Why Negotiate?

Your Negotiating Committee thought it would be a good idea for you to hear directly from us about why we are negotiating with the company over the terms of an Air Services Agreement (ASA) with American.

First of all, it is unprecedented that a pilot group has been able to interject itself in the negotiations over the terms of an ASA. To date, these agreements have always been negotiated between the mainline and regional managements, with the pilots left to live under the resulting deal. Owing largely to the credibility the Negotiating Committee and MEC have built with the company, we are fortunate to have a say in these discussions.

The Negotiating Committee gets its marching orders from the MEC, which is composed of your local council representatives. The MEC has the authority to direct a negotiation, to direct us to negotiate over an issue, or to prohibit us from negotiating. Last month, when Eagle’s divestiture was officially announced, the MEC unanimously directed us to attempt to secure an Air Services Agreement from AA that ensures long-term job stability for Eagle pilots while positioning a divested Eagle to grow. The MEC conducted polling that conclusively showed that job security is the number one priority for Eagle pilots, and the direction from the MEC reflects that.

Now let’s not dance around what this means: a longer-term and more robust ASA will not come to us for free. AA is demanding that Eagle guarantee market-rate feed in exchange for guaranteed flying. Because the pilots make up the majority of Eagle’s current cost disparity, the ability to guarantee market-rate feed falls largely within the pilots’ control. Said plainly, the company is demanding concessions in return for the job security we desire. With this in mind, the Negotiating Committee has some ideas for ways to meet the company’s stated objectives while minimizing the impact on the pilots. This does not mean, however, that a concession-free deal is achievable, and there is no point in pretending otherwise. What remains to be seen is whether we are able to reach a deal that will capture an appropriate level of pilot job security at a price worth paying.

Please do not forget or minimize the fact that ultimately you, as a voting member, will decide if the job security and any other benefits we secure in a tentative agreement come at an acceptable price. The Negotiating Committee’s job is to secure the best possible option and then present and explain it fully to you before you vote on it. If we reach a tentative agreement (TA) with the company, the committee, along with MEC officers and local council representatives, will spend weeks visiting your domiciles explaining it and the choice it represents before you cast your vote.

The idea of concessions is always distasteful, especially to the employees who built this company from the bottom up. In addition, it is absurd that employees are often burdened with covering the costs associated with management’s mistakes. Nonetheless, it is possible that some adaptations to our collective bargaining agreement could place Eagle on a path to much greater success. If the pilots are able to participate in that success, both financially and via career progression, then there may be a deal worth pilot consideration. At the end of the day, it will be your decision. Nonetheless, we do humbly ask that you seriously study,

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from the Table, August 2011

Our Job

1. Secure the best possible option
2. Present and explain it fully to you before you cast your vote

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debate, and consider any proposal that we bring before you and carefully weigh the alternatives. Ratifying an agreement, if in fact we are able to secure one, will carry with it some risks and rewards. Refusing to ratify a deal and standing pat will also carry some risks and rewards. We ask only that you critically and seriously weigh the options presented to you, and then vote responsibly.

The MEC feels, and the Negotiating Committee agrees, that it would be irresponsible to refuse to explore the options available to us that stand to capture enhanced job security and career progression. Whether or not those improvements come at a price that we are willing to pay will be up to each individual Eagle pilot, but we are doing our best to make those improvements with as little impact on pilots as possible.

—EGL Negotiating Committee

Timeline

When should we expect a tentative agreement if one is reached? What happens from this point forward?

Due to the time constraints created by AMR's goal of finalizing the divestiture by the end of 2011, your Negotiating Committee is working at a fast but reasonable pace. If we are successful in reaching a TA, we expect to have it by mid-September. At that point, the TA would be brought to the MEC for review. If the MEC deems that the TA is sufficient to place before the pilots, a TA road show schedule would then be developed. If the MEC believes the TA is insufficient, it will either order a stop to negotiations or send the committee back to the bargaining table to see if an acceptable agreement can be reached.

To recap, if a tentative agreement is put before the pilots for a vote, it will be accompanied by domicile visits from the MEC officers, local council representatives, and Negotiating Committee members. The purpose will be to explain the tentative agreement, answer questions from pilots, and explain firsthand why some elements are in the agreement and others are not. Concurrently, a pilot ratification ballot would be made available, similar to the scope LOA ballot that is currently open. Under the projected schedule above, this voting window would close sometime in October. After the voting window closes, the ballot would be tallied. A 50%+1 vote would be required for any tentative agreement to pass and be ratified.
**Meet Your Negotiators**

**Pilots**

**Andy Nordgren**

Andy has been on the Negotiating Committee since 2003 and has served as its chairman the entire time. He recently accepted a job as a mediator with the National Mediation Board, so he is stepping down from his chair position and will soon be departing Eagle.

Andy was hired at American Eagle in 1998 on the Saab. He upgraded on the Saab and subsequently on the EMJ. He has been New York based during his entire career at Eagle.

Andy’s dedication to this pilot group has been nothing short of extraordinary. We particularly appreciate his continued commitment through the final days of his employment, providing leadership of unparalleled experience. The contributions Andy has made to this union will continue to benefit the pilots long past his departure. We extend Andy our most sincere gratitude and wish him the best of luck in the next chapter of his professional career.

**Alex Fotopoulos**

Alex has been on the committee since May 2010. His work with ALPA started in 2004 as part of the Pilot-to-Pilot program and as the airport safety representative for the LGA pilot group. In 2009 he became the ALPA airport safety liaison at LaGuardia, winning the Airport Safety Liaison Award presented at the 2010 ALPA Air Safety Forum.

Alex has also worked side-by-side with Engineering and Air Safety and the FAA on the RNAV program at Boston’s Logan, New York’s LaGuardia, and Raleigh-Durham airports.

Alex was hired at Eagle in early 2000 and was first based in SJU on the ATR. In early 2001, he flew the EMJ at LGA and for a short period in ORD after the 9/11 attack. He upgraded to captain on the EMJ in March 2009. Alex attended Embry-Riddle in Daytona Beach, completed an internship with American Airlines in 1998, and graduated in May 1999. He lives in New York City.

**Doug Gibbs**

Doug has also been on the committee since May 2010. His work with ALPA started in 2007 as a Pilot-to-Pilot rep. He then served as the first officer representative in DFW from spring 2009 to the present. He is stepping down from that position to concentrate on the negotiations surrounding the divestiture of American Eagle. Doug also serves on the ALPA National Education Committee as the liaison to Southern Illinois University–Carbondale and its flight program, of which Doug is an alumnus. He ran Council 83’s ALPA newsletter for over two years and is the editor of this communication as well.

Doug was hired at Eagle in late 2005 and was first based in SJU on the ATR. He then flew the CRJ in DFW until the aircraft moved to ORD and LGA. He will enter upgrade training on the EMJ as soon as the current negotiations come to an end. He resides in the DFW area with his wife, Iris, and two sons, Gavin and Noel.

**Matt Rettig**

Matt is new to the Negotiating Committee but previously was the first officer rep and the captain rep for Council 121 in New York for a combined seven years. He also serves on the ALPA National Flight Time/Duty Time Committee and participated in the Flight Time/Duty Time Aviation Rulemaking Committee (ARC) in the summer of 2009. He attended four ALPA Board of Directors meetings and twice chaired delegate committees.

Matt flew the ATR as a new hire in SJU and then moved on to the EMB in BOS. When LGA opened as a base in Feb 2001, he was the junior pilot awarded that base, and, save for a few months of being based in JFK, he’s been there ever since. Matt upgraded to captain in June 2008 and has been on reserve in LGA until recently. He lives in the Hudson Valley area of New York, where you can usually find him riding his bike or playing his bass guitar, but rarely at the same time.

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Tim Jackson

Tim is another recent addition to the Negotiating Committee. He is also the vice chairman of the EGL MEC Contract Compliance Committee. In that capacity, he has spent over a year assisting in grievance resolution and biweekly meetings, alternative dispute resolutions, and arbitrations. Tim is a divorce attorney and has often assisted Chicago-area flight crewmembers through these difficult times. His legal experience provides the Negotiating Committee with a unique perspective at the bargaining table. At the LEC level, Tim initiated and designed the Council 133 newsletter and continues to assist the local leadership in keeping the Chicago pilots informed. He has been an ORD-based first officer on the CRJ since July 2007.

Staff Support

Andrew Shostack

Andrew is a professional negotiator on loan from ALPA National to assist the Eagle Negotiating Committee. He joined ALPA in 1996 as an attorney in the Representation Department, serving as the senior contract administrator in the Association’s Phoenix, AZ, office.

As a senior contract administrator, Andrew served as the staff negotiator and assisted with negotiations and writing contract language. Andrew represented pilots involved in FAA disputes, counseled pilots on contractual, operational, medical, and insurance issues, and worked closely with the MEC and its committees, including the Grievance Committee, where he presented grievances to the various system boards of adjustment.

In 2006, Andrew was promoted to supervisor in the Representation Department, and in 2011 was promoted to manager. As a manager, Andrew helps oversee and coordinate the Representation Department’s work in negotiations, which includes bargaining pilot agreements, assisting negotiating committees and pilot leaders in strategizing for and managing negotiations, interacting with the National Mediation Board’s mediators, and lecturing at ALPA and IFALPA negotiations seminars. Andrew also assists with administering the department’s contract enforcement efforts, organizing initiatives and FAA enforcement and medical case handling. Andrew is based at the Association’s Herndon, Virginia, office.

Wayne Klocke

Wayne is the senior contract administrator for the Eagle ALPA MEC. He joined ALPA in 1996 and has frequently represented ALPA’s pilots in collective bargaining and Railway Labor Act system board proceedings on issues such as interpretation, past practices, damages, retirement benefits, and discharge and discipline. He also defends ALPA’s pilots in cases involving enforcement of the Federal Aviation Regulations. Wayne has practiced labor and employment law for over 30 years.

Wayne has participated in negotiations during our previous three contract amendment rounds as well as for dozens of Letters of Agreement and Understanding. Most notably, Wayne has successfully arbitrated numerous important Letter 3 disputes and, in doing so, helped protect the career aspirations of hundreds of Eagle pilots.

Ana McAhron-Schulz

Ana McAhron-Schulz is the director of the Economic and Financial Analysis Department (E&FA) for the Air Line Pilots Association, Int’l. She is responsible for all economic and financial analyses in support of ALPA’s efforts in collective bargaining, strategic planning, litigation, public relations, and legislative activities, including: evaluation of corporate financial results and business plans; development of bargaining strategies and contract proposals on economic issues; economic modeling and forecasting, including the valuation of contract proposals; advice on financial matters to union members on corporate boards of directors; and industry and labor research and analysis.

McAhron-Schulz serves as a primary financial adviser for ALPA carriers regarding contract negotiations, restructuring transactions, corporate buyouts, and airline bankruptcies. She has also given expert testimony at various arbitrations and bankruptcy court hearings on behalf of the Association and its members. She and her department provide significant support to member airlines on regional and international code-sharing issues, as well as other issues related to airline globalization.