice president and national safety coordinator, discussed international issues and the Association's work with the International Federation of Air Line Pilots' Associations and the International Civil Aviation Organization to "influence global policymaking and combat threats to domestic airlines and pilot jobs."

Capt. Joseph Genovese, ALPA's vice president-finance/treasurer, explained how the union manages its dues income and reviewed financial spending policies, adding, "We've made real progress in stabilizing ALPA finances during the last decade."

Capt. Tim Perry, ALPA's Group C executive vice president and ALPA Canada president, addressed issues confronting Canadian members and the progress that's been made with Canada's new pilot-fatigue regulations. "Canada's major airlines have

until mid-December of this year to implement new flight- and duty-time limits, based on the science of sleep cycles and circadian rhythms," he noted.

"YOU'RE GOING TO MAKE A DIFFERENCE"

Chaired by Capt. David Farmer (Delta), ALPA's Leadership Committee includes Capt. Sean Creed (Spirit), ALPA Group B1 executive vice president; Capt. Rob Slovitsky (United); and F/O Mark Lockwood (Delta). These four pilots moderated much of the discussion, periodically sharing their thoughts about effective leadership and what it means to serve as a pilot advocate.

"We designed this training to help you be a successful rep," said Farmer, adding, "You're going to make a difference. You're going to help your fellow pilots whether it's individually with grievances or discipline issues or collectively in the negotiating process and promoting the profession."

Under the Leadership Committee's direction, conference attendees were instructed in the elements of effective group decision-making, the nuances of running meetings and supervising committees, and the union's obligation to represent all pilots at every ALPA pilot group fairly, in good faith, and without discrimination. They also learned about the importance of soliciting feedback from their member pilots to determine the actions



Capt. David Farmer (Delta), standing, and the other members of ALPA's Leadership Committee review the agenda of this year's Leadership Training Conference.

and direction of the union.

Local council leaders were thoroughly briefed on the role each pilot group's MEC plays in conducting contract negotiations, how to work with negotiating committees to meet collective bargaining goals, and the importance of enforcing contract terms once those goals are secured.

Attendees engaged in breakout sessions that included mock MEC meetings and hypothetical disciplinary investigations to apply what they learned and to consider the recommended practices passed along by experienced pilot leaders, staff professionals, and other subject-matter experts who spoke at the conference.

In addition to reviewing ALPA's Constitution & By-Laws and Administrative Manual and individual MEC policy manuals, which serve as the foundation for the union's structure and offer

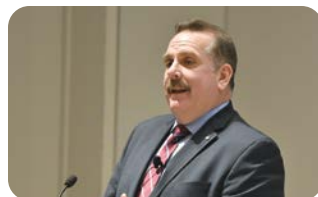
guidance on the daily conduct of ALPA business, local council leaders also learned about the basics of the Railway Labor Act and the Canada Labour Code—and their jurisdictions over airline pilot negotiations in the United States and Canada.

Conference participants explored what they can and can't do when hosting interactive web pages, chat rooms, and social media sites. They discussed the importance of ALPA's strategic plan (www.alpa.org/strategicplan) in helping to guide the union in every decision it makes. They heard about services like the ALPA Aeromedical Office and its work to help members retain their medical certification.

Other resources covered during the seminar included the Air Safety Organization's (ASO) Pilot Assistance Group, which encompasses the Aeromedical Committee (and its new Pilot Peer Support



Capt. Bob Fox, ALPA's first vice president and national safety coordinator.



Capt. Joseph Genovese, ALPA's vice president-finance/treasurer.



Capt. Tim Perry, ALPA's Group C executive vice president and ALPA Canada president.



Capt. Evan Cullen, president of the Irish Air Line Pilots' Association.



program); the Critical Incident Response Program for members involved in accidents and serious incidents; HIMS, which addresses alcohol and substance abuse; Professional Standards, which helps deal with interpersonal conflicts; and Pilot Assistance—Canada, as well as the many initiatives of the ASO's Aviation Safety Group. Also discussed were ALPA's special programs for military veterans, for fee-for-departure pilots interested in upgrading to larger airlines, and for members on furlough; pilot-focused retirement and insurance plans; and a host of other services tailored to the needs of airline pilots.

PILOT REPRESENTATION ABROAD

Among the conference's many presenters, Capt. Evan Cullen, the president of the Irish Air Line Pilots' Association (IALPA), provided a look at airline pilot representation in the EU. IALPA represents 1,200 professional pilots working in Ireland and abroad, and Cullen examined the pilot employment practices of Ryanair, the Irish low-cost carrier.

"You go to work for a pilot service company," said Cullen, an Aer Lingus A320 pilot, adding, "You don't work for the airline." The IALPA president commented on the numerous pilot bases at Ryanair that compete with one another for flying, the 28 different sets of labor laws in play, and the precarious tenure for individual members who in any way challenge the system.

"This isn't an Irish pilot problem," he asserted. "It's a problem for all airline pilots," Cullen continued, adding that any nation's pilot protections can be stripped away if not carefully guarded. 🌐

User feedback

Air Line Pilot spoke with several of the local council reps and officers attending the conference to learn more about them and what they hoped to take away from the four days of training.



F/O Steven Bush (Alaska) with

Local Executive Council (LEC) 64 in Anchorage, Alaska, and a

previous Pilot-to-Pilot volunteer, acknowledged that as a new secretary-treasurer he wanted to learn more about administering the flight pay loss program. "I'm also interested in finding out more about the many resources ALPA provides so that I can better help my pilot group."



F/O Lauren Metz (Delta), the secretary-treasurer for LEC 66 covering New York's John F.

Kennedy, Newark Liberty, and LaGuardia Airports, observed that Delta's pilot group is large and diverse. "I want to ensure that I'm able to represent everyone's interests," she said. Metz, a Delta media spokesperson during the pilot group's last contract negotiations and cocreator of the Delta Master Executive Council Family Matters Committee, noted that it was important for her to network with peers during the four-day training session to learn from their experiences.



F/O Armel Cloarec (Air Transat), an A320 pilot and LEC 200 first officer rep in

Montréal, Qué., divulged, "Overall, I want to learn more about how to make our pilots'

lives better." He acknowledged his recent work on a multi-pilot group committee to study fatigue and Canada's flight- and duty-time rules, adding that the experience provided him with a new appreciation for the ways in which pilots work together to resolve larger problems.



Not all conference attendees were new to local council work. **Capt. Sam Hatchwell**

(**Spirit**), an A320 pilot based in Ft. Lauderdale, Fla., and LEC chair for his airline's instructor pilots (Council 98), formerly served as secretary-treasurer for LEC 109. A previous Grievance Committee volunteer, Hatchwell noted, "This is the first Leadership Training Conference I've attended. I took away some great tips on how to develop and hone my leadership skills."



As LEC 88 first officer rep, **F/O Christopher Fogwell (Mesa)** represents pilots from a region—

the southeastern United States—versus a specific city or seniority block status, which is more typical in ALPA's local council structure. A former Scheduling Committee rep working on the group's preferential bidding system, the E175 pilot also served as a Professional Standards (ProStans) Committee member. "I want to learn how

to best represent the pilots in my group," he acknowledged, citing the big difference between the private work of ProStans and the more public nature of serving as a status rep.



Some of the new leaders had a particular interest in prepping for upcoming

collective bargaining. **Capt.**

Scott Pauley (FedEx Express), LEC 500 vice chair, said he wanted to learn how to best serve his "Indy-based pilots" in part because the FedEx Express pilot contract will soon become amendable. A previous Pilot-to-Pilot volunteer, Pauley wanted to make sure he and his team are ready, understand the process, and are fully aware of how the union works. "I've been blown away by all of the resources that are available," he said.



Many of this year's conference attendees are relatively new to the airline industry, but not

Capt. Todd Kohner (Delta), LEC 1 captain rep. Having previously flown for Northwest, UPS, Mesaba, and Air Midwest, he brings a unique perspective to local council work in terms of different types of flying, airline mergers, and aviation-industry economic cycles. Asked about the most important takeaway from the training, he observed, "A lot of pilots don't know how to access the many ALPA resources that are available. I want to make sure everyone knows about and uses the tools they need," he said.



New ALPA Reps

The following ALPA leaders took office on March 1 for a three-year term ending Feb. 28, 2023. Don't see your rep on the list? Log on to www.alpa.org/memberaccount and click on the Representative tab for the name and e-mail of your elected master executive and local council officers.

Air Transat 200

Capt. Patrice Roy,
Chair (Capt. Rep)

Air Transat 200

F/O Armel Cloarec,
Vice Chair (F/O Rep)

Air Transat 200

Capt. Michel Ste-Marie,
Secretary-Treasurer

Air Wisconsin 50

Capt. Daniel Batchelder,
Chair (Capt. Rep)

Air Wisconsin 50

F/O Timothy Alfeld,
Vice Chair (F/O Rep)

Air Wisconsin 50

Capt. Whitney Starling,
Secretary-Treasurer

Alaska 64

Capt. Jeffrey Schroeder,
Chair (SB Rep #3)

Alaska 64

Capt. Robert Lane,
Vice Chair

Alaska 64

F/O Steven Bush,
Secretary-Treasurer

Alaska 183

Capt. James Coffelt,
Chair (SB Rep #8)

Alaska 183

F/O Alexander Barnych,
Vice Chair (SB Rep #9)

Alaska 183

Capt. Christopher Lanier,
Secretary-Treasurer

Calm Air 205

Capt. Corey Strachan,
Chair (Capt. Rep)

Calm Air 205

F/O Nicolas Harman,
Vice Chair (F/O Rep)

Calm Air 205

Capt. Troy Sciberras,
Secretary-Treasurer

Delta 54

Capt. Mark Young,
Chair (Capt. Rep)

Delta 54

F/O Wesley Blankenship,
Vice Chair (F/O Rep)

Delta 54

F/O John Muller,
Secretary-Treasurer

Delta 66

Capt. Thomas Kramer,
Chair (Capt. Rep)

Delta 66

F/O Derek Grenier,
Vice Chair (F/O Rep)

Delta 66

F/O Lauren Metz,
Secretary-Treasurer

Delta 108

Capt. David Talaber,
Chair (Capt. Rep)

Delta 108

F/O Gregg Hurley,
Vice Chair (F/O Rep)

Delta 108

Capt. Scott Tobias,
Secretary-Treasurer

Endeavor Air 127

Capt. Bridget Matarrese,
Chair (Capt. Rep)

Endeavor Air 127

F/O Jonathan Parra,
Vice Chair (F/O Rep)

Endeavor Air 127

Capt. William
Brynjolfsson,
Secretary-Treasurer

Endeavor Air 128

Capt. David Fichtner,
Chair (Capt. Rep)

Endeavor Air 128

F/O Austin Peterson,
Vice Chair (F/O Rep)

Endeavor Air 128

Capt. Joshua Shivley,
Secretary-Treasurer

Envoy Air 114

Capt. Gerard Smithers,
Chair (Status Rep)

Envoy Air 114

Capt. Kevin Wehrer,
Vice Chair

Envoy Air 114

Capt. John Herring,
Secretary-Treasurer

Envoy Air 126

Capt. Corey McGuinness,
Chair (Capt. Rep)

Envoy Air 126

F/O Nikolas Fialka,
Vice Chair (F/O Rep)

ExpressJet 177

Capt. Aaron Ward,
Chair (Capt. Rep)

ExpressJet 177

F/O Christopher Gavalas,
Vice Chair (F/O Rep)

ExpressJet 177

Capt. Kathleen Clough,
Secretary-Treasurer

FedEx Express 22

Capt. Richard Zins,
Chair (SB Rep #5)

FedEx Express 22

Capt. Richard Perkins,
Vice Chair (SB Rep #2)

FedEx Express 22

F/O Brian Wald,
Secretary-Treasurer
(SB Rep #7)

FedEx Express 100

F/O Mark Vaughan,
Chair (SB Rep #12)

FedEx Express 100

Capt. Jeffrey Belt,
Vice Chair

FedEx Express 100

F/O David Wojtkowski,
Secretary-Treasurer

FedEx Express 500

Capt. Kenneth Fingers,
Chair (SB Rep #14)

FedEx Express 500

Capt. Scott Pauley,
Vice Chair

FedEx Express 500

F/O David Schlichting,
Secretary-Treasurer

First Air 240

Capt. Trevor Havenga,
Chair (Capt. Rep)

First Air 240

F/O Alexander Hope,
Vice Chair (F/O Rep)

First Air 240

Capt. Christian
Smitheram,
Secretary-Treasurer

Frontier 165

Capt. Douglas Zink,
Chair (Capt. Rep)

Frontier 165

F/O Jesse Head,
Vice Chair (F/O Rep)

Frontier 165

Capt. Michael Rider,
Secretary-Treasurer

Jazz Aviation 220

Capt. Gilbert Renaud,
Chair (Capt. Rep)

Jazz Aviation 220

F/O Michael Canart,
Vice Chair (F/O Rep)

Jazz Aviation 220

Capt. Andrew Schliep,
Secretary-Treasurer

JetBlue 191

Capt. Mark Durham,
Chair (Capt. Rep)

JetBlue 191

Capt. Marcus McCall,
Vice Chair (Capt. Rep)

JetBlue 191

F/O William Gresslin,
Secretary-Treasurer
(F/O Rep)

JetBlue 191

F/O Joshua Hjenvick,
F/O Rep

Mesa 88

Capt. Christopher Gill,
Chair (Capt. Rep)

Mesa 88

Capt. George Fogwell,
Vice Chair (F/O Rep)

Mesa 88

Capt. Michael Meckl,
Secretary-Treasurer

PSA 61

Capt. Eric Carlson,
Chair (Capt. Rep)

PSA 61

F/O Austin Sereday,
Vice Chair (F/O Rep)

PSA 61

Capt. Ryan Fawcett,
Secretary-Treasurer

Spirit 109

Capt. Antonio Nassar,
Chair (Capt. Rep)

Spirit 109

F/O Michael Wilchcombe,
Vice Chair (F/O Rep)

Spirit 109

Capt. Alan Campbell,
Secretary-Treasurer

Trans States 40

Capt. Sarah Dickerson,
Chair (Capt. Rep)

Trans States 40

F/O Michael Erickson,
Vice Chair (F/O Rep)

Trans States 40

Capt. Travis Freiermuth,
Secretary-Treasurer

United 12

Capt. Wendy Morse,
Chair (Capt. Rep)

United 12

F/O Phillip Anderson,
Vice Chair (F/O Rep)

United 12

Capt. Lisa Peasley,
Secretary-Treasurer

United 33

Capt. Jeffery Cramer,
Chair (Capt. Rep)

United 33

F/O Coleman Hamilton,
Vice Chair (F/O Rep)

United 33

Capt. Tracey Maddox,
Secretary-Treasurer

United 172

Capt. Joshua Kallet,
Chair (Capt. Rep)

United 172

F/O Daniel Fahl,
Vice Chair (F/O Rep)

United 172

Capt. Stephen Cousens,
Secretary-Treasurer

Wasaya 236

Capt. Mark Lavoie,
Chair (Capt. Rep)

Wasaya 236

Capt. Elizabeth Cowden,
Vice Chair (F/O Rep)

Wasaya 236

Capt. James Harding,
Secretary-Treasurer

WestJet 230

Capt. Mark Jurkowski,
Chair (Capt. Rep)

WestJet 230

F/O Aric Taylor,
Vice Chair (F/O Rep)

WestJet 230

F/O Ryan Kurtz,
Secretary-Treasurer

WestJet Encore 211

Capt. David Shepherd,
Chair (Capt. Rep)

WestJet Encore 211

F/O Lauchlan Langford,
Vice Chair (F/O Rep)

WestJet Encore 211

Capt. Nicolas Perry,
Secretary-Treasurer

2019 BUDGET ACT PROVISIONS: HOW THEY AFFECT EMPLOYEE BENEFITS

By Catherine Powers, Managing Attorney, and Ross Pollack, Benefits Attorney, ALPA Retirement & Insurance Department

On Dec. 20, 2019, U.S. President Donald Trump signed a package of spending bills into law called the Further Consolidated Appropriations Act of 2020 (H.R. 1865)—the Budget Act—that included provisions from the Setting Every Community Up for Retirement Enhancement Act of 2019. The Budget Act contains important employee benefits provisions that have an immediate impact on plans. This article summarizes the key benefits provisions of the law that apply to negotiated pilot employee benefit plans.

REPEAL OF THE “CADILLAC TAX”

Effective for taxable years beginning after 2019, the Budget Act repeals the excise tax portion of the Affordable Care Act, the so-called “Cadillac Tax,” that was imposed on high-cost employer health plans if the value of the employer-sponsored health coverage exceeded a specified threshold. Originally scheduled to become effective in 2018, implementation of the Cadillac Tax was delayed numerous times by Congress, with the most recent implementation date scheduled for 2022. This was a huge success for ALPA, which worked tirelessly to repeal the excise tax since the enactment of the Affordable Care Act.

NONDISCRIMINATION RELIEF FOR CLOSED PENSION PLANS

The Internal Revenue Code requires that all retirement plans satisfy nondiscrimination requirements to prevent plans from favoring highly compensated employees. Defined-benefit plans that are soft-frozen (i.e., closed to new employees but grandfathered participants continue to accrue benefits) have difficulty meeting the nondiscrimination requirements over time as participants age and become more highly compensated. Under the Budget Act, if certain conditions are met, a closed pension plan will not have to satisfy the nondiscrimination requirements of the code. This change allows participants in closed pension plans to continue or to resume receiving pension benefit ac-

cruals under their company’s closed pension plans. This was another huge success for ALPA, which advocated for the relief since 2017, and has an immediate impact on the Piedmont pilots’ pension plan—which now can resume benefit accruals for grandfathered participants. The relief generally applies to pension plans that were soft-frozen before April 5, 2017. The relief is effective Jan. 1, 2020, but employers have the option to apply the relief retroactively to plan years beginning after Dec. 1, 2013.

REQUIRED MINIMUM DISTRIBUTIONS PUSHED BACK TO AGE 72

Under the Budget Act, the required beginning date for minimum distributions from qualified retirement plans is increased from age 70½ to age 72. This means that participants in qualified retirement plans must begin distributions by April 1 following the later of the year of their retirement or the year in which they reach age 72. This change applies prospectively to distributions required to be taken after Dec. 31, 2019, by individuals who turn age 70½ after Dec. 31, 2019. Plans will still have to start distributions by April 1, 2020, for those individuals who reached age 70½ in 2019.

LIFETIME INCOME DISCLOSURE

The Budget Act requires that annual defined-contribution benefit statements include an estimate of the monthly payment a participant would receive if the account were

payable as a qualified joint and survivor annuity in retirement. The Department of Labor is directed to issue interim final rules and a model disclosure statement and to prescribe assumptions that can be used in converting accounts into lifetime annuity estimates by Dec. 20, 2020. Benefit statements must include the lifetime income disclosures 12 months after the later of the date the department issues final rules, the model disclosure, or the assumptions for the new disclosure requirement.

FIDUCIARY SAFE HARBOR FOR SELECTION OF LIFETIME INCOME PROVIDER

The Budget Act creates a new safe harbor for plan fiduciaries who select a guaranteed retirement income contract for a defined-contribution plan. A guaranteed retirement income contract is an annuity contract for a fixed term or a contract that provides guaranteed benefits at least annually for the remainder of the participant's life or the joint lives of the participant and the participant's designated beneficiary. Under the new law, a fiduciary will be deemed to have acted prudently in selecting an insurer if the fiduciary (1) conducts an objective, thorough, and analytical search, (2) considers the financial capability of the insurer, and (3) concludes that, at the time of the selection, the insurer is financially capable of satisfying its obligations and that the cost of the contract is reasonable. As part of the selection process, a fiduciary must obtain certain

written assurances from the insurer regarding its stability and status of its business. The act specifically provides that a fiduciary is not required to pick the lowest-cost annuity provider. A fiduciary may consider the value of a contract, including features and benefits of the contract and attributes of the insurer (including the insurer's financial strength) along with the cost of the contract. The safe harbor applies to fiduciary selections on or after Dec. 20, 2019.

INCREASED CAP FOR AUTOMATIC ENROLLMENT SAFE HARBOR DEFAULT RATE

For 401(k) plans that have adopted a qualified automatic contribution arrangement, the Budget Act increases the automatic escalation cap from 10 percent to 15 percent for plan years beginning after Dec. 31, 2019.

CHANGES TO NONELECTIVE 401(K) SAFE HARBOR RULES

Several changes were made to nonelective contribution safe harbor 401(k) plans—which provide a vested employer nonelective contribution of at least 3 percent of compensation—effective for plan years beginning after Dec. 31, 2019, including the elimination of the annual safe harbor notice, the elimination of the prohibition of making mid-year

amendments, and the ability of an employer to switch to a nonelective contribution safe harbor design at any time prior to 30 days before the end of the plan year.

IN-SERVICE DISTRIBUTIONS FOR PENSION PLAN PARTICIPANTS

Effective for plan years beginning after Dec. 31, 2019, in-service distributions from a pension plan are permitted at age 59½, which allows earlier distributions than the previous age 62.

WITHDRAWALS FOR BIRTH OR ADOPTION

Participants are now permitted to make penalty-free withdrawals of up to \$5,000 from qualified defined-contribution plans and individual retirement accounts (IRA) for expenses related to the birth or adoption of a child for up to one year following the birth or legal adoption. Generally, the adoption must be of a child under age 18, but adoption of older children is permitted if the child is physically or mentally incapable of self-support. This change is effective for distributions after Dec. 31, 2019.

PLAN LOANS

To discourage participants from taking loans for minor expenses, 401(k) plan loans

may no longer be distributed by credit card effective Dec. 20, 2019.

POSTDEATH MINIMUM DISTRIBUTION RULES

Under previous law, when a participant in a defined-contribution plan or an IRA owner died, a nonspouse beneficiary was permitted to stretch the required minimum distributions over the beneficiary's life based on his or her life expectancy. Under the new law, all amounts in the plan or IRA must be distributed within 10 years of the plan participant's or IRA owner's death. The 10-year distribution requirement does not apply to a surviving spouse, minor child, disabled or chronically ill individual, or any other beneficiary who is no more than 10 years younger than the participant or IRA owner. The new distribution rule is generally effective for distributions after Dec. 31, 2019. However, the new rule is effective for collectively bargained plans for distributions in the calendar year beginning after the expiration of the current collective bargaining agreement, or Dec. 31, 2021, if earlier.

REMEDIAL AMENDMENT PERIOD

Generally, plans will need to be amended to comply with the pension provisions of the Budget Act before the last day of the plan year beginning on or after Jan. 1, 2022. However, for collectively bargaining plans, plan sponsors have until Jan. 1, 2024, to amend their plans. 🌐

The Budget Act contains important employee benefits provisions that have an immediate impact on plans.

PREPARING FOR YOUR FUTURE

HOW ONE PILOT TOOK ADVANTAGE OF AN ALPA EDUCATIONAL PARTNERSHIP TO FURTHER HIS CAREER PROGRESSION



Capt. Cody Downey (PSA) in front of a PSA CRJ900.

By F/O Kandy Bernskoetter (FedEx Express),
Chair, ALPA Membership Committee

Capt. Cody Downey (PSA) cannot recall a time when he didn't want to be an airline pilot.

"One of the first words I ever spoke was 'airplane.' My parents will tell you that in the middle of my Little League baseball games, I would miss fly balls because I was busy staring up at airplanes," he said.

Downey got an early start in heading skyward.

"I started flying when I was 14, soloed on my 16th birthday, completed my instrument training at 18, and became a commercial single- and multiengine aircraft and certified flight instructor at 19," he said. "During that time, I was working full time as a baggage handler for Delta Air Lines, waiting tables, and volunteering as a choir director while completing my associate of science degree."

Six days after Downey earned his associate's degree, he moved to Texas and started flying freight transport airplanes at the age of 20. By the time he was 21, he had already fulfilled his 1,500 mandatory flight hours to become an airline pilot by flying cargo on SA227 Metroliners into Mexico and Canada. Today, Downey flies passenger jets out of PSA's Charlotte, N.C., hub. But like many of his colleagues at the fee-for-departure level, he has an eye on moving to a mainline.

"I knew I couldn't rely on a two-year degree to make me as competitive as I'd like and advance my career with a legacy airline, so I decided to complete my bachelor's degree," explained Downey. "Doing so would also equip me with the credentials needed for future opportunities."

In researching schools, Downey noticed that ALPA had an educational partnership with Thomas Edison State University (TESU) that enabled him to receive discounted rates on tuition and transfer credits—including his flight certifications. With these benefits in hand, he applied to TESU to help him complete his degree.

Focusing on a bachelor of science degree in aviation flight technology at TESU's School of Applied Science and Technology, Downey was able to transfer most of his associate of science degree credits and all of his pilot certifications—including his certified flight instructor time, along with his regional and air carrier certifications—into his degree program for academic credit.

ALPA partnered with TESU to provide a flexible, affordable pathway to finish a bachelor's degree and leverage professional aviation training. It's yet another benefit of ALPA membership.

"Many carriers require, or highly desire, a four-year degree for applicants to remain competitive," said Capt. Andrew

“Drew” Everett (Hawaiian), who serves on ALPA’s national Membership Committee and as chair of the Hawaiian pilots’ Membership Committee. Everett noted that possessing a degree demonstrates personal drive, ambition, and dedication. “Above and beyond the professional advantages, higher education also provides an opportunity to open one’s mind, expand horizons, and provide a fallback should you ever seek a career outside the cockpit,” he said.

“If a pilot aspires to reach the highest levels within the industry, a degree is paramount,” added Everett. “Due to the cyclical nature of supply and demand within the industry, some pilots may have been hired during a time when a degree wasn’t a minimum qualification. The TESU opportunity will allow pilots to continue their education and advance their career with a degree in hand.”

For instance, Downey discovered he only had to take 24 credits—or eight courses—to complete his bachelor’s degree without accumulating any student loan debt. By taking two courses at a time, he completed his courses in under one year while flying full time as an airline pilot.

Downey was able to work on his papers and assignments during flight layovers and noted that instead of final exams, many of his courses had written midterms and final assignments, reducing his stress and allowing him to continue in other activities. He continued working with ALPA on several committees and volunteering as a Line Operations Safety Audit auditor during his time in the program. Off the clock, Downey immerses himself in charity and volunteer work and serves on a number of industry-based initiatives.

He volunteers for Pilots for Kids, whose members spend time with pediatric cancer patients and their families during the holidays; Professional Pilots of Tomorrow, as a pilot mentor; The Planetary Society, helping to further space exploration and

scientific discovery; and participates in numerous career-focused events, study sessions, and free ground school tutoring to inspire the next generation of pilots.

To his colleagues who remain unsure about making a similar commitment, Downey advises, “Just do it. It’s cost effective and schedule compatible. In an industry that’s so versatile and ever changing, you should never become complacent or sell yourself short when it comes to your credentials—they’re your currency.”

THE PARTNERSHIP

Through this university partnership, ALPA members can earn up to 57 credits for FAA certifications that apply directly to a bachelor of science degree in aviation flight technology. Credits earned for FAA certifications fulfill the degree program’s area of study requirements and electives.

Credits can also be transferred from previous college experience. If you studied at a regionally accredited community college, you may apply up to 80 credits. If you studied at a regionally accredited four-year institution, all your degree requirements with transfer credit can be filled—except the two required courses from TESU: SOS 110-Critical Information Literacy and the TESU Capstone Course. Credits can also be earned through military and professional training (JST, ACE transcripts), CLEP and DSST scores, and similar items.

If you’re not sure what credits you

have that might transfer, ALPA’s liaison at TESU can offer guidance. Don Cuzzella, assistant dean of the School of Applied Science and Technology, specializes in helping ALPA members finish their bachelor’s degree. Students enrolled under the partnership with ALPA can also take advantage of discounted tuition for both undergraduate and graduate programs. For undergraduates, that’s currently \$325 per credit registered. Graduate students will be charged \$635 per credit registered, and those working for an MBA will be charged \$678 per credit registered.

TESU is also a partner institution of Sophia, a flexible, affordable online learning platform. Several Sophia courses can be applied as credit to degree programs offered by the university,

including the BSAST degree with the area of study in aviation flight technology.

Students can take one course for \$99 or five courses for \$450 (\$90 each course). Credits earned via Sophia courses must be submitted to the university via an official ACE transcript for credit to be awarded, and students pay Sophia directly for all courses taken.

Want more information or to apply? Visit www.tesu.edu/alpa.

Editor’s note: We’ve been informed that Capt. Cody Downey (PSA) is moving on to Delta Air Lines this month. Congratulations!



“I knew I couldn’t rely on a two-year degree to make me as competitive as I’d like and advance my career with a legacy airline, so I decided to complete my bachelor’s degree.” —CAPT. CODY DOWNEY (PSA)



From left, F/O Alan Kelpel (FedEx Express), F/O Kaori Paris (United), F/O Dru Dunwoody (Delta), Capt. Joe Bogen (Compass), F/O David Takahashi (Endeavor Air), F/O Mark Bomber (United), and F/O Kandy Bernskoetter (FedEx Express), ALPA's Membership Committee chair, greet attendees at the National Gay Pilots Association's Industry Expo.

Reaching Out and Giving Back at the NGPA Industry Expo

Supporting ALPA's strategic goal of securing the future of the profession, ALPA members continue to bolster and attend industry events that serve as recruitment and networking opportunities for future and current airline pilots. In February, volunteers from ALPA's Membership Committee kicked off the Association's outreach for the year at the National Gay Pilots Association's (NGPA) Industry Expo, the second-largest pilot recruiting and aviation networking event in the United States.

"We're here to show the diversity and inclusivity of ALPA and talk about the wide range of benefits available to everyone who is a member of the Association," said F/O Kandy Bernskoetter (FedEx Express), chair of ALPA's Membership Committee, at the event.

"NGPA members are ALPA members," she stated. She pointed to other organizations in attendance: "So are Women in Aviation members, and Organization of Black Aerospace Professionals members, and Latino Pilots Association members, and Professional Asian Pilots Association members. It's important that we're there to support them as ALPA members and remind them of everything their Association can do to help them in their career paths," Bernskoetter noted.

"When we say, 'We are ALPA,'—that includes everybody," she emphasized.

F/O Brian Gambino (JetBlue), NGPA's president, echoed Bernskoetter's comments. "Having ALPA's presence and support at our NGPA events adds to the pride I have in our union," he stated. "ALPA's presence is a testament to all of its pilots that their union has their backs, no matter who they love or how they identify as a human."

Gambino also commented on the importance of the relationship between the two organizations. "From our Industry Expo event to our Aviation Inclusion Summits to articles in ALPA's publications—it's all been a positive uptick in our relationship. The relationship has shown our members and all ALPA

pilots that their union supports all of their members and will work to ensure their professional pilots are well represented no matter their sexual orientation or gender identity."

ALPA's volunteers who attended the Industry Expo provided encouragement and answered questions, providing information on moving to a mainline, how members can volunteer, and ALPA's educational partnership with Thomas Edison State University (see page 28). Nonmembers stopped by the booth as well to learn more about the resources the Association provides should they be hired by a carrier with ALPA-represented pilots.

F/O Alan Kelpel (FedEx Express) was one of those pilots approaching the ALPA booth two years ago. Kelpel attended the Industry Expo in 2017 as a captain with PSA in search of his dream job with FedEx Express. He recalled chatting with volunteers at the ALPA booth before speaking to recruiters and coming away feeling positive. Six months later, he was hired by FedEx Express and is currently flying out of the airline's Cologne, Germany, base.

"As a member of NGPA, I want to give back," he said of his decision to work the ALPA booth all day. "I want to share the same knowledge

and experience I received two years ago with those walking that same path today."

Capt. Cecilia Ernst (Trans States) was excited to learn about ALPA's presence and to speak with the volunteers. She's been at Trans States for five years and has held a number of ALPA volunteer positions, including with the Pilot to Pilot, Professional Standards, and Membership Committees. She came to look for her next job and network. "It's such a great family feel; people are awesome," she enthused.

Many pilots, she said, aren't aware of everything ALPA offers or does for them. "It's a great organization, and there are so many things ALPA does, like coming to these events to support us," she continued. "And on top of this, there are so many resources available, so many things ALPA can help with during your career—including things like accident investigation and attorneys who you hope you never need but are so glad you're an ALPA member if you do."

This is a key factor for why ALPA attends these events. "We need to be where our members are," Bernskoetter said, "and be able to share with them information about ALPA that they need in their careers."

ALPA's Membership and Education Committees attend a variety of events throughout the year to provide support and outreach to members, including the Women in Aviation International Conference, Organization of Black Aerospace Professionals Annual Conference, EAA AirVenture, and more.

**—Kevin Cuddihy,
Contributing Writer**

Photo: Kevin Cuddihy



Keeping ALPA Flight Crews Current On the Coronavirus

By ALPA Staff

As the novel coronavirus, known as COVID-19, approaches 100,000 global cases and both national and international health organizations make preparations for what could easily become a pandemic, it's important for airline pilots to be aware of the current locations of the virus, its characteristics and symptoms, and the proper measures to contain it.

To provide flight crews with the latest details about the disease, ALPA has created a dedicated, frequently updated webpage, www.alpa.org/coronavirus. This resource includes the latest ALPA Air Safety Organization (ASO) updates, links to both U.S. and Canadian government agency information, and recommendations to avoid transmission. The webpage also provides a host of documents covering issues like protocols for flight and cabin crews, quarantine guidance, and reporting tools for pilots.

In addition, ALPA *FastReads* are distributed weekly, along with other communications tools, to advise members about the latest accessible

resources while providing any breaking news. ALPA's ASO continues to closely monitor the status of COVID-19 and is holding weekly conference calls with ALPA master executive council Central Air Safety and Aeromedical representatives until the state of emergency ends.

On January 30, the World Health Organization (WHO) declared the coronavirus outbreak a "public health emergency of international concern," more than a month after the disease first appeared in Wuhan in the Hubei Province of China. COVID-19 maintains a significant presence in Southeast Asia, and cases have been reported in the Middle East, Europe, and North America, including the United States and Canada.

The U.S. Department of State has issued a Level 4 "Do Not Travel" advisory for China and Iran, and the U.S. Centers for Disease Control and Prevention has posted a Level 3 advisory, directing U.S. citizens to "avoid nonessential travel" to South Korea.

At airports in Toronto, Ont.; Montréal, Qué.; and Vancou-

ver, B.C., the Public Health Agency of Canada has placed new messaging on customs arrivals screens, advising travelers who've been to Wuhan to inform a Canada Border Services Agency officer if they're experiencing flu-like symptoms.

WHO describes SARS-CoV-2, the name of the specific virus strain that causes COVID-19, as one of "a large family of viruses that cause illness ranging from the common cold to more severe diseases such as middle east respiratory syndrome and severe acute respiratory syndrome." The term novel coronavirus simply means it's a new strain that hasn't been previously identified in humans.

Coronaviruses feature projections that resemble the points of a crown (or *corona* in Latin), and seven known types of the coronavirus can infect humans. Means of transmission include close contact (within six feet) via respiratory droplets or when

Providing real-time information about COVID-19 is a top priority for ALPA, the ASO, its Pilot Assistance structure, and the Aeromedical Committee.

touching objects or surfaces in contact with the virus. Being infected with COVID-19 can be much like getting the flu, and symptoms include coughs, fever, and breathing difficulties—and in more extreme cases organ failure. There are no known treatments, and those who've recovered from the disease have done so largely on their own. Infected individuals are encouraged to drink lots of fluids and take warm showers along with pain and fever medications.

The best way to contain the virus is to practice good hygiene. Avoid close contact with people who are sick. Routinely wash your hands with soap and water for at least 20 seconds, especially before eating and after using the bathroom. If soap and water are unavailable, use a hand sanitizer with at least 60 percent alcohol. Avoid touching your eyes, nose, and mouth with unwashed hands and be sure to disinfect frequently touched objects and surfaces.

Providing real-time information about COVID-19 is a top priority for ALPA, the ASO, its Pilot Assistance structure, and the Aeromedical Committee. Look for future updates about the disease, the latest ways to protect your crew and passengers, and other important information on ALPA's coronavirus website and in other union communications. [🌐](#)

MORE QUESTIONS?

U.S. ALPA members with additional coronavirus questions can contact the Aviation Medicine Advisory Service, ALPA's Aeromedical Office, at 303-341-4435, Monday through Friday, 8:30 a.m. to 4:00 p.m. mountain time. Canadian ALPA members are encouraged to contact David Noble, the Association's pilot health consultant, in the Association's Toronto, Ont., office toll-free at 1-800-561-9576 to be referred to a physician.



Capt. Brian Noyes (United), ALPA's Flight Time/Duty Time Committee chair, leads the Association's efforts to combat pilot fatigue.

Five Questions for ALPA's Flight Time/Duty Time Committee Chair

By Christopher Freeze, Senior Aviation Technical Writer

Editor 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.

In late 2018, Capt. Brian Noyes (United) became the chair of ALPA's Flight Time/Duty Time Committee, which is composed of volunteers who give their time and expertise on issues ranging from FAR Part 117 education to promoting the role of science in fatigue-related policies in the U.S. and Canada.

Air Line Pilot sat down with Noyes to learn more

about the pilot who leads the Association's flight-time/duty-time efforts and how ALPA's staff helps to achieve the committee's goals.

AIR LINE PILOT:
1. How did you get into aviation/flying?

● **CAPT. BRIAN NOYES:** As a kid, I was always in awe of my uncle who was in the Air

Force. Growing up, I would generally see him every year, whether it was a visit to his hometown or he would land in Colorado at Buckley Air Force Base. At the time, he flew F4 Phantoms, and I can still remember sitting in the cockpit of that aircraft and the excitement it gave me.

Later as a high school junior when I was considering colleges, I received a postcard from Embry-Riddle Aeronautical University highlighting its aeronautical engineering program, which interested me as I come from a family of engineers. But after turning over the postcard, I discovered the university offered a career path to actually flying airplanes versus designing them. I quickly had my parents book a discovery flight and learned that I loved flying. As I finished my junior year of high school, I started work toward my private pilot's license and absorbed anything aviation!

During my senior year, I applied and got accepted to Embry-Riddle in Daytona Beach, Fla., majoring in aeronautical science. While there, I completed an internship with United Airlines and earned my flight engineer rating as part of the program. Upon graduating in 1992, I worked as a flight instructor for Embry-Riddle and for Flight Safety International and spent my spare time building flight hours with the goal of getting back to United. I achieved that

early in 1995, starting as a flight engineer on the B-727. Since then, I've flown the A319/A330 and the B-737/-747/-757/-767/-777, and I'm excited for my latest flying adventure as a captain on the B-787.

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

● **NOYES:** As a new hire at United, many of the captains I flew with impressed upon me the importance of attending local ALPA council meetings when I was able to. I attended meetings on and off as my schedule allowed, but only as an observer at that time. Soon after the United bankruptcy in 2003, a few first officers with whom I routinely flew and who were actively involved in ALPA kept discussing with me the areas they thought I'd excel in at ALPA. As changes were occurring at the airline, I considered getting more involved in local union activities. After discussions with our local captain representative, I was placed on the Denver Local Executive Council Scheduling Committee. Shortly thereafter, I became the chair of the committee when the previous leader stepped down.

Scheduling was a good fit as I enjoyed looking at how pairings were created and then formed into lines of flying using preferential bidding. From the local level, I progressed to the Master Executive Council System Scheduling Committee with duties ranging from pairings to preferential bidding, fatigue review, FAR Part 117,

and fatigue risk management systems applications. This exposure led to a position on ALPA's Flight Time/Duty Time Committee, and I became chair of the committee in September 2018.

3. What are your roles and responsibilities as the committee chair?

● **NOYES:** As chair of the committee, I'm the subject-matter expert (SME) for all things FAR Part 117 and for flight time/duty time. My committee is likewise made up of SMEs from around the industry who support the committee's actions. I'm also working with ALPA's Canada Board as Canadian pilots transition later this year to flight-time/duty-time regulations based on fatigue science.

An important aspect of my role is to promote science-based fatigue rules and educate groups about their benefits, facilitate discussions on the subject, and manage interpretations of the rules. Upholding ALPA's mission of one level of safety is critical in this area for all passenger- and cargo-carrying pilots in the U.S. and Canada. As ALPA's Flight Time/Duty Time chair, I'm the point of contact for ALPA pilot groups regarding flight- and duty-time issues. These matters are discussed, and research and investigative work go into finding solutions to issues such as regulations that may need clarification from the FAA.

Some of my responsibilities also include attending national and international industry conferences to

“An important aspect of my role is to promote science-based fatigue rules and educate groups about their benefits, facilitate discussions on the subject, and manage interpretations of the rules.”

advocate for the benefits of science-based fatigue regulations. I also foster the development of robust safety management systems and promote fatigue mitigations. My committee hosts an annual conference on fatigue management and FAR Part 117, which includes open discussions, to further education on the subject (see page 16). This conference helps to uncover events occurring under FAR Part 117 and with operators throughout the industry. We'll be hosting future seminars in Canada as Transport Canada's new flight-time/duty-time rule takes effect later this year.

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

● **NOYES:** The work of the committee wouldn't be possible without the extraordinarily dedicated and tireless efforts of ALPA's Legal Department. The lawyers, paralegals, and other staff members who assist the

committee are invaluable. They have extensive technical knowledge that the committee relies on, especially when dealing with historical and legal references. These professionals also interact with the various entities within the Association, from the President's Office to the Air Safety Organization, and outside of ALPA, including the International Federation of Air Line Pilots' Associations and the International Civil Aviation Organization. In addition, staff from ALPA's Strategic Member Development and Resources Department helps immensely in the preparation and logistics of meeting planning for the committee.

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

● **NOYES:** The first step in getting involved is to volunteer, and the most accessible place to do that is at the local level. Talk with your local representatives to see if they have any need in an area that you're passionate about or that perhaps you have a background or specialized training in or simply an area that needs help. While the first step to volunteering can be intimidating, the overall reward for helping fellow pilots is priceless. Seeing the results of your actions as a volunteer and the satisfaction of pilots that our union is here to help is worth the time and effort put in. ALPA runs on the volunteerism and professionalism of our pilots and wouldn't be as successful without it. 🌐

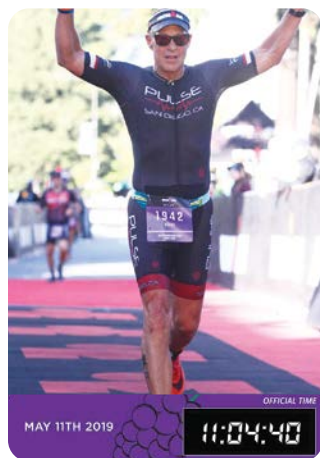


I Am Ironman: ALPA Pilot Challenges Himself in Triathlon Competitions

By John Perkinson, Senior Staff Writer

Capt. Reese Wolff (Alaska) puts his perseverance, physical endurance, and sheer will to the test a half dozen times a year. When he's not flying the Airbus A320 or volunteering as a Training Committee member for his pilot group, he competes in Ironman contests. Having been bitten by the triathlon "bug," his goal is to one day qualify for and participate in the annual Kona Ironman World Championship in Hawaii.

"Finishing a full Ironman is an epic achievement," Wolff remarked. While many airline pilots were either flying or at home spending time with their families for Mother's Day weekend last year, this third-generation ALPA member swam 2.4 miles (3.86 kilometers) in Lake Sonoma; biked a grueling 112 miles (180.25 kilometers) in the Alexander, Russian River, and Dry Creek valleys; and ran an arduous 26.2-mile trek (42.2 kilometers) that included the Santa Rosa Creek Trail to compete in last year's Ironman Santa Rosa in Santa Rosa, Calif. "I finished in the top 15 percent for my age group,"



Clocking in at 11 hours and four minutes, Wolff crosses the finish line of the 2019 Ironman Santa Rosa.

Capt. Reese Wolff (Alaska) bikes 112 miles to complete the second leg of the Ironman Santa Rosa.

said Wolff, 52, who noted that his time was 11 hours and 4 minutes.

Santa Rosa was the only full Ironman Wolff competed in during 2019. "You really only have one of those in you a year; at least, I do," he divulged. Last year's other competitions were Ironman 70.3 contests, which split the distance for each of a full Ironman triathlon's three segments. The Alaska captain also participated in last year's Superseal Olympic Triathlon, which took place on March 17 in Coronado, Calif. Participants swam 1,500 meters in the San Diego Bay, biked 40 kilometers of the Silver Strand Highway, and ran the final 10 kilometers on a dirt trail beside the bay.

Wolff said that while he ran competitively in high school, he started smoking in his early 20s, which limited his exercise activities. "When my second son was born in 2002, I realized that I didn't want my kids growing up around cigarettes," he said. "I had tried to quit previously, but with no luck. Finally, I just started running again. Every time I craved a cigarette, I'd go for a run."

Running eventually led to marathons, and Wolff competed in 20—including the Boston Marathon on six occasions. However, he soon transitioned to triathlons, noting, "When running marathons, I realized after a while that I wasn't getting any faster, so I started mentally shopping for a new challenge." Wolff, who previously flew for Virgin America, has a couple of buddies who also flew for the airline and transitioned to Alaska with the merger in 2018. They

compete in Ironman competitions and talked him into trying one.

Participating in an Ironman triathlon takes an incredible amount of commitment and preparation. "You have to spend a bunch of money buying the right kind of bike, a wet suit, and other equipment," he said. Conditioning is also important. "For Santa Rosa, I trained 21 hours a week for five months," recalled Wolff. "I split that up among swimming, riding, running, and a day at the gym doing weight-lifting resistance training—not to mention stretching and yoga."

Wolff noted that his very supportive wife, Samantha, serves as his nutritional assistant, trainer, travel planner, and race-day guide. "This is a very selfish sport. You can't do it without support at home," he commented.

Looking ahead, Wolff said that he's qualified to compete in the 2020 Ironman 70.3 World Championship, which will be held in Taupo, New Zealand. He plans to prepare by taking part in the upcoming Oceanside Ironman 70.3 in California in April and the Memorial Hermann Ironman Texas later that month in Lake Woodlands in Texas.

However, Wolff's sights remain firmly on the Aloha state. "As soon as I finished last year's Ironman Santa Rosa, I knew I wanted to do it again. My goal is to qualify for the Kona Ironman World Championship." Each year more than 80,000 vie for the 2,000 available slots, and selection is based on age and previous performance. Wolff acknowledged that in striving to compete in the full Ironman world championship, he wants to see how far he can push himself while he still can. 🌊



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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*.

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SECURING AND QUIETING THE U.S. CAPITAL

The Washington, D.C., airspace is unique within the FAA's national airspace system due to prohibited airspace located 1.5 miles north of Ronald Reagan Washington National Airport (DCA). And due to increases in incursions in this P-56 airspace, small changes to operational procedures into and out of DCA were recently put into effect.

"ALPA's Air Safety Organization [ASO] Air Traffic Services Group has been working to reduce P-56 incursions for years, but the discussion was significantly elevated early in 2019 after two aircraft—with in about 15 minutes of each other—penetrated the P-56 airspace," said Capt. Steve Jangelis (Delta), ALPA's ASO Aviation Safety chair.

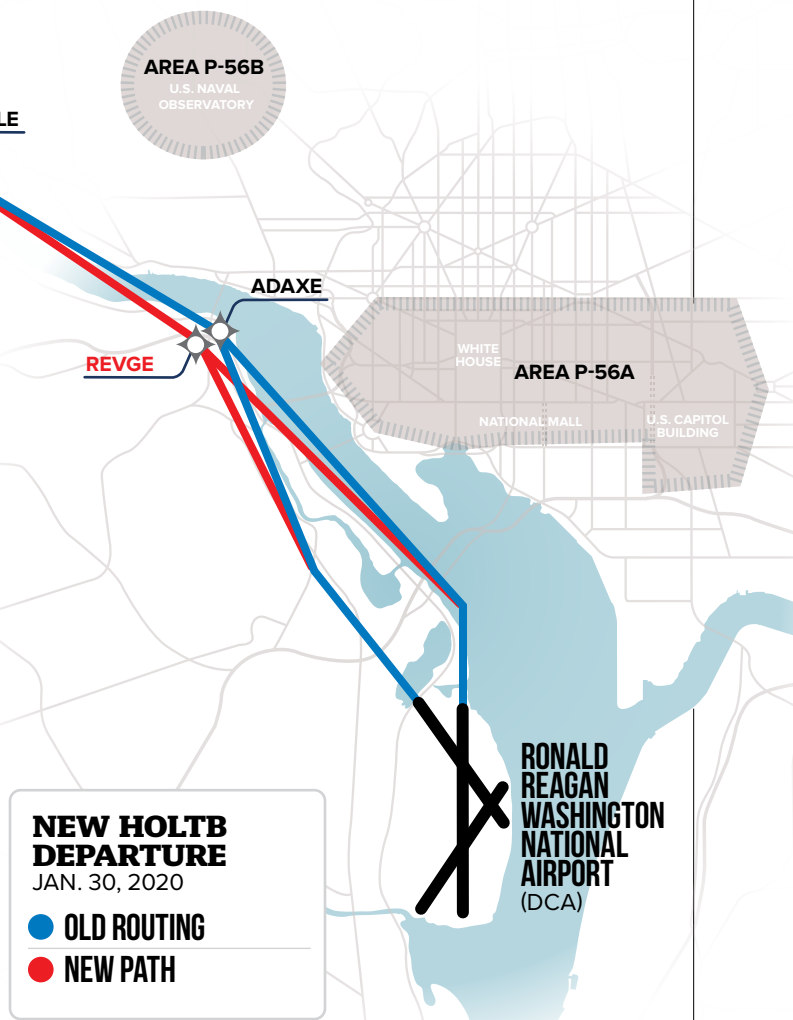
"Unlike a typical operational variance that would result in filing an ASAP [Aviation Safety Action Program] report, an incursion into P-56 involves law enforcement," observed Capt. Wolfgang Koch (Delta), ALPA's ASO Aviation Security chair. "So ALPA's Safety and Security teams have worked in partnership to resolve the dilemma."

As a result, on January 30 the FAA began test trials of a new departure procedure and database waypoint for aircraft operating at DCA. The new northward HOLT B ONE RNAV

departure will be closely monitored to ensure that aircraft avoid prohibited areas surrounding Washington, D.C.

"The P-56 airspace areas are 'owned' by the Secret Service, up to 18,000 feet," said Craig Marech, assistant to the special agent in charge, U.S. Secret Service Special Operations Division-Airspace Security Branch, at ALPA's Air Safety Forum last summer. "It's our mission to protect that."

The HOLT B departure replaces the BOOCK departure, and the REVGE GPS waypoint replaces the ADAXE waypoint. The new REVGE GPS waypoint is located about an eighth of a nautical mile (784 feet) west from the ADAXE waypoint. These improvements—along with the RNAV (GPS) RWY 19 arrival that's been in effect since mid-August 2019—represent the culmination of years of work among ALPA, industry stake-



NEW HOLT B DEPARTURE JAN. 30, 2020

- OLD ROUTING
- NEW PATH

holders, and the U.S. Secret Service to halt the increasing number of P-56 incursions.

"We found that violations were stemming from wind shear and highlighted the problem. As we have a 'zero fail' mission, we have to know what happened and why as quickly as possible. But we found ourselves unable to easily communicate with those flying to learn what happened," Marech continued. "The quick-

er we get the call [with ALPA's security liaisons] to learn those facts, the quicker we can deescalate the situation. There may be an uptick in aircraft noise complaints and people may get upset, but that's something [the U.S. Secret Service is] going to handle. Thanks to the collaborative efforts of ALPA and others, we've figured out what we believe to be a good solution that also minimizes overall noise impact."

BY THE NUMBERS: P-56A/B AIRSPACE INCURSION DATA





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2020 EBCB Schedule

The Association's Election and Ballot Certification Board's schedule for counting ballots is March 10, April 10, May 8, June 10, July 10, August 10, September 10, October 9, November 10, and December 10.

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