

SPSC Flash

From your JetBlue Strategic Preparedness and Strike Committee



January 9, 2017

This is about our families, our careers, and respect.

Our pilot group has members with 3, 5, 10, 15, even 19 years of excellent service to this airline. We are past the start-up phase, and our efforts have helped build an award-winning airline. Over these years, different management teams have cycled through, each with their own reasons to not fully value our service. Each has delivered well-wrought communications about “culture,” “special relationships,” “direct relationship,” or other ethereal concepts that do not fund our retirements, pay our bills, or put our kids through college.

Our strategic plan has been simple. We expect to bring ourselves into the fraternity of our respected peers for the first time since this airline was founded. We have treated the brand with respect, brought reasonable market-rate proposals to the table, and kept our dirty laundry behind closed doors. In an effort to uphold the brand that JetBlue employees built, we gave management every chance to keep our negotiations private. We telegraphed well in advance what the expectations of this pilot group were, we documented their affordability, and we made it clear we would act with integrity by bringing our case to the public if JetBlue Executive Leadership failed to show the respect we have earned.

They have failed.

We are intensifying our case before the public. That is why you see billboards in every hub, mobile billboard trucks on the move, newspaper ads, radio ads, and our upcoming picket on January 31. This publicity will get louder, and our resolve will only get stronger. More than 600 pilots have attended rallies, and we expect our first picket in New York to be the most successful ever.

What is the basis of management’s proposals? It is ***not*** based on what they can afford—ALPA Economic & Financial Analysis has analyzed the data and it is clear that a market-rate contract will not impact JetBlue’s ability to remain successful. It is ***not*** because they need the money elsewhere—JetBlue management has chosen to devote **\$1.25 billion** dollars toward the repurchase of their own stock with the excess cash that is flowing in. Not bad for a company that is just getting by. This is after being able to:

- Pay cash for new airplanes

- Steadily increase stock issuances to managers
- Invest in tech start-ups that aim to replace jobs
- Installing potato farms in the terminal

The basis of management's proposals is nothing more than to delay a deal and reach an agreement for “as low as they think the pilots will accept.”

Despite repeatedly referencing the “failed airline model,” management insists on perpetuating traditional negotiating tactics. They are proceeding in exactly that same old pattern of dragging their feet as long as possible and not concluding an agreement until there is no alternative.

Let's move to the alternative and get this deal done.

As professional airline pilots, we will always operate in accordance with SOPs and the highest level of safety. Knowing your duties and responsibilities as spelled out in the FOM is a requirement. Be familiar with your obligations defined throughout the FOM and FCOM. Each of you must decide for yourself what **extras** you are willing to provide for a management team that seems to have no incentive to conclude a contract that acknowledges our professional role and contribution.

Together, we will show the JetBlue management team that it is time to **RESPECT** this pilot group, conclude a market-rate agreement, and get back to their game of running the airline.

Wear your lanyard.

Fly SOP and fly safely.

Stay engaged.

[Attend the picket.](#)

In Solidarity,

Captain Brian Dawson

Chairman

Strategic Preparedness & Strike Committee

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





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