

IN THE NAME OF PROGRESS



ALPA'S STRATEGIC PLAN UPDATE

ONE GOAL MISSION PURPOSE



ONE GOAL: to build unity within our ranks. **ONE PURPOSE:** to serve our members' needs. **ONE MISSION:** to be the ultimate guardian and defender of the rights and privileges of airline pilots. **ONE YEAR LATER,** 45 initiatives that touched pilots' lives and reflect the political will of the members and their elected representatives.

FIND OUT WHERE WE STAND...

DELEGATE COMMITTEE 1

INFORMATION SHARING—REINVIGORATING ALPA'S STRUCTURE

By Jen Lofquist

ALPA Communications Specialist

In April 2009, pilot leaders from Air Wisconsin, Piedmont, and PSA came together to demonstrate their true solidarity as they each seek a

new, fair contract.

These pilot groups, all flying regional aircraft for US Airways Express, have proactively stemmed managements' behind-the-back whipsawing and other tactics designed to generate competition among ALPA members. In a strong show of unity, these groups planned and coordinated their strategies, set agendas, and discussed priorities for upcoming negotiations. The solidarity of these pilots is a strong example of how ALPA is raising the bar for all of its members.

Piedmont and PSA began Section 6 negotiations this summer, and Air Wisconsin negotiations will kick off in fall 2010. The pilots are not going into these negotiations alone. All three groups are part of an "ALPA negotiations coalition." When PSA or Piedmont pilots sit down to negotiate, representatives from the other two groups are also present to provide support. The groups also communicate before and after each negotiating session to set agendas and report on progress.

PSA's management has accepted the additional attendees, while Piedmont management bluntly told the negotiators that no progress will be made while other ALPA members are present. Nearly every attempt by the Piedmont pilots to negotiate sections of the contract has been met with a terse

"current book" from the other side.

All three pilot groups are cooperating and investigating ways they can tear down the barriers standing between them.

Coordination between and among pilot groups is of the utmost importance as pilots are faced with management union-busting tactics. Recognizing the critical nature of this cross-coordination, ALPA's Board of Directors felt it was a key element of the union's strategic plan.

Too many times, pilot groups have operated in a vacuum, unaware that their fellow ALPA pilots are—or have been—in the same situation, addressing the same issues. At the BOD meeting in October 2008, Committee 1 delegates, and subsequently the entire Board, made it a priority to encourage and help pilot groups share information, strategies, and ideas.

The Committee also underscored the importance of enhancing coordination between groups with similar interests, such as fee-for-departure, cargo, and network carriers.

In the case of Air Wisconsin, Piedmont, and PSA, cooperating meant putting aside any issues over past contracts and working together. The Fee-for-Departure-Carrier MEC Working Group, which includes pilots from Air Wisconsin, Piedmont, and PSA, met in September to discuss common issues they face and are working to find solutions together. The recent Colgan accident has raised many questions regarding pilot training and rest that directly affect all regional airlines. ALPA has long advocated that pilot fatigue must be addressed. Simply put, well-trained and well-rested professional pilots are an airliner's greatest safety asset. The Working Group has been



JEN LOFQUIST

Negotiating Committee representatives from PSA and Piedmont airlines met in ALPA's Herndon, Va., offices in early April to continue discussions focused on unifying their negotiating strategies.

working across carrier lines to directly respond to this and other issues the Colgan accident has brought to light.

The Working Group is also addressing pay and scope concerns that cross carrier lines. Many of the union's fee-for-departure pilot groups are faced with reduced scope provisions, domicile changes, and merger threats. With pilots working together, managements are unable to pit pilots against each other. Instead, these pilots are responding with one voice—the voice of ALPA pilots.

These are just a few examples of how the Association has put its strategic plan into action. And in the months ahead, there will be more examples. As the success stories multiply, more pilot groups will show how cooperation and working together leads to success. This is the strategy that will lead the Association forward.

Committee 1 was also tasked with evaluating ALPA's structure from bottom to top. The Committee received briefings on ALPA's structure, how it has evolved, and alternatives within the governing framework that would

COMMITTEE 1 INITIATIVES

- ✓ Voting and roster updates
- ✓ Alternative participation in LEC meetings using technology
- ✓ MEC and LEC structure challenges/changes
- ✓ Increasing BOD member involvement in ALPA activities between BOD meetings

allow pilot groups to customize their master executive councils (MECs) to match their own specific needs.

Armed with an immense amount of information, the Committee studied whether the current available structures provide the best means to represent ALPA members. The Committee found that overall the structure works well, but improvement is possible. Committee delegates also recommended a thorough review of how voting rosters are created and


updated to ensure that every pilot who is eligible to vote is allowed to vote.

The Committee suggested that technology be better used when conducting local executive council (LEC) meetings. Many times, line pilots simply can't attend local meetings because of schedules and family commitments. The Committee asked the Association to periodically investigate how pilots could attend meetings remotely, in a secure fashion, and to address the areas of balloting, voting, and nominating.

The delegates also looked at how MEC and LEC structures could be customized to each group, taking into account that any significant structural change could radically disrupt the pilot group. The delegates emphasized that continuity and expertise should not be compromised because of any changes in structure.

The Committee also focused on the fact that between BOD meetings most line pilots rarely consider ALPA "National" as a source of information and resources. Many newer pilots see the Association as a separate and vague entity. This perception prevents them from fully using the vast resources that ALPA and their fellow pilots have to offer.

The Committee made a number of recommendations that will help pilots take advantage of the union's resources. The most important of these was to increase the emphasis on information sharing and coordination across pilot groups.

As pilot groups begin to work together, managements will be forced to see pilots not as Piedmont pilots or Comair pilots or United pilots but as ALPA pilots. As managements begin to treat ALPA pilots as one collective entity that cannot be crossed or manipulated, line pilots will see themselves as ALPA pilots. Today, the importance of standing together comes center stage, and nothing communicates the ground rules to both pilots and managements like the day-to-day examples that each ALPA member sets—"We Are ALPA." 



WILLIAM A. FORD

Air Wisconsin Master Executive Council leaders met with Air Wisconsin Corporation executives at their triennial MEC meeting in Herndon in June in an effort to strengthen pilot-management relationships.

DELEGATE COMMITTEE 2

ALPA PILOTS REDOUBLE NEGOTIATING AND CONTRACT ENFORCEMENT EFFORTS

By John Perkinson, Staff Writer

Just months after ALPA's Board of Directors last convened in October 2008, Alaska Airlines pilots reported good news on the collective bargaining front. They completed a new 4-year labor agreement in May 2009 that included double-digit pay increases, enhanced work rules, and new retirement options. This achievement continues to confirm—as the Delta/Northwest single collective bargaining agreement did before it—that ALPA pilots are now negotiating in a new, more positive bargaining cycle. It's also tangible evidence that both the collective bargaining and retirement and insurance (R&I) initiatives that BOD Delegate Committee 2 proposed have taken root.

Committee 2 reported to the BOD that “negotiating and enforcing ALPA contracts is a top ALPA priority and... ALPA must continue to refine its bargaining models and practices to take full advantage of the more positive negotiating cycle.”

The 26 Committee delegates proposed specific initiatives, which the BOD approved, that now serve as guidelines for the Association. The Committee recommended that ALPA identify and negotiate favorable patterns in the cornerstone contract areas and enhance mutual support across pilot group lines; integrate negotiating important retirement and insurance benefit issues with pay, work rules, and job security provisions; strengthen contract enforcement efforts by adopting master executive council strategic plans; and share collective bargaining infor-

mation that enhances pattern-setting activities across pilot group lines. With the upcoming one-year anniversary of ALPA's BOD strategic plan, Committee 2's recommendations have more than demonstrated their value.

New opportunities for favorable contract patterns

The new Delta contract, covering both Delta and former Northwest pilots, provides wage increases of nearly 17 percent over a 4-year period for Delta “South” pilots and even higher percentages for Delta “North” pilots (whose pre-merger pay was lower than Delta pay rates) and defined contribution percentages that increase from

11 to 14 percent during the life of the agreement. In addition, Delta pilots bargained for equity worth 6 percent of the company and negotiated better job security, per diem, sick leave, premium and international pay, reserve duty, and other quality-of-life items.

The new Alaska contract buttressed these favorable Delta contract patterns and demonstrated how retirement and insurance issues are being “mainstreamed.” Current Alaska pilots will be given the choice of three retirement options for the future—the status quo, which includes both a defined-benefit and a smaller defined-contribution plan; a “rebalanced” retirement program with more evenly allocated approaches; or a more dramatically rebalanced plan driven largely by defined contributions. Significant improvements in short- and long-term disability coverage, along with a 50 percent increase in employer-paid life insurance, were achieved while allowing only modest increases in the pilot cost for active health care.

Results at fee-for-departure and cargo carriers also highlight the improved bargaining environment. At press time, Pinnacle Airlines pilots were voting on a tentative agreement that, if ratified, would include pay increases, work-rule improvements, enhanced scope and job security provisions, and a signing bonus. In June, pilots at Island Air and Kelowna Flightcraft approved new contracts that included better pay and work rules.

As part of their 2006 bankruptcy restructuring agreement, Mesaba pilots agreed to amend their contract to provide for the implementation of a preferential bidding system (PBS). The restructuring agreement provided for



CHRIS WEAVER

ALPA's first-ever Best Dispute Resolution Practices Roundtable meeting gave pilot grievance representatives and staff contract administrators the opportunity to compare strategies, practices, and techniques for resolving contract disputes.


expedited interest arbitration in the event the parties were unable to resolve all of the contract terms. When Mesaba pilots couldn't satisfactorily resolve all PBS issues at the bargaining table, a number of them were submitted to Arbitrator Richard Kasher during a 4-day mediation-arbitration proceeding. ALPA prevailed on virtually all of the issues that Mesaba pilots deemed to be critically important: ALPA got access to the PBS solver to ensure compliance with the terms of the contract (over management's objections), pilots gained full use of seniority to bid for short-term training events, it was decided that vacations take precedence over short-term training events, and the MEC retains full control over a single-day-off bid option. "Our PBS Committee did an outstanding job of maximizing the benefits our pilot group will receive through PBS," said Capt. Mark Nagel, the pilots' MEC chairman. "The outcome of the negotiations and arbitration process demonstrated just how well the Committee carried out its duties." PBS goes live at Mesaba for the pilots' October bid cycle.

Current pilot negotiating efforts are reaching critical junctures this fall at AirTran, Hawaiian, Spirit, and Trans States, where pilot groups are pushing for and expecting improved deals in mediated talks supervised by the National Mediation Board.

The benefit of focusing on benefits

Pilot benefits are a critical component of ALPA contracts; and with the BOD-adopted recommendations to ALPA's strategic plan, the Association continues to take multidisciplinary steps to secure benefit improvements and inform members about the importance of contract benefit provisions. ALPA has worked tirelessly to ensure that 2,700 active and retired United pilots and other employees receive \$264 million in additional pension benefits from the Pension Benefit Guaranty Corporation (PBGC), the government entity that assumed United's (and

ALPA SUCCESSES

For recent examples of successful arbitrations on behalf of ALPA-represented pilots, see "The Proof Is in the Puddin'," August 2009, page 22. 

several other U.S. airlines') employee pension obligations.

ALPA argued successfully that the PBGC used a flawed methodology for allocating recovery amounts among the four United defined-benefit plans that were terminated during the airline's bankruptcy from 2001 to 2005. While the PBGC has now revised its allocation formula to add \$138 million that will increase pilot benefits, ALPA has appealed the PBGC's decision to secure \$40 million more that ALPA believes should be added to the pilot plan.

In addition to seeking negotiated remedies to bankruptcy-era contract restructuring and pension plan failures and enforcing the rights pilots have, ALPA is working on legislative solutions, too. These efforts include reintroducing the Akaka Bill, which aims to more fairly guarantee pension benefits for pilots; enhancing the "Lost Retirement Savings Act" to allow pilots who received bankruptcy claim and note payments the ability to roll over monies into a regular IRA if they wish (ALPA achieved the ability to roll payments into Roth IRAs during the last Congress); and pressing for the Family and Medical Leave Act for flight crews, which Congress passed this year.


Finally, the Association has continued to coordinate the work of the national committees charged with setting direction and offering assistance—the Collective Bargaining and the Retirement and Insurance Committees. These groups share information, meet together as needed, and are available to consult with pilot master executive councils and negotiating committees about bargaining targets and objectives.

A good offense is the best defense

BOD Delegate Committee 2 looked at contract enforcement, the mirror image of negotiations, and concluded that ALPA must coordinate work in both areas and plan strategically to be successful. While contract negotiations have a long history of meticulous and strategic planning associated with them, a crucial element of ALPA's recommendations is the need to handle contract enforcement just as strategically. Rather than simply filing grievances when contract violations occur, ALPA plans for and evaluates how pilot groups can achieve overall MEC strategic goals as part of the dispute resolution discipline.

Contract enforcement volunteers and staff must be an integral part of helping to develop, implement, and periodically reevaluate a pilot group's strategic plan.

To facilitate and train MECs in strategic planning through ALPA's Representation and Communications Departments, ALPA now provides substantially more contract enforcement resources to pilot volunteers and staff. In addition to the Association's annual grievance processing seminar, ALPA's Representation Department organized and hosted the union's first-ever Best Dispute Resolution Practices Roundtable meeting in March. The seminar gave pilot grievance representatives and staff contract administrators the opportunity to compare strategies, practices, and techniques for resolving contract disputes. The Association has also developed an elaborate arsenal of tools to facilitate grievance management and resolution (see "Strengthening and Coordinating Contract Enforcement," August).

Establishing and implementing favorable contract patterns, mainstreaming retirement and insurance benefits, and strengthening contract enforcement efforts require time, effort, and commitment. These goals can only be accomplished if the Association's pilot groups work together. 

DELEGATE COMMITTEE 3

TO BE SAFE, SECURE, AND RESTED

By Jan W. Steenblik
Technical Editor

Last fall, when the Board of Directors delegates began work on the ALPA-wide strategic plan, they made safety, security, and flight-time/duty-time initiatives a top priority for the union. In the short time since ALPA's top governing body laid out the Association's single level of safety, security, and flight-time/duty-time priorities in the strategic plan, ALPA has—through the hard work of the Association's leaders, the unflinching support of rank-and-file members in every one of ALPA's 36 pilot groups, and its dedicated staff—already made significant progress on a number of initiatives.

Flight time/duty time

ALPA has long advocated overhauling flight-time/duty-time regulations and minimum rest requirements.

In recent months, the Association testified at numerous U.S. House and Senate hearings that focused on pilot fatigue and flight-time/duty-time regulations and minimum rest requirements in the context of FAA reauthorization and regional airline safety and gave a number of presentations in industry- and government-sponsored forums in the United States and Canada.

ALPA was a principal participant in the FAA's "Call to Action" initiative, which was triggered by the NTSB public hearing on the Colgan Air Flight 3407 accident near Buffalo, N.Y., in January. ALPA representatives also played key roles in making the Safety Board, the news media, and the public

aware of pilot scheduling and fatigue issues as a result of that hearing.

The Association succeeded in having language included in both the House and Senate versions of the FAA reauthorization bills requiring the agency to update the flight-time and duty-time regulations.

ALPA also was able to have language included in the House FAA reauthorization bill that would make "tail-end ferry flights" count as FAR Part 121 flight time. The Association also had language, consistent with language in the FAA reauthorization bill, included in the Regional Airline Safety and Pilot Training Improvement Act (H.R.3371) that requires the FAA to enact new, science-based flight- and duty-time regulations. This bill, if enacted, also would permit pilots to call in fatigued and use their sick bank to get paid.

The FAA has been undertaking a comprehensive review of flight-time

and duty-time regulations.

In August, the agency convened an Aviation Rulemaking Committee (ARC) with seven ALPA pilots and representatives from industry and the FAA involved. Capt. Don Wykoff (Delta), ALPA's executive administrator and chairman of the ALPA Flight Time/Duty Time Committee, co-chaired the ARC. Other pilots who served include Capt. Bill Soer (FedEx Express), Darrel Cox (Mesaba), Greg Whiting (United), and Michael Hynes (Continental). Capt. Matt Rettig (American Eagle) and Peter Davis (Atlantic Southeast) acted as alternates. ALPA representatives were crucial in helping other ARC participants understand the practical applications of the rules and the pilot perspective.

The ARC concluded its work on September 1; the group's report to FAA Administrator Randolph Babbitt recommended changes to the federal aviation regulations (FARs).

The FAA will now draft and review a notice of proposed rulemaking (NPRM). After the FAA publishes the NPRM, stakeholders will be granted an opportunity to respond to the FAA during a comment period. During this period, the recommendations of the ARC will become public. The NPRM is expected to be published by the end of the year, according to statements made by Administrator Babbitt.

The changes to more than 50 years of stale regulations will be monumental and will substantially affect the rules by which U.S. pilots are scheduled and fly line trips.

ALPA anticipates that the outcomes of the ARC will also be considered in Canada. The Association, led by representatives of the Canada Board, will brief Transport Canada (TC) on



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Capt. Prater testifies before the Senate Aviation Subcommittee.

these activities and developments. The union has been working with the TC to undertake a review of Canadian regulations and is encouraging the TC to follow the lead of the U.S. The TC is closely watching actions in the U.S.

Security

- **RAIC and CrewPASS**—Regarding ALPA's security priorities, the Association has made progress on several fronts, especially regarding expedited airport access for pilots in the United States and Canada.

In Canada, the Restricted Access Identity Card (RAIC) is recognized as a huge success. RAIC has been installed and is in full force at the areas around the terminal building at all 29 Class I and II Canadian airports. Phase II, which will deal with areas away from the terminal (FBOs and general aviation, catering, maintenance, and other airport areas), is still in the early stages of implementation on a vague schedule. ALPA is urging the Canadian Aviation Transportation Security Administration (CATSA) to complete the implementation process.

At ALPA's urging, Transport Canada has agreed in concept to permit RAIC holders to use the cards for jumpseat access and has granted temporary access on an exemption of the Canadian aviation regulations. ALPA continues to encourage the agency to make this access permanent. To date, Canadian airlines have yet to embrace RAIC for this purpose, but ALPA and the TC are working to change this.

In the United States, ALPA and the Transportation Security Administration (TSA) jointly announced on August 5 that the TSA has set the standards for the Crew Personnel Advanced Screening System (CrewPASS) program, paving the way for implementation. CrewPASS verifies flight crew identity through biometrics, enhancing security and expediting the screening process for all travelers.

ALPA developed the CrewPASS concept in early 2007 to harness the proven technology of CASS, which provides real-time flightdeck crewmember

identity and employment status from personnel databases maintained by participating airlines. The Association promoted the CrewPASS concept to Congress and to the TSA shortly thereafter. In July 2008, the TSA initiated a CrewPASS pilot program at Baltimore/Washington International Thurgood Marshall, Pittsburgh International, and Columbia (S.C.) Metropolitan airports.

Earlier this year, ALPA and ARINC, the CrewPASS contractor, called on the TSA to issue necessary standards to enhance the program. The TSA responded by announcing security standards that include adding a fingerprint biometric component to the system. ALPA has been working with ARINC in advocating CrewPASS with the airlines. As of late August, more than 20 airlines, including all the U.S. major airlines, have participated in CrewPASS briefings; several have indicated strong interest in implementing the program.

- **Secondary barriers**—ALPA has long advocated for cockpit secondary barriers as an added layer in protecting the cockpit and the airplane. Within the last year, the Association has testified before both the U.S. House of Representatives Homeland Security Committee and the House Committee on Transportation and Infrastructure to once again urge that this important layer of defense be added to all airliners, whether passenger or all-cargo.

At ALPA's urging, the FAA asked the RTCA to establish a new Special Committee—SC 221—to develop performance standards for cockpit secondary barriers so that airlines may voluntarily install them. ALPA is participating in RTCA SC 221, which expects to finish its work by the end of 2010.

Airbus, Boeing, and United Airlines have developed designs for cockpit secondary barriers, and United has installed them on 26 B-747s and 97 B-757s.

- **FFDOs**—The Federal Flight Deck Officer (FFDO) program continues to be an overwhelming success, providing another critical layer of defense intended to protect aircraft, passengers, and cargo. The TSA has moved the FFDO

program to the Federal Air Marshal Service to improve coordination and communication.

The TSA has signaled publicly that it is seeking to expand resources for oversight and training, and the number of approved training locations for FFDOs has been increased.

In June, the U.S. House of Representatives passed by a strong majority the TSA Authorization Act, which includes a number of ALPA-recommended improvements to the FFDO program—e.g., draft language that would reimburse FFDOs for expenses incurred for training and increase the number of locations for initial and recurrent FFDO training.

The Act also includes provisions to mandate additional security training for all-cargo pilots that ALPA recommended. However, the Association believes that much more work still needs to be done to raise all-cargo security to the level already seen in the passenger airline domain to reach its goal of one level of security.

One level of safety/ security for cargo

On the other hand, though much improvement still needs to be made in the cargo world, ALPA has made notable progress on several fronts regarding safety and security of all-cargo operations.

In March, the ALPA President's Committee for Cargo (PCFC) participated in the second meeting of the Toledo (Ohio) Users' Group and made good progress in resolving cargo safety and security issues at that cargo hub.

In April, the PCFC presented line pilots' concerns and point of view before the International ARFF Conference—an important gathering of those involved in airport rescue and firefighting—in Myrtle Beach, S.C.

ALPA testified before Congress in May on the dangers of shipping lithium-ion and lithium-metal batteries on airliners, including all-cargo operations. In August, ALPA called on the Pipeline and Hazardous Materials



WILLIAM A. FORD

At ALPA's urging, the TSA announced new security standards and added a fingerprint biometric component to the CrewPASS system.

Safety Administration (PHMSA) to prohibit shipments of lithium batteries on both passenger and all-cargo airliners until new regulations are in place to ensure the safe transport of these hazardous materials.

In August, ALPA representatives also attended the ARFF Working Group annual meeting in Dallas/Fort Worth.

On October 6–8, ALPA's PCFC and the FedEx Master Executive Council are hosting cargo safety and security meetings in Memphis to examine and increase awareness of significant safety and security differences between passenger and cargo airline requirements.

Safety

• **Unmanned aerial systems**—ALPA has brought its experience and perspective to several prominent forums that are involved in moving unmanned aerial systems (UAS) forward. While large military UAS such as Predators and Global Hawks are more well known to the public, there are more potential users and commercial applications for the smaller UAS.

ALPA has continued to participate in RTCA Special Committee 203, which is drafting standards and specifications for communication/command, control systems, datalink, and an independent sense-and-avoid system, plus standards for UAS pilot training and qualification. RTCA SC 203 also is considering "operator" certification, surveillance, and oversight.

ALPA representatives also recently participated in an FAA ARC to help draft the first regulations that will apply to small civil UAS applications. This ARC was formed to define and develop regulations for "small" UAS that could be operated in the national airspace system with minimal risk. The ARC also included accommodations to allow hobby use of small remote-controlled model aircraft.

Aircraft operated commercially that weigh less than 55 pounds and are flown below 1,100 feet AGL will be regulated as small UAS. The design and certification standards being developed by RTCA SC 203 are intended to be applied to non-governmental aircraft above the "small" threshold. Individuals and organizations operating small UAS will have to meet specific training and qualification requirements as well as operational approval requirements being developed by the ARC.

Internationally, an ALPA representative works with the International Federation of Air Line Pilots' Associations (IFALPA) on the International Civil Aviation Organization (ICAO) UAS Study Group to grapple with issues related to cross-border operations of civil UAS.

Many organizations are now seeking ALPA's input on UAS with the hope that the Association can help drive real progress toward future systems that can have widespread use and acceptance. ALPA representatives have led the way in helping others to understand the many tasks involved from start to finish with a routine flight. They have helped define the challenges and importance in maintaining communications in the present ATC and airspace environment.

• **"Safety culture" non-punitive safety reporting programs**—ALPA was able to get language included in the Senate version of the FAA reauthorization bill that would strengthen protections for persons making Aviation Safety Action Plan (ASAP) voluntary, non-punitive, confidential safety reports or involved as a member of a crew involved in an event recorded under a Flight Operations Quality Assurance (FOQA) program. Similarly, ALPA convinced legislators to include language in House bill H.R.3371, the Regional Airline Safety and Pilot Training Improvement Act, that would increase protections for persons making such reports and would require the FAA to advocate these programs to all FAR Part 121 operators. Both legislative initiatives would help standardize implementation of these important programs and application of the protections for individuals involved in the reports.

ALPA was successful in helping reestablish ASAP programs at Comair and Delta. The Association also worked with Colgan Air to establish the airline's initial FOQA program, while resisting efforts by Colgan management and others to use random CVR monitoring as part of the FOQA program.

• **ATC system modernization**—ALPA has continued to participate in a variety of RTCA and other industry groups that are developing definitions and standards for new technologies for use in the U.S. national airspace system. These important cornerstone technologies include ADS-B applications for increased situational awareness of other traffic while on the airport surface and for airborne collision avoidance.

For example, Association representatives participated in the FAA ARC for ADS-B, defining the regulatory framework for ADS-B "out." The ARC drew up a proposed regulatory framework to standardize technology and define areas of ADS-B use.

ALPA maintains an executive-level seat on the Air Traffic Management Advisory Council, which sets the strategic long-term direction for U.S. airspace modernization activities. 🌐

DELEGATE COMMITTEE 4

CUTTING COSTS WHILE STILL PROVIDING WORLD-CLASS SERVICES

By ALPA Staff

Almost everyone's feeling the crunch of the economy and adjusting their spending behavior accordingly just to make ends meet. At ALPA, things are no different. At the pilots' direction, the union launched both creative and painful measures to reduce expenses while keeping the premier goal in mind: continue to uphold the world-class services ALPA provides its members.

In the face of dramatic reductions in dues revenue since 9/11, reengineering has become ALPA's call to arms to preserve the financial viability of the Association. Eliminating non-core activities, changing the service footprint of the organization, reallocating assets and resources, and reducing and mitigating cost growth have become commonplace strategies as the

Association's dues revenue have declined by one-third (\$44 million) since 2002. With this reality as a backdrop, at the 2008 Board of Directors meeting, Committee 4 was presented with the detailed initiatives the Association has implemented at all levels.

The briefing included a painful recounting of what occurred just a few months before—ALPA was in the midst of implementing one of its largest and most difficult reengineering programs, which included eliminating nearly 40 staff positions. The agonizing decision was a necessity. ALPA saw an immediate reduction of \$15 million in annual dues revenue because of the loss of eight pilot groups and the announcement of thousands of member furloughs in spring 2008.

Committee 4 acknowledged that challenges continue and that this organization "must become even more efficient for ALPA to accomplish its core priorities." After all, ALPA's

history of success, even in the face of adversity, has proven that thoughtful actions have allowed the Association to preserve its viability and the services it provides to its members.

The following is a brief recap of actions taken to accomplish the directives of the BOD.

- **ALPA's revised 2009 budget**—Reflecting the dynamic financial situation ALPA faced in 2008, the Executive Council had to revisit the 2009 budget. With further airline and member losses in the fourth quarter of 2008, along with the negative effect on ALPA of the deteriorating financial markets, the Council adopted a revised budget in December 2008 to cut an additional \$2.4 million from the 2009 budget. National committee activities that were considered non-essential were eliminated, expenses were cut across the board, and an additional 13 staff positions were eliminated. The Association also needed to keep employee unit costs constant, which was the basis for ALPA's negotiating and implementing for all employees 2-year pay freezes, changes to keep active medical costs constant, and increases in retiree health plan premiums to preserve the viability of the retiree health plan.

- **Flight pay loss preapproval system**—Flight pay loss (FPL) expenses that are incurred when ALPA members drop trips to perform ALPA business are ALPA's second largest expenditure (employee costs are the largest) and the largest cost to national committees and master executive councils. To ensure that trip drops are necessary and appropriate, ALPA's IT and Finance Departments have created a flight pay loss preapproval system. This application allows ALPA volunteers to directly



PHOTOS: WILLIAM A. FORD

Reflecting the dynamic financial situation ALPA faced, the Executive Council had to adopt a revised budget in December 2008 to cut an additional \$2.4 million from the 2009 budget.



By consolidating resources and sponsorships, it is expected that the combined Air Safety Forum (safety, security, jumpseat, and pilot assistance) saved ALPA more than \$100,000 by bringing these events together.

request preapproval through ALPA's website, have the request sent to the designated approver, and if approved, alert the MEC office of the request—all electronically. The system went live for trip drops for national committee work on August 3 and will soon be available for MECs to use. "We

health of ALPA members, including Air Safety, Security, Pilot Assistance, and Jumpseat Committees, have historically operated separate annual conferences and training sessions. In 2004, the combined ALPA Safety and Security Forum was created. In 2009, the Executive Council in its

As the Association prepares for 2010, it remains firmly committed to judiciously allocating members' dues for essential union activities. ALPA will ensure that it's well positioned for the future with continued prudent management and oversight of its assets and financial resources.

are very excited about the potential value of the flight pay loss program to the Delta MEC," said Capt. Kingsley Roberts (Delta), MEC treasurer. "Flight pay loss is our greatest expense, and properly managing FPL costs is critical. Working with the IT Department, we hope to streamline our current process. The report functions will also add to those already provided by the PRISM system."

- **Establishing a combined Air Safety Forum (ASF)**—The Association's national committees that are responsible for supporting the safety, security, and

revised budget directed the Safety, Security, Pilot Assistance, and Jumpseat Committees to conduct a combined Air Safety Forum, held in August. By consolidating resources and sponsorships, it is expected that the ASF saved ALPA more than \$100,000 by bringing these events together.

- **Greater use of the Contingency Fund Oversight Board (CFOB)**—In May 2007, the Executive Board created the Contingency Fund Oversight Board, comprised of members of the Executive Council, to work with MECs during these tough economic times

to live within their means. The CFOB works with MEC officers to help create balanced MEC budgets, reducing the demands on ALPA's Operating Contingency Fund.

- **Flight pay loss reimbursement**—Company-paid flight pay loss for ALPA business continues to be a financial priority for ALPA and its MECs. MECs that have more extensive FPL agreements with their airlines are able to better serve their pilots by having more resources at their disposal. While few new contracts were negotiated since the 2008 BOD (Alaska's, the one major new contract, already has very extensive FPL reimbursement provisions), seeking new provisions as well as being reimbursed for expenses that MECs incurred during negotiations continue to be a top priority.

The greatest success in this area in the last year has been at Delta. In the various agreements between ALPA and Delta and Northwest, respectively, the companies committed to reimbursing ALPA for expenses that the Delta MEC and Northwest MEC incurred related to the joint collective bargaining agreement and integration of the pilot seniority lists. In July, a team of Delta MEC officers and ALPA staff from the Finance, Legal, and General Manager Departments successfully concluded discussions with Delta management, which provided an additional \$3.9 million flight pay loss credit to cover outstanding Delta MEC and Northwest MEC expenses and to provide cash reimbursement for expenses that each MEC's merger fund incurred. The total in flight pay loss credits that the Delta MEC and Northwest MEC received for the merger was more than \$8.5 million.

As the Association prepares for 2010, it remains firmly committed to judiciously allocating members' dues for essential union activities. ALPA will ensure that it's well positioned for the future with continued prudent management and oversight of its assets and financial resources. Time and time again, ALPA has proven that hardship and misfortune will not, and do not, dictate ALPA's future. 🌐

DELEGATE COMMITTEE 5

COMMUNICATIONS, EDUCATION, AND PR HELP SOLIDIFY ALPA'S SUCCESS

By John Perkinson, Staff Writer

In the wake of the NTSB's investigation of the Colgan 3407 accident, the U.S. Department of Transportation (DOT) and FAA conducted a "Call to Action" summit in June to revisit airline safety and pilot training. These organizations asked ALPA to participate to provide a pilot perspective. Two days later, ALPA's president, Capt. John Prater, was asked to testify on airline safety issues before the U.S. Senate Aviation Subcommittee. Prater and other ALPA pilots have testified before congressional committees seven times this year, serving as subject-matter experts.

Board of Directors Committee 5 delegates focused on maintaining ALPA's enviable position of being the organization that U.S. and Canadian lawmakers and regulators routinely rely on for impartial aviation safety, security, and industrial intelligence.

During the October 2008 Board of Directors meeting, Committee 5 noted, "ALPA stands positioned to seize a critical opportunity to closely align its public relations philosophy and priorities with the new political and economic climate taking shape across the industry and across North America." The Committee recognized the likelihood of a more airline- and labor-friendly U.S. presidential administration in the coming year, but the Committee also saw an opportunity to further position itself as the go-to organization for all airline pilot matters.

Committee 5 delegates understood that maintaining the Association's coveted position requires ongoing

internal and external communication efforts that must be consistent and coordinated to be effective. The group developed a series of specific initiatives, as part of ALPA's strategic plan, to augment efforts to promote the Association publicly and to better connect with its pilot members.

Taking it to the streets

"Every opportunity to communicate ALPA's message counts," reported Delegate Committee 5 in its final recommendations. "ALPA must work relentlessly to position itself as both vital and visible in the public arena."

To promote this idea, the group recommended developing an ALPA Pilot Spokesperson Program to foster ongoing relations with the news media and to concentrate communications

resources where they can generate the best results. This approach has paid off tremendously and was particularly crucial during the Colgan 3407 accident investigation. The Association designed and conducted a proactive media strategy using Capt. Paul Rice, ALPA's first vice-president; Capt. Mark Segaloff (Colgan); and Capt. David Ryter (American Eagle) to put the regional airline pilot job in the proper perspective and to highlight pilot training, fatigue, pay, and other issues that warranted special attention in this investigation.

The three pilots conducted more than 40 interviews with *ABC World News Tonight*, *CBS Evening News*, *NBC Nightly News*, *CNN*, *The Wall Street Journal*, *The New York Times*, and other major news media outlets.

The ALPA Pilot Spokesperson Program was a crucial component last February when the Association announced its 2009 safety and security priorities during a press briefing. Prater told the dozens of attending reporters, "As the frontline professionals who make the airline industry work every day and every night of the year, we're the ones who know what works and what doesn't. We're the ones with the view through the cockpit window."

Capt. Rory Kay (United), ALPA's Executive Air Safety Chairman, and Capt. Bob Hesselbein (Delta), ALPA's then-National Security Committee chairman, also provided presentations, advancing the Association's interests.

In addition to these and other news media efforts, the Association has circulated more than 150 press releases since last year's BOD meeting, supporting pilot group activities and campaigns and highlighting ALPA's



BARBARA GOTESHAKE

During the Colgan 3407 accident investigation, ALPA "took it to the streets," conducting a proactive news media strategy using Capt. Paul Rice, ALPA's first vice-president (above); Capt. Mark Segaloff (Colgan); and Capt. David Ryter (American Eagle) to put the regional airline pilot job in the proper perspective.



WILLIAM A. FORD

Because many ALPA pilots carry laptops, personal digital assistants (PDAs), and other wireless e-mail devices when they travel, ALPA is broadening its arsenal of communications tools to make sure that members have a variety of ways to stay in touch with their union.

positions on legislation, regulations, and other actions and events in the air transportation industry.

Closing the gap

"Pilots want to know where their dues are going, and what they're getting in return," said Capt. Bill Couette, ALPA's vice-president-administration/secretary, in his comments at the April 2009 Executive Board meeting. "Back in October, you made it my mission to find out how we can illustrate that. In fact, we all agreed that we needed to reconnect our line pilots to ALPA."

Last October, BOD Committee 5 delegates discussed the challenges in effectively communicating with an increasingly younger membership whose preferences for receiving information have shifted from traditional methods. Because many ALPA pilots carry laptops, personal digital assistants (PDAs), and other wireless e-mail devices when they travel, the Association is broadening its arsenal of communications tools to make sure that members have a variety of ways to stay in touch with their union.

ALPA offers RSS (Really Simple Syndication, or Rich Site Summary) feeds, which allow the union to circulate timely news updates covering top stories, advocacy efforts, pilot

group activities, safety updates, and other ALPA events. This feature allows pilots to receive ALPA information via their Internet browsers or even their Facebook web pages. To subscribe to these feeds, go to www.alpa.org and look for the RSS Feeds link.

ALPA's website has been upgraded to provide more information and greater accessibility for users. Pilots can read *Air Line Pilot*, view videos of announcements and special events, and retrieve a wide range of other resources. Additional features are being developed for the "members-only" section, including a resource tab that will eventually house pertinent information about each ALPA department and individual national committees. ALPA is also developing a Canada Board website for its Canadian members, which should be available later this fall.

With growing interest in social networking and micro-blogging services available on the Internet, ALPA used this year's 55th Air Safety Forum as the perfect opportunity to provide news updates through Twitter. The union regularly distributed "tweets" and also provided video coverage and a live webcast of the public forum and banquet. ALPA continues to use Twitter to keep members informed about relevant issues and Association events and accomplishments. To sign up, visit www.alpa.org and click on the "Follow Us on Twitter" icon.

Cultivating membership

As part of ALPA's ongoing goal to represent all airline pilots in Canada and the U.S., Committee 5 recommended an online organizing tool—wearealpa.org—to communicate the many reasons ALPA is the optimum choice for pilot representation. This comprehensive recruiting tool with its slogan "Harness the Power of an International Union" provides a compelling case for airline pilots who don't have union representation, or who belong to independent unions, to join the Association.

Pilots interested in ALPA representation can learn about the union's team approach to collective bargaining, its

legislative and regulatory efforts, its role as airline safety and security advocate, and its connection with pilot unions in other countries through its affiliation with the International Federation of Air Line Pilots' Associations.

Committee 5 is also focusing on potential ALPA members not yet old enough to be airline pilots. The group recommended and the BOD approved measures to assist ALPA's Education Committee with developing print materials to distribute to students at the high school, college, and university level.

The Committee recommended developing university-level ALPA course curriculum to familiarize college students with the labor movement in the airline industry and the many milestones ALPA has achieved in enhancing pilot compensation, work rules, and safety and security measures. In addition to labor issues, these materials stress professional development.

Since the beginning of the year, the Education Committee has been significantly involved in discussions regarding ALPA's Professional Development Committee (see "Delegate Committee 8," page 29). Within this proposed structure, the Education Committee would spearhead these course curriculum efforts for colleges and universities accredited by the Aviation Accreditation Board International.

Internal and external communications can take many forms, and this idea was not lost when Prater drafted his column for the September issue of *Air Line Pilot*. He said, "In a world where everyone's watching our every move, we need to make every move count. That covers the gamut from holding your head high when walking through the terminals to supporting each other in and out of the cockpit to standing up for each other and for the profession."

BOD Delegate Committee 5's list of initiatives has set the union on a course to better achieve its organizational goals by enhancing Association communications in every direction and at every level. 🌐

DELEGATE COMMITTEE 6

TACKLING THE SENSITIVE ISSUES

By ALPA Staff

Among the tasks assigned to Delegate Committee 6 was to provide advice and feedback to ALPA's Merger Policy Review Committee (MPRC), which was deep into its work when the BOD met in October of last year. Members of Delegate Committee 6 offered the MPRC ideas and insight into some of the thorniest issues facing the MPRC, including the advantages and disadvantages of a merged collective bargaining agreement before seniority integration is completed and the relative benefits of one-member versus three-member arbitration boards.

Delegate Committee 6 heard from Delta and Northwest pilot representatives who had participated in their merger and were able to provide valuable insights into the advantages they saw in finalizing a merged collective bargaining agreement before seniority integration was completed. These pilot representatives also explained aspects of the arbitration procedure they had used in their case, including an explanation of how the three-arbitrator board developed and why they were satisfied with that approach. The discussions at the BOD helped the MPRC in its deliberations and demonstrated the value of the BOD's role in formulating and implementing ALPA's strategic plan.

In May of this year, after 18 months of meeting, reviewing, researching, drafting, revising, and redrafting, the MPRC produced and presented to ALPA's Executive Board a well-thought-out, reasonable recommendation that changed and improved the union's

merger policy by creating meaningful flexibility while updating established guidelines. Although the Executive Board directed ALPA's president to appoint the MPRC in the aftermath of the US Airways pilots' decertifying ALPA as their collective bargaining representative, the Committee went well beyond a review of the US Airways situation. The new policy, approved by the Executive Board in May, promises to provide an effective mechanism for supporting the interests of ALPA pilot

groups facing mergers (see "The New ALPA Merger Policy," page 31).

The united strength of a dedicated group of experienced ALPA volunteers working with encouragement and direction from ALPA's highest governing bodies and with the assistance of professional advisors led to the successful completion of a very difficult mission, making a significant contribution to the Association and its pilots. The pilots assigned to the MPRC were diligent, motivated, and extremely focused. And consistent with the Board of Directors strategic plan, this group did not shrink from dealing with some of the most contentious issues facing ALPA line pilots.

The newly formed Career Security Protocol Committee (CSPC) also relied on Delegate Committee 6 to identify options and issues regarding career security for its consideration. Delegate Committee 6 members addressed a wide range of related topics, including the viability of a national seniority list, legal considerations, implementation issues, and negotiating issues as they relate to the collective bargaining arena, as well as cross-industry and cross-border issues.

With the help of Delegate Committee 6, the CSPC began the process of gathering input from all available sources and undertaking a full and deliberate analysis of the issues raised by the Executive Board resolution that established the CSPC. The CSPC has met several times since the BOD and is working through a range of difficult and important issues. The Committee has reported its progress to the Executive Council and is scheduled to give the Executive Board an interim report in October. 🌐

COMMITTEE 6 INPUT

Delegate Committee 6 focused its discussions on issues relating to career security, mergers, and merger policy. Delegates considered current developments in the merger arena, efforts then under way to review and revise ALPA Merger and Fragmentation Policy, and proposals related to enhancing career security.

Committee 6 provided input to ALPA's Merger Policy Review Committee to address education, training, and communication as important components of creating a more effective merger policy as well as other topics, including encouraging negotiated rather than arbitrated seniority integration, using three-arbitrator panels, the role of pilot neutrals, and the interplay between seniority integration and negotiation of a merged collective bargaining agreement. 🌐

DELEGATE COMMITTEE 7

ENSURING THE AIRLINE PILOT VOICE IS HEARD IN THE HALLS OF GOVERNMENT

By John Perkinson, Staff Writer

Much like labor contracts, statutes and regulations have little value if no one enforces them. Take the federal law that prohibits foreign cabotage; U.S. Code Title 49 ensures that only U.S. flag air carriers fly U.S. intrastate flights. Earlier this year, Air Canada was permitted to fly dozens of trips between U.S. cities as a sports charter for the National Hockey League's Boston Bruins. With this inroad, Air Canada began exploring other opportunities to fly similar charters for the Milwaukee Bucks and the St. Louis Blues sports franchises.

ALPA responded quickly, teaming up with other industry stakeholders to express its concern about Air Canada's intra-U.S. operations. In August, the U.S. Department of Transportation (DOT) discontinued Air Canada's charter authority.

Government actions can have a profound influence on the airline industry. During the October 2008 Board of Directors (BOD) meeting, ALPA's Delegate Committee 7 carefully examined the Association's legislative and regulatory activities to assess current projects and reconsider priorities. Committee 7 recommended and the Board approved four initiatives to address air transportation issues that shape pertinent airline policy: maintaining airline foreign ownership and control laws, advocating the adoption of rational national energy and transportation policies, reforming bankruptcy and pension laws, and continuing support for ALPA's Political Action Committee (PAC).

Protecting domestic interests

For much of 2009, ALPA and Alaska Airlines have questioned whether Virgin America, the San Francisco-based low-cost carrier, currently meets U.S. airline foreign ownership and control restrictions. The law requires U.S.-based airlines to limit foreign ownership of their voting interest to 25 percent and to be under the actual control of U.S. citizens.

Virgin America began operations in August 2007 with U.S.-based hedge funds Cyrus Capital Partners LP and Black Canyon Capital LLC holding approximately 75 percent of the airline's voting stock. The Virgin Group, Ltd., based in Great Britain, controlled the bulk of the remaining equity. However, as part of the agreement, the DOT approved a caveat that permitted the U.S. investors, after a period of time, to sell their shares to the Virgin Group, de-

spite the rule that prohibits this level of foreign ownership. A March 10, 2009, *Wall Street Journal* article confirmed that "the U.S. investors last week exercised their option to sell, and Virgin Group has already paid them...."

ALPA and other stakeholders are pursuing this matter, lobbying Congress and conferring with the DOT in an effort to initiate a comprehensive review of Virgin America's ownership structure to compel U.S. authorities to take action.

Protecting current airline foreign ownership and control rules also requires the Association to look beyond its North American borders. The European Union (EU) has been actively pursuing new gains for its carriers through renewed air services negotiations with both the U.S. and Canada.

Canada and the EU in December 2008 reached a four-stage "open skies" agreement. Among other provisions, the pact allows airlines from both countries to fly any route between the two regions. U.S. and EU delegates met in Brussels, Belgium, in June for a third round of negotiations on a second-stage agreement, with the goal of reaching a deal before the end of 2010. A fourth round is scheduled for October in Washington, D.C.

To increase awareness of the pressures to change existing protections and the ramifications that air services liberalization could have for all airline pilots, ALPA continues to work through its affiliation with the International Federation of Air Line Pilots' Associations (IFALPA) to communicate and share information with pilot unions from other countries.

ALPA played a prominent role in a European Commission-sponsored



GIDEON EWERS

IFALPA president, Capt. Carlos Limon, gives his opening address at the IFALPA conference held in New Zealand last March. Capt. Paul Rice, ALPA's first vice-president, is IFALPA's deputy president.

labor forum, also held in June in Brussels, before the U.S.-EU air service negotiations. The forum explored the proposals being considered and the effects they could have on airline employees. ALPA and the European Cockpit Association (ECA), which represents more than 38,000 pilots in 36 European countries, called for assurances that any changes to the current U.S.-EU air services agreement would include worker protections.

Hedging bets

Much is at stake for the airline industry in the energy legislation that the 111th Congress is considering. ALPA's BOD makes clear in its strategic plan the priorities for the Association: "ALPA shall support the adoption of national energy policies by the governments of the United States and Canada that reduce both fuel price and volatility by regulating oil commodities trading to eliminate loopholes, increase transparency, and reduce the potential for rampant investor speculation that can lead to artificially higher prices."

To this end, ALPA is an active member of the Commodity Markets Oversight Coalition, which issued a policy paper on measures the airline industry can take, and has taken, to curb its effects on the environment, without jeopardizing safety or unduly burdening the economy. ALPA continues to press Congress to set limits on speculation across all markets and to pass the Derivatives Markets Transparency and Accountability Act of 2009 (H.R.977), which, if enacted, would prevent price distortions resulting from unrestrained speculative trading.

However, Congress is considering a new energy and climate change policy similar to an EU regulation passed earlier this year. The U.S. version, if enacted, would significantly raise fees on jet fuel and require airlines to adhere to stricter emissions standards. In addition to penalties that would substantially burden the airline industry for its relatively small percentage of total CO₂ emissions, ALPA has expressed concerns about a proposed cap-and-trade scheme.



Capt. Rory Kay (United), ALPA's Executive Air Safety Chairman, testifies before Congress on the need to modernize the U.S. national airspace system.

This system is ripe for manipulation and abuse and allows participants to circumvent the larger intent of the policy. While legislation has passed the U.S. House of Representatives and is pending in the Senate, it's unclear whether Congress will be able to complete action on a final bill this year.

At the top of ALPA's legislative priority list is H.R.915, the FAA reauthorization bill, which the Association continues to promote aggressively. ALPA is calling on the government to use this opportunity to modernize U.S. airspace, promote voluntary safety reporting programs like ASAP and FOQA, and require stricter security guidelines for air cargo operations. H.R.915 passed the House earlier this year, and ALPA is working to get the Senate to complete action on its version of the legislation, S.1451. Enactment of this legislation *this year* is crucial for the industry.


Capt. John Prater, ALPA's president; Capt. Rory Kay (United), ALPA's Executive Air Safety Chairman; and Capt. Mary Ann Schaffer (United), chairman of the ALPA President's Task Force on Aviation Sustainability and the Environment, have testified before the U.S. House of Representatives to ensure that Congress knows where airline pilots stand on these issues. ALPA is also building support for the reauthorization bill among pilots at the grassroots level through the

Government Affairs Department's Call to Action campaign. This program uses the Association website to provide pilot members with the tools they need to contact their elected federal representatives and express their opinions.

To address pilot fatigue, the FAA created an Aviation Rulemaking Committee (ARC) tasked to make recommendations for updated flight- and duty-time limits and rest requirements. The ARC has completed its work and recently presented its recommendations to the FAA administrator (see "Delegate Committee 3: To Be Safe, Secure, and Rested," page 19).

With an eye to the horizon

Many ALPA members at airlines such as Delta, Northwest, and United witnessed the termination of or the cessation of benefit accruals in their defined-benefit plans during the post-9/11 bankruptcy years. Two months after the most recent BOD meeting, the U.S. president signed into law the ALPA-supported Worker, Retiree, and Employer Recovery Act of 2008, which allowed affected pilots the opportunity to recover some of their lost retirement by rolling over into a Roth IRA previously taxable portions of the funds they received while their airlines were in bankruptcy. ALPA is also working to obtain enactment of further legislation that will allow the option of rolling these monies in a tax-preferred manner into a traditional IRA. ALPA continues to press for enactment of the so-called Akaka/Miller legislation, which would allow pilots who were forced to retire at age 60 and whose pension plans were terminated to receive the maximum benefit from the Pension Benefit Guaranty Corporation.

The BOD also encouraged all U.S. pilots to participate in ALPA-PAC, the Association's Political Action Committee. Since 1975, ALPA-PAC has served as the cornerstone of ALPA efforts to educate members of the U.S. House of Representatives and Senate about professional pilot concerns and to elect pro-pilot federal candidates who will work to protect and promote pilot careers and the airline industry. 

DELEGATE COMMITTEE 8

MEMBERSHIP AND ORGANIZING

By Molly Martin
Contributing Writer

I came here lifted on the shoulders of 1,700 AirTran pilots. People doubted us, but we proved them wrong. Our pilots stuck together and demanded change.... My ALPA brothers and sisters, the fight is joined on this brand-new day.”—*AirTran Acting Master Executive Council chairman, F/O Linden Hillman, April 28, 2009*

During the past year, ALPA has welcomed AirTran and Colgan pilots into its ranks, pursuing the Board of Directors’ reaffirmation of ALPA’s Unity Resolution, which was adopted at the union’s 2000 BOD meeting and states that ALPA’s long-term goal is to represent all airline pilots in the U.S. and Canada. It’s a goal this union believes it can achieve.

However, recognizing ALPA’s limited financial and staff resources, the Board also added a quantifier: the Organizing Task Force needs to ensure that ALPA can effectively represent both current and newly organized pilot groups by *prioritizing the strategic organizing of target pilot groups* that ALPA strives to bring into its fold over the next few years.

Wasting little time, the Task Force identified possible candidates. The Association moved quickly on this front, filing for a National Mediation Board election on behalf of Air Transport International crewmembers on September 10 and North American Airlines pilots on September 22. Both of the elections should conclude by the end of the year.

“We are impressed by the over-

whelming majority of ATI and NAA pilots signing cards in favor of ALPA representation, and the dedication shown by their organizing committees,” said Capt. John Prater, president of ALPA. “We hope that the NMB election will result in a win for both ALPA and the ATI and NAA pilots.”

All this election talk brings to light another goal of the Association: encouraging every ALPA member to become an organizer. According to Capt. Tom Wychor (Mesaba), a member of ALPA’s Organizing Task Force, these elections provide an opportunity for every pilot to get involved. “When you see an ATI or NAA pilot flying the line, encourage him or her to vote in the representation election,” he said.

“If they’re riding in your jumpseat, introduce yourself and engage them in a conversation about the many benefits of becoming an ALPA member. Small gestures like this add up.”

ALPA’s Communications Department implemented a Delegate Committee 8 initiative and developed tools, such as www.WeAreAlpa.org, to prepare its members for this very task. This interactive website introduces pilots to ALPA’s services and resources, including the top five reasons to join the union.

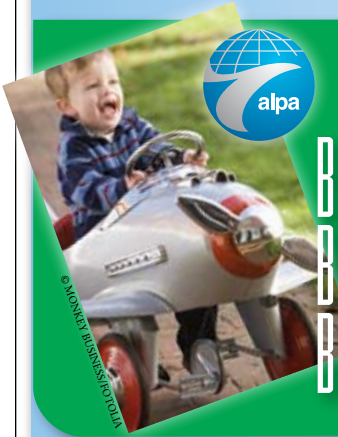
Whether it’s organizing new members, super-servicing current members, or securing a future for furloughed members, this union depends on line pilots’ belief that ALPA plays a valuable role in every facet of their profession. That starts with aspiring aviators and carries through a pilot’s entire career (see chart on next page), which is why Committee 8 focused heavily on capitalizing on the “We Are ALPA” brand to further the union’s mission to be the ultimate guardian and defender of the rights and privileges of the professional pilots who are members of the Association.

Since the Board of Directors meeting last fall, the Association has added services and structure, such as the Furloughed Pilots Support Program and the Veteran Affairs Subcommittee, to better serve members’ needs through increased coordination efforts on all fronts. The Association will continue to move this strategic plan initiative forward, showcasing that this union is every airline pilot’s one-stop shop for services and benefit plans that are tailored to pilots’ needs by ALPA pilot members. ▶▶▶

TOP 5 REASONS TO JOIN ALPA

- ALPA’s Team Approach to Negotiations
- ALPA’s Efforts in Making Your Job Safer and More Secure
- ALPA’s Role as *the Voice of Airline Pilots* in Washington and Ottawa
- ALPA’s Products and Services
- ALPA’s Global Presence

COMMITTEES THAT SUPPORT ALPA MEMBERS THROUGHOUT THEIR CAREERS



Building the Brand from the Beginning

Education Committee

Informs high school, college, and flight school students, as well as new members, about ALPA's benefits



Membership Committee

Coordinates member services with other ALPA committees and departments

Organizing Task Force

Informs interested pilot groups about the benefits of joining ALPA, tailoring the base message with the groups' top issues and concerns



Leadership Committee

Welcomes and trains newly elected leaders, instilling ways to best serve ALPA members



Furloughed Pilots Support Program

Provides international-level support for member pilot groups



Veterans Affairs

Provides support for ALPA members who are reservists and veterans

SERVING OUR MEMBERS' NEEDS