



Edition 3
March 16, 2017

JFK Pilots,

This update contains a few hot topics we have received from the line. If you have topics or rumors that you would like your LEC 191 reps to address and present in future communications, please send us an e-mail at JBULEC191@alpa.org and we will do our best to investigate all issues and concerns raised and get you an answer.

Profit Sharing

We would like to congratulate JetBlue pilots on another record profit year. In fact, JetBlue was the sixth most profitable airline in the world per operating margin in 2016 at 20% (<http://airlineweekly.com/JAN09.pdf>, see page 6 for all airline revenues).

Profit sharing has become a very lucrative tool for employers in the airline industry. As we all know, late last year JetBlue management changed our future profit-sharing formula. So, we wanted to shed some light on what kind of profit-sharing checks we can expect for 2017, assuming another highly profitable year for JetBlue. Delta Air Lines management did the same to their nonunion employees in 2015, but the Delta pilots' profit sharing was not changed because of their CBA.

Prior to 2017, JetBlue took 15% of pretax profits to determine employee profit-sharing payout. Starting in 2017, JetBlue will only take 10% of the pretax profits to determine profit-sharing payout if the profit margin is 18% or less.

Here is an example about profit sharing and how important each individual section of our CBA is. The chart below assumes the same profit margin for JetBlue in 2017 as in 2016. We realize without a CBA in place (with a pilot-negotiated percentage) before the end of 2017, the JetBlue pilot group will lose approximately 33% of their profit-sharing check using this constant and company-imposed change. Please interpolate the numbers for your pay as this is only a rough guideline. We added the example of Delta pilots' profit sharing for 2016 to help illustrate one of the reasons Delta pilots voted down an initial TA that would have cut their profit sharing.

Qualified Earnings	2016 PS (16.2%)	2017 PS (11.8%)	Potential Diff 2016-2017 PS	DAL 2016 PS (19.1%)
\$75,000	\$12,150	\$8,850	\$3,300	\$14,325
\$100,000	\$16,200	\$11,800	\$4,400	\$19,100
\$150,000	\$24,300	\$17,700	\$6,600	\$28,650

\$200,000	\$32,400	\$23,600	\$8,800	\$38,200
\$250,000	\$40,500	\$29,500	\$11,000	\$47,750
\$300,000	\$48,600	\$35,400	\$13,200	\$57,300

Operating Margins

JetBlue has higher operating margins than Delta, United, and American Airlines, so why are their pilots compensated better than JetBlue pilots? On the other hand, Alaska and Southwest Airlines have higher operating margins than JetBlue, yet Southwest and Alaska pilots are also compensated better than JetBlue pilots. Apparently, pilot compensation doesn't determine how profitable an airline will be. Don't allow yourself to be convinced that a market-rate contract will cost too much because of pilot compensation. And don't accept the idea that we deserve less because we are not pilots at Brand XX airline. This is just plain false and the facts don't lie.

Volunteers

JFK Council 191 is looking for a volunteer to fill the JFK New York ATC coordinator position. Flying in one of the busiest airspace systems in the country lends to the importance of having an ALPA point of contact for the tower and TRACON facilities. The appointed ALPA pilot (in good standing) will work with ATC on any issues between our JetBlue pilots and ATC. Please e-mail your interest in this position to JBULEC191@alpa.org. We hope to have the position filled quickly, so the deadline for expressing interest is March 21, 2017.

Toxic Fumes

A lot of attention has surfaced regarding the issue of toxic fumes. Your MEC and JetBlue management were briefed by Capt. Eric Tellmann (Spirit), chairman of the Spirit Master Executive Council's Aeromedical Environmental Standards Subcommittee during our MEC meeting in Orlando, Fla. Capt. Tellmann experienced a fume event in 2015 while operating an A319 and has been an advocate for awareness ever since. Capt. Tellmann stated: "The potential for pilots to breathe oil fumes on board containing various toxic chemicals, including tricresyl phosphates (TCPs) and carbon monoxide (CO), has been recognized as a crew health and flight safety hazard in military and commercial circles since the 1950s."

The "*dirty sock*" smell we may have experienced while operating an aircraft is not a normal condition that just requires a change of pack air conditioning filters. Despite what we may have believed to be a common and dismissible occurrence, this actually indicates the presence of turbine oil fumes in the bleed system. Be aware of your flight environment and pay particular attention to fumes coming from the vents. Listen to the reports from your flight attendants, follow the latest airline operating procedures, and consider donning oxygen if you suspect bleed air contamination.

Assisting Maintenance

A few things to keep in mind when/if Maintenance asks you to assist them. FOM

1.34.8 grants JetBlue pilots the authorization to do confidence flights, but it requires you to verify that the fleet captain, dispatcher, director of Maintenance and the chief pilot all concur on the designation of the confidence flight and that the flight or procedures can all be conducted safely by a line pilot. Once you receive concurrence on the designation from all parties, be sure to **verify that you have been trained on the procedures and have the approved guidance on exactly what is being required of you by maintenance.** Pilots assisting maintenance have incurred health issues, ASAPs and canceled flights for lack of concurrence and guidance. Assisting maintenance outside of the SOPs may have a high potential for certificate action, violation of company procedures, and possible career-ending health risk. Always reference the FOM before conducting these flights.

Jumpseaters

JFK is a commuter base by an overwhelming margin. Look out for fellow pilots and never leave a pilot behind!

In Unity,

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“To Improve and Protect the Pay, Work Rules, Benefits, and Job Security, while Advancing Safety and the Success of JetBlue Pilots.”