



Top 5 Reasons To Be in ALPA

You come sliding down the glideslope in the dark, rain pelting the windshield. You break out at minimums—there's the rabbit, streaking up the center of the approach lights—and swoop over the captain's bars to plant the mains right in the touchdown zone. You push the nosewheel to the slippery pavement, grab the reversers and get on the brakes; the pilot monitoring says, "Sixty knots," and you make the high-speed.

The people or pallets have now arrived safely at Point B.

You've delivered this consistently high level of performance thousands of times over the years—but no one ever sent out a press release, or roses. Few were the passengers who said, "Well done." All in a day's work.

That's how it is for ALPA, too—decades of solid service unknown, forgotten, or taken for granted.

Turn the page: It's time for some recurrent on what ALPA—*your* union—has done, and is doing, for you.

ALPA Makes Flying Safe and Secure



The first generation of airline pilots who banded together to create their new union had some very real and personal reasons to do so—to stop pilot-pushing, improve airline safety, and make their chosen profession one worth choosing. But one reason loomed above all—they wanted to live long enough to avoid dying with their boots on.

More than *half* of ALPA's founders—the Key Men—died in aviation accidents. More than *half*. And that was *after* they had met in secret and taken extraordinary steps to create the Air Line Pilots Association with the motto Schedule with Safety.

Improving aviation safety has always been at the core of ALPA's existence—and the root of ALPA's operations and goals—since the Association was founded almost 77 years ago. The motto of ALPA's founders continues to be as vital today as it was yesterday—and as it will be in the future. Improving safety for the benefit of our members and, of course, our passengers and our cargo loads, remains at the top of ALPA's regulatory, representational, and legislative agendas.

Years after the Key Men formed ALPA, airline pilots eventually had to deal with safety concerns that arose not just from neglect, greed, and ignorance, they also had to thwart the desperate or even evil intent of other men bent on using airline operations for their own violent purposes. The Association rose to the challenge of ensuring that aviation *security* joined safety as a top priority.

For the past 77 years, ALPA has either worked single-handedly or played a key part in cooperative government/industry efforts to improve aviation safety and security—in the air and on the ground. That's why David Hinson, while FAA administrator, called ALPA “the conscience of the airline industry.”

To name just a few of ALPA's premiere safety and security accomplishments, the Association was involved in the following:

- ▶ Developing the first air traffic control centers.
- ▶ Promoting stringent One Level of Safety regulations that affect all airline passengers (covering all airliners with 10 passenger seats or more).
- ▶ Creating improved regulations covering passenger airliner emergency evacuations.
- ▶ Forming federally mandated anti-skyjacking strategies.
- ▶ Developing safer procedures for transporting hazardous materials aboard airliners.
- ▶ Developing airline safety management systems in Canada (and working on them in the United States).
- ▶ Persuading Congress to create and support the Federal Flight Deck Officer (FFDO) program.

The latter example falls in the “they said it couldn't be done” category. Despite strong opposition from the Bush administration (because airline managements didn't want guns in the cockpit), and despite a single-issue group alienating pro-FFDO members of Congress, ALPA's decades of credibility and clout on Capitol Hill brought pilots the right to defend their cockpits in less than 2 years.

Many of ALPA's greatest safety “victories” are not spoken of or publicized outside of the Association's walls. These are our efforts to prevent other parties from trying to decrease the margin of airline safety. In fact, many bad ideas have been abandoned in their earliest stages because of the perception that “ALPA would never stand for that.” A recent example is an airline's plan to request an exemption from flight- and duty-time regulations.

ALPA: the world's largest non-governmental aviation safety group

Today, ALPA is the world's largest non-governmental aviation safety organization. Hundreds of Association members, backed up by the professional staff of ALPA's Engineering and Air Safety Department (E&AS) and other ALPA departments, serve their fellow airline pilots and the traveling public in their roles as ALPA safety and security representatives.

The 20 engineers and other professional members of the E&AS Department bring centuries of experience in air traffic control, aviation security, aeronautical engineering, line operations, aviation human factors, charting and instrument procedures, aeromedical, certification, accident investigation, and the inner workings of national and international regulatory bodies. The E&AS Department, working with ALPA's Legal, Communications, and other departments, supports the ALPA Air Safety Committee, National Security Committee, National Airspace System Modernization (NASMOD) Committee, a network of ALPA airport liaison representatives throughout the United States and Canada, plus local air safety committees and central air safety committees at every ALPA pilot group.

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ALPA’s line pilot safety reps and staff deal on a regular basis with aircraft manufacturers, the FAA, Transport Canada, the NTSB, TSBC, Congress and Parliament, the GAO, the Pipeline and Hazardous Materials Safety Administration (think “lithium batteries”), and a host of other government and industry groups. The Association has twice shared the distinguished Collier Trophy for aeronautical achievement—for input on the design and development of the Boeing 777 (1995) and of Automatic Dependent Surveillance-Broadcast (2007, see page 26).

The ALPA Air Safety Committee oversees more than 200 projects covering a wide range of issues. The Association’s current top safety priorities include accident investigation and prevention; aircraft design; air traffic capacity initiatives; cargo safety and dangerous goods; development of appropriate aviation environmental strategies with line pilot input; reduction in pilot fatigue; pilot training and licensing; runway safety; safety management systems; and space-based communication, navigation, and surveillance.

Similarly, the ALPA National Security Committee has many irons in the fire. The top security issues for the Association are making security checkpoint screening more rational and easier for flightcrew members; getting secondary barriers installed in all airliners; obtaining improvements in the FFDO program; improving security of belly freight and all-cargo operations; and helping government agencies develop a sound plan for threatened airspace management.

In accident investigation, the Association simply has no peer. ALPA has participated in almost every NTSB investigation of an airline accident since the Safety Board was founded in 1967. In fact, ALPA line pilot accident investigators, backed up by ALPA staff support and prepared by extensive training in ALPA schools, have found the *real* reasons for such notable accidents as

- ▶ USAir 427 (rudder hardover and loss of control caused by mechanical failure),
- ▶ Atlantic Southeast 529 (loss of control caused by propeller control failure), and
- ▶ Emery Air Freight 17 (loss of control caused by maintenance error).

ALPA safety reps and staff also provide important help to pilots in FAA and TC enforcement cases—especially those involv-

ing discipline and discharge. No other pilot union—no other union on the planet—has ever brought together such an impressive battery of lawyers and subject-matter experts to protect its members’ interests when their careers are on the line.

No job too big or too small

The Association’s goals have sometimes taken decades to achieve—but with gratifying results.

Bringing about federal certification standards for airline airports—i.e., FAR Part 139—took 30 years; nearly that much time passed between ALPA’s first push for an airborne collision avoidance system and when TCAS became required equipment in airliner cockpits.

In addition to the sweeping, fundamental improvements in airline safety and security such as those listed above, ALPA’s “No Job Too Big or Too Small” approach to safety and security concerns has tweaked the U.S. and Canadian air transportation system for the better in thousands of ways. For example:

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- ▶ A pilot calls ALPA to report runway edge lights burned out at a particular airport; ALPA contacts the airport management to get them fixed.
- ▶ A pilot alerts ALPA that a radio frequency or navaid identifier is not represented properly on a navigation chart; an ALPA staff member coordinates with the chart publisher to correct the error during the next charting cycle.
- ▶ A pilot reports to ALPA that security screening is not being conducted properly at a particular airport concourse; an ALPA staffer makes a discreet phone call to resolve the issue.

The following list shows just a few of the pieces of equipment, procedures, institutions, programs, and other protections in today’s cockpits, at today’s airports, on today’s airplanes, and in today’s airspace—safety enhancements that many of us might not realize we have because of the ceaseless efforts of this union, this association of pilots who fly the line, our ALPA.

ALPA shapes modern airports

ALPA's fingerprints are everywhere on airline airports—FAR Part 139 requirements for aircraft rescue and fire-fighting (ARFF) resources, a plan for controlling wildlife hazards, a formal disaster plan, and more. Terminal doppler weather radar. Runway safety areas. Better signs and surface markings. Land-and-hold-short operations (LAHSO)—SOIR in Canada—with conservative safety restrictions set by ALPA that permit improved airport capacity without reducing safety. Runway distance-to-go markers. Centerline approach lights. Required full-scale emergency drills. Frangible structures, such as approach light stanchions. Runway grooving. VASIs and PAPIs. Runway edge lights and REILs. Precision instrument approach guidance.

ALPA steers aircraft design and operations

Many of ALPA's contributions to your (and your passengers') flying safety in your airplane, and your airline's operations, are not so apparent: "Fasten seatbelt" signs. RNAV and RNP procedures. Procedures and equipment requirements for extended twin-engine operations (ETOPS). Improved seat strength and flammability resistance of cabin materials. Visual descent points. More-stringent MMELs and MELs. More-realistic emergency evacuation tests. FOQA and ASAP. Better standards and procedures for ground deicing and antiicing fluids. Fuel tank protection against lightning strikes. Standardized, rational noise-abatement procedures.

ALPA ensures cockpits serve pilots

Look around your "office" at ALPA's accomplishments on your behalf: TCAS. Cockpit weather radar. Takeoff warning horns. Reinforced cockpit doors. Color terrain contours on nav charts. CVR and FDR data restricted to accident investigations. Instrument comparators. TAWS/EGPWS. Wind-shear-detection equipment. In some airliners, HUDs.

An acute observation by Capt. Bill Melvin (Delta, Ret.), who received the ALPA Air Safety Award for 1977, bears repeating. He was the consummate technical pilot, known internationally for his work on aircraft performance and particularly for pushing the FAA, NTSB, and airline industry to acknowledge the lethal power of microburst windshear.

Yet Melvin often said that ALPA's single most important contribution to safety is that the Association protects the right of the flight crew to refuse to accept an airplane—or a flight—if they think it's not safe to fly. That's something he saw on the line every day—something that comes only from having the world's largest, strongest, and most experienced union of airline pilots behind every member. You simply cannot replace ALPA.

ALPA Invented The Pilot Contract



That's right, *invented*. But not without considerable struggle.

ALPA didn't ink the first-ever pilot contract with an airline until May 1939, nearly 8 years after the Association officially came into being. This first collective bargaining agreement for pilots covered pay, expenses, hours on duty, seniority rights, leaves of absence, promotions,

and provisions for investigations and settling grievances.

Today, almost 70 years later, the best way to put more pay in your paycheck, get better work rules and improved quality of life, grow your pension, and get stronger scope language in your contract still is to turn to the best pilot negotiating support ever assembled under one roof (actually, multiple roofs, including MEC offices in several U.S. and Canadian cities)—the ALPA team. And in today's environment, when consolidation seems so likely, the last place you want to be is on your own.

Local pilot leaders chart the course of negotiations and make decisions, but those pilots call on teams of ALPA experts and advisors to work with and advise them during negotiations. That team includes 42 professional negotiators in ALPA's Representation Department, 13 financial analysts in ALPA's Economic & Financial Analysis Department, 8 benefits specialists in ALPA's Retirement & Insurance Department, 13 attorneys in ALPA's Legal Department and others in the general counsel's law firm, and 18 communications specialists from ALPA's Communications Department.

Pilot resources from ALPA Strategic Preparedness and Strike Committee and volunteers from other ALPA pilot groups add muscle when needed. And supporting the effort is money from ALPA's Major Contingency Fund—a war chest now worth about \$82 million, built up by contributions from ALPA members from 1985 to 1994, and subsequently from investment returns to the Fund.

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Negotiating a collective bargaining agreement for pilots under the Railway Labor Act (RLA) presents some unique challenges. ALPA responds to these challenges using a time-tested team approach to negotiations. Years of experience, an in-depth understanding of the complexities of the RLA, and commitment to best practices have molded the team approach into an extremely effective process for achieving a pilot group's contract goals.

Communications

The ALPA Communications staff works with pilot groups on a regular basis, throughout all periods of their union operations. Whether it's contract negotiations and enforcement, promoting a union event, or dealing with a specific issue or situation facing your pilot group, the Communications Department helps to ensure that you are informed about and actively involved in your union.

ALPA's Communication specialists work closely with pilot groups to help develop and implement strategic communications plans tailored to each group's needs. In carrying out the plan, the full ALPA communications toolbox—print and electronic newsletters, website, video messages, webcasts, teleconferences, blast e-mails, hotlines—are at your pilot group's disposal.

Communications are especially important during advanced stages of negotiations and beyond. With the financial support from ALPA's MCF, the Strategic Planning/Strike Preparedness and Communications network will provide you not only with information but also with practical support systems. These include Family Awareness and Pilot-to-Pilot® programs, which bring pilots and their families together in the process, keep them informed and up-to-date, and build support for your pilot group's goals and needs.

Contract enforcement

A contract is only as good as its enforcement. Collective bargaining agreements outline mutually agreed-upon rules and procedures, and when disagreements with management occur, ALPA is there to help you resolve them.

The 40 attorneys in the ALPA Representation Department work to enforce collective bargaining agreements after they have been signed. They, and attorneys in the ALPA Legal Department, also represent MECs and individual pilots on matters ranging from contract grievances to government administrative actions, aeromedical cases, drug and alcohol issues, and regulatory authorities' incident and accident investigations.

In addition, the Representation Department hosts collective bargaining seminars and offers an annual seminar on grievance and system board procedures, as well as an annual negotiations training seminar for ALPA pilot groups.

Your MEC's Grievance Committee is the conduit for filing grievances about disputes over contract interpretation or discipline. An ALPA attorney will typically represent pilots throughout the arbitration process if discipline is involved and handle disputes that the MEC supports regarding contract interpretation. In Canada, the process extends further to include one of enforcement of workplace rights, statutory or otherwise.

Bankruptcy law and pilot contracts

Any discussion of pilot collective bargaining agreements would not be complete without mentioning ALPA's role in changing U.S. bankruptcy law to shift the management-union playing field closer to level.

The U.S. Supreme Court in 1984 ruled in favor of *Bildisco & Bildisco*, a trucking company operating in bankruptcy, after the company broke its contract with the Teamsters. The decision permitted companies undergoing reorganization through Chapter 11 to abrogate union contracts without having to prove that the reorganization would fail if contracts were not voided. The Court also said that companies do not have to obtain approval from the bankruptcy court before abrogating contracts.

ALPA successfully promoted congressional legislation that amended the U.S. bankruptcy code, imposing stricter procedures and conditions for corporations seeking to modify or reject a collective bargaining agreement. The legislation effectively overturned the Supreme Court decision. Now, ALPA is in the forefront of legislative efforts to modify the bankruptcy code yet again, in response to managements' abuse of the process during the recent round of bankruptcies.

ALPA also blocked unionbusting Frank Lorenzo's attempt to re-enter the U.S. airline industry in 1993 as a principal investor behind a new-entrant airline, ATX. Lorenzo had destroyed Eastern Airlines and nearly destroyed Continental before being forced out of his position as head of Texas Air Corporation.

ALPA Takes Care of Pilots



Taking care of ALPA members and their families

goes well beyond ensuring their safety and security and a good collective bargaining agreement. ALPA's looking out for the total pilot.

Restoring your jumpseat access

Just getting to work can be a huge hassle for pilots. Being able to use airline jumpseats to

commute to and from their domicile is important to many ALPA members.

In the immediate aftermath of 9/11, however, the U.S. Department of Transportation made all airline jumpseats off limits to all airline pilots. Within a few days, ALPA's President convinced the Secretary of Transportation to allow pilots to ride on their own airline's jumpseats.

Getting offline jumpseats back took longer, but the ALPA Jumpseat Committee worked closely with the Air Transport Association and government agencies to restore the reciprocal jumpseat while maintaining and even improving its security.

Protecting your physical and mental health—and your medical certificate

The ALPA Pilot Assistance Committee is devoted to protecting ALPA members' professional performance, health and welfare, and when necessary, rehabilitation (through drug and alcohol intervention). The Committee coordinates and conducts research on physical and emotional issues that may affect a pilot's ability to do his or her job. The Committee also coordinates the activities of five specialized ALPA resources:

► The ALPA Aeromedical Committee conducts and coordinates medical research to enhance the physical and psychological well-being of pilots. The Committee also works closely with the ALPA Aeromedical Office, the world's premiere medical practice specializing in airman medical certification.

Located in Aurora, Colo., the ALPA Aeromedical Office

employs seven full-time physicians (all board-certified in aerospace medicine) and a support staff. Since 1969, the Aeromedical Office has helped more than 15,000 ALPA members and has developed a medical specialist referral system to help evaluate and treat disorders that threaten pilots' FAA medical certification. Communicating daily with FAA aviation medical personnel and with pilots' aviation medical examiners, the ALPA Aeromedical Office doctors cut weeks or even months off the medical certification process and have saved many an ALPA member's ability to fly for a living.

► The Canadian Pilot Assistance Committee helps pilots in any aspect of their professional or personal lives that might affect their ability to fly safely.

► The Critical Incident Response Program (CIRP) uses pilot peers and spouses to help fellow flightcrew members—including accident investigators—and their families recover from an accident, incident, or other stressful situation. These pilot and spouse volunteers are trained in structured defusing and debriefing techniques that help flightcrew members and their families deal more effectively with normal reactions to an abnormal event. This time-critical, peer-based support accelerates recovery from those events before harmful stress reactions damage job performance, careers, families, personal life, and health.

► The Human Intervention Motivation Study (HIMS) Program is an airline industrywide substance abuse treatment program designed to help return aviators to the cockpit after suffering from alcoholism or addiction. To date, more than 4,000 flightcrew members have entered the HIMS program; an estimated 88–90 percent have remained sober—substantially better than recovery programs for the general population.

► The mission of the Professional Standards Committee (“not the ‘hat-and-shoeshine police’”) is to protect and enhance the careers of ALPA members through peer conflict resolution—without involving management. Trained, experienced pilot volunteers who make up the Professional Standards Committee for their pilot group provide a forum to help pilots resolve professional or ethical problems under strict confidentiality. Professional Standards deals primarily with pilot behavior in the workplace to ensure a safe and professional operating environment and is the guardian of the ALPA Code of Ethics.

Unique insurance programs

Belonging to a strong, established international union has many advantages—including access to vital individual benefits, such as ALPA's variety of insurance programs, available *only* to ALPA members.

You never know when or how your career might end. ALPA's insurance plans offer the protection all airline flightcrew members need.

ALPA now offers seven types of insurance to protect you and your family, covering loss of license, life, accidents, disability, and long-term care. These are pilot-specific plans—not generic, off-the-shelf products—that can't be replicated. They are better—higher quality and less costly with higher benefit levels—because they were designed for a large pool of 61,000 pilots and were developed *for* pilots.

U.S. local council and master executive council officers and members ALPA committees also may obtain ALPA Union Leadership Liability Insurance through the Association.

Furlougee benefits

If you're furloughed, you can draw on a wealth of resources designed specifically for furloughed ALPA members—membership in AIR, Inc. (a company created and run by airline pilots to help other pilots find flying jobs), ALPA-sponsored job fairs, seminars, and workshops.

ALPA Has Clout In Washington And Ottawa



ALPA has a full-service Government Affairs Department that includes three full-time lobbyists working every day to protect your interests, future, and livelihood. In its 30 years of existence, this team has developed relationships with members of Congress, congressional and committee staffers, and other gov-

ernment officials who make decisions that directly affect your career. Pilots need a strong, unified, and well-respected voice in Washington and Ottawa, and ALPA is that voice.

It is impossible to place a dollar value on ALPA's position as *the spokesperson* in Washington, D.C., and Ottawa for profes-

sional airline pilots. This position, built over more than 30 years, has earned ALPA's members powerful influence with the U.S. and Canadian political communities. ALPA also sponsors a top-rated political action committee, ALPA-PAC, which helps elect pro-pilot members of Congress who support the union's legislative agenda.

ALPA has stopped congressional attempts to tax your fringe benefits—e.g., airline passes and employer-paid health care—countless times in the past 20 years.

Let's look at some of the recent accomplishments of ALPA's Government Affairs Department:

Protecting your flying:

- ▶ ALPA stopped legislation that would have outsourced your flying to foreign airlines for delivering U.S. mail overseas.
- ▶ Through an all-out lobbying assault on Congress, ALPA blocked a 2006 DOT proposal that would have permitted foreign interests to control U.S. airlines.

Protecting your benefits:

- ▶ ALPA is lobbying for legislation in 2008 that would allow pilots whose defined-benefit plans had been terminated to receive, at age 60, the full PGBC benefit guarantee that is payable to others at 65.
- ▶ ALPA ensured that companies could not make unilateral changes to pilot contracts and benefits plans as a result of the increase in the airline pilot retirement age to 65, saving your families millions of dollars.
- ▶ ALPA successfully supported extending unemployment benefits for furloughed airline workers after the post-9/11 economic downturn.
- ▶ ALPA led a successful 7-year campaign to prohibit states from taxing former residents' pension benefits—so-called "source taxation."
- ▶ ALPA has stopped congressional attempts to tax your fringe benefits—including your airline pass privileges and employer-paid health care—countless times in the past 20 years.

Protecting you in the workplace:

- ▶ ALPA persuaded Congress to require the TSA to move on expedited screening and crew access programs in the 9/11 Commission implementing bill, signed into law in August 2007.
- ▶ ALPA also led the effort to obtain legislation preventing the premature release of cockpit voice recordings.

- ▶ ALPA killed many ill-conceived pilot-related proposals in Congress through the years, including:
 - Preventing the FAA from randomly reviewing cockpit voice recorders and flight data recorders—a move intended to “improve cockpit discipline”;
 - Making pilot infractions of FARs subject to criminal penalties as large as \$25,000 and/or one year of imprisonment; and
 - Gutting the FAA/NASA Aviation Safety Reporting System.
- ▶ ALPA got Congress to remove the FAA from the Civil Penalties Program, giving pilots a fair process in pilot cases through the NTSB.
- ▶ ALPA has consistently fought legislative attempts to change the Railway Labor Act to favor management. These efforts included ALPA’s successful campaign to block legislation introduced by Senators McCain (R-Ariz.) and Lott (R-Miss.) to impose “baseball-style” binding arbitration during contract negotiations. This bill also would have eliminated the right to strike and diminished the role of the National Mediation Board in airline labor negotiations.

Protecting your safety

The list is long; see page 18 for an overview.

ALPA Strengthens Our Profession



The Association’s efforts on behalf of its pilot members and the traveling public extend across craft lines, airline properties, and national borders.

ALPA’s president, Capt. John Prater, is a member of the AFL-CIO Executive Committee and Executive Council, and

vice-president of the AFL-CIO Transportation Trades Department. As such, he brings together the collective strength of ALPA pilots and the AFL-CIO’s 10.5 million union members.

On the other side of the table, Wall Street has long turned

International issues and globalization have long been part of ALPA’s representational strategy. In fact, ALPA, along with the British Air Line Pilots Association and the Canadian Air Line Pilots Association (which merged into ALPA in 1997), formed the International Federation of Air Line Pilots Associations (IFALPA) in 1948.

to ALPA’s President to express pilots’ concerns and goals. Prater and his predecessors have a long history of delivering pilots’ messages to the financial markets at high-power meetings of airline analysts.

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Headquartered in England, IFALPA is composed of autonomous pilot groups totaling more than 100,000 members from about 100 nations. The Federation speaks for airline pilots at all significant international and regional forums, including the International Civil Aviation Organization, the aviation arm of the United Nations. ALPA is the sole representative to IFALPA for pilots in both the United States and Canada, and the only member of IFALPA with two distinct and separate representatives to accomplish this. As IFALPA’s largest member association, ALPA has long been a significant contributor to IFALPA.

If an ALPA member has a problem while on the job outside the United States or Canada, a phone call to the ALPA Accident/Incident Hotline will trigger another call to the IFALPA member association for the country where the event occurred. IFALPA provides international solidarity, giving local assistance to pilots overseas, as well as channels for pilot groups to promote safety and security standards and other protections and protocols in our increasingly global industry.

The pilots who serve on the ALPA International Affairs Committee keep close track of international issues, including activities of the three large global pilot alliances (Associations of Star Alliance Pilots, oneworld Cockpit Crew Coalition, and SkyTeam Pilots Association). They also work closely with ALPA attorneys who participate in U.S. and Canadian government negotiations with foreign governments regarding air transportation rights. 🌐