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MAY 2020

THE CARES ACT

WHAT IT MEANS TO ALPA MEMBERS

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AIR TRAFFIC
APRIL 16, 2020

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ONE VOICE

The Terrible Cost of Ignoring Workplace Health And Safety



In 1911, a fire broke out at the Triangle Shirtwaist Factory in New York City. Despite warnings from the New York Board of Sanitary Control, the garment manufacturer had continued to supply only one fire escape when three were necessary and ignore other safety violations. The inferno that ensued more than a century ago and cost 146 workers their lives was sadly preventable, yet many of the same attitudes toward worker safety still exist today.

A safe workplace lies at the core of the dignity of work. During the past weeks, ALPA has seized a leadership role among other labor unions, including the Transportation Trades Department of the AFL-CIO, by insisting that workers collectively demand to be respected. To that end, our union continues to call on government leaders to provide a safe and healthy workplace for our pilots. In a letter to President Trump, Speaker Pelosi, and Leader McConnell, we urged U.S. government leaders to protect pilots' health in the next phase of the federal relief and worker protection legislation by

- mandating that airlines follow the FAA-issued Safety Alert for Operators (SAFO) 20009, which builds on the guidance issued by the Centers for Disease Control and Prevention (CDC) for COVID-19 employee exposure notification and workplace disinfection with approved disinfectants.
- providing pilots with access to and policy guidelines for the use of personal protective equipment while working on the flight deck.
- clarifying that airline flight crews are essential employees and should have access to priority COVID-19 testing.

This letter should never have been necessary. The FAA had the opportunity to protect pilots' health in its recent SAFO 20009, but the regulator refused to require that U.S. airlines meet CDC public-health guidelines for responding to the pandemic (see page 11). The regulator's decision to delegate its authority with the hope that companies will do the right thing is unacceptable. To understand why, one need only look to ALPA's recent letter to Airlines for America, the Regional Airline Association, the National Air Carrier Association, and the

Cargo Airline Association. In the communication, we urged the organizations and the airlines they represent to pledge to simply comply with the SAFO. Not one airline or trade association has joined our pledge.

ALPA's focus now is on doing all we can to prevent further loss of life, stop the spread of the disease, and protect pilots' jobs. As the U.S. and Canadian governments continue to explore additional legislative measures to address the economic effects of the pandemic, our union will continue to call for greater labor protections for pilots and other workers (see page 16).

In the United States, we're asking Congress to, at a minimum, make certain that

- the U.S. bankruptcy code isn't used to reject or abrogate any collective bargaining agreement by any airline that receives federal financial assistance.
- government agencies are precluded from conditioning loans on changes to pay, terms, and conditions of employment until the exhaustion of the loans.
- furloughed pilots remain on employer health care at active-employee rates.
- federal financial assistance airlines receive continues to flow exclusively to employee payroll and benefits until it's exhausted.

Capt. Tim Perry, ALPA Canada president, is in ongoing and direct contact with the offices of the minister of Finance and minister of Transport as they continue to evaluate the effect of the COVID-19 pandemic on all industries and citizens across Canada (see page 19).

It's important to remember that many of the frustrations we feel today are the same ones that created the birth of the union movement. Following the Triangle Shirtwaist Factory fire, the labor movement grew to allow workers to build a legacy of fire safety, factory inspections, and workplace sanitation rules that contributed to the Occupational Safety and Health Act of 1970.

ALPA members recognize that it's now our time to fight for workers' health, safety, and labor rights. We owe it to those who came before us and to those who will follow to give the most that we can. As union pilots, we know we can rely on each other, our unity, and our ALPA team. Together, we'll fight—and prevail—in gaining the necessary protections to keep ourselves healthy, safeguard the public we serve, and deliver on the promise of a stronger airline industry.

Joseph G. DePete
Capt. Joe DePete
ALPA President

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About the Cover

COVID-19 takes its toll on the North American airline industry. Satellite imagery depicts the number of airline flights over North America on Jan. 16, 2020, and on April 16, 2020, after the spread of the virus from China to the rest of the world. Images: Aireon



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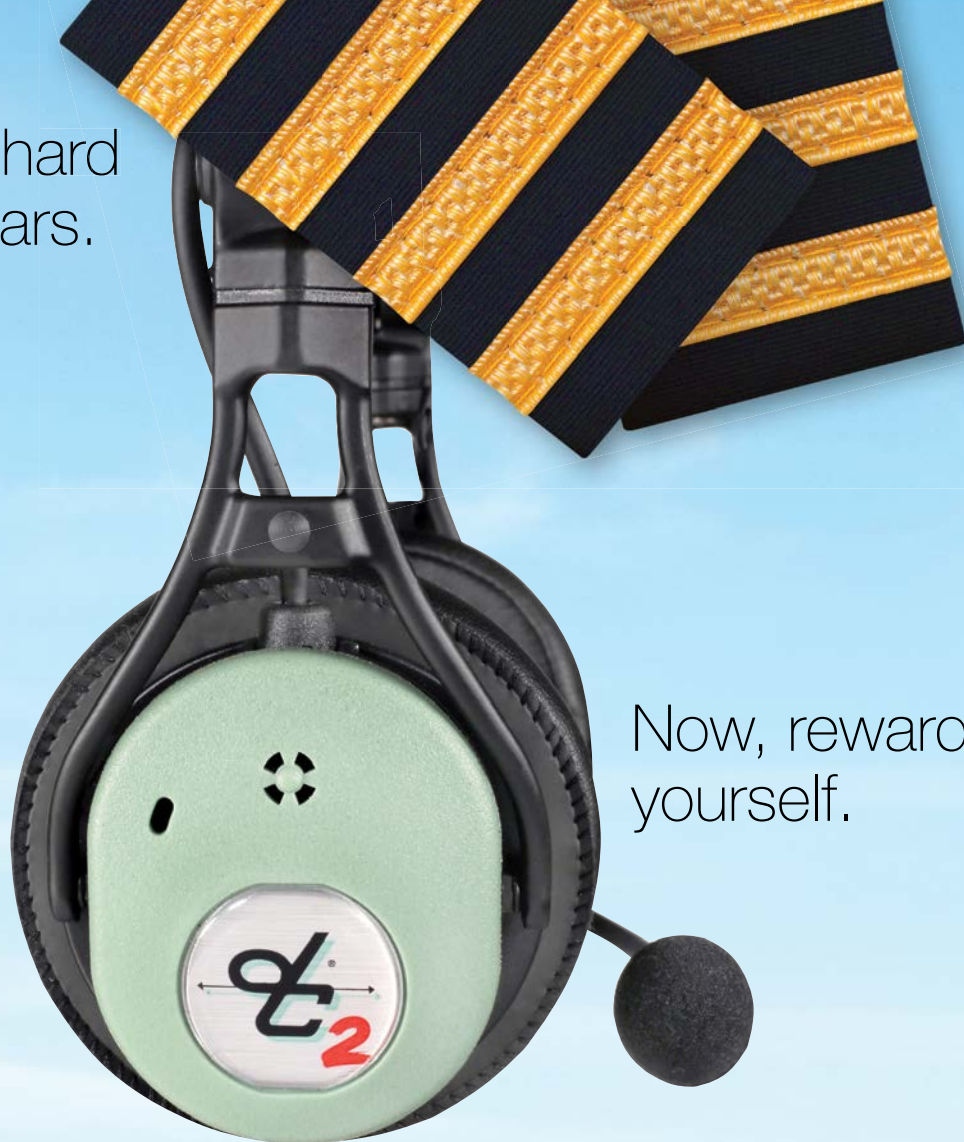
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Staying Safe, Healthy, Informed, and Engaged

By Capt. Bob Fox, ALPA First Vice President



In 1963, Martin Luther King Jr. wrote, “The ultimate measure of a man is not where he stands in moments of comfort, but where he stands at times of challenge and controversy.” These words ring true within ALPA today as our union continues to diligently work to protect the health, safety, and security of our more than 63,000 members, along with our passengers and cargo, as the COVID-19 crisis maintains its grip on nations around the world.

The Association has been on the front lines of this pandemic from day one. For several months now, ALPA’s leaders, Air Safety Organization (ASO) pilot representatives, and professional staff have been working around-the-clock to help ensure safe and secure airline operations in the face of this pandemic.

During these difficult times, it’s crucial that we continue to keep safety our number one priority. Due to the Association’s unwavering tenacity, on April 17 the FAA finally addressed our concerns regarding pilot health, issuing Safety Alert for Operators (SAFO) 20009. The SAFO contains new and revised recommendations to air carriers regarding health protection, flight crew health monitoring, personal protective equipment for crewmembers, and employee notification after a positive COVID-19 test of employees. While the safety alert falls short by not mandating compliance by airlines, the issuance of this SAFO wouldn’t have occurred without the strong and continuous push from ALPA and your ASO representatives. Yet during a health crisis of this magnitude, ALPA knows that adherence to the strictest public-health guidelines should not be optional, especially in an industry that’s so critical to transporting needed health professionals and supplies—and turning our economy around.

By using numerous examples of the threats our members are facing, ALPA was able to provide the FAA with data to support the need for airlines to immediately comply with these public-health measures. Collecting timely and relevant data continues to be critical to our success in this endeavor. There’s nothing like a pilot report to grab management’s or government’s attention and show that a situation needs to change. That’s


why I strongly encourage each of you to file a pilot report—either through the Association’s Data Action Report (DART) or your pilot group’s reporting system—so that we can collect as much data as possible to help move the needle in protecting our members, our fellow crewmembers, and our passengers (see page 25).

During normal operations, the professionalism of ALPA pilots is unparalleled. But the work you’re doing during these difficult times is even more extraordinary. ALPA members remain extra vigilant in minimizing potential distractions on the flight deck to maintain the safety of each and every flight. However, we know that sometimes external pressures can creep into our lives, and that’s why the Association created the Pilot Peer Support program (PPS). Through a network of pilot volunteers, members get the assistance they need quickly. PPS is manned 24 hours a day, 7 days a week by pilot peers who offer confidential assistance to help fellow crewmembers sort through whatever they might be experiencing in the way of family issues or psychological, physiological, or chronic stress without jeopardy to their career. I encourage you to take advantage of this exceptional program, if needed, by calling 309-PPS-ALPA (309-777-2572) day or night.

For pilot groups that have an independent support line in place, these groups can be reached directly by contacting:

Delta PAN: 800-USA-ALPA,
FedEx PATH: 866-FDX-ALPA,
JetBlue PAN/PPS: 309-PPS-ALPA,
United Airlines SOAR: 866-653-SOAR, and
Canadian Pilot Assistance (go to your master executive council website).

There’s no checklist for handling this crisis. The decisions we make today will impact our industry for years to come. Through the exceptional resilience and focus of ALPA members today, I’m confident that we’ll emerge stronger than ever. This pandemic has demonstrated the true strength of our Association, and I couldn’t be more proud to work alongside each of you every day.

Please stay safe, healthy, informed, and engaged. 



CANADA

CIRB Certifies ALPA As Bargaining Agent for Morningstar Air Express Pilots

● On April 27, the Canada Industrial Relations Board (CIRB) certified ALPA as the bargaining agent for the pilots of Morningstar Air Express. With 91.5 percent of eligible pilots participating in the representation election, 98.7 percent voted in favour of joining the world's largest pilot union.

"The Association will now start the membership drive to ensure that all the pilots become active ALPA members and are able to participate in the democratic process of electing permanent Master Executive Council representatives," said Capt. Joe DePete, ALPA's president, adding, "It's great to have you on board."

With the issuance of the certification order, ALPA will appoint Morningstar pilots to serve as ALPA representatives. The temporary representatives will have the authority to begin ALPA work on behalf of the pilot group with their main objectives

Morningstar Air operates cargo services for FedEx Canada.

focused on the membership drive and building the infrastructure of a strong union.

Morningstar Air Express operates scheduled all-cargo services coast-to-coast within Canada under a contract with FedEx Canada flying a fleet of B-757, ATR 72, and Cessna 208 Caravan aircraft. The Edmonton, Alb.-based carrier has approximately 80 pilots.

CARGO

FedEx Pilots Continue To Deliver During These Uncertain Times

● FedEx Express pilots are facing incredible challenges as they continue to provide essential services to not only keep supply lines open that are critical to the global economy, but also, and more importantly, to provide much-needed humanitarian aid around the world. As nations close their borders and lock down cities to prevent the spread of COVID-19, FedEx pilots, operating under an essential services exemp-

tion, continue to fly into areas where they're potentially exposed to health risks associated with the virus.

As COVID-19 spreads across the globe, the pilots continue to fulfill the corporate mission statement with the highest ethical and professional standards, despite the risk. They continue to exhibit exceptional character and dedication. Personal sacrifice and selfless acts are becoming the norm while operating in these dangerous environments.

While the threat of being infected with the virus is always present, FedEx pilots are at times faced with challenges such as limited to no food options, required confinement in hotel rooms for days, fears of quarantine in locations around the globe, invasive medical testing protocols in various countries, and the potential inability to come home to their family and community due to fears of passing on the virus and self-quarantine requirements.

Today, while most people are directed to stay home, FedEx pilots continue to fly all over the globe and are committed to providing much-needed essential services to ensure this pandemic becomes controlled, countries around the world have needed medical supplies and humanitarian aid, and that the global economy will prosper in the future.

"Recognizing the personal sacrifices our pilots are making daily, I couldn't be more proud to represent our FedEx pilots as they continue to operate the most demanding schedules all around the world during this crisis," said

Capt. Pete Harmon, the pilots' Master Executive Council chair. "Their commitment to accomplishing the mission while providing support to the world once again proves to me their personal character and significance not only to our company but to the world."

FedEx Crew Nominated For Airmanship Award

● On March 31, Capt. Steve Jangelis (Delta), ALPA's Air Safety Organization Aviation Safety chair, submitted the nomination of Capt. William McReynolds (FedEx Express), F/O Blake Waldo (FedEx Express), and Capt. Art Moyer (FedEx Express) for the Lieutenant General Harold L. George Civilian Airmanship Award, sponsored by the Order of Daedalians.

On approach to Clark Air Force Base in the Philippines on Nov. 21, 2019, in other-than-ideal circumstances, McReynolds and the crew executed their duties flawlessly. They worked as a team to effectively communicate with the company and air traffic control throughout the event—always ensuring that safety was at the forefront of their decision-making.

"This crew is richly deserving of this year's award," said Jangelis in the nomination letter. "Events like this showcase to the traveling public not just the skill of our pilots but also the vital importance of placing consummate professionals on the flight deck who are ready to take care of their passengers, no matter what. These pilots are the embodiment of caring, creative, compassionate leaders. We should all be proud."

Photo: Capt. Tim Parker (Morningstar Air Express)

FEE FOR DEPARTURE

Compass Airlines Ceases Operations

● Although April 5 marked the last day of operations at Compass Airlines, ALPA's commitment to the company's nearly 500 pilots continues.

On April 7, ALPA launched www.compasspilots.com, a legacy website to serve as a resource for the now former Compass pilots. The site features a host of furlough and job search guidance, media to aid the pilots in connecting with peers through ALPA's pilot assistance network, and a résumé prep video from Cage Marshall Consulting. ALPA will continue supporting the pilots with pertinent updates as they become available.

"I know you're concerned about what the future will hold, and while I share in that uncertainty, I feel solace in the fact that we aren't the first to have experienced this, we won't be the last, and that our ALPA brothers and sisters

will be there to support us along the way," said Capt. Thomas Vanden Berg, the pilots' Master Executive Council chair. "Stay strong, fight through this tough time, and come out stronger on the other side—I'll see you there." (See page 6 of the April issue of *Air Line Pilot*.)

Founded in 2007 as a wholly owned subsidiary of Northwest Airlines, Compass was one of three airlines owned by Trans States Holdings Inc., including Trans States and GoJet. Until the drawdowns of Delta and American flying culminating in the company's shutdown, Compass operated more than 280 flights a day serving more than 40 destinations in the western United States, Canada, and Mexico.

To watch ALPA's Compass video, go to bit.ly/goodbye-compass.

ALPA Says Goodbye to Trans States Airlines

● On April 1, ALPA said a fond farewell to Trans States

Airlines. Founded in 1982 as Resort Air with the call sign "Waterski," the airline's pilots joined ALPA in 1994. With pilot bases in Chicago, Ill.; Denver, Colo.; Raleigh/Durham, N.C.; and St. Louis, Mo., the 603 active pilots transported 3.5 million passengers annually in Embraer 145s under the United Express livery. They provided service to more than 80 cities in North America on 240 daily flights before the shutdown was announced in early March.

In a farewell message to the pilots, Capt. Nathan Caron, the Trans States Master Executive Council chair, said, "I know we can all smile in the face of this hardship knowing that we did the absolute best job that we could possibly do." (See page 6 of the April issue of *Air Line Pilot*.)

Trans States Airlines—1982 to April 1, 2020—Clear skies and tailwinds, Waterskiers.

To watch a tribute to the pilots of Trans States Airlines, go to bit.ly/goodbyetrans-states.

NEW ALPA REPS

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

- **ENVOY AIR 83**
Capt. Eric Metcalf,
Chair (Capt. Rep)
- **ENVOY AIR 83**
F/O Mikko Tuomi,
Vice Chair (F/O Rep)
- **ENVOY AIR 83**
Capt. Joseph Henning,
Secretary-Treasurer
- **EXPRESSJET 180**
Capt. Joshua Owen,
Vice Chair (Capt. Rep)
- **MESA 85**
Capt. Scott Norton,
Chair (Capt. Rep)
- **MESA 85**
F/O Alan Godfrey,
Vice Chair (Capt. Rep)
- **PIEDMONT 29**
Capt. Bryce Dalrymple,
Chair (Capt. Rep)
- **PSA 70**
F/O Adam Miracle,
Vice Chair (F/O Rep)



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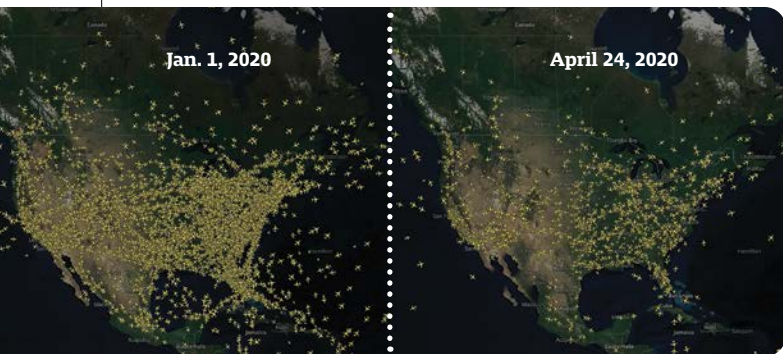
- Call today: **309-PPS-ALPA (309-777-2572)**

Independent group-specific support programs are also available:

- For Delta PAN, dial **800-USA-ALPA**
- For FedEx PATH, dial **866-FDX-ALPA**
- For JetBlue PAN/PPS, dial **309-PPS-ALPA**
- For United SOAR, dial **866-653-SOAR**
- Canadian members are encouraged to visit their master executive council websites for contact information.

PREFLIGHT

Airline Industry Update



Domestic

● According to the *Atlanta Journal-Constitution*, **Delta Air Lines is cutting at least 80 percent of its flights due to the coronavirus pandemic, yet it's still operating flights to all points in its domestic route network.** The airline said in a letter to the U.S. Department of Transportation that it's consolidating operations, reducing the number of flights it operates, and using smaller airplanes, "but all while ensuring that all domestic points Delta served before the onset of this crisis continue to receive at least a minimum level of essential access to Delta's network."

● **FedEx Express announced on April 8 the first delivery of shipments of personal protective (PPE) equipment as part of Project Airbridge, a public-private partnership managed by the federal government.** "Our participation in the federal government's Project Airbridge to transport critical PPE and medical supplies into the United States is the latest example of FedEx

Airlines are operating fewer flights due to the coronavirus.

team members around the world coming together to keep critical supply chains moving," said Raj Subramaniam, FedEx Corporation's chief operating officer.

● *Forbes* reported that as of April 7, **United Airlines, partnering with the U.S. State Department, had flown 87 flights over a two-week period, repatriating more than 12,000 Americans who were stranded in other countries due to the coronavirus.**

● Per Reuters, **on April 8 JetBlue Airways Corporation asked the U.S. Transportation Department for emergency approval to temporarily suspend service to 11 U.S. airports effective April 15 through June 10, citing the collapse in travel demand due to the coronavirus pandemic.**

● According to *The Denver Post*, **Denver International Airport is letting airlines**

delay paying facility rental fees as it freezes \$60 million in rents to help companies affected by the coronavirus.

The airport has seen passenger flow through security checkpoints drop by 94 percent in the wake of the pandemic.

● The *Los Angeles Times* reported that **due to the coronavirus outbreak, for the first time in 36 years American Airlines is operating two cargo-only flights from the U.S. to Germany, flying a B-777-300 from Fort Worth, Tex., to Frankfurt.**

International

● Per *The Times*, **the Project Aircraft initiative, composed of health-care, aviation, and technology professionals in England, is seeking government approval to transform idle widebody aircraft into intensive-care units to treat coronavirus patients.** According to leaders of the group, the airplanes, which can be hermetically sealed to eliminate the spread of germs, could easily be modified to hold between 100 and 150 beds along with necessary equipment once seats are removed.

● According to Reuters, **Norwegian Air plans to convert up to \$4.3 billion of its debt into equity and to issue new shares as it seeks to stay in business following the coronavirus outbreak that's grounded almost all of its fleet, the carrier announced on April 8.** The move would allow the airline to tap government guarantees of up to 3 billion Norwegian crowns (\$292 million), which are

dependent on the company reducing its ratio of debt to equity.

● Per the Associated Press, **Airbus has announced plans to cut jetliner production across the board due to the coronavirus epidemic.** In its largest-ever production adjustment, the European manufacturer said it was reducing output of its best-selling A320 narrowbody family by a third to 40 aircraft a month.

● **Lufthansa will seek aid in Germany, Switzerland, Belgium, and Austria due to the coronavirus crisis that forced the airline to ground almost all of its fleet,** reported Reuters. Carsten Spohr, the airline's CEO, said, "I'm optimistic that the talks in Bern, Berlin, Brussels, and Vienna will lead to good and positive results" in a video message to employees.

● In early April, **Korean Air announced that 70 percent or more of its employees working in South Korea would take a six-month leave of absence between April 16 to October 15 as part of the airline's efforts to cut costs during the coronavirus pandemic.** While on leave, employees will be paid a percentage of their wages.

SOLUTION TO THIS MONTH'S ALPA SUDOKU ON PAGE 13.

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Front Lines

ALPA CALLS OUT FAA FOR UNWILLINGNESS TO PROTECT CREWMEMBER, PASSENGER HEALTH

● ALPA rejected the FAA's laissez-faire approach to requiring airlines to follow U.S. Centers for Disease Control and Prevention (CDC) COVID-19 guidelines for exposure notification and workplace sanitation—guidelines that, if enforced, will not only help protect pilots' health, but help make certain that pilots are available to continue to help the world respond to the pandemic.

In an April 17 letter to FAA Administrator Steve Dickson, Capt. Joe DePete, ALPA's president, expressed frustration and disappointment at the FAA's unwillingness to take the action. "The absence of FAA leadership to protect the health of pilots serving on the front lines of the battle against this pandemic means the aviation professionals who fly medical personnel, equipment, and supplies to the outbreak hotspots are putting themselves at increased—and preventable—health risk."

On April 14, Administrator Dickson asserted that the agency is "not a public-health authority," and that it must allow others to issue guidance. Yet, in February 2006, the FAA published a notice in the *Federal Register* in which it affirmatively identified itself as a "public-health authority."

"We agree that the FAA is a public-health authority and that it is the FAA's respon-

Participate in ALPA's Call to Action to Demand The Safety of Your Workplace

DURING THIS UNPRECEDENTED TIME, ALPA is demanding that the U.S. Congress take action to ensure the safety of the flight deck and pilot workplaces. Congress must require that airlines follow guidelines set forth by the Centers for Disease Control and Prevention related to flight deck cleaning and disinfecting, as well as employee notification of test-positive COVID-19 cases in the workplace.

Please join the Association's Call to Action now to let your Member of Congress know how important it is to ensure the safety of a frontline workplace. Visit www.alpa.org/covid19relief to make your voice heard, and ask your friends and family to also participate.

sibility under the law to promote the safe operation of civil aircraft. The FAA must not delegate its authority to airlines and hope that they do the right thing," DePete wrote in support of the FAA's authority to issue health guidance.

Currently, airline pilots are testing positive for COVID-19 at twice the rate other Americans are experiencing—a dire statistic that could be reduced significantly by a mandate requiring U.S. airlines to abide by U.S. government guidance regarding exposure notification and workplace disinfecting. More than 260 ALPA members have tested positive for the coronavirus, and at least three have died.

ALPA continues to receive reports from airline pilots who work for airlines large and small and at bases across the United States, Asia, and Europe describing routine and repeated failures to meet minimum CDC guidelines.

On April 17, the FAA issued Safety Alert for Operators

(SAFO) 20009 regarding flight crew health monitoring, health protection (cleaning and disinfecting aircraft cockpits and frequently touched surfaces by crewmembers), employee notification after a positive COVID-19 test of employees, and personal protective equipment available for crewmembers. Because the SAFO contains only recommendations, airline compliance is optional.

"We are in the middle of a global public-health crisis, and the FAA appears to be unwilling or unable to find the fortitude to direct the airlines to take all CDC-recommended steps to protect essential employees and do what needs to be done to keep crews and passengers from getting sick and dying. I urge you in the strongest possible terms to take the action needed now to issue a regulatory order to protect the health of the hardworking men and women I am proud to represent," concluded DePete.

ALPA CANADA DEMANDS ENFORCEABLE HEALTH AND SAFETY MEASURES FOR AIRCREWS

● ALPA Canada continues to call on the government to address the serious health and safety concerns of frontline workers caused by the spread of the COVID-19 virus.

"The government of Canada has determined pilots are essential workers for keeping the vital air transportation system in place during this difficult time," said Capt. Tim Perry, ALPA Canada president. "However, little has been done to mandate measures that protect these essential workers. With no mandatory requirements in place to protect aircrews, they are putting themselves and their loved ones at risk every time they report for duty."

ALPA Canada has, on behalf of its members, raised health and safety concerns with Transport Canada on many occasions in recent months. Health and safety guidance materials, which are readily available to the public at large, have also been provided to airlines and crewmembers by Transport Canada, pointing to Health Canada and international agencies' advice. ALPA, however, expects and maintains that the guidance material for the health and safety of aircrews must be specific to their jobs, mandatory, and that air carriers must be compelled to uniformly abide by it.

"We have participated in several government calls to manage the risks, including providing data on specific workplace health and safety risks and mitigation strategies during the crisis," continued Perry. "Despite ALPA's consid-

erable input and communications, including letters to the ministers of Transport and Labour as well as the prime minister, the government has stopped short of elevating the immediate needs of essential, frontline worker protections to an interim order.”

At this critical time and perhaps for a considerable period of time yet to come as the industry begins to recover, greater mandated protection for aircrews need to be realized. These essential workers deserve much more protection now. ALPA Canada once again calls on Transport Canada to acknowledge its fundamental oversight and responsibility to that ensure aircrews have the protections they deserve by mandating appropriate measures and

standards via an interim order now.

FAA ACTS TO KEEP AIRMAN MEDICAL CERTIFICATES VALID THROUGH JUNE 30, 2020

● The FAA has issued an enforcement policy for expired airman certificates that applies to domestic operations and a separate exemption that applies to international operations. Both of these actions, the policy letter and the exemption, also apply to special-issuance medical certificates.

On March 26, the FAA issued the Enforcement Policy for Expired Airman Medical Certificates, which states that the FAA won't take enforcement action against a pilot flightcrew member or flight engineer operating with an

expired medical certificate for domestic operations. This policy is effective March 31, 2020, through June 30, 2020, and applies only to *domestic* airline operations.

On March 30, the FAA issued an exemption for pilots conducting international operations with respect to medical certificates. This exemption is applicable to medical certificates that expire between March 31, 2020, and May 31, 2020. Based on the exemption, medical certificates for these pilots are extended to be valid until June 30, 2020. This exemption is only applicable to *international* operations.

The following are key points regarding the international exemption:

- To apply the exemption,

the airline must confirm with each individual pilot that the pilot is in agreement to the exemption.

- The airline must provide the FAA with a list of these pilots, and the exemption only applies to Part 121 international operations.

- Pilots must have in their physical possession, or readily accessible in the aircraft, a copy of this grant of exemption when exercising the relief provided.

If you have questions regarding the status of your medical, please contact your airline. ALPA members can access this policy and other relevant information for crewmembers any time from the Association's coronavirus information hub, www.alpa.org/coronavirus.



ASO UPDATE

● JUMPSEATING: MORE CRITICAL THAN EVER

The ability to jumpseat has reached critical mass for ALPA pilots forced to contend with drastically reduced airline flight capacity as a result of the COVID-19 pandemic. A large portion of ALPA members are commuters, making it vital that pilots have jumpseat access to ensure baseline operation levels are maintained while this crisis continues (see page 30).

The Air Safety Organization's Aviation Jumpseat group is working closely with individual master executive councils (MECs) to help pilots affected by furloughs and, in some cases, shutting down of operations. The group is providing resources to MEC Jumpseat Committees to encourage extending jumpseat agreement privileges (cabin seat only) to those affected crewmembers. Any extensions would likely be temporary and would vary based on the individual operator.

To facilitate jumpseat access on other carriers, the Aviation Jumpseat

group reminds ALPA members that all airline jumpseat policies are now available in the ALPA mobile app. Within the Jumpseat Information section of the app, MEC-specific blocks provide auto-populated, up-to-date information to help pilots plan their commutes and other jumpseat travel needs.

This recent enhancement is an ALPA presidential priority and an important planning tool for pilots tasked with flying during these difficult times.

For questions about jumpseat-privilege extensions at your airline, please contact your MEC Jumpseat Committee. Please submit any jumpseat-related comments to JumpseatFeedback@alpa.org.

● SECURITY COUNCIL WELCOMES NEW VICE CHAIR

In late March, Capt. Eric Herman (Sun Country), ALPA's Air Safety Organization Security Council chair, announced the appointment of Capt. Kaela Harnett (Air Transport International) as the new Security Council vice chair, filling

a long-standing vacancy.

Harnett assumes the position while keeping her current role as her pilot group's Master Executive Council's Security Committee chair, which she's held since 2019. In that role, she's worked to resolve Know Crewmember® issues experienced by her pilot group, keep the pilots informed of issues regarding Persian Gulf airspace hindered by military conflict and active areas of operation, and is developing a security committee/corporate security reporting structure. In recent months, Harnett has been assisting Herman and Capt. Wolfgang Koch (Delta), ALPA's Aviation Security chair, in finding a commercial security reporting service to provide ALPA pilots with real-time global security incident and threat reports.

During the spring Security Council meeting held via video conference, Herman welcomed Harnett into her new role, and his sentiments were unanimously echoed by all council members in attendance.

GPS AND SATELLITE COMMUNICATIONS UNDER THREAT

On April 20, the Federal Communications Commission (FCC) granted a license to build a ground-based 5G data network using radio spectrum adjacent to global positioning system (GPS), Iridium, INMARSAT, and other bands used for satellite-based aviation navigation and communications services. The company receiving the license is Ligado Networks, a privately held telecommunications company formerly known as LightSquared.

This decision comes despite long-standing concerns from aviation, military, first responders, the scientific community, and private industry experts that Ligado's efforts would result in harmful interference to millions of existing GPS and satellite communications (SATCOM) receivers, thereby threatening navigation and communications in the vicinity of Ligado's ground stations and compatible handsets.

Experts from the Department of Commerce's own National Telecommunications and Information Administration, as well as the Position, Navigation, and Timing Executive Committee representing the Defense, Transportation, Homeland Security, Interior, Commerce, and State Departments and NASA have made it clear that "proposals to operate service in bands adjacent to GPS should not be approved unless...they do not exceed the tolerable power transmissions limits" specified in a cross-agency testing report published by the Department of Transportation (DOT).

ALPA is seeking additional details contained in the actual FCC license, because the tech-

nical limitations in the FCC's press release don't appear to meet the DOT transmitted power recommendations that would ensure aviation operations remain safe. ALPA has been following this issue for more than a decade and is evaluating all available options on how to continue to press for the protection of the GPS signals from harmful interference.

P4P ASSISTANCE NOW AVAILABLE FOR COVID-19

In response to the ongoing COVID-19 pandemic, ALPA's Executive Council voted to include the current crisis within the parameters of Pilots for Pilots (P4P), ALPA's Emergency Relief Fund, allowing the fund to provide temporary financial assistance to ALPA members suffering a financial hardship

related to COVID-19.

The resolution states that P4P "shall be available to provide grants or loans for temporary financial assistance (in amounts consistent with the fund's guidelines but in general limited to \$1,000) to members of the Air Line Pilots Association or their dependents based on financial hardship caused by the COVID-19 illness (such as medical expenses not covered by insurance or dependent care expenses)." Per the P4P bylaws, the fund isn't available to replace lost pay but rather to help cover the unexpected and unanticipated costs that bring an extra burden.

To learn more, apply for assistance, or make a donation, go to www.alpa.org/relieffund.

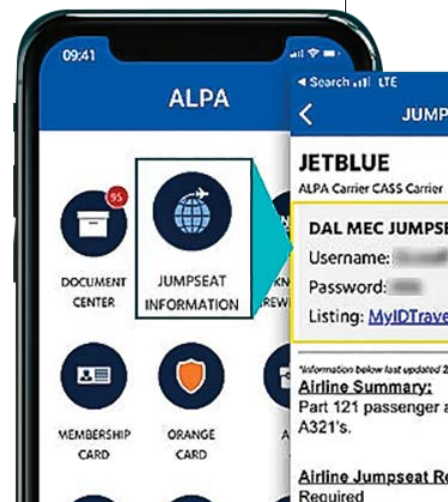
ALPA SUDOKU

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

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 10.

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



MAKE THE MOST OF YOUR MEMBERSHIP: DOWNLOAD THE ALPA APP

In ALPA's continuing efforts to better serve its members and provide access to its latest communications, recent enhancements to the ALPA app include a notification center to view all current and past push notifications, jumpseat policies, and the coronavirus resources center.

If you aren't using the ALPA app, download it today for quick access to all of the Association's resources, including

- ALPA breaking news updates,
- Your membership card,
- Known Crewmember®,
- Jumpseat information,
- Data Action Report (DART),
- ALPA's Worldwide Accident/Serious Incident Hotline (the "orange card"),
- Pilot Peer Support,
- Documents from ALPA, your master executive council, and your local executive council, and
- Coronavirus resources for flight crews.

Questions? Comments? Contact ALPAAppFeedback@alpa.org.

PREFLIGHT



IN MEMORIAM

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

—Author unknown

2013

Capt. Paul Perfette
FedEx Express May

2018

Capt. Ken J. Kaplan
Canadian May

F/O James D. Rathbone
Eastern September

S/O Bret S. Hart
TWA November

Capt. John P. Onoff
US Airways December

2019

Capt. Kenneth W. Trout
TWA January

F/O Jerry M. Kortez
Braniff October

Capt. Edmond R. O'Brien
US Airways October

Capt. Alex J. Szabo
Braniff November

Capt. Lionel B. Dixon
United December

Capt. Bruce W. Gibbs
United December

Capt. Alfred O. Hendrickson
Braniff December

Capt. David A. Henry
United December

Capt. David B. Kelley
US Airways December

F/O Michael D. Mechsner
Delta December

Capt. Bruce C. Morehouse
Braniff December

F/O George M. Wallerich
Pan American December

2020

Capt. Norman A. Hortman
Delta January

Capt. Eugene G. Peterson
United January

Capt. Louis F. Wagner
Braniff January

Capt. Rich P. Bertoli
Pan American February

Capt. Robert M. Burns
Delta February

F/O John L. Bush
Delta February

Capt. Cyril R. Cacace
TWA February

F/O Charles P. Clausen
Braniff February

Capt. Edgar F. Fischer, Jr.
Northwest February

Capt. Richard R. Geyerman
Northwest February

Capt. Olen R. Goodwin
Emergy Worldwide February

Capt. Peter C. Maynard
United February

F/O John A. Ohrn
United February

Capt. Thomas E. Arline
PSA March

F/O Russell K. Carlisle
FedEx Express March

Capt. Thomas R. Caufield
Braniff March

Capt. Charles W. Clements
Delta March

Capt. Craig E. Gontarek
Delta March

F/O Mitchell W. Janssen
Air Wisconsin March

Capt. John F. Kleszcz
Northwest March

Capt. Thomas M. Kyger
Braniff March

Capt. John F. Malek
Hawaiian March

Capt. Paul C. Mattson
United March

S/O Milo E. Maurel
TWA March

F/O Peter N. Maxwell
Northwest March

Capt. Gary A. Salman
United March

Capt. Louis S. Soha
Alaska March

Capt. Charles C. Spencer
Delta March

Capt. John C. Thomas
Delta March

Capt. Kenson R. Vance
Delta March

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BY ALPA'S MEMBERSHIP ADMINISTRATION
DEPARTMENT

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is the most bipartisan
labor PAC in the country.
Conservative, liberal, or
somewhere in between:
we don't care what side
of the aisle they're on,
as long as they're
on our side.

BACK THE PAC!

WWW.ALPA-PAC.ORG

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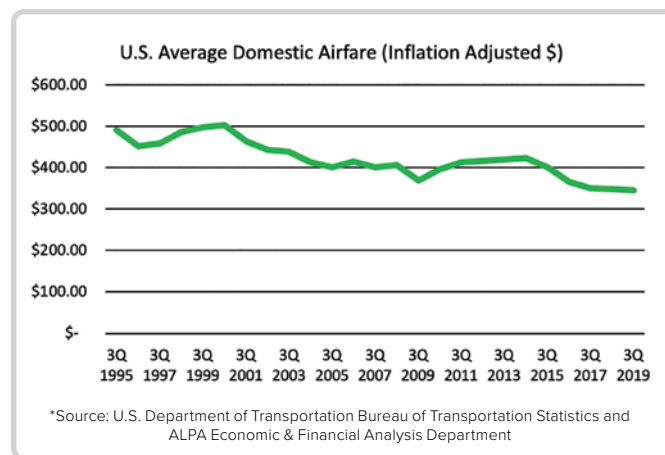


INDUSTRY STATS

U.S. DOMESTIC AIRFARE

According to the latest data from the U.S. Department of Transportation's Bureau of Transportation Statistics (BTS), the average domestic airfare decreased to \$345 in the third quarter of 2019, down 1.2 percent on an inflation-adjusted basis from \$349 in the third quarter of 2018. The average airfare of \$345 for the third quarter of 2019 was the lowest since the third quarter of 1995, when BTS started providing this data. In the third quarter of 1995, the average domestic airfare was \$491 on an inflation-adjusted basis.

The large difference in average airfare between third quarter 2019 and third quarter 1995 can be partially explained by how BTS calculates average domestic airfare. According to BTS, airfare only includes the seat price at the time of the ticket purchase and doesn't include ancillary revenues for such items as advance seat selection, baggage fees, meals, Wi-Fi, priority



check in, etc.

Today, ancillary fees have become a greater part of the final total cost for air travel because of the increase in the segmentation of the product that airlines offer. Unlike in 2019, product segmentation in 1995 wasn't a widely used tool to drive revenue for airlines. Thus, while the airfare that a passenger pays today may be lower than the airfare 24 years ago, the final total cost is closer to the cost of airfare in 1995 than it appears. In the third quarter of 2019, ancillary fees made up 27 percent of the total cost that a passenger

paid, whereas in the third quarter of 1995, ancillary fees made up 13 percent of the total cost a passenger paid.

In 2020, the average airline domestic airfare is projected to decrease due to a significant drop in demand because of COVID-19's effect on the U.S. economy. As of April 7, 2020, at least 316 million people in the U.S. were under stay-at-home orders, effectively eliminating airline travel. As a result, the Transportation Security Administration (TSA) reported that on that day only 97,130 travelers went through TSA screening checkpoints

compared to nearly 2.1 million travelers for the same weekday one year ago.

Airlines are attempting to maintain whatever demand they can by discounting fares. According to Wall Street analysts, year-over-year domestic walk-up fares as of the end of March had decreased in price by an average of 61.87 percent for U.S. legacy carriers (American, Delta, and United). The year-over-year decrease in domestic walk-up fares for low-cost carriers has been even more drastic. During the same time period, walk-up fares decreased by 80.2 percent for Southwest and by 86.9 percent for Spirit.

Going forward, the average domestic airfare isn't expected to recover to pre-COVID-19 levels until late 2021 or 2022. Uncertainty remains regarding how the crisis will affect consumer willingness to travel in the future. This is also the case for business travel. Overall, average domestic airfares will align with market demand, which will remain low for the foreseeable future.



MARKET WATCH

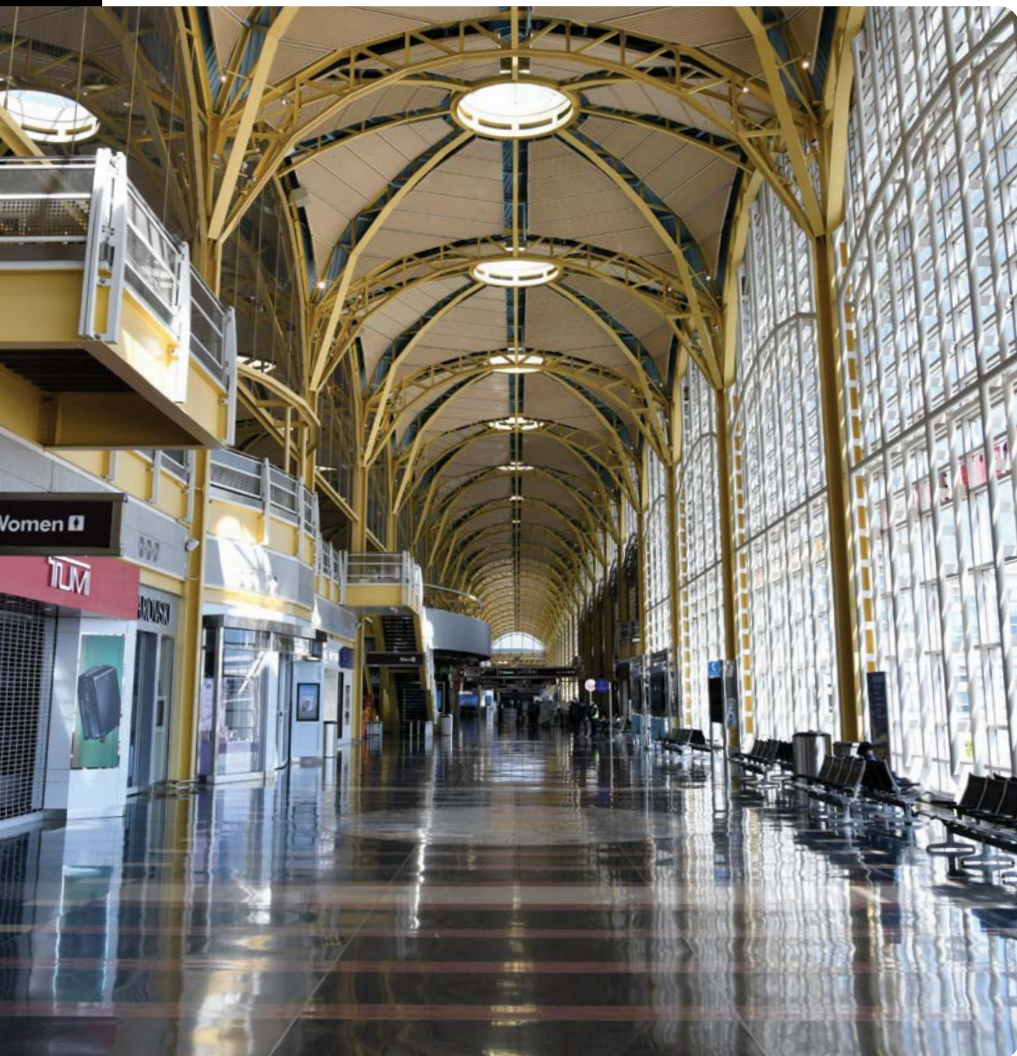
AIRLINES	PARENT COMPANY	STOCK SYMBOL	3/29/2019	3/31/2020	% CHG.
Air Transat	Transat A.T., Inc.	TSX: TRZ.B	\$4.66	\$8.53	83.05% ▲
Air Transport International	Air Transport Services Group, Inc.	NASDAQ: ATSG	\$23.05	\$18.28	-20.69% ▼
FedEx Express	FedEx Corporation	NYSE: FDX	\$181.41	\$121.26	-33.16% ▼
Delta, Endeavor Air	Delta Air Lines	NYSE: DAL	\$51.65	\$28.53	-44.76% ▼
JetBlue	JetBlue Airways Corporation	NASDAQ: JBLU	\$16.36	\$8.95	-45.29% ▼
Bearskin, Calm Air, Perimeter, Provincial	Exchange Income Corporation ¹	TSX: EIF	\$33.09	\$17.75	-46.36% ▼
Alaska	Alaska Air Group, Inc.	NYSE: ALK	\$56.12	\$28.47	-49.27% ▼
Jazz Aviation	Chorus Aviation ²	TSX: CHR.B	\$7.18	\$2.94	-59.05% ▼
Hawaiian	Hawaiian Holdings, Inc.	NASDAQ: HA	\$26.25	\$10.44	-60.23% ▼
United	United Airlines Holdings, Inc.	NASDAQ: UAL	\$79.78	\$31.55	-60.45% ▼
Mesa	Mesa Air Group	NASDAQ: MESA	\$8.34	\$3.29	-60.55% ▼
Envoy Air, Piedmont, PSA	American Airlines Group, Inc.	NASDAQ: AAL	\$31.76	\$12.19	-61.62% ▼
Spirit	Spirit Airlines, Inc.	NYSE: SAVE	\$52.86	\$12.89	-75.61% ▼

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

² Chorus Aviation announced a monthly dividend of \$0.04 per Class A and Class B shares for the month of March on March 20, 2020.

THE CARES ACT

WHAT IT MEANS TO ALPA MEMBERS



By John Perkinson, Senior Staff Writer

The economic impact of the novel coronavirus (COVID-19) pandemic has been catastrophic on the U.S. airline industry, as carriers struggle to operate amid countless travel restrictions and the mandates and guidelines for Americans to stay at home to prevent the virus from further spreading. Passenger airlines report that travel demand has shrunk to less than 5 percent of normal levels. With decimated schedules and legions of parked aircraft, America's airlines are facing a cash-flow and liquidity crisis and are in desperate need of financial aid.

The aviation industry finally received some good news on March 27 when the Coronavirus Aid, Relief, and Economic Security (CARES) Act was signed into law. According to the U.S. Department of the Treasury, the \$2 trillion economic stimulus package was passed with the goal of "protecting the American people from the public-health and economic impacts of COVID-19." In addressing aviation in the bill, Congress clearly recognized that the U.S. airline industry, which accounts for more than 5 percent of the country's gross domestic product, impacts nearly 11 million jobs.

The main concourse of Ronald Reagan Washington National Airport on April 15.

Photo: Chris Weaver

Not since 9/11 has the U.S. airline industry been offered this scale of relief from the federal government. While the 9/11 and coronavirus stimulus packages have some similarities, the terms of the latter legislation place a special emphasis on employees.

ALPA quickly responded to the CARES Act announcement with a public statement, observing, "From the moment that COVID-19 economic relief was considered, ALPA has been clear that any relief package must put frontline aviation workers first and help move our economy. ALPA pilots have been actively engaged in discussions of the bill, and through their collective activism, tens of thousands of pilots sent more than 130,000 letters to Capitol Hill and urged lawmakers on social media to protect pilot jobs by bringing economic relief and stability to our vital industry."

The statement added, "By helping to stabilize the airline industry while protecting frontline aviation workers, we will ensure that, when the time comes, the return to normal operations will be done safely and swiftly."

Airline pilots are continuing to serve as first responders throughout this international crisis, not only risking their health and well-being to operate this important component of the nation's infrastructure, but also flying relief efforts to retrieve U.S. citizens from foreign countries and transport critical goods and personnel (see page 23).

DOLLARS AND SENSE

Title IV of the CARES Act provides payroll support payments for U.S. airlines amounting to \$32 billion in direct grants specifically for airline employee salaries and benefits. This total includes \$25 billion for the workers of passenger air carriers, \$4 billion for cargo airline employees, and another \$3 billion for contractors. Participating airlines must maintain their employment levels as of March 24, 2020, to the extent possible, and retain no less than 90 percent of their workers, as of that date, until Sept. 30, 2020.

The total assistance each airline is eligible for is based on the amount the specific carrier paid to workers between April 1, 2019, and Sept. 30, 2019, and the

Treasury Department will establish applicable rules and procedures to distribute these funds. The federal government can't tie a grant to an airline's agreement to renegotiate existing collective bargaining agreements or to conduct new contract talks from the date financial aid is received until Sept. 30, 2020.

In addition to the \$32 billion in payroll grants, passenger airlines have access to \$25 billion, and cargo airlines can draw on \$4 billion in loans and loan guarantees. The terms of both grants and loans are at the Treasury Department secretary's discretion, and loans will be approved provided that it's determined that the recipient is unable to access other credit, the debt is "prudently incurred," and the loan is secured.

To ensure that this fiscal stimulus serves its intended purpose, certain conditions have been outlined. Per Section 4112 of the act, airline executives are barred from receiving pay raises or severance packages until March 24, 2022. This language specifically addresses employees with salaries above \$425,000.

Carriers receiving aid can't initiate stock buybacks or pay dividends until Sept. 30, 2021, and this deadline will be extended for another 12 months after any debts, which are incurred as part of the loan program, are no longer outstanding. Aid recipients will need to maintain base-level operations. Other stipulations of the act include the suspension of aviation-related excise taxes for the remainder of the year.

While the Treasury Department administers the initial stages of the program, the CARES Act establishes a special inspector general to monitor the ongoing pandemic recovery. This individual, along with a special committee, will provide oversight on all loans as well as any other related uses of taxpayer dollars.

OTHER CARES BENEFITS

Among its extensive array of terms and conditions, the CARES legislation makes it easier for employees to access funds in their 401(k) accounts and IRAs. Plans are permitted to provide a penalty-free "coronavirus-related distribution" of up to \$100,000 to a qualified individual through Dec. 31, 2020, and increased amount of plan loans through Sept. 23, 2020, to

a qualified individual. The minimum funding requirements for defined-benefit plans have been eased, extending the deadline for minimum annual required contributions that would otherwise be due in 2020 to Jan. 1, 2021.

The use of Health Savings Accounts (HSAs) has been expanded to allow high-deductible health plans combined with HSAs to cover telehealth and remote-care services before the plan's deductible is met. In addition, employees with HSAs, flexible spending accounts, and health reimbursement arrangements can use these funds to cover the cost of over-the-counter medications.

Read more about how these and other CARES Act benefit changes in the April 2020 issue of ALPA's *R&I Update* (www.alpa.org/aprilupdate).

For those confronting joblessness, CARES expands existing state unemployment insurance programs, making more individuals eligible and providing greater benefits. Individuals who are eligible for and receiving unemployment benefits should automatically receive federal pandemic unemployment compensation (FPUC) in the amount of \$600 per week in addition to the regular unemployment benefits available under state law. FPUC is payable through July 31, 2020.

Unemployment benefits are also expanded for individuals who don't otherwise qualify if the inability to work is due to a COVID-19-related reason. This new benefit, called pandemic unemployment assistance, provides up to 39 weeks of unemployment benefits if the individual experiences a job loss or a reduction in hours under certain circumstances.

While this new financial aid addresses many of ALPA's concerns, potential ambiguities exist that the Association was quick to point out.

In an April 2 letter to Treasurer Secretary Stephen Mnuchin, DePete noted, "While we want to ensure grants help prevent carrier bankruptcy, we also believe the agency should be vigilant to ensure carriers that receive taxpayer assistance do not, as they did post 9/11, harm employees in bankruptcy, including through the use of Section 1113 of the bankruptcy code.

"Given that the Treasury makes careful note that its guidelines are subject

to the secretary's discretion to update or modify at any time, we believe the agency should use its broad authority to help stave off future bankruptcies and condition aid on the preservation of collective bargaining rights," he said.

Summarizing his concerns, DePete asserted, "We ask that the Treasury provide publicly accessible information to help us partner with the department to ensure that taxpayer money provided to air carriers furthers the government's essential goal of providing direct benefits to employees."

CHANGING WINDS

As *Air Line Pilot* went to press, Mnuchin adjusted the initial terms of the financial relief, informing the nation's major airlines that he wants them to repay some of the \$25 billion grant money originally outlined to cover employee payroll costs.

In an April 10 statement, Mnuchin acknowledged, "Small- and medium-sized passenger aviation businesses are particularly vulnerable to the disruption from COVID 19." Under the new conditions, airlines receiving grants of more than \$100 million in payroll assistance would be required to pay back 30 percent of the total amount received above \$100 million. Grants for these larger carriers would also come with equity warrants for 10 percent of the value of the loan or, more specifically, the right for the government to purchase shares of airline stock at a set price.

As applied, the \$25 billion Congress approved for immediate cash grants would be adjusted to about \$18 billion. The remaining \$7 billion would be treated as loans. These and other conditions are subject to change as talks continue, and both the nation's larger carriers and airline workers have expressed serious concerns.

In an April 14 press release, DePete responded, "We're pleased that a number of airlines have decided to participate in the payroll support program, despite the constraints placed on this grant funding by the Treasury Department. Unfortunately, Treasury is undermining the intent of the CARES Act by treating a portion of the grants designed to protect jobs not as grants, but as loans, which will make it harder to stop layoffs and

slow the recovery."

He added, "In spite of this, we remain optimistic that more carriers will avail themselves of this funding—and that Congress will seek to overturn the constraints placed on this worker assistance program."

PREVIOUS RELIEF

In his correspondence, DePete raised a valid and alarming point. On Sept. 22, 2001, just weeks after the four coordinated terrorist attacks of 9/11, the Air Transportation Safety and System Stabilization Act (ATSSSA) was passed to provide federal aid to U.S. airlines. The measure offered the nation's carriers \$5 billion in immediate cash assistance and \$10 billion in loan guarantees, where commercial loans weren't available, "to provide a safe, efficient, and viable commercial aviation system in the United States."

ATSSSA also offered tax assistance to airlines, allowing them to postpone an estimated \$1.4 billion in certain tax payments by 180 days. Similar to the CARES Act, ATSSSA outlined restrictions and oversight as well as taxpayer compensation in the form of equity stakes in the airlines that participated.

Despite this generous aid from the federal government, the serious financial damage inflicted on the U.S. airline industry from 9/11 could be felt throughout the next 10 years, resulting in numerous Chapter 11 bankruptcies, including filings by these carriers with ALPA-represented pilots: Trans World Airlines (2001), US Airways (2002, 2004), United Airlines (2002), Delta Air Lines (2005), Northwest Airlines (2005), Aloha Airlines (2008), Sun Country Airlines (2008), and Mesa Air Group (2010). Alternatively, Chapter 7 bankruptcy

filings for carriers with ALPA-represented pilots during the post-9/11 period included Sun Country Airlines (2002), Midway Airlines (2003), Aloha Airlines (2008), Air Midwest (2008), Gemini Air Cargo (2008), and Independence Air (2009).

The subsequent use of Section 1113 of the bankruptcy code by airline managements to sidestep collective bargaining became commonplace as a means of voiding contract terms pilots had agreed to in good faith.

Drawing from this experience, DePete in his April 2 letter to Mnuchin emphasized, "We make note that the conditions applied to Federal Reserve programs and facilities under Section 4003(3)(D)(i)(IX) of the CARES Act require that specific employers not abrogate an existing [collective bargaining agreement] for the term of the loan and a period of two years afterwards. The Treasury should use the same logic under its broad authority to require these same terms for air carriers receiving grants under Section 4003 as well."

What long-term effect the CARES Act will have on the U.S. aviation industry remains to be seen. However, the fact that a portion of the legislation is targeted to protect pilots and other airline workers is a remarkable achievement. "For the first time in American history, rather than providing unfettered financial assistance to airlines, aid is conditioned to promote, rather than subordinate, the livelihoods of employees," said DePete in his April 2 letter to Mnuchin.

"Pilots are committed to being equal partners with our airlines to navigate through these turbulent times, and we look forward to collaborating with you to ensure that we are successful," DePete observed. 🌐

FAMILIES FIRST

The CARES Act wasn't the only legislation passed to address the effects of the pandemic on the economy and U.S. citizens. The Families First Coronavirus Response Act was

enacted on March 18 to provide funding for free coronavirus testing, paid emergency leaves, and expanded unemployment benefits. Other bills passed include the Coronavirus Preparedness and Response Supplemental Appropriations Act and the Paycheck

Protection Program and Health Care Enhancement Act. These provide additional funding for developing a vaccine and other preventive measures, finances for hospitals and testing, and resources to supplement grant money in the CARES Act.

CANADA'S SLOW APPROACH IN ADDRESSING COVID-19 CRISIS



By Corey Kuhn, Contributing Writer

As nations around the world respond to the damaging effects that the COVID-19 crisis has had on their economies, ALPA Canada continues to press the Canadian government to address the crisis facing the country's airlines. As this issue of *Air Line Pilot* went to press, the Canadian government had yet to announce an aviation-specific aid package similar to what it's done for the other hard-hit sectors of the economy—despite acknowledging that the aviation sector has been “disproportionately impacted.” Affected by official travel advisories, border closings, and quarantine rules, ALPA pilots, whom the government considers to be essential transportation workers, continue to contribute, taking significant personal risks when reporting for duty.

For the more than 5,000 ALPA members at 15 Canadian airlines—Air Georgian, Air Transat, Bearskin, Calm Air, Canadian North, First Air, Jazz Aviation, Kelowna Flightcraft, Morningstar Air Express, Perimeter, Provincial Airlines, Sky Regional, Wasaya, WestJet, and WestJet Encore—it's far from business as usual.

While their airlines are flying drastically reduced schedules, these ALPA pilots are doing their part to help keep the industry operating while also bringing Canadians back home through dozens of repatriation flights. To date, more than 18,000 Canadians in Spain, Ukraine, and other countries have returned on chartered flights, many of which have been flown by ALPA members.

Engaging with government officials, ALPA leaders have been in continuous direct contact with the ministers of Finance, Labour, and Transport since the COVID-19 pandemic began to acutely impact the nation's economy, airlines, and frontline workers. Much like in the United States, ALPA Canada efforts have been geared toward calling for swift government action to support the financial viability of Canada's aviation industry.

Working with officials and regulators, ALPA Canada has been unwavering in calling for government support that flows directly to workers, not to corporate coffers. ALPA has been adamant that any government aid must also be accompanied by strict limitations on executive

compensation (including bonuses and stock options), share buybacks, dividend payments, and debt repayment designed to increase shareholder value.

As the government contemplates and prepares an aviation economic relief package, ALPA Canada launched a Call to Action to alert legislators of the importance of protecting frontline employees and their families. Since the Call to Action was launched, ALPA pilots have sent more than 1,500 letters to Members of Parliament, taking a stand for their future.

For pilots on the front line of this crisis, time is of the essence. ALPA pilot leaders and staff have been working around-the-clock to negotiate mitigation agreements with respective airline management that would help keep their carriers economically viable, pilots healthy, families protected from financial harm, and passengers and cargo flying safely and efficiently.

However, with a lack of economic support from the government, many Canadian carriers have resorted to, or have threatened, layoffs to keep airlines afloat.



While some master executive councils (MECs) have been able to stave off significant layoff notices, others haven't been so fortunate.

On March 20, despite a pilot-ratified letter of agreement, Air Transat announced that it would ground its entire fleet effective April 1. The nearly 700 pilots at the carrier suddenly found themselves with zero flying and no idea when the carrier would resume operations.

A small glimmer of hope occurred on April 11 when Parliament extended the Canada Emergency Wage Subsidy (CEWS) to airlines. The program was enacted to help incentivize employers to avoid layoffs by subsidizing employee wages. Unlike the U.S. aviation economic relief package that provided its airline industry with approximately US\$50 billion in loans and grants to keep companies operational and employees on the payroll until flights can resume, under CEWS the government would assume 75 percent of workers' wages from March 15 but only until June 6.

CEWS has been partially successful as several airlines have been able to rehire pilots, flight attendants, and other crewmembers who've lost their jobs due to downsizing caused by the COVID-19 pandemic, but it hasn't been enough for some carriers to avoid staff reductions.

While many labour groups and employers applaud the government's efforts on the creation of this program, ALPA believes pilots should be included in a labour-focused airline stimulus package as it's clear that CEWS hasn't adequately addressed the grave situation facing airlines and pilots. Currently, many pilots are facing either furloughs or drastic cuts to their wages and working conditions. Simply put, every single pilot is affected.

"Unfortunately, the government's recently announced measures to assist businesses is an example of a 'one-size-doesn't-fit-all' approach, as airlines continue to reduce flight and work schedules or have shut down operations completely, leading to drastic concessions from employees and layoff notices to tens of thousands of airline workers," said Capt. Tim Perry, ALPA Canada president. "The airline industry is facing a unique crisis that will require additional governmental measures, given the mag-

"Our pilots need, and have every right to, a safe working environment. That means airports with properly screened passengers, clean workspaces, expedited passage to and from restricted areas separate from passengers, and access to safety equipment." —CAPT. TIM PERRY, ALPA CANADA PRESIDENT

nitude of recent government-imposed travel restrictions and reduced consumer demand for the foreseeable future."

ALPA Canada has also been vigilant in urging the government to provide protections for those pilots still flying. At present, crewmembers are taking significant personal risks by continuing to report for duty, which puts their families and communities at risk as well. For pilots to continue to contribute as essential transportation workers, ALPA Canada has raised health and safety concerns with Transport Canada on many occasions in recent months. Health and safety guidance materials, which are readily available to the public at large, have been adapted to some extent for the airline environment and provided to airlines and crewmembers by Transport Canada, pointing to guidelines from Health Canada and international agencies. However, an ALPA survey of Canadian Central Air Safety chairs found that there are significant gaps and inconsistencies in the application of the guidance material. ALPA expects and maintains that the guidance material for the health and safety of aircrews must be specific to their jobs and that all airlines must be compelled to uniformly abide by it.

"Our pilots need, and have every right to, a safe working environment. That means airports with properly screened passengers, clean workspaces, expedited passage to and from restricted areas separate from passengers, and access to safety equipment," Perry remarked.


Despite ALPA's considerable input and communications, including letters to the ministers of Transport and Labour as well as to the prime minister, the government has stopped short of elevating the immediate needs of essential, frontline worker protections.

Dissatisfied with that lack of progress,

thousands of ALPA pilots and supporters took to Twitter with messages to Transport Minister Marc Garneau, urging that the aviation regulatory agency prioritize worker health and establish an emergency health and safety action plan to avoid dangerous situations for aircrews during crises like COVID-19.

In response, Transport Canada issued an interim order, effective April 20, that requires each traveler to wear a non-medical face mask during all flights and at Canadian airport screening checkpoints, whenever it's not possible to maintain a physical distance of two metres from other individuals, or when directed to do so by airline employees, public-health officials, or a public-health order.

"Pilots and other essential workers deserve much more protection. ALPA Canada will not let up until Transport Canada acknowledges its fundamental oversight and responsibility to ensure that aircrews have the protections they deserve by mandating appropriate measures and standards via an interim order now," added Perry.

While there are many similarities between the approach that the U.S. and Canadian governments have taken in addressing the pressing issues facing pilots and crewmembers during this global pandemic, one thing remains true—ALPA's resolve to protect and defend the health, safety, and security of its more than 63,000 pilots across North America. Passengers and businesses depend on air transportation and deserve swift and decisive leadership by regulatory agencies to not only protect the health of individual airline pilots serving on the frontlines of the fight against COVID-19, but also to ensure that the United States and Canada will have pilots available to drive the national and global economic recovery. 

COVID-19 |

SAFEGUARDING THE PROFESSION'S PRESENT AND FUTURE

By Christopher Freeze,
Senior Aviation Technical Writer

Approximately two months ago, the World Health Organization (WHO) declared the COVID-19 outbreak a pandemic. Shortly thereafter, numerous countries began to announce and implement travel restrictions to slow the spread of the virus. Confronted with unprecedented challenges to the airline industry as a result of COVID-19, ALPA continues to work around-the-clock providing available resources and creating new ones to meet the needs of its members.

"During these difficult times, it's crucial that we continue to keep safety as our number one priority," said Capt. Bob Fox, ALPA's first vice president and national safety coordinator, who is spearheading the Association's COVID-19 efforts. "For those flying the line, we must all be extra vigilant in minimizing potential distractions on the flight deck. With all the stress and uncertainty surrounding our day-to-day lives, it's easy to let those external pressures creep onto the flight deck."

In response, the pilot volunteers of the Association's Air Safety Organization (ASO) have been working to provide

fellow pilots updated information and added support during these uncertain times.

PILOT ASSISTANCE: ALPA'S TRUE MEASURE

"One critical tool for ALPA members is the Pilot Peer Support (PPS) program," said F/O John Taylor (United), ALPA's ASO Pilot Assistance chair. "PPS is operated 24 hours a day, seven days a week by pilot peers who offer confidential assistance as you sort through whatever you might be experiencing during these challenging times in the way of psychological, physiological, chronic stress, or family issues—without jeopardy to your career."

PPS volunteers can be reached at 309-PPS-ALPA (309-777-2572). Independent group-specific support programs are also available:

- Delta PAN: 800-USA-ALPA
- FedEx PATH: 866-FDX-ALPA
- JetBlue PAN/PPS: 309-PPS-ALPA
- United Airlines SOAR: 866-653-SOAR
- Canadian Pilot Assistance (visit your master executive website).

Pilot Assistance has also coordinated with ALPA's Membership Committee to

launch a Family Issues webpage (www.alpa.org/familyissues). "The site contains information and expert guidance from the Pilot Assistance Committee, including suggested resources and other applicable guidance on various family issues," noted Taylor.

The Association also engaged with the FAA to extend the duration of pilot medical certificates. "The FAA recently issued an enforcement policy letter stating that it won't take enforcement action against an airline pilot or flight engineer for flying in domestic operations with an expired medical certificate," said Taylor. "This policy is effective March 31, 2020, through June 30, 2020."

For international operations, the exemption only applies to medical certificates that expire between March 31, 2020, and May 31, 2020, and extends the validity of these medical certificates until June 30, 2020. "But the exemption requires that airlines must confirm with each pilot that he or she agrees to the exemption," noted Taylor. "The airline must provide the FAA with a list of those pilots, and the exemption only applies to Part 121 international operations."

Additionally, pilots and flight engineers must have in their physical possession, or readily accessible in the aircraft, a copy of this grant of exemption when exercising the relief provided.”

Transport Canada also recently issued an extension allowing pilots who currently hold a medical certificate expiring on or before June 1 to continue to exercise the privileges of their permits, licenses, or ratings until Aug. 1, 2020, subject to the conditions listed in the exemption notice dated March 17, 2020.



SECURITY: HARDENING OUR TARGET

While most of the world is focusing its attention on the pandemic, those flying the line still need to remain vigilant and keep security at the forefront. “Pilots remain part of what has been deemed a critical infrastructure industry as defined by the Department of Homeland Security,” said Capt. Wolfgang Koch (Delta), ALPA’s ASO Aviation Security chair, in a recent Security Alert. “As such, we’re being tasked with continuing to provide transportation services throughout the pandemic, for as long as needed, and we also expect to be a key component of the recovery.”

During these challenging times, Koch noted, it’s important that pilots continue to be vigilant in all areas of operations as it pertains to security. “While we’re likely to encounter an increasingly stressful work environment contrasted with reduced passenger loads, a variety of threats still remain. We all must continue to remain focused on the mission at hand and remain on the lookout for any irregularities or threats.”

He recommended that pilots continue to practice strict flight deck door opening and closing procedures. “Reduced passenger loads on board our aircraft shouldn’t be dismissed as being a lower risk,” Koch stated. “We should be reminded of the events of 9/11 where terrorists took command of our aircraft when load factors weren’t as high as recent times. Crews should endeavor to maintain strict adherence to both the display and checking of airline identification material, including the verification of crew, airport, company, and government IDs, and remember to always challenge

aviation workers who don’t display their proper credentials while on or around your aircraft.”

In closing, Koch observed that during these trying times pilots not only need to be focused on their fitness for duty and well-being but also on their coworkers. “If you observe any behavior or actions by a coworker that you consider to be troubling or concerning, please know that additional support is available” through ALPA’s PPS network and through immediate managers at respective airlines.



JUMPSEAT: VITAL TO THE PROFESSION’S SUCCESS

“The ability to jumpseat has reached critical mass for ALPA pilots forced to contend with drastically reduced airline flight capacity as a result of the COVID-19 pandemic,” remarked Capt. Rich Odbert (FedEx Express), ALPA’s ASO Aviation Jumpseat chair. “A large portion of ALPA members are commuters, making it vital that pilots have jumpseat access to ensure baseline operation levels are maintained while this crisis continues.”

Odbert noted that the Aviation Jumpseat group is working closely with individual master executive councils (MECs) to help pilots affected by furloughs and, in some cases, airline shutdowns. The group is providing special resources to pilot group Jumpseat Committees to assist with the temporary extension of jumpseat agreement privileges (cabin seat only) to affected crewmembers.

To facilitate jumpseat access on other carriers, “the Aviation Jumpseat group reminds ALPA members that all airline jumpseat policies are now available in the ALPA mobile app,” Odbert stated. “Within the Jumpseat Information section of the app, MEC-specific blocks pro-


vide autopopulated, up-to-date information to help you plan your commute and other jumpseat travel needs. This recent enhancement is an ALPA presidential priority, and an important planning tool for pilots tasked with flying during these difficult times.” (See page 30.)



SAFETY: DILIGENCE THROUGH ROUGH TIMES

In an ASO Safety Bulletin issued in March, Capt. Steve Jangelis (Delta), ALPA’s ASO Aviation Safety chair, provided a solemn reminder to members: “In these uncertain times, we have many outside stressors that threaten to compromise our flight deck performance. It’s been proven that distracting discussions about the latest breaking news, contract talks, furloughs, and bankruptcies can lead to unsafe airplane states and/or loss of situational awareness.”

He stressed that pilots must mitigate this risk of distractions when flying daily, “but with the continuous barrage of threatening news to our health and financial situations, it becomes even more important to be on the lookout for the precursors to a reduced level of safety.” Jangelis noted that although it’s important that crewmembers communicate with each other and check on the well-being of fellow pilots, many of these conversations are best saved for when pilots are away from the airplane to preserve the appropriate cockpit environment throughout the flight. “Pilots are reminded to stay vigilant, follow your standard operating procedures, and always remain focused on the task at hand.

“The safety of our operations is still the number one priority through this rapidly changing environment,” Jangelis observed. 

“While we’re likely to encounter an increasingly stressful work environment contrasted with reduced passenger loads, a variety of threats still remain. We all must continue to remain focused on the mission at hand and remain on the lookout for any irregularities or threats.” —CAPT. WOLFGANG KOCH (DELTA)

ESSENTIAL WORK: ALPA PILOTS MOBILIZE AGAINST COVID-19

By Christopher Freeze,
Senior Aviation Technical Writer

Despite drastic cuts in airline operations amid the COVID-19 pandemic, the demand for air transportation continues as airline pilots in the United States and Canada fly numerous special missions to evacuate nonresidents and tourists, reposition medical professionals to crisis areas, and expedite valuable medical materials to where they're needed.

"I've watched with pride as ALPA members have exercised steady professionalism as you fly the line," said Capt. Joe DePete, ALPA's president, in a March 12 all-member message. "At every opportunity, I've made clear that we, as airline pilots, are doing our part to help keep the U.S. and Canadian airline industries strong and contributing to the global economy."



F/O Chris Gruner inspects supplies to be loaded onto one of three dedicated cargo aircraft flown by Alaska Airlines.

And while it's clear that the repercussions of the pandemic will ripple through the industry for the foreseeable future, what's even clearer is the essential work ALPA pilots have performed at the risk of their personal safety and for the betterment of many.

EVACUATION DURING THE PANDEMIC

Amid international airspace closures and temporary travel restrictions, the U.S. State Department, working in conjunction with U.S. flag carriers, worked to repatriate more than 22,000 U.S. citizens on more than 230 flights starting in late January.

Among these efforts, United Airlines pilots recently flew more than 130 trips, returning nearly 18,500 individuals back to the U.S. The airline has scheduled an additional 10 flights weekly from cities in El Salvador, Honduras, and Peru.

United also flew passengers abroad, transporting 219 Australian citizens who were aboard a pair of cruise ships, one docked in California and another in Florida, back across the Pacific to Australia. The special flight consisted of entirely cruise ship passengers to prevent others from potentially being exposed to the virus. All were screened by a doctor to ensure that they were fit for travel.

Delta Air Lines pilots completed 15 repatriation flights from locations in Argentina, Chile, Guatemala, and the Philippines. They also operated a charter flight transporting Americans back from pandemic-beleaguered Italy.

Pilots from Spirit Airlines repatriated more than 1,300 Americans from Aruba, Colombia, the Dominican Republic, Haiti, Honduras, and Panama on a dozen flights in mid-April—doing their part to heed the



United Airlines pilots are flying 100 cargo charters each week in addition to the more than 130 trips that have already returned nearly 18,500 individuals back to the U.S.

government's call to "bring 'em home."

However, the State Department recently acknowledged there are many more Americans who still need a lift, and a variety of factors are complicating the rescue effort. From the U.S. Embassy in Lima, Peru, a tweet responded to those stranded there, "We understand that in some places hotels or local authorities are not letting U.S. citizens leave for their flights due to the quarantine. We are aware of this issue and working to resolve it." U.S. Secretary of State Mike Pompeo added, "Our team won't stop until we get all #AmericansHome who wish to return."

Effective March 18, airports in Toronto, Ont.; Montreal, Qué.; Calgary, Alb.; and Vancouver, B.C., became the primary entry points for international passengers as a means to limit COVID-19's spread into Canada. WestJet was among the first Canadian airlines to suspend commercial operations and fly rescue and repatriation flights to bring thousands of Canadians home from across the globe. Between March 17 and March 25, WestJet pilots carried approximately 10,000 Canadians from international locations and operated flights throughout the Caribbean.

MOBILIZING MEDICAL PROFESSIONALS

On March 27, Sun Country pilots flew two planeloads of U.S. Army doctors, nurses, and support staff from Fort Carson, Colo.,

Top photo: United Airlines
Bottom photo: Capt. Glenn Gruner (Alaska), father of Chris

to King County International Airport in Washington State to provide medical support to local communities via a 148-bed field hospital.

At the end of March, JetBlue and Delta offered free round-trip flights for qualified medical personnel to fight COVID-19. Delta offered flights to Georgia, Louisiana, and Michigan, while JetBlue, in partnership with the American Red Cross, AmeriCares, and Doctors Without Borders, transported health-care workers and desperately needed supplies to locations they were needed the most.

On April 3, United announced a program to provide free round-trip flights for medical volunteers willing to help in the frontline fight against the virus. "Our health-care workers are heroes, and they need reinforcements," said New York City Mayor Bill de Blasio in a United press release.

Alaska Airlines pilots will be providing the lift of one million miles worth of flying donated to Angel Flight West, a public-benefit organization that transports patients via general aviation and corporate aircraft, to fly medical professionals free of charge to locations across the U.S. to help relieve overwhelmed health systems responding to pandemic.

RUSHING SUPPLIES TO THE FRONT LINES

Early in the outbreak, FedEx Express transported 10 humanitarian aid shipments of medical supplies, including surgical caps, medical gowns, coveralls, masks, gloves, shoe covers, and face shields, to China in collaboration with

relief agencies.

But as demand for personal protective equipment (PPE) and other medical supplies increased throughout the United States and Canada, FedEx changed course and began flying critical shipments for the U.S. government from around the world through an effort called Project Airbridge.

Coordinated by the U.S. Department of Health and Human Services and the Federal Emergency Management Agency (FEMA), Project Airbridge expedites the shipment of PPE and other supplies by fast-tracking loads via air cargo instead of traditional ocean shipping.

FedEx has delivered PPE shipments from manufacturers in and around Hanoi, Vietnam; Kuala Lumpur, Malaysia; and Shanghai, China, to the U.S. Upon arrival stateside, these shipments have been added to the U.S. Strategic National Stockpile, where FEMA then manages distribution to health-care facilities and workers throughout the country. Two of the first shipments were coordinated with DuPont and included more than 450,000 Tyvek protective suits.

Alaska pilots transported materials from Seattle, Wash., to be used to create 210,000 hospital-grade masks for caregivers at more than 50 hospitals across the western U.S.

Some airlines that typically transport passengers have shifted to fly all-cargo missions during the pandemic. In early April, United began regularly operating B-787s to bring medical supplies and PPE from China to San Francisco, Calif., and Newark, N.J. A single load from one of

these flights contained donations of 1,000 ventilators, 70,000 goggles, and 300,000 masks to supply 14 hospitals, medical centers, and nursing homes in the hard-hit New York City area.

When, in mid-April, the governor of Hawaii and mayor of Honolulu announced the mandatory wearing of face masks by the state's entire population, a Hawaiian Airlines A330 flew to Shenzhen, China, picked up more than 1.5 million face masks, and transported them to the island chain. To increase the airplane's cargo capacity, the lower crew module was removed so that an additional 2,500 pounds of cargo could be safely loaded. The masks are being distributed to those in need for free in partnership with the grassroots community group Every1ne Hawaii.

ANSWERING THE CALL

During times of national and global crises, ALPA members have unselfishly answered the call to duty. And the COVID-19 pandemic has been no exception. ALPA pilots continue to be on the front lines flying medical professionals to crisis areas, transporting valuable medical supplies to where they're needed, and repatriating stranded citizens—all at great personal risk to themselves, their families, and their communities.

They are truly unsung heroes of the airline industry. 🌐

Editor's note: This article is largely composed of information compiled from various news media accounts, social media posts, and corporate press releases.

ALPA CALLS ON GOVERNMENT TO PROTECT THE HEALTH OF AIRLINE PILOTS

To provide a safe and healthy workplace for its members, the Association continues to press government leaders to take action (see page 3). In a letter to President Donald Trump, House Speaker Nancy Pelosi (D-CA), and Senate Majority Leader Mitch McConnell (R-KY), ALPA urged U.S. government leaders to protect the pilot workforce in the next phase of the federal relief and worker protection legislation by

- mandating that airlines follow the FAA-issued Safety Alert for Operators 20009, which builds on the guidance issued by the Centers for Disease Control and Prevention for COVID-19 employee exposure notification and workplace disinfection with approved disinfectants.
- clarifying that airline flight crews are essential employees and should have access to priority COVID-19 testing.
- providing pilots with access to and guidance for

using personal protective equipment while working on an airliner flight deck.

ALPA Canada has also been calling on the Canadian government to provide protections for pilots, raising health and safety concerns with Transport Canada numerous times in recent months. ALPA maintains that guidelines for the health and safety of crewmembers must be specific to their jobs and that all airlines must be compelled to follow the guidance.

Despite ALPA Canada's input and communications, including letters to the prime minister and the ministers of Labour and Transport, the government has stopped short of issuing protections for essential, frontline aviation workers.

ALPA will continue to press Transport Canada to ensure that pilots have the protections they deserve by mandating appropriate measures and standards via an interim order.

ROLLING OUT ALPA'S DART SYSTEM



1

DART is a system that gets you answers to all of your questions as a union pilot.

2

DART gives you direct access to all of ALPA's experts.

3

Access DART directly from the ALPA app.

4

Fill out the form and you'll get a response within 48 hours.

By Kevin Cuddihy,
Contributing Writer

When a pilot has a question about a work issue, he might ask his fellow pilots in the crew room. Another pilot might ask her first officer. And others might go onto social media or various forums to try to find an answer. In the midst of the current COVID-19 crisis and uncertainty, this is especially true.

As a way for pilots to easily engage with their pilot group and with the Association when they have a question, ALPA recently began rolling out the Data Action ReporT (DART) program to its master executive councils (MECs) that don't already have a robust reporting system. The DART program takes away the guesswork and time spent on finding the right person to address a specific inquiry.

ALPA members can rest assured that not only is their question going to the proper people, but the answer they get will be one they can trust.

Implementing DART has been a priority of Capt. Bob Fox (United), ALPA's first vice president, since he came into office in January 2019. "It became apparent to me that not all of our properties have the amount of resources some of our larger properties have to serve our members," explained Fox. "By bringing DART to all of our members, each pilot will get the same level of service from our union no matter what property they're on. In addition, the DART system collects real-time data that can be used to effect positive change."

This timely resource has proven to be



quite useful as the Association quickly adapted and customized this new tool to assist all pilots during the COVID-19 pandemic. This is especially important for those pilot groups that do not have reporting systems on their properties (see “Expanding Usage,” page 27).

HOW DART WORKS

How DART works is fairly simple. A pilot with a question accesses the system—either through the app or at **dart.alpa.org**—and fills out a form with the question and background information (e.g., when the incident occurred, if it was in-flight, contact information, etc.).

Pilots whose MECs are fully participating in the DART system will see a few dozen categories to select from. If your pilot group hasn’t yet decided to take advantage of DART, you’ll see five categories related to the current coronavirus crisis: COVID-19 Furlough, COVID-19 Health, COVID-19 Jumpseat, COVID-19 Security, and COVID-19 Training. This allows all ALPA pilots easy access to the union’s subject-matter experts (SMEs) at a time of great need.

Once a pilot submits a question, an e-mail is automatically sent to the SMEs for that topic—within the MEC if your pilot group is using DART or to an ALPA national SME if not and you’re asking about a COVID-19 topic. The important thing to know is that your question will get to the right person, even if you don’t know who the right person is. “DART eliminates the question of ‘Who should I call?’” explained Capt. Joe DePete, ALPA’s president, and creates one access point to reach the right expert every time with one click. “Regardless of how you’re affected, ALPA’s resources and expertise are accessible whenever and wherever you need them and so are the pilot volunteers and staff who can help you match them to your individual circumstances.”

From there, SMEs may reach out to the pilot if they need more information; discuss the question with other experts, providing an additional training component for ALPA’s SMEs; and then respond with an answer. The more detailed the question, the longer it may take to receive a response, but the DART system’s

“A pilot with a question accesses the system—either through the app or at *dart.alpa.org*—and fills out a form with the question and background information (e.g., when the incident occurred, if it was in-flight, contact information, etc.)”

goal is to respond to the pilot within 48 hours. And when you get that response back, you know that you’re getting the right answer from the right person.

HOW DART CONTINUES TO WORK

While getting the right answer from the right person is important, the DART system also provides further assistance to MECs and their pilots as it’s used. Simply put, the more a pilot group uses DART, the more it serves the pilot group’s needs beyond just individual questions.

That’s because the DART system stores the questions and answers in a database, giving SMEs and MEC leaders a treasure trove of information as more and more questions are answered. Consider the following ways DART can help save time for SMEs (usually MEC leaders and committee chairs):

1) When a question comes in that a SME thinks she has seen before, she can search the database of previous DARTs and access the previously researched answer, saving time.

2) When a SME notices that the same question is being asked repeatedly via the DART system, he can create an entry into a Frequently Asked Question field. Pilots filling out a DART would read the FAQs, and if their question is answered, they’d indicate that with a simple click of a button. Pilots don’t have to wait for an answer, and the SME doesn’t have to take the time to provide one because it’s already there!

3) Similarly, if a SME finds that she’s having to go back to pilots with the same follow-up question repeatedly within a certain category, then that question can be added to the DART form for just that

category and reduce the burden on the SME.

As the DART system evolves, easily accessible answers will reduce the time it takes MEC leaders and SMEs to answer incoming questions. And the more time they can save, the more time they have to dedicate to other MEC work.

A BIGGER PICTURE

Time saved isn’t the only benefit a robust and well-used DART system offers ALPA’s pilot groups. Thanks to the functionality of the database, MEC leaders can look back through DARTs collectively to identify specific areas in which more action might be needed. For MECs, it turns the anecdotal “we’re getting a lot of reports from our pilots” into a data-driven conversation with substantial reports to back up their positions. Consider the following hypothetical and sample scenarios:

1) Over the course of two months, 15 DARTs come in regarding poor experiences at one of the contracted hotels for pilots. MEC leaders can task the Hotel Committee with inspecting the hotel or researching replacement hotels in the vicinity.

2) Multiple DARTs come in over a six-month period regarding the company underpaying pilots on a particular trip; each time the SMEs determine that the pilot is owed the additional money. Not only can the MEC reach out to the company’s payroll department regarding this discrepancy going forward, but—as was the case at United Airlines—the Pilot Compensation Committee can use its pilot reporting system to investigate other pilots who flew this same trip to

ensure that they're paid correctly as well. It helped put "millions of dollars back into the pilots' wallets," according to Fox.

3) In reviewing incoming DARTs over the course of a year, an MEC notices multiple areas in which there is a divergence between the pilot group and management regarding specific sections of the contract. With this knowledge, the pilot group has a ready-made list of priorities for a letter of agreement or to kick off formal contract negotiations—with the data to back up its assertions.

"Using the DART system will provide valuable information to both the pilot and the Association," explained Fox. "It's the exchange of information, the answers for pilots and the collection of data for ALPA, that will enable our union to make organizational-level decisions and base strategy and efforts on the areas that matter most to our pilots. It will also enable our efforts in all areas to be more impactful—because data will be available to support a position or effort."

EXPANDING USAGE

As ALPA began a recent DART training session for MECs, the COVID-19 virus hit the world and the airline industry, leaving many ALPA pilots with questions and no place to go for answers.

Maneuvering quickly, ALPA's leaders decided to adapt the DART system to address those questions and created the five previously mentioned categories of potential questions related to the COVID-19 crisis. Rather than burden the MECs with more work, especially at a time when many were already busy addressing the crisis in other areas, ALPA used national volunteers from the Pilot Assistance, Aviation Safety, Aviation Security, and Jumpseat pillars of the Air Safety Organization and other related committees, such as the Membership Committee, as SMEs for COVID-19 questions.

"While still encouraging those members at FedEx Express, JetBlue, United, and others with a local reporting system to use that method," said F/O Paul Ryder (United), ALPA's national resource coor-

dinator, who's been tasked with rolling out the program, "we made sure that all ALPA members had access to critical information related to the COVID-19 pandemic. While challenging, the commitment of our staff, the expertise of our pilot volunteers, and the support of our national officers have made the launch possible."

The impact was immediate, with DARTs flowing in following the program's announcement in an April 8 message from DePete and continuing as ALPA promotes the system. Consider the following question submitted by a pilot: "My company has started a marketing campaign regarding their steps to make the airline safer regarding COVID-19. They have a video on their website where they use fogging technology. I would like to know what the name of the chemicals are that we will be exposed to, including the MSDS [material safety data sheets] if possible. I would like to know what the side effects of these chemicals are regarding prolonged exposure. The company also claims that the Airbus 320 series aircraft completely

cleans the cabin air every three minutes, and I was wondering if the union has any information or proof to verify those claims?"

Thanks to the DART system, this pilot received a detailed, specific answer within 48 hours that included the chemical information he requested, assuring him that he was safe, all coordinated within the system with his MEC.

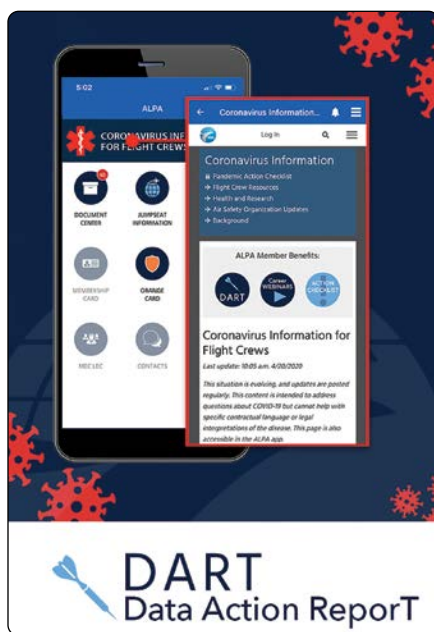
"I think the DART system has proven and will continue to be of great value to our pilots and our pilot groups," added Ryder. "It's going to help with their immediate needs, with pilots who have questions but don't know where to direct them, but it's also going to help them long term as they get more and more data and learn to use the reports and information."

THE NEXT STEPS

Currently, any ALPA member can use the DART system to ask a question related to the COVID-19 crisis. For those pilots whose MECs already have a robust pilot reporting system in place, use that system first. There are a small handful of pilot groups fully vested in the DART system, and their pilots can ask questions regarding any category the MEC has included.

In the coming months, ALPA will be working with the MECs that don't have a robust pilot reporting system to introduce them to DART and provide training to include them in the system. The more MECs that participate, the more the Association can track issues of concern to all ALPA members using DART, such as during the current COVID-19 crisis. More and more ALPA members will be able to get the answers they need—when they need them—from the right person, creating an even more responsive union that shares information, resources, and expertise across disciplines. The goal is to have most, if not all, ALPA pilot groups using some form of the DART system or a similar program.

"A year from now, we'll have a robust system in place to better support all pilots," said Ryder, "a continuing evolution of ALPA's constant goal to be an effective advocate for all of our members and the airline piloting profession." 🌐



In early April, ALPA modified the DART system to handle questions about the ongoing COVID-19 crisis in the areas of furlough, health, jumpseat, security, and training.

PREPARING YOUR FINANCES FOR A RECESSION

By Michael Swierczek,
Investment Portfolio Advisor,
ALPA Retirement & Insurance Team

It's likely we're now in the beginning stages of a global economic recession. The last bull market in equity investments started in March 2009, a few months before the recession ended, and lasted for more than a decade before ending earlier this year. This latest U.S. economic expansion was the longest in history, dating back before the Civil War. For many in today's workforce, this will be the first recession they've faced in their careers. For many others, it may be a stark reminder that bull markets and expansions don't last forever. For those facing a

reduced workload, furloughs, or terminations, this can be a very trying time. Financial markets are seeing unprecedented events, including all-time lows in yields and unheard of volatility.

To the extent possible, it's important to stay focused on the long term and avoid making drastic changes. However, for many facing financial challenges due to a lack of preparedness/emergency savings, lack of resources, and/or circumstances out of their control, this may not be possible. Faced with these new realities, there are many steps to consider taking now.



1 CASH IS KING.

In times of uncertainty, cash provides options and flexibility that other assets don't. This flexibility can take many forms, such as providing a pool of assets from which to pay bills in the absence of income or investing in markets at drastically reduced prices that may represent a unique buying opportunity. Consider doing what you can now to raise cash. This may involve

- **refinancing a mortgage.**

Rates may be lower than what you're currently paying.

- **selling assets.** Selling financial assets (stocks, bonds) is much easier than selling physical property; but in more extreme circumstances, selling physical assets (houses, cars) could become necessary. When selling, pay attention to potential tax implications or penalties.

- **generating other income/cash**

- **Unemployment.** Unemployment compensation differs from state to state, so do research regarding your unique situation. Furloughed employees may be eligible for unemployment compensation.

- **Loans.** Obtaining a loan—including a home equity loan, a personal loan, or a 401(k) loan—is easier if you're still actively employed. For 401(k) loans, the new CARES Act provides additional options (see page 16). Check with your plan recordkeeper for specifics regarding your plan.

- **Other income options.** In a worst-case scenario, options for producing additional cash flow could involve generating cash flow off physical assets, the gig economy, e-commerce, or other opportunities that may fit your individual skill set or local situation.

2 REASSESS YOUR SPENDING AND BUDGET PRIORITIES.

Look at your cash holdings and consider your cash-flow needs. How long will that cash last given your situation? If the answer is “not long enough”—especially given scenarios that project that the airline industry slowdown could last for some time—then consider opportunities to stem the outflow of cash now. Reassess where your priorities lie and how they may have changed in the current environment. Do you have a gym membership that you can cancel now? If you’re spending more time at home, can you cut back on the costs related to child care or family activities? Reassess your insurance coverage and pricing. A budgeting worksheet is available at www.alpa.org/budget that will help guide you through this process and get you thinking about where you spend your money.

If you’ve been furloughed or terminated, make sure to reach out to your mortgage service provider immediately to notify your lender that you’ve had a disruption in income. Government-backed loans, and many banks, landlords, and others, are offering a variety of forms of loan forbearance. Some states have instituted a moratorium on evictions. Laws will differ by state and possibly locality. Be aware that you’ll still owe the money. It’s just a delay in payment to address cash-flow needs. In more extreme circumstances, available credit-card balances can be a lifeline for certain expenses, but keep in mind that most lenders won’t accept them for

certain major expenses like mortgage or car payments.

3 REASSESS YOUR ACCOUNT DIVERSIFICATION.

Having financial assets in multiple types of accounts allows for more flexibility when needed. Individuals tend to focus more on long-term planning, specifically as it relates to retirement. But times like these highlight the importance of an emergency savings fund, after-tax investments, a regular brokerage account, and/or a Roth IRA that you can tap without all the associated tax implications or penalties. If you’ve been ignoring these types of accounts to max out your 401(k), start doing what you can now to build these accounts before you need them.

4 REASSESS YOUR INVESTMENT DIVERSIFICATION.

During times of long bull markets (such as the past decade plus), and especially when combined with periods of low market volatility (such as we’ve seen over the past few years), investors can become complacent to the risks inherent in investing in certain asset classes. This may lead to taking on too much risk, which rarely is apparent when those risks are gener-

ating outsized returns. But the risk will become all too apparent when it leads to outsized declines. It may be a good time to reassess the risk in your portfolio, your ability to take risk, and your personal risk-taking or risk-aversion mindset.

5 REBALANCE.

It’s recommended that you rebalance your portfolio annually. This allows you to dollar-cost average by selling high (assets that have appreciated) and buying low (assets that have relatively underperformed), as well as ensure that your portfolio doesn’t take on too much/too little risk. In times of severe volatility (as we’ve seen recently), asset classes can move significantly far away from your targets in a shorter period of time. While equity investments have seen significant declines of late, fixed-income investments have performed much better, and may even be positive in some instances, such as positions with long durations and/or high exposure to treasury bonds. In turbulent times, consider rebalancing more frequently, perhaps quarterly or even monthly. If you’re satisfied with your personal liquidity and short-term cash needs and are happy with your risk allocations, rebalancing may allow for greater exposure

to equity investments when those markets reverse and start to rebound.

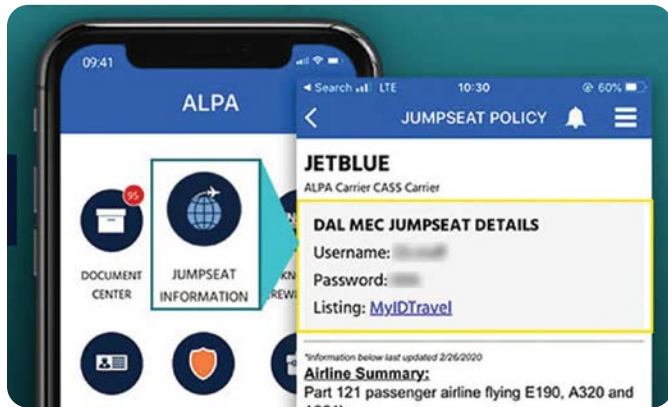
6 DON'T TRY TO TIME THE MARKET.

Timing the market is extremely tough. Not only do you need to know when to sell out of positions, but you also need to know when to buy back in. Selling equity investments to rebalance, reduce risk, or to generate cash for possible income disruptions are all valid reasons, but leaving cash sitting on the sidelines or attempting to time the market to get a better price are strategies that typically lead to underperformance.

These are trying times for all of us. This information is provided to help ALPA members navigate a very difficult and stressful period. Everyone’s financial situation is different. You should consider your own situation and consult with your financial advisor. If you don’t have a financial advisor and are looking for guidance, ALPA has partnered with Charles Schwab to provide unique benefits and pilot-specific knowledge available only to ALPA members. Visit www.schwab.com/alpa or call Schwab’s dedicated ALPA number at 1-877-648-4719 and identify yourself as an ALPA member. 🌐

“To the extent possible, it’s important to stay focused on the long term and avoid making drastic changes.... Faced with these new realities, there are many steps to consider taking now.”

Editor’s note: ALPA is providing this information to educate pilots on general financial planning topics. ALPA does not provide individual tax or financial planning advice, nor does it endorse any financial product or service.



Mobile App Enhancement Makes Jumpseating Easier

The dramatic reduction in airline flight capacity brought on by the COVID-19 pandemic is making it significantly more difficult to jumpseat, a mainstay for many airline pilots who commute to work. The Association's Aviation Jumpseat group has been working closely with individual ALPA pilot groups to help those members affected by furloughs and airline shutdowns. The group is providing special resources to pilot group Jumpseat Committees to assist with the temporary extension of jumpseat agreement privileges (cabin seat only) to affected crewmembers.

To make it easier for ALPA members to find and access relevant cockpit jumpseating data, a new enhancement to the ALPA mobile app for smartphones and tablets was released in March. This improvement provides users with specific details about how to list for the jumpseat on another carrier. The update includes information about the process involved as it relates to the specific agreement between the pilot's airline and the carrier whose jumpseat he or she wants to access. Along with this feature, the Association launched a notification center to serve as an inbox to view all mobile app push notifications delivered to ALPA pilots.

Prior to the new jumpseat enhancement, the app presented only generic facts about jumpseat agreements,

requiring pilots to conduct additional research to find airline-specific procedures such as how to list and check in. Many regular jumpseaters were compelled to maintain separate lists of usernames, passwords, phone numbers, and other codes for the carriers they frequented, and, like any security access information, those details were subject to change.

Users can now click on the ALPA mobile app's Jumpseat Information icon followed by the Airline Policy tab to retrieve master executive council (MEC)-specific blocks providing autopopulated, up-to-date specifics—including any agreement changes—to help better plan their commutes and other jumpseat travel needs.

The latest enhancement is a priority of Capt. Joe DePete,

ALPA's president, and an important planning tool for pilots tasked with flying during these difficult times. Upon the feature's release, Capt. Rich Odbert (FedEx Express), ALPA's Aviation Jumpseat chair, remarked, "This is just the first of several jumpseat-related improvements we're planning for the ALPA app."

The next upgrade planned for the app is a specialized flight finder that, when completed, will allow jumpseaters to determine the best available flights to reach a specific destination. The new feature will include custom search options to find jumpseats across passenger and cargo carriers, number of legs, layover locations, and other options. The flight finder will eliminate much of the current guesswork currently involved in determining the best existing options.

"Being able to combine all cargo and passenger flight data has been a feature we've been excited to work on, particularly since it isn't available on most other industry-leading apps,"

“Being able to combine all cargo and passenger flight data has been a feature we’ve been excited to work on, particularly since it isn’t available on most other industry-leading apps.”

—CAPT. RICH ODBERT
(FEDEX EXPRESS)

ing apps," said Odbert. "We're collecting flight data information from multiple sources and refreshing it faster to offer the most up-to-date information, even when contending with crises like the coronavirus pandemic, which often result in rapidly changing flight schedules. Using pilot focus groups, we're tailoring the ALPA app flight finder to meet the unique needs of airline pilots."

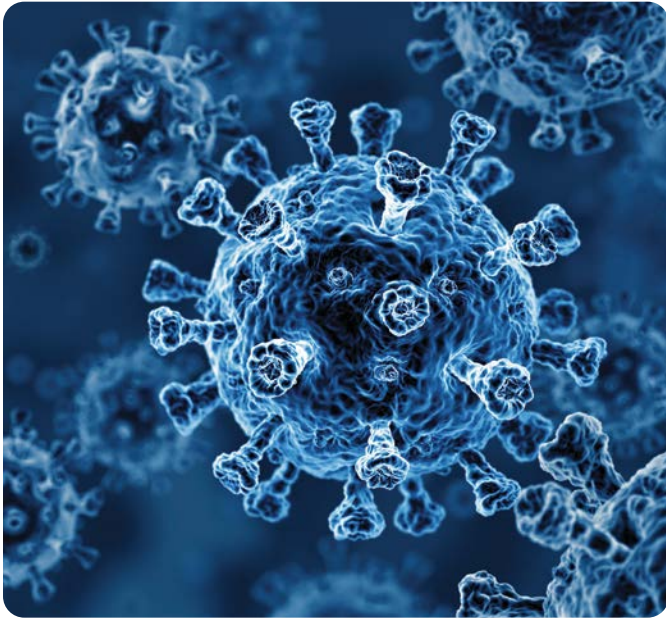
The flight finder feature is currently under development and is expected to be available later this year.

Current ALPA jumpseat resources include a Jumpseat Guide, including a separate Canadian version, that highlights the complete jumpseating process and the captain's role as pilot-in-command of the aircraft. In addition, the Association's "Jumpseat Etiquette? Yes, Please!" video emphasizes that cockpit jumpseating is a privilege as opposed to a right and that it comes with certain expectations and responsibilities. The video explains the protocols to be followed along with the appropriate courtesies that should be extended to customer service agents, flight attendants, and the pilots flying the plane.

These and other resources are housed on jumpseatinfo.org, which contains the most comprehensive library of cockpit jumpseat information in North America. ALPA's Aviation Jumpseat group is a component of the Association's Air Safety Organization.

For questions about jumpseat-privilege extensions at your airline or other jumpseat-related inquiries, please contact your MEC Jumpseat Committee.

—John Perkinson,
Senior Staff Writer



Self-Monitoring For COVID-19 Include Yourself and Crewmembers When Watching for Symptoms

By ALPA Staff

As the airline industry continues to come to grips with the enormous challenges sparked by the coronavirus pandemic, it's incumbent on all airline pilots to be proactive in mitigating the risk of exposure. Part of this effort includes monitoring yourself and other flightcrew members, in addition to passengers, for signs of COVID-19.

To effectively do this, it's essential that you have access to the latest information about the disease. When the World Health Organization declared the COVID-19 outbreak a pandemic in March 2020, ALPA launched www.alpa.org/coronavirus, a clearinghouse of online resources that includes a broad range of topics as well as procedures and contact information.

Several of the items on the Flight Crew Resources portion of the site emphasize the need for crewmember observation, including a document produced by the U.S.

Centers for Disease Control and Prevention (CDC) titled "CARE: Check and Record Everyday." This document recommends, "If you have been exposed to a person with COVID-19, it may take up to 14 days to know if you will get sick. It is important to check your health two times each day for 14 days" after coming into contact with the infected individual. It explains how to conduct these twice-daily health checks and what to do if you exhibit symptoms.

On March 17, the FAA issued Safety Alert for Op-

erators (SAFO) 20009, which shares additional guidance from the CDC about how to best protect crewmembers from exposure and reduce the risk of disease transmission on board the aircraft and while on layover. The SAFO points out that if any crewmembers exhibit symptoms, they should immediately self-isolate and be excluded from work on flights until cleared by their employer's occupational health program and public-health authorities. That practice should include pilots and flight attendants exposed to sick household members until the former are no longer at risk of becoming infectious. Transport Canada, in "COVID-19 Guidance for the Canadian Aviation Industry," provides similar guidelines for Canadian crewmembers.

The CDC has also issued guidelines related to flight deck cleaning and disinfection, as well as employee notifications of positive COVID-19 cases in the workplace. However, as *Air Line Pilot* went to press, these remain recommendations and not requirements.

In addition, the CDC promotes wearing cloth face coverings in public settings where physical-distancing efforts may be difficult. While no U.S. regulations prohibit the use of facial coverings by cockpit crewmembers, pilots still need to be able to quickly don oxygen masks, if necessary. Additionally, flight crews need to follow company guidance.

The Public Health Agency of Canada and Transport Canada have produced guidelines for airline pilots titled "COVID-19: Interim Health Guidance for Private and Commercial Air Operators

and Crew Members (CASA) No. 2020-03." This document offers recommendations pilots should follow "to protect against exposure and reduce the risk of transmission of COVID-19 on board aircraft or through day-to-day operational requirements." Transport Canada now requires passengers to wear face coverings in certain circumstances, such as when going through security screening and in flight when they're two metres or less from another person unless both persons live in the same private dwelling. Similar requirements are in place for crewmembers when going through security screening.

The International Federation of Air Line Pilots' Associations, in its safety bulletin "COVID-19 Guidance for Crews," assures cockpit crews that the airliner flight deck remains a safe workplace, provided necessary hygienic measures are taken. The bulletin reminds pilots, "Any infections caught in the aircraft would not come via recirculated air, but due to direct contact, or via droplets, i.e., if an infected person sneezes or coughs. It is currently believed that the virus can survive on surfaces for up to four days," making it advisable to clean regularly touched cockpit spaces.

Flying during the current pandemic has compelled carriers to take additional steps to promote the safety of their operations. While the best protective policies need to be consistently applied, monitoring yourself, your fellow crewmembers, and your passengers and taking the necessary actions when COVID-19 symptoms are detected will help curb the spread of this deadly disease.



Capt. Brad Ladimer (ExpressJet) chairs the Association's Fee-for-Departure Committee.



Five Questions for ALPA's Fee-for-Departure 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.

The Fee-for-Departure (FFD) Committee's primary goal is to help FFD pilots advance career protection, career progression, and pay and benefits through contract improvements. The committee also works with FFD pilots to develop strategies to counter threats and capture opportunities in the piloting profession.

Air Line Pilot sat down with Capt. Brad Ladimer

(ExpressJet), the committee's chair, to learn more about the pilot who leads the committee's 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. BRAD LADIMER:
My love for aviation started at a young age. My dad began working for Eastern Air Lines

in 1964, working in air cargo for more than six decades. From the early days of going to Hangar 9 at John F. Kennedy International Airport with him to the yearly trips we took, I couldn't get enough. I would look forward to going to the airport and seeing all of those aircraft tails lined up more than the actual vacation! My first tour of an L-1011 flight deck was all I needed to realize I wanted to pursue a career in the aviation industry. It was a magical place for a young kid, full of adventure and excitement. It still is today and is still the source of the passion I have for our industry.

My family later moved to northern Virginia after a few tough years in the early 1990s. It was a fresh start for us all, and a new high school for me. My brother and I met some friends who also loved aviation, and we all got jobs pushing wheelchairs at Dulles International Airport, which eventually led to working on the ramp with Swissport USA. I was able to earn money to take flying lessons, taking a discovery flight at age 14, soloing on my 16th birthday, and earning my private pilot's license just after turning 17. Shortly after, I attended Embry-Riddle Aeronautical University, where I secured an internship with Atlantic Southeast Airlines working on the ramp until I was able to earn my wings on the Brasilia and begin my flying career.

I later flew the ATR 72, transitioned to CRJ aircraft, and then upgraded on them. My best memories of the 10 years spent flying CRJ200s are from the short time I was a check airman. After the fleet

transition last year, I'm now flying the Embraer E145 as a proud part of both the ExpressJet and United Airlines family, doing what I dreamed of since I saw those tails lined up at Kennedy as a kid.

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

● **LADIMER:** I spent five years on leave due to an incident caused by a mechanical malfunction of the left landing gear of a CRJ200. I injured my neck and back after landing on two wheels, which required four surgeries and lots of doctors and lawyers before I could return to work. ALPA was there shortly after the accident to look after the first officer and me. Legal, Aeromedical, and the Pilot Assistance groups got me back to work and helped me settle in when I returned, but things were very different. My brother left ExpressJet for JetBlue, while other friends were at mainlines, and I didn't even know what an airline application was! Terrified of the interview process, I went to a career-progression event in Atlanta, Ga., hosted by the FFD Committee and Cage Marshall Consulting, and spoke with F/O Lindsey Van Beusekom (United), then the FFD chair, who was looking for volunteers. After all that ALPA had done to help me get back to work, I was eager to give back. Shortly afterward, I got involved with ALPA's Pilot Peer Support Group, which is also close to my heart, as it allows me to help support fellow pilots in need. It's been a privilege to give back, just like those ALPA volunteers who helped

me get back on my feet after my doctor told me I might never return to flying.

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

● **LADIMER:** My primary role is to provide a platform for all of ALPA's FFD pilot groups to communicate freely and unite them as one. I like to consider this the information hub where all of our pilots can work together, keep open the lines of communication, and share best practices. We kicked off our commitment to the FFD pilots last October at ALPA's Executive Board. Since then, we've established a monthly newsletter and monthly call to help increase communication and find common ground among all FFD groups. We have a great working relationship

“My primary role is to provide a platform for all of ALPA's FFD pilot groups to communicate freely and unite them as one. I like to consider this the information hub where all of our pilots can work together, keep open the lines of communication, and share best practices.”

with Cage Marshall Consulting for all of our career-progression needs, different now than just a month ago. We've engaged with other national committees to ensure that we have their support. Under the direction of Capt. Joe DePete and the leadership of F/O Paul Ryder (United), the Joint Standing Committees have been reestablished and are a tremendous asset to the FFD community. We're currently adding additional members to our team to support any challenges we may face as we progress.

The upheaval caused by COVID-19 has had a significant impact on our entire industry, but especially FFD airlines. Despite the hardships, the committee stands unified and stronger than ever. The synergy, open dialogue, and continuous sharing of information has allowed us to face this unique set of challenges head on. The FFD Committee has had the privilege to join the Pilot Support Group headed by F/O Ryder and is working with other committees to pass vital information to master executive committee chairs to distribute to our pilots on the front line.

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

● **LADIMER:** ALPA national is an integral part of what we do daily. The national office in McLean, Va., is a hub of great people, experience, knowledge, and passion. When I visited there for the first time, I was impressed with the energy everyone has. It's contagious and motivating. From strategic planning to hosting

career events to making sure our team has a place to sleep on the road, the national office is always there to support our committee and our goals. We work closely with the national officers and staff, who provide support and advice at all hours and act as my check-and-balance system. If there's a question, someone in the building knows the answer or how to find it. As a committee that's experienced a lot of recent transition, we're grateful that ALPA has graciously welcomed our new team.

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

● **LADIMER:** I would say that the gratitude you get from doing service work is one of the most rewarding things I've experienced in life. The feeling I get just knowing I'm part of the solution and helping others is wonderful. If I can ease the burden of a fellow pilot on the phone at midnight or help FFD pilots achieve their goals, I know that I've helped do my part. Someone was there for me when I stood next to a plane lying on its wing in the middle of two runways, just as someone was there when I thought I'd never get back my medical certificate or fly again. More than a few people were there to see me through my return to work after being away for five years. Now I can be there for someone and share my experience, support, and time. If I knew then what I know now, I wouldn't have waited as long as I did or to have had something happen to me before joining this fantastic family. 🌍



Spirit Pilot Finds Her Birth Family And Her Flying Roots

By John Perkinson, Senior Staff Writer

It's not uncommon for airline pilots to have family members who also work in the airline industry, but for Capt. Shari Ritchkin (Spirit) the news came as a surprise. Over the course of several weeks last winter, she discovered that her love of aviation was in her DNA.

Forty-eight years ago, three days after Ritchkin was born, she was put up for adoption. Growing up, she had a wonderful relationship with her adoptive parents. She would go on to earn a master's degree, becoming a high school dean of students and supervisor of health and physical education. But Ritchkin felt something was missing.

"Flying was always something I wanted to do," she said, adding, "It's something I've always been fascinated with, but I just didn't know how to get started." Opportunity knocked in 2004 when Capt. Mark Segaloff (United), a childhood friend, mentioned that he was taking a flying lesson and wondered if she might want to join him.

"I was hooked," said Ritchkin, noting that she spent much of her free time building her hours to earn her pilot's licenses and other rat-

ings. By the summer of 2008, she decided to take advantage of the school system's summer vacation and temporarily relocate to Florida, where she worked as a pilot for Monarch Air Group, flying freight to the Bahamas. She enjoyed the job so much that during the school year, she commuted to the Sunshine State on the weekends to continue this second career. Ritchkin would eventually leave her job in academia to fly for ExpressJet before transitioning to Spirit Airlines in April 2012.

Capt. Shari Ritchkin (Spirit), left, and her sister, Tammy Holloway-Servedio, at Los Angeles International Airport before Ritchkin flies back to Fort Lauderdale-Hollywood International Airport.

For years, Ritchkin's adoptive mother, Joyce, encouraged her daughter to seek out her birth parents and, late last summer, the Spirit captain decided to complete the paperwork for a popular genealogical DNA kit. She received the results and, several weeks before Christmas, began putting together the pieces of her biological family puzzle.

Ritchkin learned that her parents, Roy Holloway and Cindy Praske, were unmarried and that prior to her birth had arranged for her to be adopted by a warm and caring family. She discovered that Roy had passed away many years ago and that Cindy appeared to have been a former ALPA employee. Ritchkin asked Segaloff, a former ALPA executive vice president, to do some investigating. As it turned out, Cindy had worked for the Association for 31 years, retiring in 2008 as administrator of the Human Resources Department. Sadly, she died last September, just months before Ritchkin could


connect with her.

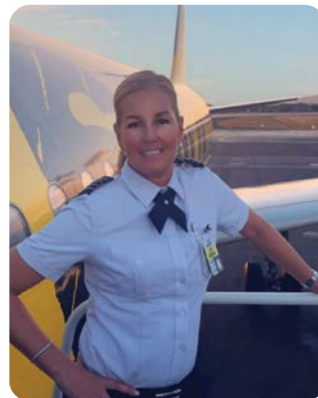
Ritchkin also learned that her biological parents had wed 13 months after her birth and, a decade later, had another child. She soon discovered that her biological sister, Tammy Holloway-Servedio, is a private pilot and a senior manager of airport operations ramp services for United Airlines at Los Angeles International Airport (LAX).

"As sisters, our lives likely crossed paths many times over the years and we never knew it," remarked Ritchkin. "We were both based in Newark, N.J., for several months. I was a pilot for ExpressJet back then, and she worked for Continental Airlines as senior manager of airport operations."

Excited to meet her new-found family, Ritchkin quickly picked up a January 3 trip with a long layover in Los Angeles, Calif., and purchased a ticket for Joyce to accompany her. The two flew to LAX where they met Ritchkin's sister and her sister's husband. They later drove to San Diego to meet her grandmother and many other relatives who warmly welcomed her to the family.

While there, Ritchkin learned that her Uncle Rob is also a pilot and that years ago he sold a Swearingen Merlin to Monarch, the same company for which she previously transported cargo. In fact, she recalled flying that same plane.

"I continue to meet more relatives as I fly throughout the United States," said a grateful Ritchkin, noting that she recently met the East Coast members of her family during a trip to Baltimore, Md. Call it kismet, but finding this lost aspect of her life has led Ritchkin to a better understanding of who she is and the motivations that have driven her career and life choices. 



Ritchkin by a Spirit aircraft in Panama City, Panama.



RECENTLY RETIRED



Fellow ALPA Members

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

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

Capt. Joe DePete
ALPA President
Capt. Ken Binder
ALPA R&I Committee Chair

2019

Capt. Ed H. Lazear	Envoy Air	September
Capt. Jill M. Huisman	United	September

2020

Capt. Malvis R. Browning	Delta	January
Capt. Thomas R. Tucker	Delta	January
Capt. Kurt J. Bregar	FedEx Express	January
Capt. Daniel J. King	United	January
Capt. Brent H. Howard	WestJet	January
F/O Vincent Guida	FedEx Express	February
Capt. Ray M. Spangler	FedEx Express	February
F/O Keith S. Van Noord	Kalitta Air	February
Capt. Daniel Vanasse	Air Transat	March
F/O Roger L. Dodd	Delta	March
Capt. Richard N. Felton	Delta	March
F/O Steven D. Sadler	Delta	March
Capt. Jack H. Conroyd	ExpressJet	March
Capt. James M. Kelly	Frontier	March
Capt. Candace D. Barnett	JetBlue	March
Capt. James D. Bauman	Sun Country	March
Capt. John A. Barrett	United	March
F/O Russ G. Bentz	United	March
Capt. Steve C. Beville	United	March
Capt. Susan Binns	United	March
Capt. John A. Candella	United	March
Capt. Dan T. Clark	United	March
Capt. Charles D. Crosby	United	March
Capt. Randy E. Emmons	United	March
Capt. Gerardo M. Filippone	United	March
Capt. Nick W. Garcia	United	March
Capt. James C. Gasaway	United	March
Capt. Doug L. Geis	United	March
Capt. James H. Greunke	United	March
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Capt. Eric O. Haynes	United	March
Capt. Alan J. Healy	United	March
Capt. George C. Henning	United	March
Capt. Edward R. Kranz	United	March
Capt. Jean M. Law	United	March

F/O Anders Ljungberg	United	March
Capt. Mark A. Macario	United	March
Capt. Cherie C. Martinez	United	March
Capt. Henry J. Maruri	United	March
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Capt. Gregg D. Sternbach	United	March
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Capt. Debora M. Tranter	United	March
Capt. Peter K. Twedten	United	March
Capt. Stephen R. Vaughn	United	March
Capt. Joseph P. Yanacek	United	March
Capt. David L. Zogg	United	March
Capt. John H. Andersen	Alaska	April
Capt. Paul R. Marriott	Alaska	April
Capt. Gregory H. Nettleton	Alaska	April
Capt. Thomas F. Salacka	Alaska	April
Capt. Craig E. Anderson	Delta	April
Capt. Edward C. Anderson	Delta	April
Capt. Mark E. Bagwell	Delta	April
Capt. William L. Bauerle	Delta	April
Capt. Glenn Cook	Delta	April
Capt. Anthony A. Dennis	Delta	April
Capt. Philip B. Edelen	Delta	April
Capt. Sally B. Ernsberger	Delta	April
Capt. James W. Fergus	Delta	April
Capt. Gary J. Hackett	Delta	April
Capt. Lynn W. Hull	Delta	April
Capt. Ronald D. Johnson	Delta	April

Capt. Ronald P. Jones	Delta	April
F/O Jack J. Juhola	Delta	April
Capt. Robert P. Keough	Delta	April
Capt. Clifford A. Kluge	Delta	April
Capt. Jeffrey A. Lantz	Delta	April
Capt. James A. Larsen	Delta	April
Capt. Douglas P. Lawrence	Delta	April
Capt. Wayne C. Lewis	Delta	April
Capt. Jerome M. Liberko	Delta	April
Capt. James T. Marshall	Delta	April
Capt. David E. Merriwether	Delta	April
Capt. Leo G. Mora	Delta	April
Capt. John S. Noe	Delta	April
Capt. Scott P. Peatross	Delta	April
Capt. Bradford L. Pickens	Delta	April
Capt. Jay R. Quinton	Delta	April
Capt. Douglas R. Ralph	Delta	April
F/O David B. Sampson	Delta	April
Capt. David W. Sandgren	Delta	April
Capt. Eric W. Thompson	Delta	April
F/O Benjamin H. Troemel	Delta	April
Capt. Robert A. Wesolowski	Delta	April
Capt. Michael J. Wheeler	Delta	April
Capt. Quentin Cole	Spirit	April
Capt. Dave R. Grubb	Spirit	April
Capt. Philip J. Adornato	United	April
Capt. Edmundo R. Aillon	United	April
Capt. Michael R. Buckley	United	April
F/O David W. Bullard	United	April
F/O Ruel J. Burkholder	United	April
Capt. Diego D. Camiro	United	April
Capt. Joseph W. Dow	United	April
Capt. Thomas G. Dreis	United	April
Capt. Robert L. Edmund	United	April
Capt. Gregory M. Friedrich	United	April
Capt. Phillip R. Hitch	United	April
Capt. Charles S. Hogeman	United	April
F/O Paul P. Holliday	United	April
Capt. Dennis J. Horne	United	April
Capt. Kerry D. Johnson	United	April
Capt. Luc J. Joly	United	April
Capt. Jonathan P. Lessler	United	April
F/O Marie L. Lindell	United	April
Capt. John G. McCartney	United	April
Capt. Edwin C. McManus	United	April
Capt. Wendell G. Meise	United	April
Capt. Leon E. Miller	United	April
Capt. Kenneth E. Nissen	United	April
Capt. David D. Pengelly	United	April
F/O Martin E. Peterson	United	April
Capt. Clint C. Petree	United	April
Capt. William W. Renner	United	April
Capt. Michael J. Sanders	United	April
Capt. Gene Scanlon	United	April
Capt. Scott B. Schofield	United	April
Capt. Douglas R. Smith	United	April
Capt. Leonard M. Suglio	United	April
Capt. Robert Trouten	United	April
Capt. Joseph B. Waters	United	April
F/O Thomas J. Wick	United	April
Capt. Kurtis J. Wong	United	April
Capt. Jacques W. Ziebell	United	April

Compiled from information provided by ALPA's Membership Administration Department. Names only appear once in the print version.




Dalton Caldwell
Envoy Air
ATP Alumni 2016

ATP Alumni Association

Supporting Over 20,000 Professional Pilots at 70 Air Carriers

Proudly supporting ATP graduates throughout their professional pilot careers, with no membership dues or fees required to join.

 Networking and Mentorship

 Free CFI Certificate Renewal

 Alumni Receptions and Events

 Product Discounts

 Program Discount for Family

 Career Placement Services

ATP ALUMNI

Join the Network and Access FREE Benefits:
ATPALumni.org



ALPA RESOURCES

QUICK REFERENCE GUIDE

“The core of this union is helping fellow aviators who may be struggling, privately or professionally,” asserts Capt. Joe DePete, ALPA’s president. Given the recent drastic changes in the airline industry, it’s worth reviewing the vast resources and tools the Association has to offer its members during these challenging times and throughout their airline piloting careers.

DART

dart.alpa.org (and via the ALPA app)

• ALPA’s new Data Action Report (DART) program empowers you to ask a question and receive a response from ALPA’s subject-matter experts (SMEs) within 48 hours. Your DART triggers the union’s SMEs into action and coordinates the response with you and your local pilot group leaders.

COVID-19

www.alpa.org/coronavirus (and via the ALPA app)

• A central gateway for ALPA’s COVID-19 resources.

PILOT PEER SUPPORT

309-PPS-ALPA (309-777-2572) www.alpa.org/pps

• The Pilot Peer Support (PPS) network, available 24 hours a day, seven days a week, connects you with trained pilot peers to talk about any personal or professional issues you may be experiencing, including financial and other stresses. PPS volunteers listen and offer confidential, nonjudgmental support.

If your ALPA group has an independent support line (e.g., Delta, FedEx Express, JetBlue, and United), these groups can be reached directly:

- Delta PAN: 800-USA-ALPA
- FedEx PATH: 866-FDX-ALPA
- JetBlue PAN/PPS: 309-PPS-ALPA
- United Airlines SOAR: 866-653-SOAR
- Canadian Pilot Assistance (go to your master executive council website)

PILOTS FOR PILOTS

www.alpa.org/relieffund

• Pilots for Pilots, ALPA’s Emergency Relief Fund, now offers temporary financial assistance to pilots who are suffering financial hardship related to COVID-19. The fund isn’t available to replace lost pay but rather to help cover the unexpected and unanticipated costs that bring an extra burden.

PANDEMIC ACTION CHECKLIST

www.alpa.org/coronavirus

• Ten steps you should take to protect yourself and your family during the pandemic and beyond.

FAMILY ISSUES

www.alpa.org/familyissues

• Resources and applicable guidance on various family issues.

PREFLIGHT

www.alpa.org/resources/coronavirus/preflight

• The latest information and policy updates you need to fly today.

FURLOUGHED PILOT RESOURCES

www.alpa.org/furlough

• Provides background information, available resources, helpful checklists, and valuable contacts to enable you to get through this difficult period in your career. The site also contains useful information even if you haven’t been furloughed.

YOUR CAREER THROUGH COVID-19 WEBINARS

www.alpa.org/careerwebinars

• Conducted by Cage Marshall Consulting, the six-part series offers you an opportunity to explore stress management, basic finances, and how to search for nonflying jobs with a variety of on-demand and live-scheduled webinars. All sessions are free to ALPA members.

AIR SAFETY ORGANIZATION

www.alpa.org/resources/coronavirus/aso-updates

• A robust list of policy changes, travel warnings, recommendations, and updates from ALPA’s Air Safety Organization.



NATIONAL OFFICERS

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



Capt. Joe DePete
President



Capt. Bob Fox
First Vice President



Capt. William Couette
Vice President—
Administration/
Secretary



Capt. Joseph Genovese
Vice President—
Finance/Treasurer



Capt. Russell Sklenka
(FedEx Express)
Executive
Administrator



F/O Paul Ryder
(United)
National Resource
Coordinator

EXECUTIVE VICE PRESIDENTS

For more information on which pilot groups executive vice presidents represent, visit www.alpa.org/evp.



Capt. Joe Youngerman
(Alaska)



Capt. Andrew Massey
(Delta)



Capt. Wes Reed
(FedEx Express)



Capt. Wes Clapper
(JetBlue)



F/O Mike Hamilton
(United)



Capt. Sean Creed
(Spirit) Air Transport
International, Air
Wisconsin, Mesa, Pied-
mont, PSA, Spirit



Capt. Tyler Hawkins
(Frontier)
CommutAir, Envoy
Air, Frontier, Hawaiian,
Kalitta Air



Capt. Jim Johnson
(Endeavor Air)
Endeavor Air, Express-
Jet, Sun Country



Capt. Tim Perry
(WestJet) Air Borealis/
PAL, Air Transat, Bear-
skin, Calm Air, Canadian
North, First Air, Jazz Avia-
tion, Kelowna Flightcraft,
Morningstar Air Express,
Perimeter, Sky Regional,
Wasaya, WestJet, West-
Jet Encore

MEMBERSHIP ADMINISTRATION

To obtain membership account information or to update your records or your postal or e-mail address via the Internet, go to the My ALPA area of www.alpa.org/memberaccount; or dial the toll-free number 1-888-359-2572 (1-888-FLY-ALPA) and choose menu option 3.3. Listed below are the telephone numbers of MEC offices.

***Air Georgian—
GGN MEC**
613-569-5668 x6225

**Air Transat—TSC
MEC**
1-888-337-2033

**Air Transport
International—ATI
MEC**
404-763-4973

**Air Wisconsin—
ARW MEC**
1-800-ALPA-ARW

Alaska—ALA MEC
206-241-3138

**Bearskin—BRS
MEC**
807-628-5683

**Calm Air—CMA
MEC**
204-461-4331

**Canadian North—
CNP MEC**
780-691-8989

**CommutAir—CMT
MEC**
518-332-7494

***Compass—CPZ
MEC**
507-215-1664

Delta—DAL MEC
404-763-4925

**Endeavor Air—EDV
MEC**
1-833-EDV-ALPA

**Envoy Air—ENY
MEC**
817-685-7474

**ExpressJet—XJT
MEC**
281-987-3636

**FedEx Express—
FDX MEC**
901-752-8749

First Air—FAB MEC
1-877-459-3272

Frontier—FFT MEC
303-373-2572

**Hawaiian—HAL
MEC**
808-836-2572

***Island Air—AIS
MEC**
808-838-0188

**Jazz Aviation—
JAZ MEC**
1-800-561-9576

JetBlue—JBU MEC
844-ALPA-JBU

**Kalitta Air—CKS
MEC**
907-854-8435

**Kelowna
Flightcraft—KFC
MEC**
877-373-3131,
ext. 6225

Mesa—MAG MEC
602-306-1116

**Morningstar Air
Express—MAL
MEC**

**Perimeter—PAG
MEC**
204-803-9272

**Piedmont—PDT
MEC**
339-987-1277

**Provincial—PVL
MEC**
709-697-0033

PSA—PSA MEC
703-481-4444

**Sky Regional—SKV
MEC**
416-679-8210

Spirit—SPA MEC
1-855-SPA-ALPA

**Sun Country—
SCA MEC**
952-853-2393

***Trans States—TSA
MEC**
772-708-7748

United—UAL MEC
847-292-1700

**Wasaya—WSG
MEC**
807-624-7270

WestJet—WJA MEC
403-472-4446

**WestJet Encore—
WEN MEC**
867-445-1756

*Pilot group in
custodianship

ALPA CANADA



Capt. Tim Perry
President



Capt. Brian Shury
Vice President/
International Federation
of Air Line Pilots'
Associations Director



**Capt. Rod
Lypchuk**
Vice President-
Administration/
Finance

ALPA INFORMATION NUMBERS

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

Accident Investigation
(EAS@alpa.org)
1-800-424-2470

Accounting and Finance
(Finance@alpa.org)
703-689-4144

Air Line Pilot Magazine
(alpa.org)
703-481-4460

ALPA Aeromedical Office
303-341-4435

ALPA Canada Board
(CanadaBoard@alpa.org)
613-569-5668

ALPA Main Number
703-689-2270

ALPA Memorabilia
(SMDR@alpa.org)
703-481-4458

ALPA-PAC
202-797-4033

ASPEN
703-689-4220

Balloting
(Balloting@alpa.org)
703-689-4212

Cashiering
(Cashiering@alpa.org)
703-689-4385

Communications
(Communications@alpa.org)
703-481-4440

Computer Help Line
(HelpDesk@alpa.org)
703-689-4357

Council Services
(CSC@alpa.org)

Creative Services
(CreativeServices@alpa.org)
703-481-4440

Discipline and Discharge
(Rep@alpa.org)
703-689-4235

Economic and Financial Analysis
(EFA@alpa.org)
703-689-4289

Election Dates LEC/MEC
703-689-4212

Engineering and Air Safety
(EAS@alpa.org)
1-800-424-2470

FAA Enforcement or Medical Certificate Action
(Rep@alpa.org)
703-689-4235

Government Affairs
(GovernmentAffairs@alpa.org)
202-797-4033

Human Resources
(HumanResources@alpa.org)
703-689-4108

Information Technology and Services
(ITServices@alpa.org)
703-689-4134

IT Operations and Services
(ITOS@alpa.org)
703-689-4245

Legal
(Legal@alpa.org)
202-797-4097
703-689-4326

Member Insurance
(Insurance@alpa.org)
1-800-746-2572

Membership Administration
(Membership@alpa.org)
1-888-359-2572
(1-888-FLY-ALPA),
option 3

Organizing
(OrganizingInfo@alpa.org)
703-689-4179

Purchasing
(Purchasing@alpa.org)
703-689-4135

Representation
(Rep@alpa.org)
703-689-4235

Real Estate and Insurance
(RealEstateDept@alpa.org)
703-689-4105

Retirement and Insurance
(RI@alpa.org)
703-689-4114

Strategic Member Development and Resources
(SMDR@alpa.org)
703-689-4242

System Board of Adjustment
(Rep@alpa.org)
703-689-4235

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Other Organizations
ALPA Aeromedical Office 303-341-4435
Connexus Credit Union 1-800-845-5025

ALPA Accident/Serious Incident Hotline

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

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

Pilot Peer Support

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

2020 EBCB Schedule

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

Any ALPA member in good standing may be present as an observer during any meeting. Contact the Association's Balloting and Council Services Department for scheduling.



ALPA Insurance During the Pandemic

SUBMIT A CRITICAL ILLNESS CLAIM:

If you are covered under ALPA's Critical Illness plan and become infected with COVID-19, you may be eligible for a benefit. Please file a claim.

FURLOUGHED MEMBERS:

If you are moved to "F1" ALPA membership status due to being furloughed and are currently enrolled in one or more ALPA-sponsored insurance plans, please visit our website for information on how your coverage may be affected.

LEARN MORE:

memberinsurance.alpa.org
Insurance@alpa.org | 1-800-746-2572



Make sure ALPA insurance is part of your flight plan.

AIR LINE PILOTS ASSOCIATION, INT'L