



ALPA's Executive Board Meets for Spring Session

By John Perkinson, Staff Writer

Pilot leaders convened in May for ALPA's 106th regular Executive Board meeting to review various issues of importance to the Association and its members.

During the 2-day session, the Board discussed a system for tailoring Major Contingency Fund (MCF) allocations to better match negotiations endgame needs and voted on an MCF allocation for Air Transat pilots, who are preparing for the final stages of collective bargaining. ALPA master executive council chairmen and Executive Council members received a briefing about the Association's study on the Railway Labor Act and discussed expanding local council budget policy to include coverage for a broader range of training opportunities. Executive Board members evaluated plans for member pilot groups approaching the late stages of contract negotiations and broke into four committees to fine-tune resolutions that were later presented before the entire Executive Board for deliberation.

Because strategic planning will once again top the agenda when ALPA's BOD convenes this October, the work conducted by the Executive Board will enable elected leaders from each of the Association's pilot groups to hit the ground running.

Association update

"The last time I addressed this group, we had 17 ALPA pilot groups in contract negotiations," said ALPA's president, Capt. John Prater. "Today, that number [still remains high] at 16, with several more gearing up for battle later this year or early next year. Of the 16 groups in negotiations, 10 are in Section 6 mediation with the National Mediation Board (NMB) and 3 in Canada are in conciliations." Prater talked

about the gains made with the new Hawaiian pilot contract negotiated earlier this year and its influence on negotiations for pilot groups at airlines like Continental, Jazz, Spirit, Trans States, United, and others.

Prater briefed the Executive Board on the status of the Association's ongoing legislative and regulatory efforts to



Capt. Prater

improve pilot working conditions. He said that the pilot fatigue issue is too important to continue to be delayed by inaction. "ALPA suggested to the decision-makers on Capitol Hill that the FAA bill should include a hard 12-hour cap on duty day and 8 hours flight time if a final rule isn't published by January 1 of next year."

Prater also talked about organizing campaigns; potential strike countdowns for Spirit and Jazz pilots; ALPA's National Security Committee's white paper on

trust-based security systems, which calls for a new screening culture and philosophy that focuses on detecting individuals with hostile intent; and recent progress with CrewPASS, including new vendors showing interest in the program, which could lower the proposed cost. Prater said, "I fully expect one...airline [whose pilots ALPA represents] to confirm the implementation of CrewPASS very soon."

"As ALPA leaders, these are just a few of the initiatives you and our Board of Directors set to build a better tomorrow for our pilots. And as our Board prepares to meet this fall to

update our strategic plan, it's time to proudly lead our pilots through this industry-changing era," Prater declared.

Beyond our North American borders

ALPA's first vice-president, Capt. Paul Rice, detailed the many air transport services negotiations with other countries and the ramifications of these decisions. "The United States has recently reached an Open Skies accord with the European Union, India, and Japan, among others, bringing the total number of countries with Open Skies agreements to nearly 100," he noted. "Along the same topic in Canada, Transport Minister John Baird has signed a new air transport agreement negotiated with the EU in December 2009."



Capt. Rice

Rice emphasized that actively participating in these talks and carefully scrutinizing all proposed changes are paramount to protecting foreign ownership and control rules as well as current cabotage limits.

Throughout his report, Rice repeated the phrase, "The world's pilots must work together.... One of the challenges in working together is our endlessly evolving industry. In many countries, the once-standard business model of a large, state-supported national carrier is disappearing, and with it a single pilot group with its inherent unity of purpose and ease of communication. In other countries, it's illegal for pilots to form a union or even to congregate as professionals. Amidst these formidable challenges, we are finding new opportunities to cultivate a global pilot community," he said.

Rice talked about ALPA's newly formed Railway Labor Act Study Group, which was tasked to assess the efficiency and relevance of the rules governing U.S. aviation labor negotiations. He also discussed his service as deputy president of the International Federation of Air Line Pilots' Associations (IFALPA). "I am leaving the deputy president post at IFALPA in very capable hands. I have full confidence in the gravitas and guidance that Capt. Don Wykoff [Delta] will bring to the position," he said.

Increasing ALPA numbers, improving ALPA service

"With the addition of two new pilot groups to our ranks over the past 6 months, our Association continues to affirm ALPA's Unity Resolution, adopted at the 2000 Board of Directors meeting to reach ALPA's goal of representing all airline pilots in the U.S. and Canada," Capt. Bill Couette, ALPA's vice-president-administration/secretary, told Executive Board members.

"While ATI and North American added new members to our union, the bump in membership they brought was tem-

pered by the loss of our Midwest pilots," said Couette. "These are true trade unionists who believe in our union, and our brothers and sisters at AirTran signed an exclusive agreement with their management to hire these pilots. I am happy to report that 11 just started training."

Couette talked about several of the agenda items for the meeting, including a report from the Career Security Protocol Committee and enhancements to the services provided to ALPA members. "Improving relations with our members by getting them the information they need, in a form they can use and in a timely manner, is the most basic principle of good union business."



Capt. Couette

Securing our future

"Just as our nation is starting to see light at the end of the tunnel of economic recession, so, too, are we starting to see patches of clear skies ahead," said Capt. Randy Helling, ALPA's vice-president-finance/treasurer, to the Executive Board. "As your vice-president of finance, I am pleased to



Capt. Helling

report that we are making significant progress in two key areas of our strategic plan—advancing ALPA's leadership role as the voice for airline pilots in the aviation safety and security arenas and exercising fiscal discipline to maintain our Association's financial viability."

Helling provided an overview of the Association's finances and noted that "Your collective efforts have helped us continue to provide world-class services while operating on much leaner bud-

gets.... I speak for all the national officers when I thank you all for your efforts."

Speaking about the Icelandic volcano eruption, Helling said, "As operations gradually resumed, ALPA kept our members informed and urged them to remember that captain's authority is paramount and that our common goal is to ensure that acceptable safety margins are maintained.... We will take this message to Congress...when ALPA Executive Air Safety Vice-Chair [Capt.] Linda Orlady [United] is scheduled to testify on pilot concerns regarding volcanic activity. Her presentation will be the latest step in ALPA's long history of urging greater understanding of the hazards that volcanic activity poses to pilots, passengers, and aircraft." (See "From



106th EXECUTIVE BOARD REPORT

the Hill—Pilots to Congress: Volcanic Ash Threat Requires More Research,” page 32.)

ALPA pledges support for Spirit endgame efforts

Prater and Capt. Sean Creed, the Spirit pilots’ MEC chairman, announced to the Executive Board that ALPA, on behalf of the Spirit pilots, declined a proffer of arbitration extended by the NMB on May 3. The proffer rejection was followed several days later by an announcement from the NMB that the Spirit pilots have been released into a 30-day cooling-off period with a strike deadline set for 12:01 a.m. on June 12. (See “Spirit Pilots March Toward Strike,” page 23.)

“This company has asked for concessions while making millions in profits,” said Creed. “And...if we were to agree to these demands, I can promise that your managements would try the same thing on you.” Prater pledged the full support of all ALPA pilots and the union’s resources.

To view national officers’ reports and presentations, visit <http://public.alpa.org/PressRoom/AssociationMeetings/ExecutiveBoardSpring2010/Presentations/aabid/4477/Default.aspx>.

The Executive Board and Prater gave Creed a standing ovation and unanimously passed a resolution authorizing strike benefits for eligible Spirit pilots, if this action becomes necessary. 🗳️



DELEGATE COMMITTEE I

Negotiations, organizing, and collegiate development of future aviation professionals

In stark contrast to negotiations during the aberrant 2001 to 2006 bankruptcy era, ALPA pilots are seeing a return to customary bargaining patterns and approaches in the bargaining cycle now under way. New contracts at Alaska, Delta, and Hawaiian, and ongoing negotiations at Spirit and AirTran, all point clearly to that recovery.

Delegate Committee 1—chaired by Capt. Lee Moak



PHOTOS: CHRIS WEAVER

Capt. Moak

(Delta)—discussed this issue at length, receiving reports from Capt. Tim O’Malley (Delta), chairman of ALPA’s Collective Bargaining Committee (CBC), and Bruce York, director of ALPA’s Representation Department, who briefed the delegates. O’Malley highlighted the CBC’s work sharing information across pilot group lines, making more resources available to pilot groups in negotiations, facilitating code-share family discussions, and furthering ALPA’s strategic plan to establish

favorable bargaining patterns in cornerstone contract areas of pay, benefits, work rules, and job security—a goal that was accomplished in the finished contracts listed above.

O’Malley explained that “the CBC has charted target zones for pay and outlined other favorable patterns, model language, and ‘best practices’ guidance for pilot groups to use so that ALPA pilot groups can reach their negotiating goals.”

York reinforced O’Malley’s comments by illustrating some of the cornerstone changes in recent contracts, describing the differences in the negotiating process at ongoing negotiations, and contrasting disadvantageous bankruptcy-era

contract patterns that resulted from financially weaker airlines negotiating early in the cycle and bankruptcy judges taking control of the bargaining time line. “But we’re in a different bargaining cycle being led by pilots at stronger airlines. ALPA pilot groups have established achievable contract goals, and the National Mediation Board is administering the Railway Labor Act as it was intended in order to move the mediation process forward more efficiently and fairly,” York said.

Capt. Tom Wychor (Mesaba), a member of ALPA’s Organizing Task Force, updated Delegate Committee 1 on organizing initiatives, including the union’s work with pilot organizing committees at Allegiant Air, Horizon, JetBlue, and others. ALPA’s Organizing Task Force has continued to refine the union’s disciplined approach to organizing by adhering closely to strategic objectives established during the 2008 Board of Directors meeting. Success at AirTran, Air Transport International, Colgan, and North American Airlines has followed, bringing ALPA closer to its long-term goal of representing all airline pilots in North America. Both ALPA’s Collective Bargaining Committee and the Organizing Task Force will present full reports to the Executive Board later this year.

Finally, the Professional Development Group (PDG)—one of the largest initiatives stemming from the strategic plan—continues to make great strides in improving ALPA’s outreach to aviation-related schools, its products and services to existing members, and the union’s training of existing and future labor leaders.

Capt. John Sluys (Alaska), chairman of the PDG, presented an update on the Group’s activities, including initiatives from the Education, Membership, and Leadership Committees.

Continuing a directive from BOD Delegate Committee 8 (Membership & Organizing), Committee 1 advanced the

union's strategic plan by approving the development of a Collegiate Aviation Professional Development Club at accredited academic institutions.

This presents ALPA with the opportunity to provide educational materials about the union's contributions to aviation. "It also secures this union a seat at the institution's advisory committee table, where we can influence what this generation of pilots learns about not only ALPA, but also the profession," Moak said during his report to the Executive Board.

The PDG, in collaboration with aviation schools such as Embry Riddle and ALPA's Legal Department, crafted a draft memorandum of understanding to formalize these "ALPA clubs." Currently with the Executive Council for review, the MOU would serve as a template to establish these programs at flight schools across the U.S. and in Canada.

The Executive Council would also approve the pilots who would sit on the schools' advisory boards, and the Executive Board would receive regular updates on the progress of establishing the program. Addressing the Board's goal of building relationships with aviation-related schools, this resolution should also help ALPA's future organizing efforts.

"I want to thank the Collective Bargaining Committee, the Organizing Task Force, and the Professional Development Group," Moak said. "These three committees have done a fantastic job."

Delegate Committee 1 members also reviewed resolutions that address the creation of an ALPA gift policy and policy updates for generating the labels used to mail *Air Line Pilot*, both of which the Executive Board unanimously approved.—ALPA Staff



DELEGATE COMMITTEE 2

Assessing ALPA's war chest

The Executive Board approved amendments to the way pilot groups tap into the Major Contingency Fund (MCF), hoping to build in extra protections for ALPA's landmark feature that serves as a deterrent to airline managements that may otherwise underestimate the union's ability to rally its members.

"These policy changes will help secure this cornerstone of ALPA solidarity—born from the United pilot strike nearly 25 years ago—and ensure its sustainability for future generations of airline pilots," said Capt. Wendy Morse (United), chair of Delegate Committee 2.

Following the recommendations of the MCF Review



Capt. Morse

Committee, which conducted an in-depth analysis of this Association asset, the revisions to ALPA's financial policies reemphasize the purpose of the MCF—to provide master executive councils with additional resources in the collective bargaining endgame, which is typically well into the mediation or conciliation process.

"As you know, an educated, unified pilot group is the lynchpin of a successful collective bargaining campaign," Morse told members of the Executive Board during her

report. "The MCF is used to finance communications-related activities, including strike preparation and Pilot-to-Pilot® and Family Awareness projects, to ensure that our members and their families understand what is at stake in contract negotiations."

The modifications provide structure and greater clarity regarding access to and usage of the Fund to preserve as much of the war chest as possible for the battles ahead, including possibly supporting both Spirit and Jazz pilots when the clock strikes 12:01 a.m. on June 12. "The ALPA war chest is the manifestation of the slogan, 'pilots helping pilots,'" Morse continued. "This unique resource distinguishes ALPA from other pilot unions, and we must take measures to protect it."

The Executive Board adopted the MCF Review Committee's recommendations by implementing a matrix of maximum MCF allocations that defines the allocation amount based on the size of the requesting pilot group. Recognizing the importance of strategic planning to prioritize the needs of a pilot group, the changes to MCF policy also require pilot groups seeking to spend MCF funds to submit to the Executive Council for review the MEC's strategic plan, the MEC's communications plan, and a financial operating plan for the allocation after the Executive Board grants an MCF allocation.

Together, these integral planning tools define a pilot group's goals and objectives, explain how the group aims to achieve them, and describe how it will pay for them by supplementing this information with a supporting budget. Finally, the Executive Council must approve the financial operating plan, which would not take effect until a pilot group has entered advanced stages of negotiations, before ALPA can authorize or reimburse any expenses to the pilot group out of the MCF. The Executive Council will also develop, approve, and maintain guidelines regarding allowable MCF expenditures, from flight pay loss levels to the timing of opening strike centers.



106th EXECUTIVE BOARD REPORT

Implementing these changes ensures that access to MCF funds will follow a defined timetable, provide guidelines for expenditures, and, most importantly, refocus on achieving the goals in the MEC's strategic plan. "The changes clarify the timetable pilot groups should follow to achieve the biggest impact during the collective bargaining endgame, as demonstrated by our experience," Morse said.

Tackling this initiative furthers the union's progress in the

financial services section of the strategic plan, covered by Board of Directors Delegate Committee 4 (ALPA Resources), which helps ensure that the Association is well positioned for the future with continued prudent management and oversight of its assets and financial resources, as well as initiatives covered by BOD Delegate Committee 2 (ALPA Structure), which recommended that all ALPA MECs develop and maintain strategic plans.—ALPA Staff



DELEGATE COMMITTEE 3

Career security, studying the Railway Labor Act

Pilot leaders participating in Delegate Committee 3 delved into two hot-button issues for every ALPA pilot: career security and how to improve the contract negotiations, mediation, and enforcement processes under the Railway Labor Act (RLA). With 16 of ALPA's 38 pilot groups in negotiations, and 10 of them in Section 6 mediation with the National Mediation Board (NMB), it goes without saying that this union is profoundly interested in the proper administration of the RLA by the NMB and the fair and efficient completion of negotiations.

In response to a resolution adopted by the May 2009 Executive Board, Capt. John Prater, ALPA's president, appointed the RLA Study Group and charged it with conducting an in-depth analysis of the RLA with a focus on these issues.

After the RLA Study Group presented a report at the October 2009 Executive Board meeting, the Board directed Prater, in consultation with the Collective Bargaining Committee; the Representation, Legal, and



PHOTOS: CHRIS WEAVER

Capt. Pierce

Government Affairs Departments; and the RLA Study Group, to pursue appropriate administrative, bargaining, and legislative changes.

At this meeting, Capt. Paul Rice, ALPA's first vice-president; Seth Rosen, director of ALPA's International Pilot Services Corporation; Bruce York, director of ALPA's Representation Department; Brendan Kenny, director of ALPA's Government Affairs Department; and Marcus Migliore, managing attorney in ALPA's Legal Department, discussed

- how the NMB established the Dunlop II Committee, on which Rosen was a member, in 2009 to examine the Board's internal functions, policies, and procedures. ALPA presented its views and recommendations to the Committee, which released its final report in May.
- steps the NMB has already taken to speed the mediation process and rigorously apply the RLA's intent by using all

of the mediation tools provided under the Act. This approach contrasts with earlier White House efforts to limit the Board's ability to declare an impasse in negotiations and permit self-help activities. Examples are the NMB's mediation work at Alaska and Hawaiian and the NMB's proffer of arbitration, release, and subsequent cooling-off period for Spirit, which ends at 12:01 a.m. on June 12, 2010.

- how ALPA is working with Congress on amendments to the 1113 process for changing or rejecting collective bargaining agreements in bankruptcy but pointed out that with a number of issues dominating the U.S. House and Senate agendas through the fall, very few opportunities will surface for legislative changes.

"Delegate Committee 3 supports the concepts outlined in the Dunlop II Committee's report," reported Capt. Jay Pierce (Continental), chairman of Delegate Committee 3, "and encourages ALPA's continued vigilance and readiness to take action if opportunities to make further improvements arise." The Executive Board unanimously passed the resolution to accept the Railway Labor Act Study Group's report.

Addressing an issue that's equally important to pilots, the Career Security Protocol Committee (CSPC), led by Capt. Tom Crank (Alaska), also delivered a report to the May Executive Board meeting that recommended pursuing the following four concepts:

1. Negotiating contract provisions that extend across a family brand,
2. Standardizing contracts of pilots who fly for airlines in a network,
3. Pursuing symmetrical and reciprocal agreements among ALPA pilot groups, and
4. Negotiating preferential interviews for furloughed ALPA members as well as for ALPA members whose airlines have shut down.

After thanking the CSPC for the dedication and hard work put into these findings, Pierce endorsed the Committee's work in advancing ALPA's collective bargaining strategic initiatives.

These objectives focus on two key strategic goals for the union: (1) protecting and enhancing career opportunities for airline pilots within family brands and across company lines,

and (2) mitigating the loss of career opportunities due to loss of flying, airline shutdowns, or furloughs. The CSPC also extensively discussed creating an ALPA national seniority list. However, the group did not reach consensus on this concept.

"Committee 3 supports the CSPC's recommendation that

the union continue its work to develop and implement an ALPA career security protocol and collaborate with other ALPA committees—either existing committees or a new committee appointed by the president—to make more progress on this important issue," Pierce said.—*ALPA Staff*



DELEGATE COMMITTEE 4

Flight time/duty time, CrewPASS, and more

Capt. Scott Stratton (FedEx Express), Delegate Committee 4 chairman, briefed the Executive Board on several safety and security initiatives, including progress reports on items pulled straight from the union's strategic plan. The first and most important to ALPA pilots: a flight-time/duty-time update.

Both House and Senate versions of the FAA reauthorization bill include an ALPA-supported provision that requires the agency to publish a new-and-improved flight- and duty-time rule.



Capt. Stratton

"We have been down this road too many times, with the status quo always prevailing," said Capt. John Prater, ALPA's president, during his Executive Board speech. "Well, not this time. The fatigue issue for our pilots is too important to continue to be delayed by inaction."

Additionally, ALPA has suggested to the decision-makers on Capitol Hill that the FAA reauthorization bill should include a hard 12-hour cap on duty day and elimination of the "carve-out" for supplemental operators if a final rule is not published by Jan. 1, 2011.

"We need, deserve, and demand a strong final rule on flight-time/duty-time [limits], without exemptions or carve-outs for supplemental carriers. And we need the FAA and Congress to get it done this year," declared Prater.

"ALPA anticipates a notice of proposed rulemaking in late August or early September," Stratton reported to the Executive Board. "With a 60-day comment period, that brings us to the end of 2010, meaning U.S. pilots will not see a final rule until 2011 at best."

Canadian pilots face similar circumstances. The ALPA Flight Time/Duty Time Committee for Canada met with Transport Canada in December to discuss the need to update their regulations with a science-based approach. In response, Director General of Transport Canada Martin Eley activated the Canadian Aviation Rulemaking Advisory Committee (CARAC) to determine if changes are warranted.

This Committee will hold its first meeting in June, at

One Step Closer to CrewPASS

Capt. Wolfgang Koch (Delta), ALPA's National Security Committee communications and information director, presented updates on several security initiatives. Since the Transportation Security Administration tested and approved CrewPASS for implementation last summer, not one airline has purchased the CrewPASS service because of the high costs associated with its single vendor.

Addressing these economic concerns, ALPA hosted a series of CrewPASS consortiums, bringing together pilots, airline management, and security representatives to create operating standards that ensure seamless compatibility between different types of equipment. The consortium participants also compared presentations from several biometric service providers interested in competing for CrewPASS contracts with airlines whose pilots the union represents.

"Discussion during the meeting highlighted what we all know: cost structure is the principal challenge," Stratton said. "Staff experts also pointed out that the Air Transport Association is reviewing the proposals at the very highest levels.... Capt. Koch feels that once one airline gets on board, the operational benefit will come into focus and others will soon follow, and I certainly agree."

This May, ALPA distributed a proposal for nationwide CrewPASS deployment to each of the union's pilot groups for further consideration. Prater said that he expected an airline whose pilots the Association represents to implement CrewPASS soon.

Other security initiatives under way include securing funding for the Federal Flight Deck Officer (FFDO) program, installing secondary cockpit barriers on all passenger and cargo airliners with the development of performance standards as early as December 2010, improving cargo security, and advocating for a trust-based security system.—*ALPA Staff*

which ALPA and other participants will discuss the feasibility of implementing an alternative regulatory framework to manage crew fatigue related to flight operations. However, the CARAC option can take years to yield regulatory change, and Canadian pilots want to see change now.

Capt. Linda Orlady (United), ALPA's Executive Air Safety Vice-Chair, delivered progress reports on several other Association safety priorities including provisions on pilot training and certification, proposed changes to the Pilot Training Records Act (PRIA), and safety programs such as FOQA, ASAP, and LOSA pending in the FAA reauthorization bill. "ALPA supports requiring an ATP for every pilot in airline service," Stratton said, "but only the House bill includes it."—*ALPA Staff*