

Reaching a new bargaining agreement is a feat in itself. Thousands of hours go into planning, communicating, negotiating, and executing to achieve a satisfied pilot group and a ratified tentative agreement (TA). ALPA has four pilot groups with new contracts under its belt this year alone. The Hawaiian pilots reached an agreement in January. And with a hat trick in July, Jazz (see page 19), Spirit (see

be a reality without the time and dedication of the Master Executive Council's Negotiating Committee, under the guidance of Terry Saturday, an ALPA senior contract administrator, and Jeffrey MacDonald, manager of ALPA's Representation Department. After nearly 3 years of negotiations, which turned into supervised sessions with the

could not attend a road show. Copies of the TA were distributed during the road shows and placed on the website in electronic format after the meetings concluded. The Negotiating Committee provided further information about the TA in multiple issues of the Committee's update with "Did You Know?" facts about the enhance-

Capital Cargo Crewmembers Achieve a New Contract

By Tawnya Burket, ALPA Communications Specialist

"Spirit Strikes," August, page 16), and Capital Cargo attained ratified TAs.

For the Capital Cargo flightcrew members, the journey to their newly ratified contract began in June 2007 when their independent union joined ALPA. The vote to join the Association was overwhelming, with 99 percent of the 83 percent of eligible voters approving the merger. Three years later, the members have swung another vote in their favor by ratifying their first ALPA collective bargaining agreement with 71 percent voting in support of the new contract.

Over the life of the contract, flightcrew members will see an overall pay increase of approximately 18½ percent, which doesn't include the signing bonus that was distributed within the first 30 days of the contract being signed. Not only will the flightcrew members' pockets be lined with the pay raise and signing bonus, but their quality of life will also improve. The new agreement has more than 130 improvements to the 2002 agreement, including 5 years of recall rights; improvements in training pay, sick leave, and scheduling rules; a fence agreement in case of a merger with another company; a stipulation that any past practices shall not create a contractual or legal right to continue such practices; and the opportunity to start the next contract negotiations as early as July 2012.

These accomplishments would not

National Mediation Board in January of this year, the flightcrew members reached a TA with management in May.

After the MEC leaders were advised of and endorsed the TA, they began planning an educational campaign. The Negotiating Committee prepared a summary of the TA to distribute to members and Pilot-to-Pilot® reps as soon as possible. The Committee then developed an extensive presentation and hit the road with the MEC officers, contract administrator, and Communications Committee vice-chairman at the hub cities of Cincinnati, Miami, and Toledo for a week in June to reach all the flightcrew members. The last road show presentation was video recorded and converted to a streaming web video and placed on the MEC's website for those who

ments members would receive if they ratified the TA. The Communications Committee also compiled frequently asked questions from the road shows, and these were added to the MEC's website so that flightcrew members could make an informed and educated decision regarding the TA.

In the end, the campaign was a success. The planning, communicating, negotiating, and executing paid off. The flightcrew members achieved substantial gains in their first ALPA contract and now have the knowledge and ALPA resources to gear up for 2012 negotiations.

Capital Cargo International Airlines is an aircraft, crew, maintenance, and insurance carrier that provides both domestic and international airport-to-airport transportation services. ALPA represents 111 Capital Cargo pilots and professional flight engineers. 



ABOVE: Capt. Brian Frassetto, Negotiating Committee chairman, presents the details of the TA to fellow crewmembers in Cincinnati. LEFT: From left, Capt. Brian Frassetto, Negotiating Committee chairman; Capt. Andrew Forsythe, Negotiating Committee member; and F/O Chuck Hill, MEC chairman.

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