



December 27, 2017

Fellow pilots,

As we approach the end of the year, I would like to take the opportunity to provide you with an update of our negotiations with management. I will begin by saying how grateful the Negotiating Committee is for the support we receive from the pilot group. Member attendance at the rallies, LEC meetings, and base visits has been outstanding and is much appreciated.

Over the nearly three years that we have been bargaining with the Company, we have achieved 20 tentative agreements out of what will be a 31-section contract. Key issues remain unresolved in three of the four cornerstones of a CBA: compensation, benefits, and work rules. The other cornerstone, job security (scope), is nearly complete.

The MEC and Negotiating Committee are fully aware that JetBlue pilots have waited a long time for their first contract and that this process is taking too long. While many components of the Railway Labor Act are beneficial to labor, it also provides many opportunities to extend negotiations in ways that can be frustrating. We are working diligently to navigate this process without sacrificing quality for speed—we are fully committed to delivering a market-rate agreement.

Despite filing for mediation and attempting to pressure management into more realistic proposals, they continue to do their best to both cut costs and mitigate cost increases through give-backs and trades. While management demonstrates their ability to afford ALPA's reasonable proposals, their offers at the bargaining table continue to trail the industry. Contrary to one rumor I recently heard, management has not offered Alaska pay or anything close to it. We remain significantly apart on Airbus rates and even further apart on Embraer pay, as management takes the position that our Embraer pilots are already compensated at market rate. Equally important, we are still apart on issues such as the retirement contribution, daily guarantee, insurance benefits, and monetization of unused PTO—particularly at premium.

Feedback via tremendous survey participation has driven our goals, and the Negotiating Committee will not agree to inadequate offers. In what we hope and expect will be the final phase of negotiations, your continued support and unity will be required to secure the contract we have earned.

In Solidarity,

Captain Jeff Harbison
Chairman
JetBlue ALPA Negotiating Committee

STAY INFORMED • BUILD UNITY • FLY SOP • WEAR YOUR LANYARD

**CONTRACT
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