

Air Line Pilot

OFFICIAL JOURNAL OF THE AIR LINE PILOTS ASSOCIATION, INTERNATIONAL  JANUARY-FEBRUARY 2020



**ALPA PRIORITY:
REPRESENTING 63,000 PILOTS
IN THE U.S. AND CANADA**

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- PERIMETER ● PIEDMONT
- PROVINCIAL/AIR BOREALIS ● PSA
- SKY REGIONAL ● SPIRIT
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- UNITED ● WASAYA ● WESTJET
- WESTJET ENCORE

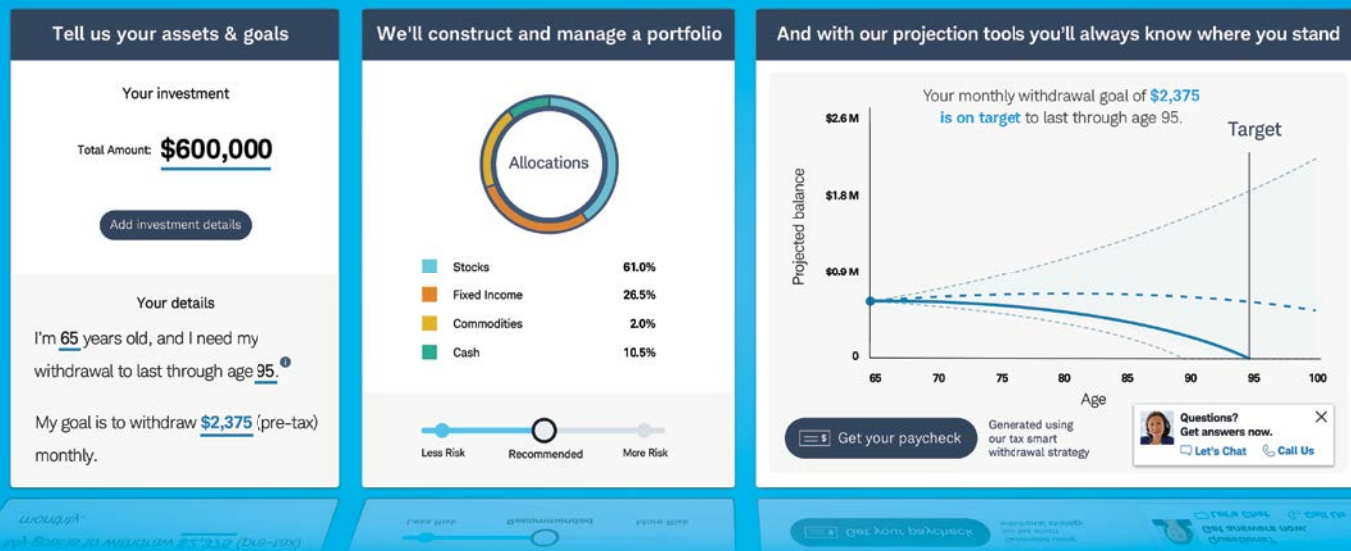


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ONE VOICE

A New Decade Of Bold Collaboration



Predictions for air transport this new decade affirm a fact that ALPA members already know—the value that pilots and the airline industry bring to the global economy is staggering. In 2020, consumers and businesses are expected to spend \$908 billion globally on air transport.

An economic contribution of this scale doesn't occur by chance; the accomplishment is the result of boldness and courage on the part of current ALPA pilots as well as those who came before us. For 89 years, ALPA pilots have brought the industry together to forge solutions that help create a strong, safe, and sustainable air transportation sector that instills confidence in our passengers and shippers and inspires new aviators.

As showcased in the profiles of our pilot groups on these pages (see pages 18–52), ALPA members have always been incredibly resilient. We demonstrate a boldness that helps us work in unison as a flight crew to withstand difficulty and at times even danger as we perform our jobs.

Our collective resolve is no different at the bargaining table, as we've battled through economic downturns or obtained a fair share of the success that we've earned for our companies. ALPA members past and present hold the fortitude to prevail over misinformation and intransigence wherever it may exist.

As a new decade begins, we're focused on not only increasing our established influence but also communicating with a louder voice ALPA pilots' contribution to our companies, nations' competitiveness, and global economy. We recognize that flying an airliner in today's complex airspace requires a crew effort—at least two of us on the flight deck. But this "crew effort" extends far beyond the flight deck as we work together in the halls of Congress and Parliament and with management and regulators.

ALPA constantly demonstrates the power of our pilots' collaborative strength. In fact, our national officer team is always exploring ways to expand our influence in advancing pilot-partisan aviation and labor policy while delivering even greater value for our members.

With the guidance of ALPA's strategic plan, our union members work together and with others based on our shared roots in unity and the dignity

of work. This bold collaborative approach—emphasizing the interconnectedness of all pilots and, indeed, all workers—allows us to focus our energy in a positive, constructive way.

We know that the results of this sustained collaboration can be nothing short of extraordinary. In one example, by working to bring together a coalition of airline pilots associations, ALPA for the first time demonstrated support for the Safe Skies Act by all U.S. pilots who fly cargo.

In another demonstration, ALPA recently convened a joint meeting with Boeing and the FAA as our latest action in an ongoing effort to ensure that pilots are fully informed and engaged in evaluating when the B-737 MAX can safely return to service (see page 12). Our union will continue to work together with Boeing, the FAA, and Transport Canada to make certain that our perspective is reflected and safety is paramount.

Under the Fee-for-Departure Committee's joint standing committee structure, we've also created a collaborative forum for ALPA's pilots who fly for fee-for-departure and mainline partner airlines to work together to ensure that we're all fully informed and furthering our collective career-progression and safety goals.

Similarly, as Delta Air Lines and WestJet Airlines seek antitrust immunity for their proposed trans-border joint venture, the Delta and WestJet Master Executive Councils have come together to press for conditions that ensure their respective employees share equitably in any new flying generated through the joint venture (see page 8).

ALPA is also leveraging pilots' collaborative strength more globally. We helped bring the world's pilots together at the International Federation of Air Line Pilots' Associations to make progress at the International Civil Aviation Organization's Air Navigation Commission toward our goal of ensuring the highest global standards for airline pilot qualification and training.

The value that ALPA pilots and our industry contribute to the global economy is enormous. So is our power when we collaborate to create a stronger career and a safer industry.

Joseph G. DePete

Capt. Joe DePete
ALPA President

BOSE

AVIATION



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 WASAYA ● WESTJET ● WESTJET ENCORE



18-52



About the Cover

Pilot bag tags, both old and recent, highlight this issue's "2020 Pilots of ALPA." Art direction by Dit Rutland.

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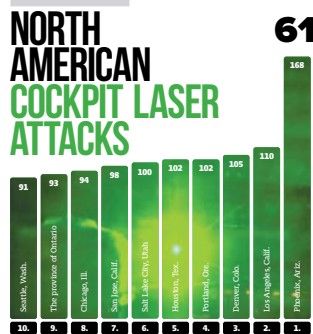
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ALPA Canada: Trend Positive + Growing

By Capt. Tim Perry, ALPA Canada President



We each do better when we all do better.

And we have some outstanding examples of ALPA pilots working together for the benefit of our members in every corner of the country. Looking ahead to 2020, we can't help but feel excited as we continue to safeguard our passengers and cargo and build a strong profession to inspire and attract new pilots in the future.

In Montréal, our pilots at Air Transat are in merger discussions as the purchase by Air Canada continues to move forward. Representing these pilots is our first priority, as they also top the list of those in bargaining—or preparing for it—this year, joining Air Georgian, Jazz Aviation, Kelowna Flightcraft, Sky Regional, and Wasaya. The Jazz MEC has led the way by bringing the Air Georgian pilots into their ranks on a date-of-hire basis, bringing the Air Canada flying back to Jazz. And at Wasaya, the pilots are voting on a tentative agreement as this issue of *Air Line Pilot* goes to press.

In the far north, pilot leaders face consolidation at First Air, Canadian North, Bearskin, and Perimeter. These leaders have done a phenomenal job of working together to raise the bar, merge their contracts and pilot groups in an amicable manner, and do their part to build successful airlines.

In Calgary, the WestJet/Swoop and WestJet Encore pilots successfully ratified a new pilot transfer agreement. Now WestJet and WestJet Encore pilots who wear the same uniform and fly aircraft painted with the same colour tails share a common seniority list. This will increase pilot unity at the airlines and across our industry, building a stronger foundation for job security, career progression, and pilot attraction and retention due to the unprecedented pilot supply dynamic playing out right now.



Attending ALPA Canada's annual holiday government and industry reception, from left, are Capts. Brain Shury, ALPA Canada vice president and IFALPA director; Tim Perry, ALPA Canada president; Joe DePete, ALPA president; and Rod Lypchuk, ALPA Canada vice president—administration/finance.

Since 2017, ALPA has welcomed pilots from WestJet, WestJet Encore, Air Georgian, and Sky Regional, along with Exchange Income Corporation pilot groups at Perimeter, Air Borealis, and Provincial Airlines—bringing us to 14 Canadian airline pilot groups and almost 5,500 pilots. Over the next year, we're confident that the ALPA Canada family will continue to grow.

Here in Ottawa, we look forward to working with newly elected government officials on our legislative priorities, including implementing the new pilot fatigue rule by December 2020. We must ensure that fatigue risk management systems are fair and safe by making sure pilots, airlines, and Transport Canada work together to maintain the foundational truth that nothing contributes more to safety than two well-rested, well-trained pilots on the flight deck. We're working through the Safer Skies Coalition, which consists of airline pilot groups representing more than 9,000 Canadian pilots, to advance these goals.

Other items on the radar include continued engagement with government, industry, and other union stakeholders on the B-737 MAX issue so that we can be well positioned to offer informed comment and possible support for its reintroduction to service; the safe integration of unmanned aircraft systems—an area in which we've enjoyed some success but also have more work to do; and the continued enhancement of commercial aviation safety in the far north, including access to deicing infrastructure, emergency response equipment and personnel, and improving communication abilities for flight crews operating there. And internationally, we engage in lockstep with our U.S. ALPA colleagues at the International Federation of Air Line Pilots' Associations (IFALPA) and with the International Civil Aviation Organization on issues of minimum flight crew requirements and advancing training standards to continue to improve global aviation safety. We're also working through IFALPA to raise the bar for collective bargaining worldwide because our industry is increasingly global, and the union principles that have contributed to strong contracts here at home must be employed for the benefit of our brothers and sisters around the world.

Working together, with clear pilot leadership from our elected Canada Board members and volunteers right down to our staff members across Canada and the U.S.—who provide the world's best expertise and resources for our pilots—we'll continue to trend positive. 🌐

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MAINLINE

**Insler Re-elected
United MEC Chair**



● Capt. Todd Insler (United), a 25-year veteran B-757/767 pilot, was re-elected by acclamation for a historic

third consecutive term as chair of his pilot group's Master Executive Council (MEC) on January 14. Insler will also retain his seat on the Board of Directors of United's parent company, United Airlines Holdings Inc.

Capt. Tom Murphy, who flies the B-757/767, was re-elected MEC vice chair; Capt. Bill Neveu, who flies the Airbus 320, was re-elected secretary; and Capt. Rick Cameron, who flies the B-757/767, was re-elected treasurer.

"The 13,100 pilots of United Airlines will be well served by this team of experienced officers elected today," said Insler. "These unanimous election results send a powerful message of pilot unity as we work to close out contract

negotiations. We look forward to working together to continue improving the lives of our pilots and their families and advancing the airline piloting profession."

The MEC officers will serve their two-year terms from March 1, 2020, to February 28, 2022.

Delta Pilots Urge DOT to Protect U.S. Jobs

● The Delta pilots' Master Executive Council (MEC) filed comments in December 2019 with the U.S. Department of Transportation (DOT) asking it to place conditions on Delta's proposed joint venture with WestJet to ensure that the deal benefits U.S. aviation workers. The MEC urged the DOT to review and require Delta to report on how flying and growth are shared under the joint venture and the associated impact on U.S. aviation jobs.

"Delta pilots have been adamant that airline management must meaningfully commit to equitable growth with its joint venture partners. Without an equitable

growth commitment, job growth and career opportunities for Delta pilots are limited," said Capt. Ryan Schnitzler, the pilot group's MEC chair.

Delta pilots have been vigilantly monitoring proposed joint ventures to ensure that any new agreement doesn't diminish flying opportunities for Delta, which ultimately impacts all employees at the airline. In August, the pilots requested that the DOT place conditions on the proposed "Blue Skies" joint venture to ensure that Delta realizes an equitable share of any combined growth.

"While immunized alliances like the joint venture have the potential to grow both U.S. carrier capacity and aviation jobs, they can also be misused to effectively outsource U.S. flying operations to foreign carriers," the MEC commented in the filing. "To ensure that both the Delta and WestJet operations share equitably in the benefits of the joint venture, the MEC respectfully urges the department to approve the joint venture subject to conditions analogous to those recently

imposed on Delta's 'Blue Skies' joint venture.

"Scope, including joint ventures, matters to the Delta pilots—it's the foundation of our contract, and we'll continue to enforce and seek enhancements to our scope language. We need assurances that Delta is committed to equitable growth, as the company has repeatedly stated. It's time for Delta management to back up their words with actions," the MEC stated.

REGIONAL

Hawaiian Pilots Hold Final Unity Event of 2019

● More than 200 pilots and friends of the Hawaiian Airlines pilot group's Master Executive Council (MEC) celebrated the end of the year at the Blue Note Hawaii, a jazz club in Honolulu, Hawaii, in December. Pilot participation in union activities has been at an all-time high since the new four-member MEC took office in 2019.

The event featured live local music and lots of great food. The night began with the announcement of the

ALPA NEGOTIATIONS UPDATE

The following is a summary of the status of ALPA contract negotiations by airline as of **January 10**.

AIR GEORGIAN—A notice to bargain was sent on Feb. 22, 2017. Conciliation continues.

ALASKA—Negotiations began pursuant to ALPA's request for an early open on April 1, 2019. A Section 6 notice was filed on Oct. 1, 2019. Negotiations continue January 28–30; February 4–6 and 18–

20; and March 3–5, 17–19, and 24–26.

COMMUTAIR—A Section 6 notice was filed on Sept. 6, 2019. Negotiations continue February 17–21.

DELTA—A notice to bargain was sent on April 5, 2019. Negotiations continue.

FIRST AIR—A notice to bargain was sent on Oct. 1, 2019.

JAZZ AVIATION—A notice to bargain was sent on April 18, 2019.

SKY REGIONAL—A notice to bargain was sent on Dec. 10, 2018. Negotiations continue.

TRANS STATES—A Section 6 notice was filed on Feb. 7, 2018. An application for mediation was filed on June 6, 2019. Mediation continues February 25–27 and March 31–April 2.

UNITED—A Section 6 notice was filed on March 1, 2018.

WASAYA—A notice to bargain was filed on March 15, 2019. The pilots and the company reached a tentative agreement on December 18. A membership ratification vote was scheduled to close on January 24.



Capt. Larry Payne (Hawaiian), second from right, his pilot group's Master Executive Council (MEC) chair along with other MEC members celebrate the group's successful year with pilots and families.

of our first goals was to unify the pilot group," said Capt. Larry Payne, the MEC chair. "With this event, I think we knocked it out of the park."

With just one Honolulu base and a relatively small seniority list, Hawaiian remains the only legacy airline whose pilots are still on a first-name basis with each other.

launch of the MEC's new website and a recap of the events over the past year, which was a busy one for the airline as it prepares to take delivery of its first B-787 Dreamliner.

"When we took office, one

NEW ALPA REPS

AS OF DEC. 10, 2019, the Election Ballot and Certification Board certified elections results for the following local councils:

- **COMMUTAIR 152**
F/O John Secord,
Vice Chair (F/O Rep)
- **COMPASS 19**
Capt. Brennan Gray,
Secretary-Treasurer
(Seniority Block # 3 Rep)
- **ENDEAVOR AIR 129**
F/O Adam Spurrier,
Secretary-Treasurer
- **ENVOY AIR 121**
Capt. Joel Tamayo,
Chair (Capt. Rep)

- **ENVOY AIR 121**
F/O Juan Morales-Lube,
Vice Chair (F/O Rep)
- **EXPRESSJET 176**
Capt. Raymond Blaha,
Secretary-Treasurer
- **PSA 70**
Capt. Taylor Miolen,
Secretary-Treasurer

AS OF JANUARY 10, the Election Ballot and Certification Board certified elections results for the following local council:

- **JAZZ AVIATION 223**
F/O Cornel Garvey,
Vice Chair (F/O Rep)

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THEY'RE ON, AS LONG AS
THEY'RE ON **OUR SIDE.**

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PREFLIGHT

Airline Industry Update

Domestic

Boeing announced that it's recommending that all B-737 MAX pilots undergo simulator training before they resume flying the jets.

The company's interim chief executive officer said he believed requiring simulator training would build confidence in the jetliner. Boeing suspended production of the MAX in January following the aircraft's worldwide grounding in March 2019. Approximately 400 of the airplanes are in storage.

Forbes reported that **Oscar Munoz will step down as CEO of United Airlines in May**, according to an announcement by the company. He'll be replaced by Scott Kirby, United's current president, and will assume a yearlong position as the executive chairman of United's Board of Directors.



Delta Air Lines announced that it rejoined Airlines for America, the trade organization for leading U.S. passenger and cargo airlines, after

having severed ties with the organization four years ago on policy disagreements.

According to the *Los Angeles Times*, **U.S. Customs and Border Protection has extended the grace period for individuals renewing their Global Entry pass** so that travelers whose application status is still "pending" can continue to use Global Entry a year beyond the original expiration date. The program has a backlog of 350,000 applications, the agency says.



USA Today recently reported that **Milo, a gray tabby cat who escaped his damaged crate on the tarmac at**

Washington Dulles International Airport in October 2019, has been returned to his human. The cat, who was eventually spotted and lured into a tuna-baited trap, was reunited with his owner, a U.S. Army captain returning from Germany after a four-year deployment, in December.

International

After a long dispute over pay and working conditions, British Airways recently reached a deal with the British Airline Pilots Association, reported *The Guardian*. The tentative agreement was reached in November 2019 and ratified by almost 90 percent of the union's members late last year.

Per *Air Transport World*, **the European Union Aviation Safety Agency has given Airbus approval to raise the maximum passenger number on the A350-1000 from 440 to 480.** The agency based its approval on Airbus installing type A+ exits, which feature dual-lane slide rafts, in all four positions on both sides of the fuselage.

Reuters reported that **Tim Clark, Emirates airline president, will retire at the end of June**, the company said in an internal memo to staff. Clark, who was part of the airline's founding team in 1985, will stay on as an advisor.

According to the Associated Press, **Venezuela's air safety rating has been downgraded by the U.S. FAA to Category 2 under the International Aviation Safety Assessment program.** The rating shift comes after an extensive review by the FAA determined that Venezuela's civil aviation authority isn't adequately complying with International Civil Aviation

Organization safety standards for regulating and supervising local airlines.

Per Reuters, **British Airways and China Southern Airlines have expanded their code-sharing deal to boost tourism between the two countries.** The two carriers said their new joint business agreement would enable them to cooperate more on scheduling and pricing, open up additional destinations between the two countries, and develop a combined route network from Beijing's new Daxing International Airport.

An autonomous baggage tractor is undergoing the first real-world test of this technology at Toulouse-Blagnac Airport in France, reported *International Airport Review*. The vehicle transports baggage between the sorting area and aircraft, following preprogrammed routes.

An autonomous baggage tractor is undergoing testing at France's Toulouse-Blagnac Airport.



Middle photo: USA Today, bottom photo: Air France

Front Lines

TSA INDICATES IMPROVED ACCESS TO AGENCY'S PRECHECK

ALPA was recently made aware of a letter to Sen. Edwin Markey (D-MA) from David Pekoske, administrator of the Transportation Security Administration (TSA), regarding the Known Crewmember® (KCM) program. In that letter, he states that the TSA has coordinated with airport authorities to “ensure that uniformed crewmembers referred for screening [from KCM] are able to enter the front of the TSA Pre-Check lanes for expedited screening.” And he infers that nonuniformed crewmembers may be referred to screening at PreCheck lanes but not the front of the line. Both of these statements are an improvement over the TSA-approved guidance provided to crewmembers on the KCM website, which is also available in the KCM section of ALPA’s app.

ALPA is currently working with the TSA and Airlines for America to ensure that TSA screeners are fully aware of and trained on these two changes. Once the Association has confirmation that the administrator’s positions have been incorporated into TSA screener training and rules, the guidance on the KCM website and app will be revised accordingly, and ALPA members will be informed with a *FastRead* update.

If you have questions concerning these expected

improvements, please contact ALPA’s Engineering & Air Safety Department at EAS@alpa.org or 1-800-424-2470.

ANNUAL DUES RATE DROPS FOR SECOND TIME IN SIX YEARS

Effective January 1, the annual dues rate for active ALPA members dropped to 1.85 percent of gross monthly earnings. At its 2018 meeting, the Association’s Board of Directors (BOD) voted to reduce dues from the then current rate of 1.90 percent.

To ensure this decision won’t negatively affect small-er pilot groups, the BOD also

authorized payments from the Association’s Operating Fund in the Operating Contingency Fund to eligible master executive councils to compensate for any loss of income.

This is the second dues cut in the last six years. In 2014, ALPA reduced member dues from 1.95 to 1.90 percent.

ALPA PRESIDENT REPRESENTS MEMBERS AT NEXTGEN ADVISORY COMMITTEE

In December, Capt. Joe DePete, ALPA’s president, attended the final NextGen Advisory Committee (NAC)

(Continued on page 12)

ALPA SUDOKU (http://download.cnet.com/Sudoku-Generator/3000-2111_4-10733911.html)

			3	1			6	
	8				4		5	
		4		6	9			
		3	6	8				
	4							5
			7		5		9	
		8		3		4		
								7
							2	8

Complete the sudoku puzzle so that each column, each row, and each of the nine 3x3 sub-grids that compose the grid contain all the digits from 1 to 9.

The solution to this month’s

ALPA sudoku can be found on page 15.

Prefer other puzzle types? Tell us what you think. E-mail Magazine@alpa.org.

ALPA CANADA COMMENTS ON UKRAINE INTERNATIONAL AIRLINES FLIGHT PS-752

“We are deeply saddened by the devastating tragedy that resulted in the loss of 176 passengers and crewmembers—including 63 Canadians—when Ukraine International Airlines Flight PS-752, a Boeing 737-800, crashed shortly after takeoff from Imam Khomeini International Airport in Tehran, Iran,” ALPA Canada commented on January 8 in response to the accident.

“Our thoughts and condolences are with the victims and crew of this tragedy and their families. At this difficult time, we caution against speculation as to what happened,” said Capt. Tim Perry, ALPA Canada president. “We must allow a fact-based safety and security investigation to take place in order to evaluate and identify all pertinent steps that can be taken to ensure aviation safety across the globe.”

Iran has since admitted that it unintentionally shot down the airplane.

(Continued from page 11)

meeting of 2019. DePete's participation in the NAC ensures that ALPA members are represented on critical issues such as implementation of performance-based navigation, data communications, automatic dependent surveillance-broadcast, airspace redesign, and all of the associated transition challenges that are routinely encountered.

The widely varying degrees of aircraft equipment capabilities and the equipment impacts on NextGen priorities were discussed extensively. Members of the NAC, including ALPA, support NextGen provided that aircraft are adequately equipped.

NextGen provides significant benefits for airspace capacity and efficiency. While airspace capacity and efficiency are important, implementing procedures that would add risk to the operations must be avoided at all costs.

DePete offered ALPA resources to ensure that implementation of new initiatives is achieved safely at every airport. "ALPA's Air Safety Organization has numerous pilot representatives who serve as airport safety liaisons and assist airport managers with airport safety and security issues," he said. "ALPA is ready to help the FAA and airports in educating local communities on NextGen benefits and community noise concerns."

The NAC is a federal advisory committee that provides recommendations to the FAA on policy-level issues facing the FAA and the aviation community in implementing NextGen, the ongoing air traffic control modernization initiative. The NAC membership includes 31 executive-level aviation industry organization leaders.

ALPA CONVENES B-737 MAX MEETING WITH BOEING AND FAA

● Late last year, ALPA convened a joint meeting with Boeing and the FAA as the latest step in delivering on the Association's commitment to ensuring that pilots are fully informed and involved in evaluating if and when the B-737 MAX can safely return to service.

At ALPA's offices in McLean, Va., representatives from Boeing briefed ALPA's national officers, master executive council leaders, and Air Safety Organization subject-matter experts on its revised software, hardware, and procedures for operating the MAX. While software changes have been developed and demonstrated to select ALPA pilots, essential steps in the return-to-service process have yet to be taken.

ALPA will continue to work with Boeing, the FAA, and Transport Canada as the process moves forward to ensure that the line-pilot perspective continues to be considered and that safety is held paramount. As the world's largest nongovernmental aviation safety organization, ALPA will remain fully engaged to ensure the safety of its members who fly this aircraft and all those who depend on air transportation in the United States and Canada.

CONTINUED SUCCESS OF ALPA CANADA RELIES ON UNITY AND GROWTH

● On Dec. 3, 2019, more than 100 industry stakeholders gathered for ALPA Canada's annual holiday government and industry reception in Ottawa, Ont. ALPA members and staff were joined by representatives from Parlia-



ALPA members, from left, at the Aviation Inclusion Summit are F/Os Kandy Bernskoetter (FedEx Express), Lynsey Templeton (United), James Shaffer (United), and Justin Uybungo (Spirit).

ment Hill, government staff, and airline management, showcasing the strong, collaborative commitment to advancing a safe, secure, and economically strong Canadian airline industry—all on behalf of the nearly 5,500 ALPA members who fly for 14 Canadian airlines.

Capt. Tim Perry, ALPA Canada president, welcomed guests by first speaking about unity. "I know that we each do better when we all do better," he said. "And we have some outstanding examples of ALPA pilots working together for the benefit of our members, while simultaneously being responsible partners in our respective airlines' businesses." (See page 6.)

One such initiative is implementing new pilot fatigue rules that will create a government and industry framework for fatigue risk management systems in Canada. Another is safely integrating unmanned aircraft systems.

The growth of Canadian ALPA pilot membership was

also mentioned by both Perry and Capt. Joe DePete, ALPA's president. "Since the merger between the Canadian Air Line Pilots Association and ALPA in 1997, our union has supported—and been made stronger by—our members on both sides of the border. And ALPA's engagement, collaboration, and influence have never been stronger in Canada," DePete said. Since 2017, ALPA has welcomed pilots from Air Borealis, Air Georgian, Perimeter, Provincial, Sky Regional, WestJet, and WestJet Encore.

In addition to national officers Capts. Bill Couette, vice president—administration/secretary, and Joseph Genovese, vice president—finance/treasurer, ALPA master executive council reps from Air Transat, Bearskin, Calm Air, Canadian North, Delta, First Air, Jazz Aviation, Wasaya, WestJet, and WestJet Encore were in attendance.

ALPA'S MEMBERSHIP COMMITTEE ATTENDS AVIATION INCLUSION SUMMIT

● Late last year, representatives from ALPA's Membership Committee as well as ALPA staff attended the two-day Aviation Inclusion Summit hosted by the National Gay

(Continued on page 14)



IN MEMORIAM

“ To fly west, my friend, is a flight we all must take for a final check.”

—Author unknown

2019

S/O George A. Price	
TWA	March
F/O Chester L. Edwards	
TWA	May
F/O Robert G. Eaton	
TWA	June
Capt. Joseph M. Burke	
TWA	July
S/O Willard A. Cole	
TWA	August
S/O Garden S. Clarkson	
TWA	September
F/O Orion E. McMahon	
United	September
F/O Mary F. Sobzack	
United	September
Capt. Christopher L. Campion	
United	October
Capt. Kenneth R. Degler	
TWA	October

Capt. Lawrence J. Hall	
TWA	October
Capt. Timothy J. O’Laughlin	
Delta	October
Capt. Richard C. Bradford	
Northwest	November
Capt. Larry M. Burke	
Delta	November
Capt. Jack D. Burns	
United	November
S/O Peter W. Cartwright	
TWA	November
Capt. Raymond S. Cicola	
United	November
Capt. Russel L. Handy, Jr.	
TWA	November
Capt. Darwin E. Johnson	
Eastern	November
Capt. Max K. Jones, Sr.	
Delta	November
F/O George W. McKenna	
TWA	November

Capt. Joel B. Pooley	
Delta	November
Capt. David W. Redfield	
United	November
Capt. George L. Rimmer	
Flying Tigers/ FedEx Express	November
Capt. Vincent A. Rodriguez	
United	November
Capt. Orville C. Rogers	
Braniff	November
Capt. Patricia M. Ryan	
FedEx Express	November
Capt. Albert M. Sisler	
Northwest	November
Capt. Tommy A. Smith	
Mesa	November
Capt. Charles J. Yaeger, Jr.	
Delta	November

COMPILED FROM INFORMATION PROVIDED BY ALPA’S MEMBERSHIP ADMINISTRATION DEPARTMENT



LEGISLATIVE/POLITICAL UPDATE

ALPA CALLS TO ACTION SUPPORT BILL TO REMOVE ‘CARGO CARVEOUT’

On Dec. 21, 2011, the FAA released its final rule to address pilot fatigue in the cockpit (FAR Part 117). Unfortunately, the rules only applied to pilots who fly passenger operations, leaving commercial cargo operations subject to unnecessary safety risks. Cargo pilots fly the same airplanes, over the same routes, in the same airspace, and into the same airports as passenger airlines. It’s time to apply these science-based rules to all airline pilots.

The Safe Skies Act, S. 826/H.R. 5170, mandates that FAR 117 flight, duty, and rest requirements for airline pilots also apply to all-cargo operations and would end the “cargo carveout” from FAR 117.

Please visit www.alpa.org/safeskies-act and ask your senators and representatives to support the Safe Skies Act.

SUPPORT BILL TO IMPROVE CABIN AIR QUALITY

Because pilot health is a top priority for ALPA, cabin air quality has been a hot topic for the Association’s Air Safety Organization. ALPA is pleased that the Senate and U.S. House of Representatives recently introduced legislation that would strengthen laws around

cabin air contamination on aircraft, and the Association needs your support to have the legislation become law.

S. 1112 and H.R. 2208 direct commercial air carriers to install and operate onboard carbon monoxide detectors to warn crews of unsafe conditions to help stop cabin air contamination and improve reporting of smoke/fume events.

Please take part in ALPA’s Call to Action today to ask your representatives to support S. 1112 and H.R. 2208, the Cabin Air Safety Act of 2019. To participate, go to <https://alpa.quorum.us/campaign/23617/>.

SUPPORT LEGISLATION TO SECURE THE FLIGHT DECK

When Congress reauthorized the FAA in 2018, the legislation included a mandate that the agency issue a rule by Oct. 5, 2019, to require the installation of secondary flight deck barriers on all newly manufactured airliners. However, instead of issuing the final rule as intended, the FAA created an unnecessary working group last summer, against ALPA’s advice, to “study” the issue, which has delayed installation of this much-needed aviation safety and security enhancement.

Go to www.alpa.org/securetheflight-deck to tell the FAA to secure the flight deck.

ALPA LAUDS REPEAL OF HEALTH-CARE EXCISE TAX

“A LPA applauds Congress for repealing the health-care excise tax that threatened to unfairly put additional financial burden on hard-working Americans,” ALPA announced on Dec. 23, 2019. Congress permanently repealed the so-called “Cadillac Tax” as part of the Consolidated Appropriations Act of 2019.

“For years, ALPA pilots, like other American workers, have become increasingly concerned about their future under the draconian health-care excise tax. After a decade of lobbying and several successes in delaying the implementation of the excise tax on employer-provided health-care plans, we are pleased that Congress has taken decisive action once and for all to repeal this tax. ALPA is grateful to thank long-time congressional champions Sen. Martin Heinrich (D-NM), Sen. Mike Rounds (R-SD), and Rep. Joe Courtney (D-CT) who worked tirelessly to see this repeal through to the end.

“As the world’s largest pilots’ union, ALPA continues to work diligently with airline management to ensure that the health-care plans available to our members provide the greatest range of coverage at the lowest possible cost,” the Association concluded.

(Continued from page 12)

Pilots Association (NGPA). The event brought together several other industry stakeholders, including Women in Aviation, the Organization of Black Aerospace Professionals, the Latino Pilots Association, the Professional Asian Pilots Association, and the Professional Pilots of Tomorrow to talk openly about issues surrounding diversity and inclusion. Topics were geared toward safety,

discrimination, military issues, international challenges, and learning how to communicate with someone who doesn't look like you.

ALPA joined the conversation and is also looking toward the future. The next generation of aviators will be more diverse; but to find success, the industry needs to address how to create an inclusive environment in which all people are

welcome, valued, respected, and heard. As ALPA stands up a special President's Committee addressing these issues, the information from this summit and the connections made will be guiding forces.

After the event concluded, NGPA hosted a coffee social for local flight students and instructors in the Phoenix, Ariz., area. ALPA members and other summit participants

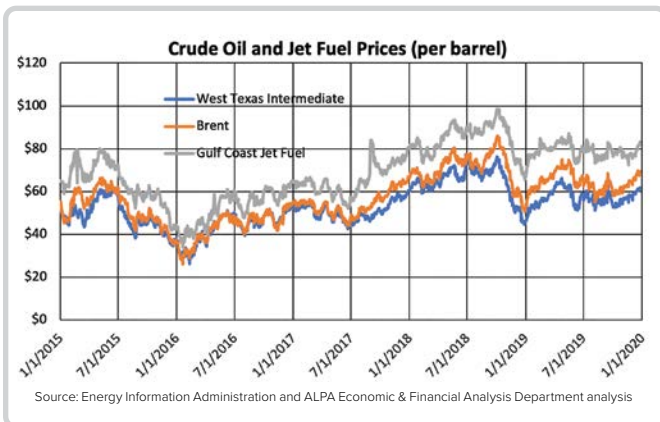
were able to meet with dozens of young people with varying levels of qualifications and provide them with guidance and encouragement as they pursue the path toward becoming professional pilots.

HAVE YOUR TEEN EXPERIENCE THE ADVENTURE OF A LIFETIME

● The International Youth Exchange (IYE) program, which offers a four-week exchange



INDUSTRY STATS



JET FUEL

Jet fuel prices in the United States decreased in 2019 compared to 2018 despite an increase in the demand for jet fuel. The average cost of jet fuel per gallon decreased by 7.3 percent in 2019 compared to 2018. The two main sources of jet fuel, West Texas Intermediate (WTI) and Brent crude oil, decreased significantly in 2019. The average price of WTI crude oil decreased from \$65.18 per barrel in 2018 to \$56.96 per barrel in 2019. Likewise, the average price of Brent crude oil decreased from \$71.26 per barrel in 2018 to \$64.31 per barrel in 2019.

According to the Energy Information Administration, the demand for jet fuel increased

CONSOLIDATED FUEL EXPENSE AS A PERCENTAGE OF OPERATING EXPENSE

AIRLINE	9 MONTH 19	9 MONTH 18
Spirit	30.1%	31.6%
Allegiant	29.2%	31.8%
JetBlue	25.4%	25.2%
Alaska	24.5%	24.9%
United	23.2%	24.5%
Southwest	22.5%	24.7%
Hawaiian	22.2%	22.4%
American	22.1%	23.7%
Delta	21.5%	22.7%

Source: Company reports, SEC filings, and ALPA Economic & Financial Analysis Department Analysis
Note: Frontier is excluded due to insufficient 2019 data

by approximately 38,000 barrels per day in 2019 compared to 2018. Demand for jet fuel averaged 1.77 million barrels per day in 2019, up from 1.73 million barrels per day in

2018. This 2.2 percent increase in demand was reflected in increased flying performed by U.S. carriers in 2019.

U.S. carrier fuel cost per available seat mile (ASM) decreased by 6 percent year on year in the nine-month period ending on Sept. 30, 2019, as the decrease in fuel prices more than offset the increase in jet fuel demand. The decrease in fuel cost per ASM was beneficial to U.S. carriers' financial performance in 2019. Historically, jet fuel and labor have been the two largest expenses for most U.S. carriers. In the nine-month period ending on Sept. 30, 2019, jet fuel and labor costs accounted for 54 percent of U.S. carrier operating costs. Due to the decrease in jet fuel prices, labor costs now account for the largest operating expense for most U.S. mainline carriers.

Analysts and crude oil futures markets are projecting jet fuel prices to stay at the current trading range. Projections for the supply and demand of crude oil remain favorable for the U.S. airline industry, with steady U.S. oil output forecasted to help offset expected OPEC supply cuts. However geopolitical disruptions in

oil-producing states, such as the conflict between the U.S. and Iran, can cause oil price spikes to occur. Fortunately, many political and market analysts don't believe the U.S.-Iran situation will escalate to direct military conflict, which would lead to a sustained increase in oil prices. For example, on January 8, after the U.S.-Iran confrontation began, the WTI futures market did not respond with price increases. In fact, December 2020 WTI futures traded more than \$4 less than March 2020 futures. Experts remain skeptical on Iran's propensity to create a situation in which oil prices would become unmanageable, such as closing the Strait of Hormuz, due to Iran's current economic troubles and Iran's dependence on oil export purchases by China.

The positive outlook on jet fuel prices bodes well for the financial performance of U.S. mainline carriers as they're expected to remain profitable in 2020. However, continued international trade disputes haven't eased uncertainty over the direction of the global economy, which may hamper economic growth and passenger demand going forward.

program for teens whose parents work for an airline, is now accepting applications for summer 2020.

IYE matches teens, 14–19 years of age, with another teen who lives in a country they're interested in visiting. Using their family flight privileges, the teenagers spend two weeks together in one teen's home and two weeks together in the other

teen's home. It's the perfect opportunity to experience a different culture, improve foreign language skills, and enhance school résumés.

Since 1994, IYE has matched more than 6,500 teens in more than a dozen countries, including Australia, Austria, Canada, France, Germany, Ireland, Italy, New Zealand, Portugal, South Africa, Spain, Switzerland,

the Netherlands, the United Kingdom, the United States, and Vietnam.

Program costs consist of a \$325 U.S. application fee, airline passes, and spending money. For more information, including testimonials from participants, go to www.intlyouth.org or contact retired airline staff member Camille Wheeler at cwheeler@intlyouth.org.

SOLUTION TO THIS MONTH'S ALPA SUDOKU ON PAGE 11.

9	7	5	3	1	8	2	6	4
3	8	6	2	7	4	1	5	9
1	2	4	5	6	9	8	7	3
5	9	3	6	8	2	7	4	1
7	4	2	1	9	3	6	8	5
8	6	1	7	4	5	3	9	2
2	5	8	9	3	7	4	1	6
4	1	9	8	2	6	5	3	7
6	3	7	4	5	1	9	2	8



HAVE YOU READ?

THE WORLD LOOKED AWAY: VIETNAM AFTER THE WAR

By Dave Bushy (Delta, Ret.)

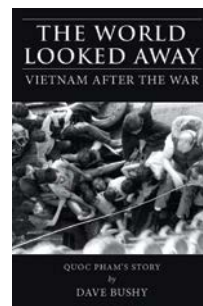
"If you stop hoping, you lose. Never give up."

This quote beautifully sums up *The World Looked Away: Vietnam After the War*. It's a story of hope, heartache, love, and incredible fortitude. This memoir provides a gripping narrative of a period in recent history that some of us think we know; but reading this book, we realize how little we actually know.

Quoc Pham's story is an astonishing tale that reads more like fiction than fact. The harsh realities that Quoc had

to endure make it difficult to continue reading, but they also make it difficult to stop. This book helps give the reader context as to what lives were like behind the news stories and history books. This story is made all that more poignant as it puts into context the incredible role the United States had in the world then and how the world continues to look to U.S. leadership and compassion.

If you're looking for a well-researched, thoughtful account of recent history, this book is definitely worth reading. It's told in a way that's both interesting and intriguing. The author, a former Delta and JetBlue pilot, showcases his depth of understanding and



PAGES:
442 (hardcover)
PUBLISHER:
Archway
AVAILABLE:
Amazon.com

dedication. His notes at the end of the book give the reader an appreciation for his skepticism and the immense work he put into ensuring the book was accurate and worth reading.
—Capt. Dave Fuller (JetBlue)



MARKET WATCH

AIRLINES	PARENT COMPANY	STOCK SYMBOL	12/31/2018	12/31/2019	% CHG.
Air Transat	Transat A.T., Inc.	TSX: TRZ.B	\$5.95	\$15.94	167.90% ▲
Bearskin, Calm Air	Exchange Income Corporation ¹	TSX: EIF	\$28.26	\$44.69	58.14% ▲
Jazz Aviation	Chorus Aviation ²	TSX: CHR.B	\$5.64	\$8.09	43.44% ▲
Delta, Endeavor Air	Delta Air Lines	NYSE: DAL	\$49.90	\$58.48	17.19% ▲
JetBlue	JetBlue Airways Corporation	NASDAQ: JBLU	\$16.06	\$18.72	16.56% ▲
Mesa	Mesa Air Group	NASDAQ: MESA	\$7.71	\$8.94	15.95% ▲
Alaska	Alaska Air Group, Inc.	NYSE: ALK	\$60.85	\$67.75	11.34% ▲
Hawaiian	Hawaiian Holdings, Inc.	NASDAQ: HA	\$26.41	\$29.29	10.90% ▲
United	United Airlines Holdings, Inc.	NASDAQ: UAL	\$83.73	\$88.09	5.21% ▲
Air Transport International	Air Transport Services Group, Inc.	NASDAQ: ATSG	\$22.81	\$23.46	2.85% ▲
FedEx Express	FedEx Corporation	NYSE: FDX	\$161.33	\$151.21	-6.27% ▼
Envoy Air, Piedmont, PSA	American Airlines Group, Inc.	NASDAQ: AAL	\$32.11	\$28.68	-10.68% ▼
Spirit	Spirit Airlines, Inc.	NYSE: SAVE	\$57.92	\$40.31	-30.40% ▼

¹ Exchange Income Corporation declared eligible dividends of \$0.19 per share for the month of December on Dec. 17, 2019.

² Chorus Aviation announced a monthly dividend of \$0.04 per Class A and Class B shares for the month of December on Dec. 18, 2019.



EDUCATION COMMITTEE UPDATE



Delta F/Os Steve Swanson, Jared Herndon, and Greg Thompson share their expertise with University of North Dakota students.

ACE STUDENTS AT UND LEARN ABOUT AIRLINE OPERATIONS

For collegiate aviators, learning about the various types of airline operations from pilots flying in the system is just one unique advantage of the ALPA ACE Club—a student-led, ALPA-supported professional development and mentoring program at 12 universities.

At the University of North Dakota (UND), recent ALPA ACE Club meetings focused on operations at Delta and Alaska. F/O Steve Swanson (Delta), his pilot group’s Master Executive Council Education Committee chair, along with fellow Delta pilots F/Os Jared Herndon and Greg Thompson, gave a presentation on Dec. 2, 2019. An October 28 meeting featured Capt. Greg Ireland (Alaska) as the guest speaker.

ALPA pilots at each meeting discussed the distinguishing characteristics of their airlines as well as their current fleets, projected growth plans, hiring trends, and what makes a competitive applicant. The pilots also shared their career paths and flying experiences. Students at both sessions were actively engaged and asked many questions throughout the presentations.



F/Os David Bertellotti (United), left, and Marc Chyba (Spirit), right, speak with students at ALPA's booth during Southern Illinois University's career fair.

ALPA PILOTS VISIT SOUTHERN ILLINOIS UNIVERSITY

For the 10th consecutive year, ALPA Education Committee volunteers participated in the Aviation Management Society’s annual career fair at Southern Illinois University (SIU). The event was held Nov. 8, 2019, and was well attended by students from SIU’s aviation programs and others interested in learning about various career opportunities. F/Os David Bertellotti (United), Marc Chyba (Spirit), and Andrew Ross (United) answered aspiring aviators’ numerous questions about unity and union shop and spread the word about the many benefits of organized labor in the aviation industry.

The day before the fair, Chyba and Ross gave presentations during two different classes—one focused on research methods and the other on labor relations. Both students and faculty were interested and engaged in the discussions about real-life labor situations.

OKLAHOMA STATE BECOMES 12TH UNIVERSITY TO BRING ALPA CLUB TO CAMPUS

ALPA and Oklahoma State University recently formalized an alliance to develop an Aviation Collegiate Education (ACE) Club, making it ALPA’s 12th collegiate professional development and mentoring program—and its sixth new program in as many years. Oklahoma State is the first and only college

in the Big 12 Conference to receive this honor.

“Airline pilots are in high demand, making mentoring programs like the ALPA ACE Club a critical component in the professional development of those pursuing the career,” said Capt. Bill Couette, ALPA’s vice president–administration/secretary, who oversees the Association’s Professional Development Group and its Education, Leadership, and Membership Committees. “We’re proud to expand our outreach through this partnership with Oklahoma State University and look forward to sharing our experience and expertise with the aspiring aviators on campus.”

Alliances built between ALPA and leading aviation universities like Oklahoma State aim to promote the profession and support aspiring aviators as they prepare for careers within the airline industry.

Through its Education Committee, ALPA promotes the piloting profession, mentors aspiring aviators, and prepares future generations of pilots to join the ranks of ALPA members. For more information or to get involved, contact Education@alpa.org.



From left, ALPA Education Committee volunteers Capt. Nick Bowers (PSA), Capt. Kent Moffer (United), and F/O Costas Sivyllis (United), along with Oklahoma State University mascot Pistol Pete, two student volunteers, and assistant professor of aviation and space Dr. Jon Loffi.

ALPA'S STUDENT SCHOLARSHIP PROGRAM

CALL FOR APPLICATIONS

Each year the Association sponsors four \$3,000 scholarships that are available to the dependent children of medically retired, long-term disabled, or deceased ALPA members. The vice president-administration/secretary and vice president-finance/treasurer review all applications, select the recipient, and report to the Executive Council on their selection. One scholarship is granted to an enrolling college freshman and is renewable for three additional years, provided the student maintains an adequate grade point average, and, under that proviso, three scholarship renewals are made to a sophomore, junior, and senior.

All applications received are carefully reviewed with serious consideration given to financial need, as well as academic performance, before a selection is made. At the time new applications are reviewed, the academic records of those currently enrolled college students are also reviewed to determine their eligibility to receive renewals of their scholarships.

We want to remind you of this educational assistance program and to urge you to encourage those students who meet the eligibility requirement and who wish to pursue a college

education to apply for the annual award.

Applications may be obtained from Yvonne Willits, Air Line Pilots Association, 1625 Massachusetts Avenue, N.W., Washington, D.C. 20036, and must be received no later than April 1, 2020. Additionally, we would like to bring to your attention that, on several occasions, contributions have been made to the ALPA Scholarship Fund in memory of a deceased member, or simply as a kind gesture on the part of a member to further the financial assistance by the Association to a student. In the past, depending on the amount available, these funds have been used to augment the awards of current recipients or as a one-time financial assistance award to a needy applicant. We ask that you forward this information to your master executive council in case anyone wants to make a voluntary contribution to this separate fund.

Sincerely,

Capt. Joseph Genovese
Vice President-Finance/Treasurer

2020 PILOTS OF ALPA

The assertion that the whole is greater than the sum of its parts speaks to the power of the Air Line Pilots Association, International's 63,000 members at 35 U.S. and Canadian air carriers who work together to advance North American aviation and the airline piloting profession. However, each of these groups also has a unique story to tell that details its impact and contributions to ALPA's collective effort.

Last year, new pilot groups joined the Association while others bargained contract improvements to raise the bar for all airline pilots. ALPA members engaged in talks to prepare for mergers while others acted to safeguard ALPA pilot jobs in the wake of overseas joint ventures. Some lobbied legislators and policy makers to enact laws and regulations that protect U.S. and Canadian airlines and jobs and advance flight safety and security. Others promoted air transportation and the numerous opportunities to fly for a living to younger generations to keep the pilot supply chain robust.

Read on to learn about these group efforts, the challenges confronted, and the great things accomplished. Find out about the work ALPA pilots continue to do to make the Association the global voice of the profession and ensure that North America maintains its unparalleled standing as having the safest, most efficient air transportation network in the world.



AIR GEORGIAN

A YEAR OF CHANGE

By Robert Lynch,
ALPA Senior Communications Coordinator

When the calendar turned to Jan. 1, 2019, Air Georgian pilots could not have foreseen what was to come. While in the midst of contract negotiations that resulted in a conciliation filing and an unfair labour practice complaint with the Canada Industrial Relations Board—alleging the airline violated several sections of the Canada Labour Code by bargaining in bad faith—came news that would surprise everyone.

Almost a year ago to date, Jazz Aviation and Air Canada announced that they had tentatively agreed to extend their capacity purchase agreement to 2035. Included in this deal was the transitioning of all Air Georgian flying back to the Jazz operation.

Capt. Jim Macarthur, who at that time was the pilots' Master Executive Council (MEC) chair, said, "Hearing the news that the Jazz MEC and Jazz Aviation had negotiated terms to transition Air Georgian pilots on our seniority list to their operation is a positive step. This paves the way for more than 85 percent of our pilots to come to an agreement on a transition to Jazz, and I'm confident our pilots will be treated fairly and respectfully [by Jazz Aviation] during the transition."

Unfortunately the process didn't move as smoothly as anticipated. In September, 12 pilots received notice from Air Georgian that they were deemed "surplus" and were identified for transition to Jazz. While those who chose to transition to Jazz knew they'd be receiving a letter from management, included in the list were the MEC chair, the Grievance and Discipline Committee chair and a member of that committee, and a Negotiating Committee member. And three were captains—even though Jazz initially sought only 12 first officers.

Air Georgian pilots viewed management's actions as an attempt to undermine the union by getting rid of staunch ALPA volunteers. Terminating the employment of pilot volunteers and sending them to Jazz out of seniority order had significant repercussions for the pilot group.

As a result, the MEC was placed into custodianship, with Capt. Tim Perry, ALPA Canada Board president, appointed the group's custodian, and ALPA's Legal Department filed an unfair labour



An Air Georgian CRJ200 on approach to Cleveland Hopkins International Airport.



AT A GLANCE

PILOTS JOINED ALPA: 2017

NUMBER OF PILOTS: 60

HEADQUARTERS:

Mississauga, Ont.

PILOT BASES: Toronto, Ont., and Calgary, Alb.

HUBS: Toronto's Pearson International Airport

OPERATIONS: In operation for more than 25 years.

Air Georgian, flying as Air Canada Express, has flown more than 550,000 passengers annually to about two dozen U.S. and Canadian destinations. Air Georgian's future business model is unknown at this time.

FLEET: 4 Bombardier CRJ200s

practice complaint against management over its effort to undermine the union.

In his first communications to the pilots, Perry stated, "In my role as custodian, my primary objective is to stabilize the labour-management situation at Air Georgian. I'll be appointing a group of ALPA pilot volunteers—hopefully that reside close to Toronto—who'll devote their time to bettering the situation for your pilot group." He added, "Equally importantly, we must ensure that pilots transitioning to Jazz Aviation have the information needed to understand when and how they transition and what's expected of them."

Since his appointment as custodian, Perry has been busy engaging with management over bringing pilots in for disciplinary action. He's actively recruited pilot volunteers to handle these matters and to process grievances and move them to arbitration so that pilots receive their rightful remedies or have their disciplinary matters properly adjudicated. Perry has also been working to empanel a new Negotiating Committee to review the pilot group's accomplishments in 2019 and determine a path forward for the pilots who may continue their employment at Air Georgian.

Moving forward, depending on Air Georgian's business plans, Perry intends to bring the pilot group out of custodianship once a large enough pool of volunteers is in place to lead the pilot group.

Looking ahead to 2020, Air Georgian pilots can continue to expect world-class ALPA representation while their new Negotiating Committee formulates a bargaining plan for future negotiations. 🌐

AIR TRANSAT

MAJOR CHANGES COMING

By Robert Lynch,
ALPA Senior Communications Coordinator

Following the successes of 2018, the Air Transat pilots began 2019 with increased unity, a stronger network of volunteers, and a number of new committee members ready to advocate on behalf of the 600-plus pilot group.

In early January, prior to public knowledge of any possible sale of the airline, the pilots' Master Executive Council (MEC) leaders set their priorities for the year: keeping a focus on important safety issues, including safety management systems, scheduling, and implementing the Canadian government's recently announced updates to pilot flight- and duty-time regulations.

They also took the unique first step of asking management if it would be open to beginning negotiations early in an effort to reach a new contract before its expiration in early 2020. Management indicated it had no interest in opening negotiations at that time.

During subsequent months, informal discussions and proposals were made between the MEC and management—until it became public that Transat A.T., Inc. was in preliminary talks to sell the airline.

The airline, which had been in talks for some time with potential suitors about a deal, then formed a committee to study and evaluate any incoming proposals with the assistance of legal advisers and financial experts.

Soon after, Transat announced a 30-day period of exclusive negotiations with Air Canada. At the conclusion of the 30 days, the airline and Air Canada issued a joint statement announcing they had concluded a definitive binding arrangement agreement that was unanimously approved by the Transat Board of Directors.

By the end of summer, Air Canada's bid had cleared another major hurdle by receiving shareholder approval. Once finalized, the deal will see Air Canada acquire all shares of Transat for approximately \$720 million or \$18 per share subject to further regulatory approvals, including input from the commissioner of Competition, an assessment of the effect on competition, consultations with aviation industry stakeholders and with members of government and the public, and an analysis of the economic effects from the proposed transaction.

Consultations began on Nov. 4, 2019. Transport Canada typically has up to 150 days to conduct



Air Transat's new A321neoLR takes flight.

such an assessment. However, in the interest of thoroughness, Transport Canada and the commissioner of Competition were given an additional 100 days to complete their assessment before submitting it to the minister of Transport, bringing the decision timeline to June 2020.

Behind the scenes, the pilots were also busy preparing for the potential sale. In accordance with Chapter 45 of ALPA's Administrative Manual, the MEC set up a Merger Committee while also working closely with ALPA staff, including subject-matter experts in the fields of mergers, contract law, and contract negotiations.

"We'll continue to study the various integration processes and to work closely with all parties involved to ensure that our members aren't negatively impacted during this process," stated Capt. Pierre Lessard, the pilots' MEC chair. "We support the efforts undertaken by the management at each airline, and we congratulate all shareholders on their vote to proceed in a manner that will ensure the completion of a successful Air Canada acquisition."

With winter approaching and the sale of the airline awaiting government approval, the MEC and Negotiating Committee were able to refocus their attention on the impending contract negotiations. During this time, management approached the MEC about extending the current contract for one year with a salary increase.

The MEC asked management to submit a fully costed proposal but has yet to receive a response. If received, the MEC will work with ALPA's Representation and Economic & Financial Analysis Departments to determine the merits of any proposal. If the proposal is determined to be in the best interests of the pilots, the MEC will conduct road shows followed by a ratification vote by the pilots.

If the proposal isn't considered to be in the best interests of the pilot group, the MEC will continue to move forward with formal contract negotiations slated to begin later this month. 🌐



AT A GLANCE

PILOTS JOINED ALPA: 1999

NUMBER OF PILOTS: 660

PILOT BASES: Montréal, Qué., and Toronto, Ont.

OPERATIONS: The Canadian leisure carrier provides scheduled and charter flying, transporting more than 2.5 million passengers to nearly 60 destinations in 30 countries each year

FLEET: A310-300s, A321XLRs and A321neoLRs, A330-200s/-300s, and B-737-700s/-800s

AIR TRANSPORT INTERNATIONAL

RAPID GROWTH LEADS TO OPPORTUNITIES AND CHALLENGES

By Kimberly Seitz Draugelis,
ALPA Communications Strategist

It's been a year of unprecedented growth for Air Transport International pilots as they've seen the size of their pilot group nearly double in fewer than 12 months. And while 2018 set the stage for the pilots with a ratified contract that included big gains, 2019 saw the Master Executive Council (MEC) focused on strategic planning and appointing a Contract Study Committee (CSC) tasked with ascertaining how the pilots' contract can be improved upon when early negotiations open in 2020.

"The CSC has spent the majority of 2019 evaluating the contract, reviewing contract compliance issues, polling our pilots, and examining the state of the air cargo industry to prepare for our next round of Section 6 negotiations," said Capt. Michael Sterling, the pilot group's MEC chair. The pilots' collective bargaining agreement becomes amendable in March 2021.

According to Sterling, the MEC invested considerable resources into the CSC to ensure that the Contract Negotiating Committee (CNC) that will helm the upcoming negotiations has all the necessary data and can hit the ground running at the outset of early negotiations. "We have no preconceived timeline for how negotiations will progress," Sterling said, "but at least we know we have the data to support contract gains that will satisfy the pilots."

The MEC has been focused on tackling the goals and objectives defined in its 2018 strategic plan, which also included the complete overhaul of the MEC policy manual to strengthen the MEC and committee structures by clarifying roles and responsibilities of officers, representatives and committee chairs, establishing coordination and meeting protocols, and recruiting volunteers to complete committee rosters and actively engage other nonchair members.

"We allocated additional resources and put an emphasis on expanding our Pilot Peer Support, Critical Incident Response, and Professional Standards Committees in 2019," stated Sterling, "and want to launch a Pilot-to-Pilot program and



An Air Transport International B-767-300F being loaded with cargo at Cincinnati/Northern Kentucky International Airport.

relaunch our Mentor Program in 2020."


The latter two committees are necessary to meet the needs of a pilot group that has an unusual number of probationary pilots on the property. "Our unprecedented growth brings both opportunities and challenges," Sterling said, "and adequately meeting the needs of our probationary pilots is something this MEC takes very seriously.

"The airline continues to attract and hire high-quality candidates," he added, "but we need programs in place to assist with ensuring that the institutional and cultural knowledge of flying for Air Transport International is adequately passed on to the new pilots."

The unparalleled growth also leads to much shorter upgrade times. "Our first officers are upgrading to captain in as little as seven months, which is the shortest upgrade time I've ever seen," Sterling acknowledged. "This is a very rapid upgrade time for widebody pilots, one that requires continued and collaborative focus on safety to support that growth."

According to Sterling, the company has expanded the Training Department across the spectrum with new sim centers, more instructors, and more check airmen. He also noted that a key reason the MEC will relaunch its Mentor Program is for new captains to be able to capitalize on the knowledge of more senior captains.

The MEC also appointed its first executive administrator, Capt. Eric Jacobson. "As a single-council airline, it was overwhelmingly time consuming for us to divide our time between MEC duties and Local Executive Council responsibilities," Sterling observed. "We needed to bring someone on board who could specifically focus on MEC-assigned special projects, act as an MEC liaison to our various committees, and ensure that our MEC policy manual is adhered to.

"We're taking all the necessary steps to position this pilot group for continued success as the airline continues to grow," Sterling concluded, "and that includes maximizing the gains we can expect to see during our next round of negotiations." 



AT A GLANCE

PILOTS JOINED ALPA: 2009

NUMBER OF PILOTS: 368

PILOT BASE: Home-based

HEADQUARTERS: Wilmington, Ohio

OPERATIONS: A subsidiary of Air Transport Services Group, Inc., Air Transport International is a U.S. charter airline offering worldwide passenger and air cargo ACMI operations

FLEET: 4 B-757-200s, 4 B-757-200 combis, 7 B-767-200Fs, and 20 B-767-300Fs

AIR WISCONSIN

THIRD TIME'S THE CHARM

By Rusty Ayers,
ALPA Strategic Communications Advisor

ALPA's longest-running contract negotiation came to a close in November 2019 when the pilots of Air Wisconsin Airlines ratified a new collective bargaining agreement after nearly a full decade at the bargaining table.

The third time was the charm for the airline, whose pilots had rejected two previous tentative agreements, one in 2015 and the other by a razor-thin, three-vote margin in July 2018. The pilot group had opened negotiations in 2010 to replace a bankruptcy-era contract restructuring done in 2003.

"The big difference between the 2018 and 2019 tentative agreements was that the company finally agreed to offer permanent pay raises instead of one-time bonuses," said Capt. Ken Nesbitt, the pilots' Master Executive Council (MEC) chair. "We also fixed the scheduling and duty-limit issues that caused concerns about the 2018 tentative agreement."

The group overwhelmingly approved the 2019 agreement with 73 percent voting yes. Turnout was also high, with 87 percent of the eligible pilots casting ballots. Dozens of pilots who voted this time had been unable to do so in 2018 because they were still on probationary status.

In addition to higher pay rates, the contract also improves commuter and reserve language, boosts maternity leave to four months, and creates a new drug and alcohol rehabilitation benefit. It also caps costs for health-care plan benefits and medical premium increases while retaining Air Wisconsin's industry-leading health-care plan design and 25 percent premium share. Pilots also retained Air Wisconsin's unique 1.5 percent annual pay increase, which continues indefinitely.

Another long-sought contract item gives the pilots the ability to view trips and pairings in the company's CrewTrac scheduling system. This scheduling transparency should make it easier to deal with pilot scheduling issues and identify ways the company can improve its operations.

Nesbitt is especially proud that the group achieved a concession-free contract despite intense pressure from management over nine years of bargaining. "I think it speaks well for all the Negotiating Committees we've had over the years that we completed this agreement without hav-



From left, Capt. Ken Nesbitt, Air Wisconsin's Master Executive Council (MEC) chair; Capt. Joe DePete, ALPA's president; and Capt. Ken Reinert, the MEC's vice chair, sign the pilots' new collective bargaining agreement.



AT A GLANCE

PILOTS JOINED ALPA: 1982

NUMBER OF PILOTS: 600

DOMICILES: Chicago, Ill.; Milwaukee, Wisc.; Washington Dulles, Va.; and Columbia, S.C.

HEADQUARTERS: Appleton, Wisc.

OPERATIONS: The largest privately held fee-for-departure airline in the U.S., Air Wisconsin carries 5 million passengers each year via 350 daily departures to 70 cities in the U.S. for United Express

FLEET: 64 Bombardier CRJ200s


ing to accept any contract concessions. We felt we had sacrificed enough in the 2003 agreement, and we stuck to our guns until we were finally able to achieve the deal we have today," he said.

The pilots and the company have been in federal mediation for years, and Nesbitt said the drawn-out bargaining process shows both the pros and cons of mediation. "Of course, we had to regroup after each rejected tentative agreement, but I have to credit the persistence of Jim Mackenzie, our assigned mediator from the National Mediation Board. With his assistance, the parties finally got back to the table and reached an agreement that was ratifiable," Nesbitt observed.

Over just the past five years Air Wisconsin has flown as US Airways Express, American Eagle, and since 2017, United Express. Air Wisconsin is now fully integrated with United and gradually achieving the hiring targets needed to reach 725 pilots, the "sweet spot" management said it needs to fully service its United contract.

The pilot group is still turning over rapidly, with almost as many pilots leaving the airline as are coming in as new hires. But the MEC is hopeful that United's new Aviate program for United Express pilots will encourage Air Wisconsin new hires to stick around a bit longer before moving on to the mainline.

"Now that we have a new contract, the pilots can finally focus on growing our airline to the size it needs to be to meet all of United's goals for us," said Nesbitt. "We plan to do our part to help our company improve its terms with United so that we can share in that improvement by the time we ratify our next agreement."

With a three-year duration and a one-year early opener, the pilot group can begin bargaining for an amended agreement in just 24 months. 

ALASKA

ACHIEVING MUCH-NEEDED CONTRACT IMPROVEMENTS

By Tania Reyes Mills,
ALPA Senior Communications Specialist

In May 2019, the Alaska Master Executive Council (MEC) began contract negotiations with Alaska Airlines as a newly merged and unified group of pilots from both Virgin America and Alaska. On day one, after laying two years of groundwork and due diligence before coming to the table, the MEC was ready to address the needs of its pilots. With the needs of the merged pilot group in mind, the Alaska MEC and Negotiating Committee formulated a strategic plan to negotiate much-needed improvements to the collective bargaining agreement by its April 1, 2020, amendable date.

That strategy included tackling different quality-of-life and job-security issues within a well-thought-out timeline based on direct and extensive feedback from the pilots. For the last year and a half, the MEC has focused on building unity and trust in its leadership by opening all communication channels to receive input from the pilot group. These efforts have included polling, surveys, outreach events, and other pilot unity building opportunities as part of the groundwork to prepare for contract openers.

Throughout the process, Capt. Will McQuillen, the pilots' MEC chair, has stressed the importance of pilot involvement. "Pilot engagement is key to our success. I can't emphasize enough the importance that this opener and negotiations strongly reflect what the overwhelming majority of our pilots have said they need in a ratifiable agreement," said McQuillen.

To meet this goal, at the start of negotiations talks focused on lower-tier items, largely identified through grievances, such as parental leave and crew meals. Then, after polling and surveys, in November, the Negotiating Committee passed a formal opener to management outlining the pilots' expectations on the more significant items in the contract.

Pilot input has identified significant areas of the contract that need addressing, including scheduling, job security, and scope. To reach a ratifiable tentative agreement, the pilots have indicated that these areas need considerable improvements. Alaska pilots recognize they've fallen behind industry bargaining patterns and are focused on chang-



Alaska Negotiating Committee members and union leaders gather at Los Angeles International Airport for a coffee "sit" to meet and engage with Alaska pilots.



AT A GLANCE

AIRLINE FOUNDED: 1932
PILOTS JOINED ALPA: 1947
NUMBER OF PILOTS: Approximately 3,100
DOMICILES: Anchorage, Alaska; Los Angeles and San Francisco, Calif.; Portland, Ore.; and Seattle, Wash.
OPERATIONS: Alaska Airlines, headquartered in Seattle, Wash., is the fifth largest airline in the U.S. Its combined network flies 46 million passengers a year to more than 115 destinations with an average of 1,300 daily flights across the U.S. and to Mexico, Canada, and Costa Rica
FLEET: 166 B-737s and 71 A320s

ing this. F/O Chris Gruner, the MEC Negotiating Committee chair, acknowledged that the pilots are ready for their contract to be competitive and for it to reflect current industry patterns. "Our contract significantly lags the industry in several areas, and a lot of work is required to successfully negotiate the contract our pilots expect and deserve," he noted "We're propelled by a strong and unified pilot group, and we have tremendous support from ALPA staff to help us achieve our goals."

Having an energized pilot group willing to do its part to help the MEC negotiate a better contract is particularly important given the many challenges the pilots have had to overcome. In October 2018, the Virgin America MEC and Alaska MEC merged—the final step in creating a single pilot group following management's decision to merge the two companies. Pilots came from two separate groups with distinct cultures. Now with a larger combined group, the MEC was able to add a fourth officer, and union leaders elected all four officers by acclamation. A vote displaying such unity for every MEC member is rare—especially immediately following a merger. Pilots throughout the newly formed group recognized their many commonalities, including a management determined to force its pilots to work at a discounted rate of pay.

The pilots have been in negotiations for more than six months, and they expect management to work diligently to achieve a contract that meets their expectations by the amendable date. The pilots also want the opportunity to vote on a tentative agreement—which was denied to them during the last negotiation when the process ended in interest arbitration. Due to attrition and hiring, two-thirds of the current Alaska pilot group hasn't had the opportunity to vote on a contract that governs their quality of life and compensation.

Alaska pilots are committed to making 2020 a productive year and are determined to take the necessary steps to achieve much-needed improvements to their contract. 🌐

CALM AIR

CONTINUITY: A KEY COMPONENT FOR PILOT GROUP

By Robert Lynch,
ALPA Senior Communications Coordinator

It didn't take long in 2018 for the Calm Air pilots' Master Executive Council (MEC) and Negotiating Committee to come to terms with management on a strong collective agreement for the pilot group. However, after an amicable negotiation, the real work began in 2019 to fully implement the newly negotiated collective agreement.

To do so, some internal housekeeping was required—in the form of elections for the two-year MEC positions. Capt. Trevor Wilcox, secretary-treasurer; Capt. Jeff Jacobs, vice chair; and Capt. Brendan Potter, chair, ran unopposed and were reelected, creating continuity within the MEC and allowing it to carry on its business of proudly representing the pilot group's best interests.

"With an increasing number of new pilots in our ranks, it's important for us to have continuity within the MEC so that we can do our work to the best of our abilities," said Potter. "Thanks to the valuable ALPA resources and guidance we've received, we have the skill set and tools in place that allow us to do the best job possible for our pilot group."

As the pilot group continues to grow at a steady pace, so, too, does the number of qualified volunteers at both the Thompson and Winnipeg, Man., Local Executive Councils and within the committee ranks—including Scheduling, Meals and Accommodation, Air Safety, and Jumpseat.

While major gains in the 2018 contract included an increase in the accumulation of sick time, pension changes, updates to the vacation bidding systems, and consumer price index protections, it was Calm Air's flight data monitoring (FDM) program that garnered significant attention from the pilot group throughout the summer.

The FDM program, a Calm Air safety initiative,



F/O Jeremy Maley (Calm Air) stands next to a Calm Air ATR 42 on a cold Canadian winter day.



AT A GLANCE

PILOTS JOINED ALPA: 1997 (became an ALPA-represented pilot group when the Canadian Air Line Pilots Association [CALPA] merged with ALPA)

NUMBER OF PILOTS: 85

PILOT BASES: Thompson and Winnipeg, Man.

HEADQUARTERS: Winnipeg, Man.

OPERATIONS: Scheduled passenger and cargo service throughout northern Manitoba and Nunavut, including destinations along the western shore of Hudson Bay and into the high Arctic

FLEET: 12 ATRs—7 ATR 42s (1 freighter and 6 cargo/passenger combis) and 5 ATR 72s (2 freighters)

was designed to be a proactive, nonpunitive system that uses flight data to identify and address operational risks before they lead to incidents and accidents. The program launched in early summer with data being collected from Calm Air aircraft. An FDM team was also formed and included employees from the Maintenance Department along with the vice president of flight operations, who's in charge of data analysis; the assistant chief pilot from flight operations, the program's gatekeeper; and the MEC chair.

All data provided to the Calm Air FDM team is deidentified for the purpose of anonymity. To ensure the program's success, the company and the team are taking further steps that include the FDM gatekeeper working with other gatekeepers from similar-sized ALPA pilot groups.

However, it wasn't just internal matters that the pilots and MEC were focused on. Members were also closely following the representation election between ALPA and Unifor for Bearskin and Perimeter, two other carriers of parent company Exchange Income Corporation (EIC). Calm Air pilot leaders attended informational meetings alongside ALPA's three Canada Board officers, representatives from ALPA national, and other EIC carrier pilot groups, including the Wasaya MEC. These meetings gave Perimeter pilots the opportunity to ask numerous questions. During the recruitment campaign to bring Perimeter into ALPA, Calm Air pilots did their best to answer any questions Perimeter pilots had regarding ALPA representation.

"ALPA winning the representation election was great news for us as ALPA pilots," said Potter. "With Calm Air, Perimeter/Bearskin, Provincial/Air Borealis, and Wasaya, ALPA now represents approximately 400 EIC pilots."

Heading into 2020, EIC ALPA pilots will continue to communicate and work together on a number of important issues for the pilot groups. 🌐

"THANKS TO THE VALUABLE ALPA RESOURCES AND GUIDANCE WE'VE RECEIVED, WE HAVE THE SKILL SET AND TOOLS IN PLACE THAT ALLOW US TO DO THE BEST JOB POSSIBLE FOR OUR PILOT GROUP."

CANADIAN NORTH

THE NEW CANADIAN NORTH

By Robert Lynch,
ALPA Senior Communications Coordinator

Following the announcement of a merger between Canadian North and First Air in 2018, pilots from both groups, along with their companies, spent the latter part of the year working to ensure the smoothest transition possible.

By early 2019, the Joint Negotiating Committees (JNC) from both pilot groups met regularly to finalize the transition and process agreement with Canadian North, while the JNC continued working on drafting a joint collective agreement so that it was ready once bargaining began with the company.

“Early on in the process, it was of the utmost importance for the Master Executive Council [MEC] and Joint Negotiating Committee to draft a transition and process agreement as well as work to foster a positive relationship with the First Air pilots,” said Capt. Bill Rodgers, the Canadian North pilots’ MEC chair. “A good working relationship from the start helps ensure that this merger will be a positive next chapter for our pilot group.”

As work progressed behind the scenes between the pilot groups, the approval process for the merger was slowly moving through the various departments of the federal government, including the Competition Bureau. Also included in the process were Transport Canada, the Transport minister, and the federal Cabinet, which had final approval over the merger.

With Parliament set to recess for the summer, the government granted regulatory approval allowing the Inuvialuit Regional Corporation and Makivik Corporation, which respectively own Canadian North and First Air, to merge the airlines into a unified, more viable new carrier better able to serve customers in the north along with charter clients.

The government approvals were a big step forward, allowing the owners to proceed with their efforts to complete the merger transaction and begin combining operations, as both airlines continued to operate separately over summer and into fall.



The best of both worlds as the old and new livery of Canadian North look to the future

Because ALPA represents both First Air and Canadian North pilots, the merger of the two pilot groups is being carried out under the Association’s merger policy to ensure that the interests of both groups are fairly represented.

As spring turned into summer, Canadian North and its pilot group continued the delicate balancing act of moving forward with the merger while also handling the day-to-day operational needs of the airline.


Due to a busy summer of flying and continued pilot attrition, the pilots were repeatedly called upon to be flexible in terms of scheduling, pay, and the contract.

Thanks to the dedication and willingness of the pilot group to cooperate, all of the B-737 and a big portion of the Dash 8 open flying was successfully covered. And by midsummer, substantial hiring had taken place, allowing a number of new-hire mentor volunteers to step up and help out when needed.

As summer turned to fall, it was good news all around as members of the JNC were able to meet with management and walk out with a solid deal on a transition and process agreement.

“Accomplishing this agreement completes a vital next step that our pilot group can feel good about. But there are many more to come,” said Rodgers. “Building on this momentum, the JNC will continue working internally on the next major steps as we head into 2020.”

The transition and process agreement provides strong protection and will guide stakeholders through the continued process of merging the two pilot groups, negotiating and implementing a joint collective bargaining agreement, integrating the pilots’ seniority lists, merging the MECs, and operating under one single operating certificate as merger talks continue throughout 2020.

On November 1, the First Air/Canadian North airliner merger was finalized as the “new” Canadian North took flight to provide a unified flight schedule with service to almost 25 communities in the north and Ottawa, Ont.; Montréal, Qué.; and Edmonton, Alb. 



AT A GLANCE

PILOTS JOINED ALPA: 2011

NUMBER OF PILOTS: 106

BASES: Edmonton and Calgary, Alb.

OPERATIONS: Scheduled passenger and cargo service throughout Nunavut and the Northwest Territories, as well as chartered operations throughout Canada, the U.S., Mexico, and the Caribbean

FLEET: 2 B-737-200 combis, 8 B-737-300s, 2 737-300 combis, 2 Dash 8-100s, and 1 Dash 8-300

COMMUTAIR

PILOTS LOOK TO BARGAINING TO IMPROVE QUALITY OF LIFE

By Julie Mayes,
ALPA Senior Communications Specialist

Due to the duration clause in the CommutAir pilots' collective bargaining agreement, negotiations for an amended agreement were slated to begin in September 2019. In response, Capt. Earl Blowers, who the pilots elected to a second term as Master Executive Council (MEC) chair in June, led the group's Negotiating Committee to pool resources and ramp up preparations for negotiations. "We prepared throughout spring and summer to ensure that we would be 100 percent ready to start negotiations in September," said Blowers.

Quality-of-life issues are at the forefront of the pilot group's current negotiations. The collective bargaining agreement contains language primarily within the scheduling and reserve rules sections that management has been exploiting through misinterpretation, which has negatively affected pilot morale. For example, on numerous occasions management has overextended pilots' duty time. The Negotiating Committee is focused on revising contract language to prevent this kind of abuse from taking place in the future.

However, the pilot group has become more optimistic thanks to the recent stabilization in the company. In 2019, CommutAir saw a net positive growth in the number of pilots and completed its transition to an all-Embraer 145XR fleet. The airline also added 36 aircraft to its Embraer 145 fleet, and a total of 61 are expected to be on the property in the coming years.

Yet CommutAir continues to struggle with the pilot supply issue that's affecting other fee-for-departure carriers. The airline had 340 pilots at the beginning of 2017 and hired another 92 throughout the year. In 2018, the airline hired 207 pilots,



A CommutAir Embraer 145 at Newark Liberty International Airport.



AT A GLANCE

PILOTS JOINED ALPA: 2008

NUMBER OF PILOTS: 460

PILOT BASES: Newark, N.J., and Dulles, Va.

HEADQUARTERS: North Olmsted, Ohio


OPERATIONS: CommutAir flies to more than 30 cities in the Midwest, Northeast, and Canada

FLEET: Embraer 145s

and in 2019 hired approximately 160 pilots. However, due to attrition CommutAir currently has approximately 460. Poor quality of life has caused pilots to leave the company for lateral competitors or low-cost carriers.

CommutAir has also struggled to effectively deal with staffing and block-hour imbalances at its two bases, Washington Dulles International Airport and Newark Liberty International Airport. In addition, the airline has a glut of first officers yet not enough captains due to a lack of qualified first officers who are able to upgrade (although a temporary spike in the number of qualified new hires resulted in immediate upgrades in the winter of 2019/2020). "The seat imbalance problem must be resolved before we can ever fully recover," Blowers observed.

Further complicating CommutAir's hiring efforts is the Career Path Program (CPP) with United Airlines. At least 40 CommutAir pilots have advanced their careers to United since the CPP's inception four years ago, and many more pilots are currently waiting to flow through until they achieve flight time and longevity goals established in the program—which was recently changed to Aviate—and for United's hiring window to open. CommutAir and other regional airlines participate in Aviate, which places all of these carriers on the same playing field with regard to attracting pilots.

After experiencing some challenging years due to operating two fleets and bringing the Embraer 145 online, the CommutAir pilots are hopeful that negotiations will result in an improved contract that includes better quality of life and continued growth for the carrier in the year ahead. 

"IN 2019, COMMUTAIR SAW A NET POSITIVE GROWTH IN THE NUMBER OF PILOTS AND COMPLETED ITS TRANSITION TO AN ALL-EMBRAER 145XR FLEET. THE AIRLINE ALSO ADDED 36 AIRCRAFT TO ITS EMBRAER 145 FLEET, AND A TOTAL OF 61 ARE EXPECTED TO BE ON THE PROPERTY IN THE COMING YEARS."

COMPASS

CHANGE PROMPTS PILOTS TO FOCUS ON BROADER MEMBER INTERESTS

By John Perkinson, Senior Staff Writer

Change continues at Compass Airlines where the carrier further adjusts its business plan and priorities to meet shifting needs. In the last two years alone, Compass has moved its operation to large West Coast cities, despite the midwestern location of its headquarters.

In addition, pilot turnover continues to be a challenge as opportunities at national and mainline carriers prompt many Compass pilots—and flyers from other fee-for-departure (FFD) airlines—to build their hours and jet experience and then transition to these larger operations. Compass also continues to look for new flying opportunities as one of its mainline contractors, Delta Air Lines, recently opted to phase out its contract with the FFD carrier by mid-2020.

“These and other developments have compelled us to increase our focus on providing career-progression opportunities so that pilots can make an informed decision regarding their futures, as our number one priority is our membership,” said Capt. Thomas Vanden Berg, the pilot group’s Master Executive Council (MEC) chair and Seniority Block 2 representative.

“The MEC continues to do all it can to maintain and improve the working conditions and quality of life for new pilots who come to our airline and those who opt to stay with us,” he said. As part of this support, Vanden Berg observed that MEC volunteers continue to educate members about current collective bargaining provisions and the need for contract enforcement to ensure that Compass pilots get what they are entitled to. The pilot group has an active Grievance Committee, and members are encouraged to engage the team whenever they feel the terms of their agreement or its intent have been violated.

“For those pilots who want to take advantage of career-progression opportunities elsewhere, we’re working with our partners at other ALPA pilot groups to organize recruitment events,” Vanden Berg added. To that end, the Compass MEC reached out to its Association counterparts at Alaska Airlines, Sun Country Airlines, and Spirit Airlines during 2019 to schedule several recruiting activities. The pilots have also been in contact with the JetBlue MEC to organize similar



A Compass E175 prepares to land at Los Angeles International Airport.



AT A GLANCE

PILOTS JOINED ALPA: 2007

NUMBER OF PILOTS: 581

PILOT BASES: Los Angeles, Calif.; Phoenix, Ariz., and Seattle, Wash.

HEADQUARTERS: Minneapolis, Minn.

MANAGEMENT: Founded in 2007 as a wholly owned subsidiary of Northwest Airlines, Compass is one of three airlines owned by Trans States Holdings, Inc., including Trans States and GoJet

OPERATIONS: Compass operates more than 280 flights a day serving more than 40 destinations in the western U.S., Canada, and Mexico

FLEET: Embraer E175s

future events.

To supplement these efforts, the MEC has coordinated résumé and interview workshops to educate participating pilots about national and mainline carrier expectations and hiring practices. Vanden Berg noted, “We want our members to know that regardless of whether they choose to stay at Compass or move on to another carrier, ALPA will be there to assist them in accomplishing their career goals.”

Loss of the Delta flying has led many to wonder about the airline’s future and how it will replace the flying. “Compass has stated there is a new flying opportunity in the works, although so far it has yet to materialize,” said Vanden Berg. “We remain hopeful that Compass can close the deal on this new opportunity and secure the future of the company.”

The transitional nature of pilot employment at Compass has always been part of its culture. The airline opened its doors in 2007 as a Northwest Airlink carrier, providing feed for and pilot flow through to Northwest Airlines. The mainline carrier merged with Delta a year later, and Delta sold Compass to Trans States Holdings.

Compass continued operating as a Delta Connection carrier and in 2016 began service with American Airlines, operating 20 aircraft under the American Eagle brand. And in 2017, Compass shifted its operations to the west, even though the airline’s headquarters remains near the Minneapolis-St. Paul International Airport. The airline continues to fly Embraer E175s as part of the American Eagle network, but time will tell what the future holds for this former Northwest subsidiary. 🌐

DELTA

PILOTS ARE THE DELTA DIFFERENCE

By Karen Miller,
Delta MEC Strategic Communications Advisor

The Delta pilots played a crucial role in Delta Air Lines' historic profitability in 2019 and look forward to negotiating an amended agreement that recognizes the pilot group's contributions to the company's success.

The Delta Master Executive Council (MEC) has a dedicated network of pilot leaders, committees, volunteers, and staff. Four MEC officers oversee the work conducted on behalf of Delta's 14,000-plus pilots. The current MEC is composed of Capt. Ryan Schnitzler, chair; F/O Jon Payne, vice chair; Capt. Jason Ambrosi, secretary; and Capt. Tom Bell, treasurer. Their two-year term of office runs through Dec. 31, 2020.

Contract negotiations took center stage in 2019 and continue to be a focus in 2020. The MEC dedicates substantial resources, time, and effort to help ensure a successful outcome. The pilots entered into Section 6 negotiations for a new pilot working agreement on April 5, 2019—nine months before the contract amendable date of December 31. The pilots' goals for Contract 2019 focus on compensation, retirement and insurance, quality of life, and scope. These priorities are the result of extensive pilot group feedback, which drives the union's bargaining goals and strategic plan year-round.

In 2019, the pilots helped fuel the company's unprecedented run of profitability. During the summer, the pilot group flew record amounts of overtime, which enabled Delta to execute and capitalize on an aggressive flying schedule. The pilots' continued leadership on the line fueled Delta's stellar operational performance. As the company looks to continue to build its brand and create loyal customers, the pilots are proud to deliver a product that generates a revenue premium.

“DELTA IS EARNING RECORD PROFITS...AND HAS DEDICATED EMPLOYEES WILLING TO GO THE EXTRA MILE TO MAXIMIZE REVENUE AND SERVE OUR CUSTOMERS.”



AT A GLANCE

NUMBER OF PILOTS: 14,433

PILOT BASES: Atlanta, Ga.; Cincinnati, Ohio; Detroit, Mich.; Los Angeles, Calif.; Minneapolis-St. Paul, Minn.; New York City, N.Y.; Salt Lake City, Utah; and Seattle, Wash.

KEY MARKETS AND HUBS: Atlanta, Ga.; Boston, Mass.; Detroit, Mich.; Los Angeles, Calif.; Minneapolis-St. Paul, Minn.; New York-JFK; New York-LaGuardia; Salt Lake City, Utah; Seattle, Wash.; Amsterdam; London-Heathrow; Paris-Charles de Gaulle; São Paulo, Brazil; Seoul-Incheon; Mexico City, Mexico; and Tokyo, Japan

HEADQUARTERS: Atlanta, Ga.

JOINT VENTURES AND ALLIANCES: SkyTeam Alliance and joint ventures with Air France-KLM-Alitalia and Virgin Atlantic, Aeroméxico, Korean Air, Virgin Australia, and WestJet. Additionally, Delta has recently announced its intention to form a joint venture with LATAM

OPERATIONS: Serving nearly 20 million passengers across a global network that operates more than 5,000 daily departures to over 300 destinations in more than 50 countries

FLEET: 912 mainline airplanes including A220s, A319s, A320s, A321s, A330s, A350s, B-717s, B-737s, B-757s, B-767s, B-777s, MD-88s, and MD-90s

A Delta A350 landing on Runway 24R at Los Angeles International Airport.

“We’re negotiating for a new pilot working agreement during the most favorable environment in Delta’s history,” said Schnitzler. “Delta is earning record profits, has built a diversified business model able to weather negative economic cycles, has the cash flow to invest in shareholders and joint ventures, and has dedicated employees willing to go the extra mile to maximize revenue and serve our customers.”

As Delta seeks to build its brand globally, the MEC embarked on a comprehensive campaign to educate pilots about how Delta’s international partnerships and joint ventures impact Delta pilot jobs. In 2019, Delta announced it would invest \$1.9 billion in LATAM for a 20 percent ownership stake. Delta also has 49 percent ownership stakes in both Aeroméxico and Virgin Atlantic, and smaller ownership stakes in Air France-KLM, China Eastern, Hanjin-KAL (the largest shareholder of Korean Air), and GOL (which Delta plans to sell to facilitate the new LATAM alliance). The MEC’s goal is to ensure that the pilot group maintains its current share of flying and is able to capture an equitable share of any growth generated by Delta’s partnerships.

In 2019, Delta continued hiring pilots, approximately 500, and has projected that it will need to hire 1,340 more pilots in 2020 due to growth, attrition, aircraft deliveries, and to improve the operation and reduce staffing pressures. Retirements will peak over the next several years as pilots reach the mandatory retirement age.

To support and engage the pilot group, the Delta Pilot Network hosts events systemwide so that pilots and their families can interact with their union. The MEC also hosts educational seminars about retirement and other topics that help to improve pilots’ careers and quality of life.

The MEC committee structure is robust, the pilots are engaged, and Delta is enjoying sustained profitability. The Delta pilots are looking forward to a successful negotiation and a strong future. 🌐

ENDEAVOR AIR

CAREER PROGRESSION FOR ALL

By Courtney "Cici" Garmhaus,
ALPA Senior Communications Specialist

In 2018, two years into a then industry-leading contract modification and extension agreement, the Endeavor Air Master Executive Council (MEC) signed an additional 16 letters of agreement to further enhance the pilots' contract, including improved long-call reserve language, reduced training freezes, and increased schedule flexibility for full-time instructors. However, the contract still falls short, and pilots are eager to address one significant missing piece: a clearly defined career path to their mainline partner.

Endeavor is a wholly owned subsidiary of Delta Air Lines, yet its pilots aren't extended the contractual career progression that other U.S. wholly owned regionals are offered.

"Our job as union leaders is to negotiate contractually guaranteed benefits that provide value to our pilots," said Capt. Nicholas James, the pilots' MEC chair. "Without question, career progression would be a valuable achievement. However, at the current time, our pilots are only extended a noncontractual pathway to Delta, and that undermines our role as the collective bargaining representative."

Endeavor pilots are only offered a guaranteed interview to Delta that currently has a 50 percent success rate. Delta also recently established the Propel program, which purports to "guarantee" student pilots a Delta pilot position once they meet certain criteria.

Less than half of Endeavor pilots who participated in the Delta guaranteed interview program were offered a pilot job at Delta in 2019. Ironically, under Delta's Propel program, student pilots who've never sat on any commercial flight deck are assured they'll join the Delta pilot group in three and a half years or less.

"We're owned by and fly exclusively for Delta. We operate to the same standards, representing the same brand," said Capt. David Szurgot, the MEC vice chair. "We give our passengers the same experience they'd expect on a larger jet. The pilots of Endeavor contribute to the success of Delta every day yet aren't afforded an equal ability to advance their careers and fly for Delta like a Propel pilot under a noncontractual program."

Delta's Propel program creates a caste system at



From left, F/O Peter Barczak, Capt. Brendon Morgan, and Capt. Johnathan Schwartz sport their Progression for All lanyards.



AT A GLANCE

PILOTS JOINED ALPA: 1988 (as Express Airlines before its name change to Pinnacle in 2002 and Endeavor Air in 2013); purchased Colgan Air in 2007; purchased Mesaba Airlines in 2010

NUMBER OF PILOTS: 1,987

PILOT DOMICILES: Atlanta, Ga.; Cincinnati, Ohio; Detroit, Mich.; Minneapolis, Minn.; and New York (JFK and LGA)

OPERATIONS: 800 daily flights as Delta Connection to 149 cities across the U.S., Canada, and the Caribbean

FLEET: 42 CRJ200s, 18 CRJ700s, and 116 CRJ900s

Endeavor in which a select number of pilots are told they'll be able to advance their careers while Endeavor pilots are left to hope for a successful interview. Propel participants who fly for Endeavor can expect to join the ranks of Delta in less than three and a half years. In contrast, Endeavor pilots—who strengthen the Delta brand every day—will be offered an interview after about five years of service, assuming the program is still in existence.

The MEC leaders believe that all pilots should have a guaranteed and contractual ability to advance their careers. In September 2019, they started the "Hats Off, Lanyards On" campaign to show Delta management that Endeavor pilots stand unified in their quest for career progression. The campaign will continue into 2020 with the goal of achieving guaranteed and contractual career progression for all Endeavor pilots.

While the pilot group continues its efforts for contractual career progression, the airline's hiring has remained relatively steady. Yet attrition has crept upward as pilots advance their careers to other airlines, including Air Transport International, Allegiant, American, Delta, Frontier, JetBlue, Kalitta Air, Spirit, and United. Endeavor is also seeing attrition to Envoy Air, Piedmont, and PSA—the American Airlines' wholly owned regionals that offer contractual career progression to American Airlines.

In late 2019, the airline announced the addition of a new crew base in Cincinnati, Ohio, and the delivery of 15 CRJ700s and seven CRJ900s. The additional aircraft bring Endeavor's total fleet to 176.

"With a strong MEC, experienced representatives and volunteers, and a pilot group unified in the goal of guaranteed and contractual career progression for all Endeavor pilots, we're well positioned to make positive changes in 2020," said James. 🌐

ENVOY AIR

UPWARD TREND CONTINUES FOR PILOTS

By Capt. Adam Rutherford (Envoy Air),
MEC Executive Administrator and
Communications Committee Chair

While 2018 was a year during which Envoy Air experienced tremendous growth, in 2019 the size of the pilot group and fleet remained relatively stable. However, 2019 yielded long-awaited improvements to pilot compensation.

Although the number of airframes remained steady last year at around 180 aircraft, the fleet continues to evolve. In 2019, aircraft deliveries brought the total of ERJ 175s on the property to 67 out of 84 firm orders, with scheduled deliveries continuing through 2020. Offsetting the additional ERJ 175 deliveries is the transfer of CRJ700s to PSA, which like Envoy is wholly owned by American Airlines Group. By the end of last year, the last CRJ700 had been transferred. The ERJ 140/145 fleet is currently at 109 aircraft. In 2018, several ERJ 140s were returned to service from storage during Envoy's extensive growth period. In 2019, as more ERJ 175s were delivered, older ERJ 140s and 145s were returned to storage.

In line with the fleet size stability, the size of the pilot group also remained steady at approximately 2,400 pilots. A total of 322 pilots flowed through to American Airlines in 2019, and more than 240 pilots are expected to flow through in 2020. Envoy also hired more than 600 pilots in 2019 and is planning to hire 600 more this year. The combination of new hires, flow through, and outside attrition has led to the stability of the pilot group size as well as upward movement through the seniority list.

The flow through to American Airlines is both a blessing and a curse for the Envoy Master Executive Council (MEC). While the career advancement opportunity afforded via flow through holds significant value, the experience and institutional knowledge of those volunteering to do ALPA work is dwindling. This is a major challenge facing the pilot group in the coming years. In the past year, nearly every MEC officer and representative position and numerous committee chair positions have changed due to turnover. And this will continue into 2020.

In October, the pilots' MEC held an election for MEC chair and secretary-treasurer to replace the current incumbents who flowed to American Airlines. Capt. Tom Cross, the current MEC vice chair,



Capt. Thomas Cross, incoming Envoy Air Master Executive Council (MEC) chair, left, accepts the gavel from Capt. Steven Pallai, the outgoing MEC chair who flowed to American Airlines at the end of 2019.



AT A GLANCE

PILOTS JOINED ALPA: 1995 (although Simmons had been an ALPA member since 1986, after the National Mediation Board's ruling that the four airlines serving American Airlines—Executive, Flagship, Simmons, and Wings West—constituted a single airline, the American Eagle pilots established a single MEC). In 2014, the company name was changed from American Eagle to Envoy Air

NUMBER OF PILOTS: 2,408

PILOT DOMICILES: Dallas-Ft. Worth, Tex.; New York, N.Y. (JFK and LGA); Miami, Fla.; and Chicago, Ill.

HEADQUARTERS: Irving, Tex.

FLEET: 50 ERJ 140s, 59 ERJ 145s, and 67 ERJ 175s

was elected MEC chair, and Capt. Andrew Rose, a Negotiating Committee member, was elected secretary-treasurer. These new officers will continue to face the challenge of maintaining a constructive working relationship with management.

Although this relationship had improved during the last few years, there were some setbacks in 2019 regarding the negotiations for, and implementation of, compensation improvements. In April, PSA ratified an agreement increasing pilot compensation. Negotiations between Envoy pilots and management began soon after, although negotiations were slow moving. In May, Piedmont, another regional carrier wholly owned by American Airlines Group, also ratified an agreement that included improved compensation.

In July, Envoy management and the pilots came to an agreement that contained increased compensation. However, soon afterward management backed out of that agreement due to an overextension of its bargaining authority. The fallout from management's decision to back out of the deal was extensive and propagated increased distrust on the part of the pilots toward management.

Ultimately, negotiations continued, and the pilots accepted an offer of increased compensation. However, implementing the agreement was also rocky, as some of the retroactive pay increase payments were delivered later than the prescribed deadline. Rebuilding trust between the parties will be a challenge, but improvement is necessary for enhanced quality of life for the pilots and operational stability for the company. In October 2020, management and the pilot group will enter negotiations for a limited, cost-neutral reopener in accordance with the pilots' collective bargaining agreement.

The company has the potential to provide pilots in the coming years with a positive experience while on the property as well as career advancement. The newly elected MEC representatives bring to the table new perspectives on the issues facing the pilot group and have an opportunity to continue the overall upward trend for Envoy pilots. 🌐

EXPRESSJET

MEC CONTINUES NEGOTIATIONS DESPITE MANAGEMENT CHANGEOVER

By Capt. Jake Bell (ExpressJet),
Chair, MEC Communications Committee

While 2018 ended on a high note for ExpressJet pilots with the ratification of the group's first contract since 2004, the announcement of the company's purchase, and an award to fly 25 factory-new E175s for United, 2019 turned into a mixed bag of operational highs and record-low pilot morale as ExpressJet struggled to turn around an operation that had been in decline for several years.

In January 2019, ExpressJet was sold by SkyWest, Inc. to ManaAir, LLC, of which United Airlines owns a minority share. In the midst of the purchase, the company worked feverishly to add the E175 to its operating certificate, a significant undertaking that was completed in just a few months. The E175 is the first new aircraft type operated by ExpressJet since the introduction of the E145 in the early 2000s. The company began taking deliveries of the new aircraft in May.

Both the purchase of ExpressJet and the addition of E175s to the airline's fleet were made possible by the pilots' ratifying Contract 2018, which was completed in only 45 days at the behest of the company. That short bargaining window didn't leave time to negotiate all areas of the contract, so the ExpressJet Master Executive Council (MEC) and management agreed to the Letter 2 addendum to the contract, which contained the company's promise to return to the table to complete negotiations shortly after the purchase of ExpressJet was finalized.

"The addition of dual-class aircraft to the ExpressJet fleet is a milestone we'd been striving to achieve for some time," said Capt. Joe Mauro, the pilots' MEC chair. "However, we were very clear with management that the addition of new airplanes wouldn't distract us from holding the company to the promise it made in Letter 2 to continue to improve areas in our contract that are deficient."

In early 2019, shortly after the purchase was complete, MEC negotiators began to meet with management to discuss Letter 2. It quickly became apparent that ExpressJet's new management didn't intend to take Letter 2 talks seriously, and little progress was made despite several meetings.



Houston, Tex.-based F/O Victor Molitor in the cockpit of an ExpressJet E145.



AT A GLANCE

PILOTS JOINED ALPA: 2004

NUMBER OF ACTIVE PILOTS: 1,375

PILOT BASES: Chicago, Ill.; Cleveland, Ohio; Houston, Tex.; Newark, N.J.; and Knoxville, Tenn.

OPERATIONS: Flying as United Express, ExpressJet flies more than 3,300 weekly flights and serves more than 110 destinations in the U.S., Mexico, and Canada

FLEET: 70 Embraer E145s and 25 Embraer E175s

To fully support the negotiations and educate the pilot group on Letter 2, the MEC developed its "The Deal's Not Done" campaign, officially launching the effort in June to coincide with the entry of ExpressJet's first E175 into commercial service. As part of The Deal's Not Done campaign, the MEC's Communications, Negotiations, Strategic Preparedness and Strike, and Pilot-to-Pilot Committees worked to create messaging opportunities through the use of several tools including lanyards, badge backers, luggage accessories, and a supporting website. These tactics helped to unify and educate the pilots on the status of Letter 2 negotiations.

Negotiations progressed at a sluggish pace through the summer, while pilots endured a record number of rolled days off and near-constant trip reassignments that fueled high rates of attrition. After company recruiters began highlighting inaccurate information to attract more new-hire pilots, the MEC shifted its internal The Deal's Not Done campaign to external markets to educate prospective pilots on what life at ExpressJet is really like.

"Our operation began a rapid decline once the purchase of ExpressJet was complete and the company began resorting to using questionable methods to attract new-hire pilots," said Mauro. "When new hires began telling us they were misled by recruiters, we had no choice but to launch a campaign that effectively informed potential pilots who might consider flying for ExpressJet what working here is really like."

As the Letter 2 talks continued, United Airlines announced its new Aviate program in October, designed to serve as a pathway to United for United Express pilots and as a replacement for the now-defunct Career Path Program. ExpressJet pilots began interviewing through the program in late 2019, and qualified candidates will begin to progress to United in the second quarter of 2020.

"This pilot group does face some unique challenges in our ongoing goal to finish negotiations," acknowledged Mauro, "but I'm confident we're positioned to succeed." 🌐

FEDEX EXPRESS

PILOTS YEAR IN REVIEW

By Courtney Bland,
ALPA Communications Strategist

Last year provided FedEx Express pilots with both opportunities and challenges as the pilots' Master Executive Council (MEC) continued to build on work established from the previous year. The year began with a continuation of bargaining to achieve an improvement in the pilots' retirement plan outside of normal Section 6 negotiations. The MEC hoped that management would recognize the pilots' contributions while assisting the corporate bottom line. However, after several months, the MEC was advised by management that it was unable to further evaluate the proposed Pilots' Stabilized Pension Plan, citing current economic conditions. Notwithstanding management's decision, the MEC reinforced its message that retirement is a cornerstone of the contract and is an issue that's not going away.

Continuing with the quality-of-life initiative implemented in 2018, the MEC launched a new online tool aimed at advancing interaction between the pilots and their union. The Pilot Data Report was introduced in early 2019 as a web-based system accessible from a desktop, smartphone, or tablet with the ability to send a report to the appropriate committee or resource within the union for action. This tool allows the MEC to track problem areas and trends that are occurring so that those issues can be addressed with management while having supporting documentation from the pilots.

Last year also brought a change in the MEC's leadership. Capt. Pete Harmon and F/O Don Loepke were elected MEC chair and MEC secretary treasurer, respectively. Capt. Dave Chase was elected vice chair after previously serving more than seven months as interim vice chair. The new leadership team is committed to continuing the work of serving the needs of the pilots. With a new emphasis on growing communications channels, the MEC's podcast series, *Fly By Night*, was launched. The goal of the podcast is to provide the pilots with useful information in a mobile, convenient platform—the podcasts can be downloaded and accessed any time. To date, the podcast series has had more than 15,000 listens.

With the recent updating of ALPA's mobile app, the MEC again recognized an opportunity to grow its communications channels by offering push



A FedEx Express MD-11 on the ramp at New Zealand's Auckland Airport during sunset.



AT A GLANCE

PILOTS JOINED ALPA: June 1993-1996; rejoined ALPA in June 2002

FIRST ALPA CONTRACT: October 2006

NUMBER OF FLIGHTCREW MEMBERS: 5,028

HEADQUARTERS: Memphis, Tenn.

FLEET: B-757s, B-767s, B-777s, MD-10s, MD-11s, and A300s

notifications to FedEx pilots based internationally. While text notifications are nothing new to the pilot group, the ability for internationally based pilots to receive immediate push notifications, similar to receiving a text, wasn't previously available. Through the combined work of staff at ALPA national and on the MEC level, FedEx pilots based internationally are now able to receive push notifications. This is particularly important when any type of safety or security issue needs to be communicated expeditiously.

Since the signing of the 2015 collective bargaining agreement, roughly 33 percent of the pilots at FedEx are new to the property. Understanding the value of learning from the union's past successes and challenges, the MEC introduced a new interactive FedEx pilot history timeline in 2019.

As the MEC leaders close the chapter on this decade, they look forward to the opportunities awaiting in 2020. "We'll continue our work of doing what's in the best interest of our pilots," said Harmon. "As we move another year closer to Contract 2021 and consider complex issues, our pilots' safety, well-being, job security, and quality of life will always be the foremost consideration in our minds."

The 5,028 FedEx Express pilots are spread across the globe, with eight councils located in six domiciles including pilots assigned to foreign duty in Hong Kong and Cologne, Germany. With more than 650 airports served worldwide, the airline has an extensive and varied fleet. FedEx pilots fly the most demanding flight schedules, reliably serving its customers around the world 365 days a year. FedEx delivers freight to more than 220 countries and territories, including every address in the United States. 🌐

FIRST AIR

PILOTS ADVANCE MERGER PROCESS WITH CANADIAN NORTH

By John Perkinson, Senior Staff Writer

“It’s been all about the merger,” said Capt. Peter Black, the First Air pilots’ Master Executive Council (MEC) chair, reflecting on his pilot group’s recent activities and focus. In 2018, First Air and Canadian North announced plans to combine their operations, citing the need to ensure sustainability, especially since both carriers provide passenger and cargo services on many of the same routes.

The Canadian government approved the merger on June 19, 2019, and the official launch date was November 1. The conjoined airline will maintain the Canadian North moniker but will keep the distinctive First Air red, white, and gray colour palette for its new livery. Moving forward, Canadian North will continue to integrate aspects of the two operations, including combining the two pilot groups. For now, they remain separate until a joint collective agreement can be negotiated and the pilots and management settle on an integrated seniority list.

“Mergers are usually awkward processes,” remarked Black, observing that despite some occasional snags, “Cooperation between the two pilot groups has been exemplary.” As evidence of that collaborative spirit and the relative ease of the transition, the Joint Negotiating Committee, made up of pilot negotiators from both carriers, sat down with management in November to discuss terms for a transition and process agreement. Much to everyone’s surprise, the parties were able to hammer out that agreement in the course of one very long day.

The new agreement outlines job/base security for all pilots, monthly minimums for any merger-related reductions during the rationalization of scheduled flying for both airline groups, scope language limiting contract initiatives with third-party flying, and reasonable financial cooperation from the company as the parties negotiate a joint collective agreement and integrated seniority list and combine the two MECs.

Among the items on its to-do list, the new Canadian North will need to combine its fleets. The original Canadian North pilots fly B-737-300s and Dash 8s while the First Air pilots fly B-737-400s and ATR 42s.



ATR 42s with similar colour schemes but different names reflect First Air’s transition as it merges with Canadian North.

Blending cultures is another task the new carrier will need to confront as it moves toward the culmination of this deal. Black noted that his pilot group has maintained a good working relationship with management and that a detailed labour agreement is at the heart of this rapport. As the two pilot groups work toward a joint collective agreement, Black remains optimistic. He observed that while the two most recent contracts may have applied differing approaches and terminologies, the pilots of First Air and Canadian North share the same basic priorities.

The Joint Negotiating Committee is scheduled to meet regularly during the early months of 2020 and hopes to have a proposal to present to management by this summer. “We’ve agreed that we will use the mediation/arbitration process for the integrated seniority list but that will only happen at the very end, after the contract has been ratified,” said Black. He estimated that combining the two groups and consolidating the two MECs will likely take place by late 2020 or early 2021.

In the interim, the biggest challenge for the First Air pilots might just be turnover. “Along the way, we’ve lost many of our pilots to WestJet and Air Canada as a direct result of the unprecedented growth in Canadian aviation and uncertainties related to the future of First Air,” said Black, who also chairs the ALPA President’s Committee for Remote Operations. “However, some of this transition has eased since the approval of the merger and the new organization’s efforts to publicly express its intention to become a strong and sustainable legacy airline with deep roots and long-term goals in Canada’s north.”

Looking back at the legacy of First Air, the Kanata, Ont.-based carrier will forever have a deep connection with Canada’s aviation history. The organization was founded by aviation pioneer Russel Bradley and began operations as Bradley Air Services in 1946. 🌐



AT A GLANCE

NUMBER OF PILOTS: 109

PILOT BASES: Ottawa, Ont., and Yellow Knife, N.W.T.

HEADQUARTERS: Kanata, Ont.

OPERATIONS: As First Air, the airline offered service to 34 communities in Nunavut, Nunavik, and the Northwest Territories

FLEET: B-737-300s/400s (including combis) and ATR 42-300s/500s

FRONTIER

NEW CONTRACT, NEW OPPORTUNITIES

By Rusty Ayers,
ALPA Strategic Communications Advisor

A year after ratifying a contract filled with pay raises and many other improvements, the pilots of Frontier Airlines are settling into learning the ins and outs of their new collective bargaining agreement and preparing for massive growth.

This year promises to be an exciting one for the airline, with approximately 250 new-hire pilots and 125 captain upgrades. The pilot group has already seen two staffing adjustments for 2020, with 36 upgrades combined and 46 new hires in January. And late last year, the company announced it would open a new pilot base at Miami International Airport, with the possibility of additional base openings later in 2020.

“Our new contract has finally brought us into the pattern of our peer airlines, so hiring has started to pick up,” said Capt. Tracy Smith, the pilots’ Master Executive Council (MEC) chair. “There are plenty of opportunities here now.”

The pilots ratified their new contract by a 77 percent margin in January 2019. The deal included an average 54 percent pay increase and a \$75 million ratification payment shared among the pilot group. That same month, the MEC moved into newer, larger office space to be closer to the airline’s new headquarters in Aurora, Colo.

Soon after the contract was signed, the MEC created a Contract Implementation Committee that initially met weekly with the company and helped train company crew schedulers on the new agreement. Implementation was largely complete by the end of June. The pilot group has signed nine letters of agreement (LOA) with the company since ratification, the most important being an LOA creating a new Flight Operations Quality Assurance program.

“We had a good working relationship with the company throughout implementation, and thanks to collaboration between the schedulers and volunteers on our Implementation and Grievance Committees, we’ve largely been able to implement our new scheduling rules without a lot of contractual violations or grievances,” Smith said.

In March, the Frontier pilots began work on one of the most significant changes to their contract: implementation of a preferential bidding system (PBS). Members of the MEC’s PBS Committee met



Frontier A320neos “Wiley” the bison and “Trixie” the fox at Denver International Airport.



AT A GLANCE

PILOTS JOINED ALPA: The Frontier Airlines Pilots Association merged with ALPA on June 1, 2016

NUMBER OF PILOTS: Approximately 1,500

DOMICILES: Denver, Colo.; Chicago, Ill.; Orlando, Fla.; Las Vegas, Nev.; and Philadelphia, Pa., with a new base opening in Miami, Fla.

HEADQUARTERS: Denver, Colo.

OPERATIONS: Frontier operates more than 330 daily flights to more than 112 destinations in the U.S., Canada, Mexico, Puerto Rico, and the Dominican Republic

FLEET: 98 Airbus A319s, A320s, A320neos, and A321s. Frontier also has orders or options for 181 additional A320neos and A321neos and will be the U.S. launch customer for the new A321XLR

with Delta, Hawaiian, JetBlue, Spirit, and other ALPA pilot groups that use the NavBlue PBS to gain the benefit of their experience.

The PBS volunteers spent the latter half of the year configuring and testing the NavBlue system and drafting the new contract provisions necessary to implement preferential bidding. The MEC is tentatively scheduled to approve a PBS letter of agreement in January, after which the PBS Committee will begin the process of educating the pilot group and training the trainers who will get the pilot group up to speed with NavBlue.

Long-stay hotels were another new contract item. The MEC’s Hotel Committee has already sourced 24 long-stay hotel venues, six months before the deadline required in the contract.

The company expects to add 15 aircraft to the airline’s all-Airbus fleet by the end of 2020, for a total of 113. Frontier’s 100th Airbus should arrive in the first quarter of this year.

The airline’s most intriguing aircraft purchase by far is an order for 18 A321XLRs. Frontier will be the U.S. launch customer for the new airplane in 2023. With a range of 5,400 miles, the XLR will be the longest-range single-aisle aircraft in the world, opening the possibility for Frontier to offer new service to Alaska, Hawaii, and even Europe and South America.

“Management hasn’t told us how it plans to use the XLRs, but at least in the short term we see them flying coast to coast domestically,” Smith said. 🌐

HAWAIIAN

STRENGTH IN DIVERSITY

By F/O Sean Lee (Hawaiian),
Chair, MEC Communications Committee

It may seem counterintuitive that Hawaiian Airlines pilots have a hockey team. But it's just one example of the airline's diversity. The pilot group includes Canadians, Midwesterners, and others who've traded ice and snow for Hawaii's sun and surf.

Some are refugees of brutal mainland winters who want to be as far away from the cold as possible, like Capt. Adam Feldman, a Master Executive Council (MEC) member transplanted from New York who now flies B-717s between the islands in near-perfect weather.

"I froze my butt off for the first half of my life," quips Feldman. "I hate snow, I hate ice, I hate hockey."

Others on the MEC don't share Feldman's sentiment. Capt. Larry Payne, the MEC chair, and Capt. Rod Buskas, MEC vice chair and a former National Hockey League player, both skate for the Hawaiian Jets, Hawaiian's club team.

Like the pilot group, the MEC is a diverse bunch.

"We're like the General Assembly of the United Nations," said Payne. "We've got two Canadians, one Swede, and a New Yorker."

There's a little bit of island mentality when it comes to the pilot group. With just one base in Honolulu and a single Local Executive Council (LEC) for 860 pilots, unity comes a little easier than at larger airlines.

"We're a single council with one LEC, which allows us to focus on the work at hand and represent our pilots to the best of our ability," Payne said. "The MEC is interested in building a constructive relationship with the company and solving problems in ways that benefit the pilot group."

Hawaiian recently added 18 new Airbus A321neos to its fleet, bringing many new-hire pilots onto the property.

"We used to be a mom-and-pop airline where you would fly with the same person all the time," Payne observed. "Now you're lucky if you fly with that same person twice in a six-month period. It's a double-edged sword—you used to get comfortable flying with someone familiar, but now you take comfort in the growth that comes with the hiring of some new faces."

This growth will carry Hawaiian into 2021 when the airline will begin accepting delivery of



F/O Nolan Madriaga talks with schoolchildren during one of the Hawaiian Master Executive Council's many Education Committee presentations in 2019.



AT A GLANCE

NUMBER OF PILOTS: 860

HEADQUARTERS: Honolulu, Hawaii

OPERATIONS: More than 170 daily flights connecting six Hawaiian islands and more than 200 flights system-wide from Hawaii to 13 gateway cities on the U.S. mainland and American Samoa, Tahiti, Australia, New Zealand, South Korea, and Japan

FLEET: 20 B-717-200s, 18 A321neos, and 24 A330-200s. Arriving in 2021: 10 B-787-9s

10 B-787 Dreamliners.

"We'll continue to add new pilots to our seniority list into the next year," said Payne. "Adding the -787 is an exciting time for our airline."

Hawaiian suffered a big setback after the U.S. Department of Transportation (DOT) rejected in October of last year its request for a joint venture with Japan Airlines (JAL). Hawaiian had hoped to receive antitrust immunity from the DOT to further expand the airline's presence to Japan and beyond in partnership with JAL.

Despite the denial, Hawaiian has relaunched service to Fukuoka, Japan, and expanded service to Tokyo's Haneda Airport in time for the 2020 Tokyo Olympics.

"The company recognizes there's growth in Japan," noted Payne. "The travel numbers between Hawaii and Japan are the largest they've been in years. We're trying to capture that growth as evidenced by the attempted joint venture and the expansion into Fukuoka."

The fight for market share between the mainland and the Hawaiian islands is increasingly difficult, with every major U.S. airline fighting for passengers in a mostly leisure travel market. The newest competitor is Southwest Airlines, which entered the Hawaiian market in early 2018.

Hawaiian has remained competitive with Southwest thanks in part to the new A321neos, which have allowed the carrier to strategically launch routes between secondary mainland cities to Maui and Kauai, as well as expand routes to and from Honolulu.

Despite the competitive pressure, the pilots have continued to serve their passengers with the spirit of "aloha" throughout the airline's 90-year history.

"In the end, the Hawaiian pilots have shown their commitment to make this airline a first-rate product in every city we serve," Payne said. "It's part of what makes passengers want to fly with us." 🌐

JAZZ AVIATION

NEW OPPORTUNITIES

By Katy Adams,
ALPA Strategic Communications Advisor

As Jazz Aviation continues to hire in record numbers, about half of the current pilot group is unaware of the airline's rich history. Jazz dates back to 1934, making it the oldest airline in Canada. The carrier is a collection of more than 25 past airlines. And a large portion of today's existing Jazz pilots began their employment with the airline at predecessor companies such as Air BC, Air Ontario, Air Nova, and Canadian Regional to name a few. So it came as little surprise in early 2019 when Air Georgian's pilots, another ALPA-represented pilot group—which lost its capacity purchase agreement (CPA) flying to Jazz Aviation—joined Jazz's ranks.

"We're proud of our history of successful pilot group integrations and treating our fellow professionals with respect, and we welcome fellow Air Georgian ALPA members to Jazz," said Capt. Claude Buraglia, the Jazz pilots' Master Executive Council (MEC) chair.

History shows that Jazz pilots have achieved milestones over the past years through strong unionism, including a coordinated strike action among four companies, a four-way merger of seniority lists, and nearly full pilot participation in ratification votes for three collective agreements in 2010, 2015, and 2019.

The 2015 collective agreement put the pilots on solid footing to capitalize on opportunities, which is exactly what they did in January 2019 when Jazz Aviation and Air Canada reached an agreement to extend their CPA until 2035. The pilot side of the agreement, referred to as MOS-4, was the only labour commitment Air Canada required to extend the CPA for the next 17 years. Despite the long-term agreement being contentious, 72 percent of the Jazz pilots voted in favour of the agreement, and it became the biggest achievement of the year for Buraglia and the Jazz MEC. "Without the luxury of owning the flying and being a 'contract carrier,' this long-term agreement provides stability and certainty that are unmatched in our sector," he said. According to Buraglia, this type of job security is very hard to come by in the CPA world.

Part of the extended CPA also returned aircraft from Air Georgian back to Jazz. Under MOS-4, Jazz pilots provided their Air Georgian colleagues with a soft landing by paving the way for those who wish



A Jazz Aviation Dash 8 prepares to land at Victoria International Airport.


to become Jazz pilots a position at the airline on a date-of-hire basis.

"I must give our Negotiating Committee and several MEC members all due credit," Buraglia observed. "They worked tirelessly crisscrossing the country, not once, but twice, to ensure our pilots had all the information and facts required to make an informed decision for their ratification vote."

MOS-4 provides long-term viability for pilots who choose to make Jazz a career. "This largely took the form of a minimum guarantee of 80 75-seat aircraft from 2025 to 2035," explained Buraglia. "Prior to the agreement, there were zero guarantees for any work past 2025." The second major cornerstone of the agreement provides a sensible path for pilots who choose to make Air Canada their career. Air Canada is now required to offer no less than 60 percent of its new-hire positions to Jazz pilots on an annual basis with a maximum 10 percent turndown rate.

The integration of aircraft and pilots from Air Georgian began in October 2019 and is expected to be completed by the end of January. Repatriating CRJ flying from Air Georgian has gone smoothly so far, but Buraglia admits the grounding of the B-737 MAX presented challenges, delaying the transition by several months as Air Canada wanted to limit the amount of disruption in its system.

Another challenge for the MEC in 2020 is keeping various committees staffed. "Given the number of pilots we'll lose to Air Canada, it's a struggle to keep our committee structure appropriately staffed so that we can provide the support required to best serve our members. I see this as an issue for the next few years," Buraglia acknowledged.

Looking to the future, securing pilot volunteers is a top priority for the MEC, which will continue to be on the lookout for new opportunities to make incremental improvements to the pilots' working conditions. "I believe that long-term stability, combined with demonstrated seamless pilot integrations, will confirm to Air Canada that Jazz pilots are the answer for its Express brand flying," said Buraglia. 



AT A GLANCE

NUMBER OF PILOTS: 1,516

HEADQUARTERS: Halifax, N.S.

FLEET: CRJ200s, CRJ900s, Q400s, and Dash 8s

JETBLUE

FROM IMPLEMENTATION TO THE NEXT CONTRACT

By Jen Lofquist,
ALPA Communications Strategist

Last year, the JetBlue pilots were just four months into their first contract—the first collective bargaining agreement ever at JetBlue. Over the past year, contract compliance has been the priority of the pilots' Master Executive Council (MEC), as it worked to fully implement the collective bargaining agreement. As a first contract, the agreement had staged implementation of certain scheduling and pay guarantee provisions so that third-party technology systems could be upgraded to accommodate new contract requirements.

"With the last provisions of the contract coming into effect on January 1, our focus has been moving to not only contract compliance but also defending the contract through the dispute resolution process," said Capt. Chris Kenney, the pilots' MEC chair. "We've been able to educate the pilots about the specifics of the contract as well as how to proceed when the terms of our agreement are violated."

Prior to the contract being signed, JetBlue pilots operated under what purported to be individual contracts of employment that weren't subject to the Railway Labor Act or its status-quo protections. This made issues like health care, retirement, and work rules subject to changes imposed by management without the agreement of the pilot group. With the new contract, all this changed as these items are set by a collective bargaining agreement governed by the Railway Labor Act.

"It's not only the pilots who've had to adjust to working under a collective bargaining agreement," Kenney acknowledged. "Management has also had to learn to work within the new normal. Although the company is used to running slim staffing margins, the contract has put pressure on management to fully staff this airline. With the expected growth, it's a testament to the professionalism of this pilot group on how well this airline has operated despite limited reserve pilots and insufficient staffing."

The new contract has been especially important as JetBlue continues to grow at a rapid pace. The company announced in late 2019 that it expected to add 500 pilots in 2020, bringing the total number of pilots to more than 4,500. The in-



Capt. John Costello, left, and F/O Tim O'Connell escort the Boston Red Sox's 2018 World Series trophy to the team's spring training.



AT A GLANCE

PILOTS JOINED ALPA: 2014

NUMBER OF PILOTS: 4,051

PILOT BASES: New York, N.Y.; Boston, Mass.; Fort Lauderdale and Orlando, Fla.; and Long Beach, Calif.

HEADQUARTERS: Long Island City, N.Y.

DESTINATIONS: 102 destinations with more than 1,000 flights daily

FLEET: 13 A320-200s, 63 A321-200s, 3 A321neos, 60 Embraer 190s. On order: 70 A220-300s, 56 A321neos, 13 A321LRs, and 13 A321XLRs

crease in pilots is also bringing about an increase in the number of aircraft on the property, with the first of 70 Airbus A320-200s arriving this year. These will eventually replace the Embraer 190s. The company is also adding A321neos, as well as A321LRs and A321XLRs over the next five years. In 2019, the company also announced plans to expand JetBlue's footprint to London, England, in 2021.

Beyond staffing issues and the number of new pilots on the property, MEC leaders have also been addressing pilot concerns about fume and cabin odor events. JetBlue pilots have reported numerous such events. Some pilots have had to seek medical attention and to use the grievance process to get on-the-job injury compensation.

"We're acutely aware of our pilots' concerns about fumes and odors," said Kenney. "We're addressing them at every level, from education on what to do in the case of a fume event to working with ALPA national to bring this issue to the forefront. We've also implemented a tracking system for these events so that we can better understand and tackle the issue."

As the pilots move into the second full year of their contract, they're already looking ahead. Their contract becomes amendable in July 2022, but the pilots aren't waiting to get started. The new Negotiating Committee will be in place this year with an aggressive education campaign to begin shortly thereafter to prepare for early openers 180 days before the amendable date.

"Even though our contract isn't very old, we know there are improvements that could be made," Kenney observed. "We aren't going to wait for the contract to become amendable before engaging the company in meaningful dialogue to bring these improvements to our pilot group." 🌐

KALITTA AIR

PILOTS FOCUS ON UNITY AND LEADERSHIP WHILE NEGOTIATING NEW CONTRACT

By Julie Mayes,
ALPA Senior Communications Specialist

In February 2018, the National Mediation Board certified ALPA as the bargaining representative for the Kalitta Air pilots, a result of the group's unified decision to move forward with the Association. Since that time, unity and leadership have been the pilots' focus, as they spent much of 2019 developing their Master Executive Council (MEC) organizational and committee structure, including their Grievance Committee. The pilots and the Ypsilanti, Mich.-based company take pride in the fact that they faced zero new grievances last year, which can be largely attributed to the pilot volunteers who've assisted members by organizing new committees and protocols under ALPA's structure and by developing educational materials.

"There's no doubt that ALPA and its vast resources have been a great asset to our crewmembers, helping to ensure that our pilots have the tools and structures required to enhance our careers and help Kalitta Air continue its growth in the coming years," said Capt. Scott Nelson, the pilots' MEC chair. "ALPA has supported us all the way, and we're extremely optimistic as we look toward negotiating improvements to our next contract. Kalitta Air's nearly 700 home-based pilots are currently covered by a four-year collective bargaining agreement that becomes amendable on Dec. 20, 2020.

"Our company has seen nothing but growth for several consecutive years," said Kalitta Air owner Conrad Kalitta in a December letter to the company's employees. "In 2019 alone we added seven -747 aircraft to our global fleet. Additionally, we successfully added the -777 aircraft type, which was no small feat."

This growth, plus the stability ALPA brings, has bolstered the relationship between the company and the pilots as their ranks continue to rapidly expand. Since ALPA became the pilots' bargaining representative in 2018, the airline has added more than 350 new hires. This includes nearly 100 pilots who benefitted from an ALPA-initiated preferential hiring agreement and migrated to Kalitta from Atlantic Southeast Airlines, which shut down in early 2019.



A Kalitta Air B-747 in Phoenix, Ariz.



AT A GLANCE

PILOTS JOINED ALPA: 2018

Number of Pilots: 660

PILOT BASES: Home-based

HEADQUARTERS: Ypsilanti (Oscoda), Mich.

OPERATIONS: Kalitta Air is a leading provider of air cargo transportation, offering both scheduled and chartered transportation services worldwide

FLEET: 24 B-747-400Fs, 8 B-767Fs, and 1 B-777F

Yet, Kalitta faces challenges with attrition, as evidenced by the departure of nearly 50 new hires over the last few years—likely caused by the lack of comprehensive retirement and insurance benefits and other contractual items that make similar carriers a career destination.

"With new improvements, our next contract will boost hiring and bring more highly qualified pilots to Kalitta," said Nelson. "At the same time, those improvements will bring our current contract in line with the industry standard and make the airline a career choice."

Because the airline has such a wide range of destinations and given the nature of the pilots' schedules, which are often two-week assignments, the MEC makes two-way communications with its pilots a top priority. To aid in better familiarizing Kalitta Air pilots with their current contract and the state of the industry as bargaining for a new agreement approaches, the group's Negotiating Committee launched a comprehensive educational series featuring contract information, contract comparisons, and bargaining updates available at **KalittaPilots.com** and on the group's Kalitta Air Pilots YouTube page.

Kalitta Air began operations in November 2000 and provides scheduled and on-demand charter service for customers in the United States and around the world. The company currently has contracts with DHL, the U.S. Department of Defense, the U.S. Postal Service, Turkish Airlines, Pacific Air Cargo, Japan Airlines, Taidak Logistics, and MPL Group. During peak season in November and December, the airline also picks up flying for UPS and FedEx Express. The global cargo carrier operates an all-freighter fleet of 27 B-747-400s internationally and five B-767-300s domestically for DHL. Kalitta began operating its new B-777 in August 2019 and plans to add two additional B-777s to the fleet during the first quarter of 2020. 🌐

KELOWNA FLIGHTCRAFT

PAVING THE WAY TO A BRIGHTER FUTURE

By Robert Lynch,
ALPA Senior Communications Coordinator

It's been a tumultuous few years for the pilots of Kelowna Flightcraft. The challenges began following the cancellation of their long-standing cross-country Purolator contract in 2015. Further uncertainty followed just a few years later with the news that Solar Air Cargo would also be canceling its contract with Kelowna.

Unfortunately, the cancellations of those two contracts resulted in major losses for the pilot group, reducing their numbers from more than 120 to just over 10. Following those layoffs, most of the pilots were fortunate enough to find new employment, with some landing work with other Canadian ALPA pilot groups.

Despite all of the upheaval and uncertain times, last year proved to be a bit more stable for the dozen pilots who remain with the airline. Throughout 2019, the pilots stayed optimistic about their future with the airline and kept focused, ensuring that they dedicated their time and energy to providing the best service possible while fulfilling their remaining contract.

The contract, which is in effect until spring 2020, requires the pilots to fly Convair 580s on the B.C. Feeder Network for Purolator carrying regular air freight cargo and various packages across all reaches of the province, including as far north as Prince George, B.C., and throughout the B.C. interior.

Furthermore, for the second year in a row the pilot group had to elect a new slate of Master Executive Council (MEC) officers—including a brand-new chair, vice chair, and secretary-treasurer.

The newly elected MEC leaders hit the ground running, educating themselves about ALPA



Kelowna aircraft 511, a Convair 580, on approach to Vancouver International Airport.



AT A GLANCE

PILOTS JOINED ALPA: 1997
(Became an ALPA-represented group when the Canadian Air Line Pilots Association merged with ALPA)

NUMBER OF PILOTS: 12

PILOT BASES: Vancouver, B.C.

HEADQUARTERS: Kelowna, B.C.

FLEET: 3 Convair 580s and 1 Convair 5800 (stretch)

processes, procedures, and all of the benefits the Association has to offer. And in a year during which preparations were under way to begin contract negotiations, the new MEC took a particular interest in and learned as much as possible about grievance representation, assistance regarding negotiating and enforcing the contract, fiscal management, and disciplinary investigations.

Throughout the year, the elected MEC also took steps to work with Kelowna Flightcraft's business development team in a bid to pursue new opportunities, which have been hard to come by.

"Despite the setbacks, our pilot group remains optimistic that new flying opportunities are on the horizon," said Capt. Graham Cartwright, the pilots' MEC chair. "We're also very confident in our abilities to negotiate a favourable new contract in 2020 that will serve the best interests of our members."

Cartwright also acknowledged that while having such low numbers in the pilot ranks poses many unique challenges, including volunteer recruitment, he's certain that the MEC, along with ALPA's assistance, will ensure that 2020 proves to be the year the pilot group, together with the airline, is able to take a major step forward.

"A lot of things need to go right when flying throughout the adverse conditions in northern B.C. The same goes for negotiating our next contract," Cartwright noted. "Despite the size of this pilot group, it's important that each MEC is able to properly negotiate a fair contract that doesn't undermine other pilot groups. I know that despite being a group of our size, ALPA will provide us with all of the resources required during our negotiations to ensure that we thoroughly represent our members during the process." 🌐

"WE'RE ALSO VERY CONFIDENT IN OUR ABILITIES TO NEGOTIATE A FAVOURABLE NEW CONTRACT IN 2020 THAT WILL SERVE THE BEST INTERESTS OF OUR MEMBERS."

MESA

OPPORTUNITIES AND THREATS

By Courtney "Cici" Garmhaus,
ALPA Senior Communications Specialist

Two years into their amended pilot working agreement, the pilots of Mesa Air Group are facing a new set of opportunities and threats.

High attrition rates combined with training delays, increased flying, and industry competition have led to continued staffing challenges. This caused a host of issues that impact the pilots' quality of life as well as their Master Executive Council's (MEC) ability to get work done on their behalf. The company regularly cancels or denies ALPA union leave, restricting monthly officer and volunteer requests since January 2018.

"We've been limited to one officer four days a week for office coverage and a few other volunteers for things like ASAP meetings and monthly grievance meetings," said Capt. Andy Hughes, the pilot group's MEC chair.

Despite these substantial challenges, the pilots remain connected and focused on the company's future growth, continuing to unify as a group and keep track of their primary goals: pilot quality of life and contract enforcement.

"Attrition continues to be a challenge," said Hughes. "This turnover in our pilot group also affects our ability to retain ALPA volunteers, including vital leadership positions like seat reps and Negotiating Committee members."



Sunset at Washington Dulles International Airport.



A Mesa crew walks to their United Express ERJ 175 in León, Mexico, at sunrise.



AT A GLANCE

PILOTS JOINED ALPA: 1987

NUMBER OF PILOTS: 1,420

PILOT BASES: Dallas/Fort Worth and Houston, Tex.; Louisville, Ky.; Phoenix, Ariz.; and Washington, D.C.

HEADQUARTERS: Phoenix, Ariz.


OPERATIONS: Mesa Air Group operates as American Eagle and United Express. It serves the U.S., Canada, and Mexico with approximately 614 daily departures and 3,500 employees, providing scheduled passenger service to 116 cities in 38 states, the District of Columbia, Canada, Mexico, Cuba, and the Bahamas

FLEET: 20 CRJ700s, 64 CRJ900s, and 60 ERJ 175s

To attract new pilots and retain current pilots, the company announced Aviate, a new career path program with United Airlines, in October. Aviate replaces the United Career Path Program and provides pilots a defined path to a career at United Airlines. Aviate is unique in that pilots who are accepted into the program won't have to interview for a pilot position with United again. Additionally, the program is open to current Mesa pilots who fly for American Airlines, provided they transition to a United Express aircraft for the last six months prior to transitioning to United.

Those who are accepted into the program do so with the expectation that they'll become United pilots after flying a minimum of either 2,000 total flight hours and 25 months at Mesa, which can be reduced to 1,500 hours if the pilot completes 12 months of pilot-in-command time at Mesa. Additionally, pilots in the program who hold ALPA leadership positions can earn a credit of 50 flight hours per month (500 maximum) toward their service minimum, encouraging union work. The MEC is monitoring this program carefully to ensure it's beneficial to the pilot group.

With the 2017 pilot working agreement well under way, the MEC is preparing for upcoming negotiations in 2021. "The MEC's strategic plan for 2020 includes laying groundwork now for successful negotiations in our next cycle, including pilot education and engagement," Hughes said.

"We've seen quite a few changes since the ratification of our amended contract," he observed. "We'll continue to follow our strategic plan and work to advance our pilots' careers at Mesa while paying strict attention to contract enforcement." 

PERIMETER AND BEARSKIN

BECOMING A SINGLE CARRIER

By Jen Lofquist,
ALPA Communications Strategist

At the end of 2018, the merger between Bearskin Airlines and Perimeter Aviation was completed, and Bearskin became a subsidiary brand operating under the Perimeter name. Although one airline under one certificate and operating under the same standard operating procedures, the two airlines serve different areas of northern Ontario and Manitoba and different populations. Bearskin pilots generally fly passengers to the larger, more metropolitan cities of Ontario and Manitoba, while Perimeter flies a mixture of cargo and passengers to the more remote communities in those provinces.

While the merger of the two companies had been finalized, the two pilot groups were still very much separate. Bearskin pilots had been represented by ALPA for more than two decades, while Perimeter had been represented by Unifor, a private-sector union representing more than 300,000 members across a multitude of professions. In December 2018, Unifor sought to represent both pilot groups and filed an application with the Canada Industrial Relations Board (CIRB). ALPA replied the following month and requested a representation vote to determine the pilots' bargaining representative.

On first glance, it seemed that it would be an easy win for Unifor as Perimeter had nearly three times the number of pilots as Bearskin. The Bearskin pilots enlisted ALPA to create an aggressive communications campaign highlighting the strengths of the Association, including that it was a pilot-led, staff-supported union, unlike Unifor, which represented a multitude of professions. Communications also emphasized ALPA's successful bargaining history in Canada while refuting some of the inaccuracies in Unifor's communications. Capt. Kim Steingass, Bearskin's Master Executive Council (MEC) chair, visited each of Bearskin's and Perimeter's bases touting the benefits of being an ALPA member and how that differed from Unifor.

In May 2019, the representation election was held. And when the votes were counted, ALPA



A Perimeter Dash 8 on approach to Winnipeg James Armstrong Richardson International Airport.



AT A GLANCE

PILOTS JOINED ALPA: Bearskin in 1997, Perimeter in 2019

NUMBER OF PILOTS: Bearskin, approximately 50; Perimeter, approximately 125

PILOT BASES: Winnipeg and Thompson, Man., and Sioux Lookout and Thunder Bay, Ont.

HEADQUARTERS: Winnipeg, Man.

DESTINATIONS: 33 destinations in Ontario and Manitoba

FLEET: 8 de Havilland Canada Dash 8s, 23 Fairchild Metro III/23, 14 Swearingen Metro IIs, and 1 Swearingen Merlin

had not only won, but won decisively. With 93 percent of eligible pilots participating in the representation election, 74 percent voted in favour of joining ALPA.

"The pilots of Bearskin and Perimeter have the same mutual goal—ensuring the safety of our customers and cargo. It's only fitting that we have the same union," said Steingass when the CIRB certified the election. "Bearskin pilots have long felt that our future was enhanced by being part of ALPA, and we're glad that our fellow pilots at Perimeter agreed with us in such large numbers."

"Many of the Perimeter pilots saw the need for change," said Capt. Riley Box, the Perimeter pilots' MEC chair. "We appreciated the rich history of ALPA as well as how it was highly regarded within the aviation industry. Our pilots felt it was the best way to enhance our futures at a merged airline, and the margin of the vote reflected those feelings."

With the representation election determined, Perimeter pilots selected their temporary MEC and immediately got to work with Bearskin leaders to create a cohesive pilot group. While Perimeter pilots are becoming acclimated with ALPA, pilot leaders are also working with management to build a mutually beneficial relationship.

"We're encouraging Perimeter management to see us as a partner," Steingass noted. "Many issues can be resolved if we work together from the start, rather than waiting for the problem to happen. It's a change in culture, but the long-term benefits to the company as a whole are obvious."

As both pilot groups are now represented by ALPA, their merger is overseen by ALPA's merger policy, and work is beginning on negotiating a joint collective agreement, which will be followed by an integrated seniority list and finally a merged MEC. The goal is to have the entire process completed this year.

"We're looking forward to our first ALPA contract," said Box. "We're committed to making sure our pilots, both Perimeter and Bearskin, get the contract they've earned, and we encourage our pilots to settle for nothing less." 🌐

PIEDMONT

NAVIGATING CHANGE

By Courtney "Cici" Garmhaus,
ALPA Senior Communications Specialist

In July 2018, Piedmont Airlines parked its last Dash 8, transitioning to an all-jet fleet. The airline continued to acquire aircraft through 2019, bringing the fleet to 60 Embraer E145s. While the pilots and their Master Executive Council (MEC) welcome growth, there are expected growing pains. With a pilot working agreement that doesn't become amendable until September 2024, addressing those growing pains is a challenge.

"Our contract was negotiated when we were flying props," said Capt. Bruce Freedman, at the time the pilots group's MEC chair. "In some respects, the language of our agreement doesn't fit the needs of our airline anymore."

To address resulting issues that arise, the pilots and management agreed to regular meetings during which each side can submit up to five issues for considerations. The agreement hasn't proven successful so far. An attempt to parlay significant changes to salaries and work rules during these midterm negotiations in 2018 resulted in a rejected tentative agreement.

The pilots have one more opportunity to meet with management for another round of interim talks in January 2021, as set out in Letter of Agreement 19.

Piedmont continues to attract and train new aviators. Part of Piedmont's success in enticing new pilots has been its flow-through agreement with parent company American Airlines. While pilots can apply and be hired at any larger carrier,



Piedmont tails lined up at the gates at Philadelphia International Airport.



A Piedmont E145 at sunrise.



AT A GLANCE

PILOTS JOINED ALPA: 1984

NUMBER OF PILOTS: 689

PILOT BASES: Charlotte, N.C., and Philadelphia, Pa.

HEADQUARTERS: Salisbury, Md.

OPERATIONS: Piedmont operates nearly 400 daily departures to 55+ cities throughout the eastern U.S.

FLEET: 60 Embraer E145s

Piedmont pilots with enough seniority can simply transition to American when vacancies exist. "American uses Piedmont and its other wholly owned subsidiaries to find talent," said Freedman, who added that the agreement enables the mainline carrier to monitor the performance and progress of many of its future pilots.

While this arrangement is a selling point for Piedmont pilot jobs, it also creates an atmosphere of transience among the pilot ranks. Freedman noted that most pilots see their time at the carrier as short-term. Fortunately, the group has witnessed a recent increase in volunteerism in support of the Association as pilots recognize that by helping their union, they stand a better chance of improving conditions at the property.

Further facilitating this potential for progress, the pilots have a reasonably productive relationship with management. "Union leaders can walk in any airline manager's office," Freedman shared, noting that the two parties talk frequently. Grievances have been held to a minimum because of this open relationship and communication. However, bargaining is often encumbered by the fact that Piedmont management doesn't always have the final say and must defer to American Airlines Group for direction.

As for the future, the MEC has been talking with the airline about a preferential bidding system and other scheduling changes to improve the quality of life of its members.

Freedman, who had been with the carrier for 36 years, retired on Dec. 26, 2019, and stepped down as the pilots' MEC chair. On October 17, Capt. Brandon Lightly was elected the new MEC chair. "In 2020, we'll be focusing on engagement with the pilot group, keeping open lines of communication with the company, and improving quality of life for Piedmont pilots," he said. 🌐

PROVINCIAL AND AIR BOREALIS

A NEED FOR CHANGE

By Jen Lofquist,
ALPA Communications Strategist

Typically it's a long process bringing a new pilot group into ALPA—one that involves the work of organizing committees, pilot volunteers, and numerous staff members. However, in April 2019, Provincial Airlines pilots, including Air Borealis pilots, filed cards with the Canada Industrial Relations Board (CIRB) and completed the fastest card drive in ALPA organizing history.

"For years, we had tried to work with our company," said F/O Conrad Reid, the pilot groups' Master Executive Council (MEC) chair. "Bringing in ALPA was an act of both frustration and the need for change. We knew ALPA had the resources to help us bring a contract to our property and a better quality of life to our pilots."

Provincial provides passenger, cargo, and charter service to 28 destination in the Newfoundland and Labrador province. Often pilots fly up to 14 hours and complete seven to nine legs each day. Provincial pilots operate Beachcraft 1900s and Dash 8s into regional airports in Montréal, Qué., and St. John's, Newfoundland and Labrador, while Air Borealis pilots fly Twin Otters from Goose Bay, Newfoundland and Labrador, to six towns along the coast of the Labrador Sea.

"Supported by our exemplary counter agents, ground crew, and maintenance staff, Provincial pilots are some of the most experienced pilots for these aircraft and fly in some of the worst weather in the world," Reid observed. "We're one of the few connections these towns have to the rest of Canada, and our cargo helps these communities keep going."

Even before holding the card drive that brought them to ALPA, Provincial and Air Borealis pilots had good reason to be familiar with ALPA. Provincial is owned by the Exchange Income Corporation (EIC), which also owns Bearskin, Calm Air, and Perimeter and partly owns Wasaya. Although Provincial is the most profitable EIC airline, Provincial and Air Borealis pilots make well below the industry standard and haven't had a raise since 2017.

Once the representation results were certified in June, the pilots pressed the company for



F/O Conrad Reid, the Provincial and Air Borealis Master Executive Council chair, gets ready to take flight in Voisey's Bay Mine in northern Labrador.



AT A GLANCE

PILOTS JOINED ALPA: 2019

NUMBER OF PILOTS: 97

HUBS: St. John's International Airport, Goose Bay Airport, Montréal-Pierre Elliott Trudeau International Airport, and Halifax Stanfield International Airport


HEADQUARTERS: St. John's, Newfoundland and Labrador

DESTINATIONS: 28 destinations in eastern Canada

FLEET: 10 de Havilland Canada Dash 8s, 7 de Havilland Canada DHC-6 Twin Otters, and 2 Beechcraft B1900Ds

negotiating dates, but the company resisted. From unilateral changes to work rules to refusing to recognize pilot leaders, the company sought to undermine the Association's presence and forced ALPA to file a complaint in September 2019 with the CIRB citing unfair labour practices. ALPA withdrew the complaint in October 2019 in an effort to reestablish a good working relationship with the company after management entered discussions with the MEC. On January 7, the parties met for their first time to begin contract negotiations.

One issue that still required resolution was ALPA's request for reconsideration of the bargaining unit description. Provincial and Air Borealis were certified as separate bargaining units with all pilots, including training and checking pilots at Air Borealis, considered part of the group represented by ALPA. However, at Provincial Airlines management fought to keep training and checking pilots out of the bargaining unit, which the government supported. ALPA was able to ultimately reach an agreement with management to include these pilots within the bargaining unit. "This was a good result for our pilots and brings us in line with most every other Canadian carrier from Air Canada to WestJet where training and checking pilots are bargaining unit members," said Reid.

"We want a good relationship with management and our parent company, such as the relationships enjoyed by the pilots at other EIC-owned airlines," Reid acknowledged. "But this is only possible if management recognizes—and respects—both our pilots and our union. As we've seen countless times both north and south of the border, ALPA pilot groups can accomplish a lot when management and labour decide to work together." 

PSA

STRIVING FOR QUALITY-OF-LIFE IMPROVEMENTS

By Julie Mayes,
ALPA Senior Communications Specialist

Following a management shakeup in 2017, PSA pilots and management have maintained an amicable relationship and worked together to reach pay and work-rule improvements through multiple letters of agreement. Yet company implementation of and compliance with these agreements remain a challenge, and pilots' reserve times have increased as a result of forced upgrades and, most recently, a base closure. As a result, the PSA pilots have grown increasingly frustrated.

As a wholly owned subsidiary of American Airlines Group, 10 PSA pilots are flowing to the mainline monthly. As a result of pay increases realized in 2019, attrition has decreased a bit as pilots appear to be more inclined to remain at PSA and await their opportunity to flow to American. "If attrition stays at the current level, new hires can expect to flow to American in approximately 10 to 11 years," said Capt. Steven Toothe, the pilots' Master Executive Council (MEC) chair.

Aircraft deliveries continue as PSA transitions toward its goal of 150 aircraft. Currently the fleet is made up of CRJ200s, CRJ700s, and CRJ900s.

A few years ago, PSA had difficulty hiring enough pilots to keep up with its jet delivery schedule, resulting in the temporary cessation of aircraft delivery. However, PSA's pilot numbers increased in 2019, with approximately 2,100 pilots now on the property.

In 2018, PSA opened new bases in Norfolk, Va., and Philadelphia, Pa., bringing the total number of base operations to seven U.S. cities. However, the airline recently announced that its Cincinnati, Ohio, base is scheduled to close in the first quarter of 2020. The closure's impact on flight schedules and reserve times remains to be seen.

Although the MEC continues to work on negotiation and implementation of an industry-leading reserve system, the company has been slow to embrace these improvements. "We want our carrier to thrive and grow," said Toothe. "However, to be successful we need to work together. Management must work with us if we're to establish the level of trust and cooperation necessary to maximize our efforts."

Operational growth at PSA has outpaced the



A PSA CRJ700 at Daytona Beach International Airport.



AT A GLANCE

NUMBER OF PILOTS: 2,064

PILOT BASES: Charlotte, N.C.; Dayton, Ohio; Norfolk, Va.; Philadelphia, Pa.; Washington, D.C.; and Knoxville, Tenn.

OPERATIONS: PSA Airlines, Inc. is a wholly owned subsidiary of American Airlines Group, serving more than 80 destinations in more than 30 U.S. states, Canada, and the Bahamas

FLEET: 27 CRJ200s, 56 CRJ700s, and 65 CRJ900s

company's investment in technology and needed additions to key management positions and departments, which has led to significant challenges for the MEC. Although upper management continues to engage in discussions with the pilots and understands the need for work-rule and other quality-of-life improvements, execution and implementation regarding these issues have been a constant challenge.

With almost 30 percent of PSA pilots sitting reserve, the MEC is hopeful that the company will refocus its efforts to improve pilot schedules and quality of life and invest in the proper technology necessary to comply with the terms of the letters of agreement.

To keep up with growth and to help boost pilot retention, the MEC launched a successful mentoring program, which has seen rapid growth in volunteers in the last year. Taking a proactive approach, mentors are a valuable resource to help guide and advise their fellow pilots throughout their time at PSA—especially when they'd prefer to seek the advice of a fellow line pilot rather than an instructor, either during or after training is completed.

Under new leadership elected at the beginning of 2019, the MEC has renewed its commitment to transparency and communication, which the pilot group has welcomed. In addition, the MEC has been working diligently to properly staff and train all requisite committees. The MEC leaders are committed to making the union a positive and fundamental resource for all PSA pilots. "We want our members to know that they're our top priority," remarked Toothe. "The MEC and corresponding committee structure are here to serve their needs and to provide a single voice for this pilot group." 🌐

SKY REGIONAL

PILOT ALLIANCES PAVE THE WAY TO SUCCESS

By Julie Mayes,
ALPA Senior Communications Specialist

Sky Regional pilots joined ALPA in late November 2018, bringing nearly 300 pilots to the Association. Their arrival came after an overwhelming majority of the pilot group, which provides regional service for Air Canada Express, filed membership cards with the Canada Industrial Relations Board (CIRB) in October, seeking ALPA representation.

“We’ve worked to build a healthy relationship with the company along with clear and fair work practices,” said Capt. Donald Poulin, the pilot group’s Master Executive Council (MEC) chair. “Going forward, we will not be viewing Sky Regional in the individual light that it has operated, but rather as a dominion of Air Canada and an integral part of Air Canada Express.”

The pilot group began bargaining for its first collective agreement under the Canada Labour Code in September 2019. Sky Regional’s MEC and Negotiating Committee also met with both the Jazz Aviation and WestJet pilot groups’ MECs and Negotiating Committees to review their collective agreements and discuss matters affecting the pilots of the three carriers. Along with Sky Regional, Jazz operates as Air Canada Express. Sky Regional pilots also consulted with pilot leaders from Air Transat, which Air Canada is in the process of purchasing.

“Sky Regional pilots’ salary and working conditions are far behind those of Jazz pilots,” said Poulin. “Even if we carry more passengers per flight, we’re required to have more hours of experience for upgrade with almost no flow through to the mainline.” As a result, Sky Regional is finding it difficult to attract new pilots. And pilots currently at the airline are leaving for other carriers because they feel there is little opportunity to flow through to Air Canada.

“Understanding the Jazz collective agreement and comparing it with the current Sky Regional terms of employment is an important part of shaping our negotiations approach, especially since Jazz is another Air Canada Express brand carrier,” Poulin observed. “Our priorities for this collective agreement are safety, flow to the mainline, scheduling, pay, working conditions, benefits, and job security.”



A Sky Regional ERJ 175 at Toronto Pearson International Airport.



AT A GLANCE

PILOTS JOINED ALPA: 2018

NUMBER OF PILOTS: 296

PILOT BASES: Toronto, Ont.; and Montréal, Qué.

HEADQUARTERS: Mississauga, Ont.

OPERATIONS: Provides lift as Air Canada Express for Air Canada flying more than 100 flights per day to Canadian and U.S. cities, including Toronto, Ont.; Montréal, Qué.; Halifax, N.S.; Charlottetown, P.E.I.; Sidney, B.C.; Boston, Mass.; New York, N.Y.; Newark, N.J.; Philadelphia, Pa.; Washington, D.C.; Dallas and Houston Tex.; Chicago, Ill.; Jacksonville, Fla.; Denver, Colo.; and Atlanta, Ga.

FLEET: 25 ERJ 175s

Sky Regional management has indicated to the pilot group that it would like a friendly, collaborative, and positive relationship throughout negotiations. “Yet bargaining has been moving slowly,” acknowledged Poulin. “Management made itself available for only five bargaining sessions last year. And it’s indicated that there is very little opening for change or to improve working conditions. This is why the pilots filed for federal conciliation in December.”

Sky Regional began operating in 2010 as an Air Canada Express carrier flying Bombardier Q400s. The company added 15 Embraer E175s (transferred from Air Canada) in 2013 and five more in 2016. By 2017, growth and expanded flying led the carrier to discontinue operating the Q400s entirely. The same year, Air Canada showed its confidence in the regional carrier with a 10-year extension to their already existing capacity purchase agreement.

Today, with more than 750 employees in Toronto, Ont., and Montréal, Qué., and hubs at Toronto Pearson International Airport and Montréal–Pierre Elliott Trudeau International Airport, Sky Regional now operates 25 Embraer 175s, flying to 24 destinations in Canada and the United States.

According to Poulin, the pilot group is eager to work with the company to advance its goals, especially as more growth is on the horizon. In August 2018, Sky Regional announced a partnership to make Winnipeg, Man.-based Vanguard Air Care its first carrier to join its new Sky Path pilot career pathway program. In September, Thunder Airlines followed suit. The airline says all pilots enrolled in the program will become first officers. The MEC has indicated that the pilots will support the program as long as safety remains the focus. 🌐

SPIRIT

GROWING FAST

By Rusty Ayers,
ALPA Strategic Communications Advisor

Ten years after being part of the last major airline strike in North America, the pilots of Spirit Airlines are looking forward, not back, as their carrier strengthens its position as the nation's most successful ultra-low-cost carrier.

Spirit's operations, fleet, and revenues are all growing rapidly. The airline has roughly doubled in size over the past five years. After previously being stymied in hiring due to its substandard pilot contract, a new collective bargaining agreement signed in March 2018 with much higher pay, industry-standard benefits, and other improvements across the board has attracted scores of new pilots.

From Sept. 1, 2019, through Aug. 31, 2020, Spirit expects to hire 672 new first officers and upgrade 330 new captains. To reach that target, the airline will need 60 new hires and 48 upgrades each month through the first quarter of 2020 before slightly slowing the pace of hiring to accommodate the airline's peak summer flying.

"Growing this quickly is a good problem to have, but it's also stretching the resources of the Master Executive Council [MEC] and our committees," said Capt. Stuart Morrison, the pilots' MEC chair. "One of our major goals in 2020 is to recruit and train more committee volunteers so that we can continue to provide quality service for our members."

Among the most active MEC committees in 2019 was the PBS Working Group, tasked with implementing one of the major changes in the 2018 contract: preferential bidding. With implementation and pilot education now largely complete, the PBS Working Group is transitioning to a permanent PBS Committee.

The airline is doubling down on its fleet growth. Spirit has an existing order with Airbus that's growing its fleet by 33 percent, expanding to just shy of 200 aircraft by the end of 2021. And in October 2019, Spirit announced a huge order for 100–150 new A319, A320, and A321neos. The aircraft from the new order are expected to join the fleet from 2022 through 2027.

Spirit corporate is growing, too. The company has purchased an eight-acre site in Dania, Fla., near the Fort Lauderdale-Hollywood International Airport to build a new headquarters campus to



A Spirit A320 sits on the ramp at Orlando International Airport after a thunderstorm.



AT A GLANCE

NUMBER OF PILOTS: 2,411

PILOT BASES: Atlantic City, N.J.; Chicago, Ill.; Dallas, Tex.; Fort Lauderdale and Orlando, Fla.; and Las Vegas, Nev.

HEADQUARTERS: Fort Lauderdale, Fla.

OPERATIONS: Spirit serves the U.S., Mexico, the Caribbean, and Central and South America with more than 600 daily departures to 75 destinations

FLEET: 31 A319s, 64 A320s, 20 A320neos, and 30 A321s, with 48 firm orders for more A320neos through 2021 and 100–150 more Airbus neo family aircraft through 2027

be completed by 2022. The new headquarters will include an office tower, a training center with simulator bays, and two hotel buildings to accommodate new hires in training.

As new pilots continue to flock to the airline, Spirit's Orlando, Fla., base is seeing significant growth while its other domiciles will continue to see steady, more moderate expansion. Operationally, management has told the MEC it will be focused on opening fewer cities in 2020 than it did in 2019, while connecting more existing cities together.

The rapid expansion of the airline has strained the Spirit MEC's structure to the limit. The airline continues to add new domiciles, and a Local Executive Council was recently added to represent training pilots. Soon Spirit's Orlando domicile will have 600 or more pilots and grow larger than the MEC's pilot base in Fort Lauderdale.

The MEC is examining various options to ensure adequate pilot representation. It could create a new ALPA Local Executive Council, possibly in the Las Vegas domicile, or it could consider domicile representation, where one status representative would represent all the pilots at one base. Additional representatives could be added to the MEC when the number of pilots in a domicile reached a certain size.

"At our fall meeting, the MEC approved a resolution petitioning ALPA's Executive Council to consider realigning the Spirit MEC," Morrison said. "We're seeking its input to make sure that we have the proper structure in place so that our representation model keeps pace with our pilot growth." 🌐

SUN COUNTRY

A BRAND-NEW AIRLINE IN NEED OF A BRAND-NEW CONTRACT

By Capt. Will Outlaw (Sun Country),
Chair, MEC Communications Committee

More than two years after hiring a new CEO, and a year after being sold to a private equity firm, Sun Country Airlines bears little resemblance to the niche airline that once specialized in flying Midwesterners to warm destinations in the winter and somehow survived two bankruptcies since 2000.

But while the airline has dramatically changed, its pilot contract has not—a situation the pilots' Master Executive Council (MEC) hopes to rectify when the pilot group enters contract negotiations this spring.

The airline's pivot to an ultra-low-cost-carrier model is mostly complete. First class is out, and baggage fees and seat-selection fees are in. And in mid-December 2019, the company announced a seven-year agreement to operate 10 B-737 freighters for Amazon starting in spring 2020, making cargo roughly 20 percent of the company's business.

The B-737 passenger fleet has grown from 23 full-time airframes at the start of 2017 to 30 at the end of 2019. The smaller -700 models, which made up about 30 percent of the fleet, have been largely replaced by larger -800 models, each configured for 183 seats and soon to be reconfigured to hold 186 revenue passengers.

It's all part of an aggressive effort to drive down the company's costs and raise the operating margin, which through the first half of 2019 was up to 10.3 percent.

Sun Country, which historically had massive seasonal fluctuations in flying—to the point that it once routinely furloughed in the summer months—continues to make efforts to even out its flying throughout the year, operating a busy summer schedule in 2019 and recording record profits.

Few public vestiges of the old Sun Country remain—even the livery is being updated. Customers from just a few years ago would likely have a hard time recognizing the new incarnation of the airline.

Behind the scenes, however, not much has changed for the Sun Country's roughly 370 pilots. Pay is among the worst in the industry for



The Sun Country B-737 passenger fleet has grown from 23 full-time airframes at the start of 2017 to 30 at the end of 2019.

narrowbody pilots, with an hourly rate of \$189 for a 12-year captain, and first officer pay that starts at \$52 per hour and tops out at \$135 per hour after 14 years.

Pay, work rules, retirement contributions, scheduling, and virtually every other area of the current contract will be major topics of the upcoming negotiations, with the goal of achieving a contract that works for the new airline and is competitive within the industry.

The impact on hiring due to industry-lagging rates has been predictable, with the airline finding it increasingly difficult to attract pilots willing to accept the "hometown discount" that many Sun Country pilots—most of whom still live near the airline's only base in Minneapolis, Minn.—were willing to trade for not having to commute and other quality-of-life benefits that the old airline model provided.

The bottom line is that the airline has a pilot contract that's obsolete in company retirement contributions, commuter policies, and many other areas, having been negotiated to suit the Sun Country of old.

With the current contract amendable on October 31 and bargaining expected to begin by May, the MEC has been increasingly focused on preparing for Section 6 negotiations. The committee structure has been significantly beefed up so that volunteers are up to speed heading into bargaining, and strategic planning is under way.

To help the pilot group better understand how its existing contract works, as well as its flaws, in the context of the new business model, the MEC has reinvigorated its Pilot-to-Pilot program and will reemphasize contract education so that the pilot group is well informed as negotiations begin.

"We've become a brand-new, modern airline in the past three years, and now we need a modern contract to match," said Capt. Brian Lethert, the pilots' MEC chair. "Our goal is to accomplish that this year." 🌐



AT A GLANCE

FOUNDED: 1982

PILOTS JOINED ALPA: 1996

NUMBER OF PILOTS: 368

PILOT BASE: Minneapolis-St. Paul, Minn.

OPERATIONS: Sun Country flies scheduled service out of its hub in Minneapolis, Minn., to 50 destinations in the U.S., Mexico, Central America, and the Caribbean. The airline is also a major charter operator for the military and sports teams

FLEET: 30 B-737NGs, with more aircraft leased seasonally. Ten Amazon B-737 freighters are scheduled to be added in 2020

TRANS STATES

PILOTS STRIVE FOR A CONTRACT AMID MEDIATED NEGOTIATIONS

By Kimberly Seitz Draugelis,
ALPA Communications Strategist

The Trans States Airlines Master Executive Council (MEC) ended 2019 with a new MEC chair who's bringing new ideas to the table as he takes the helm of a pilot group that continues to face the challenges of stalled negotiations.

"I have an obligation as a union leader to represent the Trans States pilots to the best of my ability," said Capt. Nathan Caron, the newly elected chair. "There's going to be a learning curve, but I think I'm up to the challenge." Caron steps into the seat vacated by Capt. Neil Butler, who was hired by Spirit Airlines in October.

The pilots, who opened Section 6 negotiations in March 2018, were optimistic that the climate of the regional industry in 2018 would prompt management to negotiate a deal that would secure the airline's role in retaining and attracting pilots. By May 2019, after slightly more than a year of underwhelming negotiations with a recalcitrant management team, both sides had concluded that they needed outside help to complete bargaining, and they jointly filed a request for mediation with the National Mediation Board (NMB). The NMB assigned mediator Gerry McGuckin, a former U.S. Air Force and airline pilot, in August to assist with the negotiations. The first mediated session was held in October.

"We came to the table fully prepared with proposals and subject-matter experts at the ready to discuss scheduling and compensation," Caron remarked, "but management came to the table ill prepared and with no decision-maker, so we got nothing accomplished." According to Caron, the mediator scheduled monthly sessions from December to April 2020 in the hopes of reinvigorating the negotiations and moving both sides in a positive direction toward completion.

Despite the stalled negotiations, Trans States has managed to fill training classes each month, according to Caron, by promoting its \$40,000 new-hire bonus, a \$50,000 insta-captain bonus, and its flow to Frontier Airlines. Trans States pilots have a direct pathway to the Frontier Airlines flight deck in a flow program that guarantees participating Trans States pilots a first officer position with the Denver-based Airbus operator after as little as



Capt. Nathan Caron, left, the pilots' Master Executive Council chair and Local Council 38 chair, and F/O Tim French.

two years of service with Trans States and with no additional interview for pilots accepted into the program.

"It's a great recruitment tool," said Caron, "but currently only two to four pilots flow per month; we need more pilots to flow to make it attractive enough to overcome our contract's shortfalls. Converting hiring bonuses into hourly wage rates, which has been done at other carriers, would be a great place to start."

Caron noted that presently the majority of pilots in training are applicants accepted to Trans States under its rotor-wing transition program, which funds up to \$50,000 in fixed-wing training for rotor pilots who are short ATP minimums.

"On one hand, management thinks we aren't short staffed because it continues to fill classes," Caron explained, "but on the other hand, the airline is offering critical pay up to 300 percent for vacation buyback because we don't have enough captain coverage, especially in our Denver base." Caron said that the majority of rotor-wing pilots in training will eventually dry up and the pilot shortage will become more obvious.

"Now more than ever management needs to realize that a strong contract that compensates pilots both economically and with quality-of-life improvements is in the airline's best interest to attract and retain quality pilots," remarked Caron. Attracting and retaining quality pilots is also important to the health of the MEC and its ability to recruit volunteers to serve as representatives and on the various committees that make the Association run effectively, according to Caron.

Caron noted that the Trans States pilots deserve a deal that recognizes their professionalism, especially given the current state of the industry. "Aviation management teams at other carriers recognize the need to provide enhanced recruitment and retention programs and policies, and it's time Trans States management did, too," he observed. 🌐



AT A GLANCE

FOUNDED: 1982

PILOTS JOINED ALPA: 1994

NUMBER OF PILOTS: 603
active pilots

PILOT BASES: Chicago, Ill.;
Denver, Colo.; Raleigh/
Durham, N.C.; and St. Louis,
Mo.

HEADQUARTERS: Bridgeton,
Mo.

OPERATIONS: Transporting
3.5 million passengers
annually, Trans States flies
under the United Express
banner, providing service to
more than 80 cities in North
America with more than
240 daily flights

FLEET: 47 E145s

UNITED

PILOTS CONTINUE TO LEAD THE AVIATION INDUSTRY THROUGH INNOVATION AND UNITY

By Michael Batkins,
ALPA Senior Communications Specialist



The United Master Executive Council (MEC) leadership, composed of Capt. Todd Insler, chair; Capt. Tom Murphy, vice chair; Capt. Bill Neveu, secretary; and Capt. Rick Cameron, treasurer, devoted last year to focusing on airline safety, security, and advocacy for the long-term well-being of the pilot group. “Our pilot leadership worked relentlessly to ensure that our 13,100 pilots have a strong voice and our full support, not only in the cockpit but on Capitol Hill and across the globe,” said Insler. “We’re shaping the future of the piloting profession, and it’s a responsibility all of us at United take seriously. We strive to set the standard.”

The pilots’ operational excellence allowed the company to achieve record-breaking financial gains last year. In 2019, United took delivery of nine widebody and 12 narrowbody aircraft while welcoming hundreds of new-hire pilots. The MEC was also instrumental in developing and implementing the United Aviate program. This innovative pilot recruitment and development program is designed to cultivate the next generation of pilots through recruitment, training, and skills development. With plans to hire more than 10,000 pilots in the next decade, United’s Aviate program will provide the most direct route to obtain quality candidates from ALPA-represented Express partners and affiliated universities.

For the first time in the United pilots’ history, the MEC opened Section 6 negotiations early going into this round of bargaining. Although significant progress has been made, there’s still work to be done. “We knew this process would take time,” Insler observed. “A rushed agreement will not benefit our pilot group. We’re being careful in our approach in order to reach the best deal for our pilots and to set the bar for the industry.”

However, last year wasn’t without its challenges. As the only carrier based in the United States with ALPA-represented pilots who fly the B-737 MAX, the global grounding impacted United. Following the tragic loss of life from the Lion Air and Ethiopian Airlines accidents, the MEC leaders and

United pilots look forward to another year of safe flying and leading advocacy efforts that will improve the piloting profession.

safety subject-matter experts are fully engaged providing expertise to help safely return the MAX to service and ensure that pilots are properly trained.

United pilots devote resources and time on Capitol Hill meeting with lawmakers and influencers from both sides of the aisle to advocate for the passage of legislation that better protects pilots. The Fair and Open Skies Act would protect U.S.-based pilots against unfair competition from future flag-of-convenience schemes and atypical employment models. Meanwhile, the FAA’s continued delay in implementing the secondary flight deck barrier provision of the 2018 FAA Reauthorization Act mandated by Congress is another area of focus for United pilots. This rule would require that secondary flight deck barriers be installed on all newly manufactured airliners.

Several significant milestones were reached in 2019, starting with a new jumpseat agreement among all eight United partner carriers (Air Wisconsin, CommutAir, ExpressJet, GoJet, Mesa, Republic, SkyWest, and Trans States). The agreement provides a more fair and equitable boarding priority system than experienced in the past. Also, the United pilots’ Twitter account, **@UnitedPilots**, became the first ALPA pilot group account to obtain verified status on the social media platform. This accomplishment gives United pilots additional credibility as a premier authority on the air travel industry.

Securing a tentative agreement remains the primary goal of the United MEC in 2020. Pilot leaders will continue to strategize, plan, and execute at the direction of the 13,100 United pilots. “The company understands that our pilots are unified and prepared to fight for the deal we deserve,” said Insler. “We think 2020 will be a historic year for United pilots. We always strive for excellence and expect to set the standard this time around.”



AT A GLANCE

NUMBER OF PILOTS: 13,100

PILOT BASES: Chicago, Ill.; Cleveland, Ohio; Denver, Colo.; Houston, Tex.; Los Angeles and San Francisco, Calif.; New York, N.Y.; Washington Dulles, Va.; and Guam

HEADQUARTERS: Chicago, Ill.

FLEET: A319s, A320s, B-737s, B-757s, B-767s, B-777s, and B-787s

WASAYA

PILOTS BEGIN NEW YEAR WITH TENTATIVE AGREEMENT

By John Perkinson, Senior Staff Writer

Making contract gains remains the top priority for the Wasaya Airways pilots, who've been involved in collective bargaining with management since May 2019. In fact, the pilot group's Negotiating Committee achieved a tentative agreement at the end of last year that includes pay and scheduling improvements.

The agreement, which was reached on December 18, is good news as the tempo of recent negotiations had slowed significantly since the talks had turned to contract items of a greater financial impact. However, this delay was short-lived, and the two parties were able to come to an understanding shortly before the Christmas holiday.

"The process isn't quite over," remarked Capt. James Harding, the pilots' Master Executive Council (MEC) chair, who noted that it's now up to the pilots to vote on whether to ratify the tentative agreement. The vote was slated to close on January 24 as this issue of *Air Line Pilot* went to print.

The MEC and the Negotiating Committee conducted road shows in Sioux Lookout and Thunder Bay, Ont., during early January to explain the details of the proposed agreement.

However, if the pilots reject the offer and eventually reach a standoff in the collective bargaining process, a dispute-resolution mechanism is available. The airline maintains an "essential services" designation under the Canada Labour Code. Wasaya transports food, clothing, fuel, medicine, and other necessities to remote communities throughout Ontario that depend on these flights.

Consequently, the special designation permits the pilots and management to initiate third-party conciliation and arbitration to settle outstanding terms and conditions of employment. "We can go down that road and call in a third-party arbitrator," said Harding, who added, "However, we would have to go through a certain process before that's an option."

The pilots began the most recent round of negotiations last spring with Capts. Rob Watson, Mark Lavoie, and John Heuving, together with a fourth member at the bargaining table who later vacated the position to become an assistant chief pilot for the airline. Harding joined the group and continues to serve as its fourth negotiator.

Turnover has not been limited to the collec-



A Wasaya Pilatus PC-12 parked at Pickle Lake Airport.

tive bargaining team as significant numbers of Wasaya pilots have opted to build their time and then move on to airlines with better working conditions and larger networks. With the high workload that's expected of this pilot group in serving the small and isolated Ontario communities, Harding noted that Wasaya probably sees a greater amount of attrition than many of its peers.

On the bright side, the pilot group has witnessed a spike in volunteerism as new members have stepped up to fill key MEC committee vacancies. This greater level of union involvement will come in handy as the Wasaya members complete the current election cycle and select new representatives to take office on March 1. These new pilot reps will serve as both MEC and Local Council reps because Wasaya is a single-council pilot group.

In terms of day-to-day operations, the airline has changed little in its route structure and the numbers of flights and aircraft it operates. Wasaya continues to fly to 25 destinations and operates from four Ontario bases including Thunder Bay, Sioux Lookout, Pickle Lake, and Red Lake. However, there's been some discussion about adding another Dash 8 passenger aircraft to the carrier's fleet of 17 sometime during 2020.

In 2019, the airline sold a 49 percent share of its operation to the Exchange Income Corporation (EIC), a diversified acquisition company with a special interest in aviation services and equipment. EIC also owns other airlines with ALPA-represented pilots, including Bearskin, Calm Air, Perimeter, and Provincial. The balance of Wasaya remains the property of 12 First Nations: Bearskin Lake, Fort Severn, Kasabonika Lake, Keewaywin, Kingfisher Lake, Kitchenuhmaykoosib Inninuwug, Muskrat Dam, Nibinamik, Pikangikum, Sandy Lake, Wapekeka, and Wunnumin Lake. 🌐



AT A GLANCE

AIRLINE FOUNDED: 1989

PILOTS JOINED ALPA: 2008

NUMBER OF PILOTS: 92

PILOT DOMICILES: Thunder Bay, Pickle Lake, Sioux Lookout, and Red Lake, Ont.

HUB: Thunder Bay, Ont.

FLEET: Beech 1900s, Cessna Caravan 208Bs, Pilatus PC-12s, a Hawker Siddeley HS748, and Dash 8s

WESTJET

FROM FIRST CONTRACT TO NEW OWNERSHIP: A YEAR OF CHANGE

By Robert Lynch,
ALPA Senior Communications Coordinator

In the closing days of 2018, the WestJet pilots were awarded their first collective agreement by an arbitrator.

Both the WestJet Master Executive Council (MEC) negotiators and MEC representatives felt the agreement provided a strong foundation, with legally binding work rules, scope protection, and a well-defined grievance process. Unfortunately, the awarded contract didn't contain a letter of agreement providing a process and timeline for implementing the new agreement—something that many ALPA pilot groups are accustomed to seeing with an amended contract.

Coming into 2019 with their first collective agreement, the pilot leaders were focused on building a collaborative relationship with management to effectively deal with any external challenges to the company's success, while also working to obtain further improvements for the pilot group.

"In 2019, we'll see the growth of our widebody fleet and our entrance into new markets. If WestJet is to be successful in these ventures, it will need our support," said Capt. Dave Colquhoun, the pilots' MEC chair, early in 2019. "I'll make sure that our Association uses that leverage to promote our pilots' interests. I also believe the health of our careers is tied to WestJet's success and that we must all be willing to work together in achieving the airline's success."

Little did the pilots know that many expected and unexpected challenges lie ahead—beginning with an exhaustive cross-country pilot outreach program to provide additional details about the recent contract.

As the MEC and negotiators continued to secure pilot group support for the agreement, management's extreme interpretations of certain contract provisions created a difficult environment for the pilots, who on a daily basis were operating under new working conditions.

As spring arrived, in an attempt to resolve the differing positions on certain contract implementation timelines and the valuation of the total amount of retroactive monies owed to the pilot group, the pilots and the company agreed to addi-



A new WestJet B-787 Dreamliner making its way across Canadian skies.



AT A GLANCE

PILOTS JOINED ALPA: 2017

NUMBER OF PILOTS: 1,678

PILOT BASES: Vancouver, B.C.; Calgary, Alb., and Toronto, Ont.

HEADQUARTERS: Calgary, Alb.

OPERATIONS: WestJet offers scheduled service to more than 100 destinations in North America, Central America, the Caribbean, and Europe. Through partnerships with the airlines representing every major region of the world, WestJet flies to more than 150 destinations in more than 20 countries

FLEET: B-737s (-600s, -700s, -800s, and MAX 8s), B-767-300ERs, and B-787 Dreamliners

tional mediation, which ramped up negotiations that would continue throughout 2019.

In early spring, WestJet's Board of Directors determined that an offer from Onex Corporation, a Canadian private equity firm, to purchase WestJet was in the airline's best interests. The board unanimously recommended that WestJet shareholders vote in favour of the transaction.

By May, the airline announced that the deal would proceed in an all-cash transaction. Under the terms of the agreement, Onex would acquire all outstanding shares of WestJet for \$31 per share, after which WestJet would operate as a privately held company. To complete the deal, which was valued at approximately \$5 billion, including assumed debt, certain conditions had to be met, such as court, shareholder, and regulatory approvals, including approval under the Canada Transportation Act. Regulatory approval was granted shortly before the end of year, which coincided with a favourable vote on a new pilot transfer agreement for recruiting and retaining qualified pilots.

Negotiations with the company over contract implementation continued for the remainder of 2019. Progress was made on a number of fronts, as the parties completed the majority of contract implementation, including two memorandums of settlements for contract grievances and several arbitrated awards.

Looking to 2020, the pilot group will begin work to design a new plan that will replace the existing employee share purchase plan. Many pilots will also, for the first time, begin receiving true longevity pay under the new contract. Under the pre-ALPA work rules, first officer longevity for pay purposes restarted upon upgrade. The pilot group will also continue to finalize the full implementation of its contract while adjusting to a new ownership group and working within the confines of a privately held company. 🌐

WESTJET ENCORE

ONWARD AND UPWARD

By Robert Lynch,
ALPA Senior Communications Coordinator

After a busy 2018 that posed numerous challenges and a steep learning curve, the WestJet Encore pilots came into 2019 stronger than ever, with a resolve to remain united in their quest to achieve a robust collective agreement.

The company, however, had other plans—challenging the pilots' Master Executive Council (MEC) Negotiating Committee during a hard-fought series of negotiations on topics including key economic items such as pay and scheduling.

By February, pilot negotiators had held several meetings with management regarding various economic items in the contract—including hourly rate of pay increases, uniform allowance, trip and duty rigs, changes to the overtime trigger, minimum daily credit, changes to vacation credit, and sick time—hoping to make progress. More often than not, those hopes were dashed as the company continued to hold strong in its position.

With little progress being made, the MEC began work to exercise other available options, including seeking the assistance of a mediator or filing for conciliation services, which would start a roughly 96-day countdown toward possible job action.

This action paved the way for both parties to find common ground and seek the assistance of a neutral, third-party mediator to participate at the bargaining table.

About this time, the MECs from both WestJet and WestJet Encore also met with the company to continue discussions on the One List, the pilot groups' single seniority list, and reaffirm their commitment to the career-progression principle.

As spring arrived, two surprises were in store for the pilots. WestJet Airlines announced it had entered into an agreement to sell the company to Onex Corporation, which would acquire all outstanding shares of WestJet for \$31 per share, after which WestJet would operate as a privately held company. In addition, the pilot group quickly reached a tentative agreement with management.

"Throughout negotiations, we continued to communicate with our pilots and made the best use of the vast ALPA resources to achieve our



One of WestJet Encore's Q400s flies across the skies of the Canadian Rockies.

goal of getting a good first deal for our pilots," said Capt. Ryan Petrie, then WestJet Encore's MEC chair. "This agreement represents a step in the right direction, bringing our pilot wages closer to levels in line with our industry peers, along with enhancing our work rules and benefit structure."


After a cross-country series of contract presentations in April, the pilots voted in favour of the agreement in May.

The five-year deal, which was retroactive to Jan. 1, 2019, and implemented many items upon ratification, provided increases in wages and improvements to working conditions while enhancing quality of life for the pilot group.

"This contract is thanks to the dedication and professionalism of our WestJet Encore negotiators and elected leadership, our pilots, and ALPA staff," acknowledged Capt. Ryan Leier, the current WestJet Encore MEC chair. "Thanks also go to airline management and the mediator for their efforts in working with us to reach this agreement."

With the contract out of the way, the MEC was able to focus its efforts on a successful resolution of the One List with the WestJet MEC and WestJet/Encore/Swoop management.

In May, the WestJet pilots voted down the One List proposal, with 54 percent voting against it and more than 400 choosing not to vote. However, those involved agreed to revisit the issue in an effort to come to an agreement. In December, the parties voted on and passed a newly updated pilot transfer agreement, which will better serve all involved.

With 2020 under way, the MEC continues to work on contract implementation and is dealing with the new reality that WestJet is now operating as a privately held company following the company's sale to Onex, which was finalized late last year. 



AT A GLANCE

PILOTS JOINED ALPA: 2017

NUMBER OF PILOTS: 524

PILOT BASES: Calgary, Alb., and Toronto, Ont.

HEADQUARTERS: Calgary, Alb.

DESTINATIONS: 37

FLEET: 47 Bombardier Q400 NextGens

PREPARING YOUR 2019 TAXES

By Ross Pollack, Benefits Attorney,
ALPA Retirement & Insurance Department

This article summarizes the rules for pilots regarding the taxation and deductibility of travel expenses for the 2019 tax year, for which individual tax returns are generally due by April 15, 2020.



A pilot flying the line is always on business travel. As a reminder, under the Tax Cuts and Jobs Act, which became effective on Jan. 1, 2018, travel expenses are no longer deductible by the pilot. However, they're still deductible by the airline. In addition, employer advances to and reimbursements of pilot travel expenses are generally not treated as taxable income to the pilot. ALPA's Retirement & Insurance Department has put together the following information regarding travel expenses to assist you in preparing your taxes.



TAXATION OF PER DIEM

Many of ALPA's collective bargaining agreements provide that

the airline will pay each pilot a fixed amount, often called "per diem," to cover meals and incidental expenses (M&IE) that pilots incur while on a trip. When an airline makes these per diem payments (or otherwise reimburses pilots for travel expenses), the airline may exclude all or a portion of these payments or reimbursements from a pilot's taxable income reported on Form W-2. The amount generally *excluded* from a pilot's income is the amount that doesn't exceed the federal per diem rates. Per diem payments paid for day or other nonovernight trips (trips that don't require sleep or rest) and amounts paid in excess of the federal per diem rates for overnight trips are included in the pilot's taxable income and are reported

on the pilot's Form W-2. Frequently, the amount of per diem the airline pays or reimburses isn't enough to cover reasonable business travel expenses.



EXPENSES FOR "OVERNIGHT TRIPS"

For employer-paid travel expenses to be excluded from the pilot's taxable income, the expense must be incurred while on a business trip that requires sleep or rest (an "overnight trip"). Expenses incurred on trips that aren't overnight trips don't satisfy this requirement. For pilots, the expenses at issue are usually M&IE expenses, because the airline pays for lodging directly or reimburses the pilot for it separately.

TAX ADVICE

As with most matters concerning taxes, the federal law governing the taxation of pilots' expenses and per diem payments is complex. All pilots are urged to obtain competent tax advice about applying the information in this article to their own situation.



SUBSTANTIATING EXPENSES

The Internal Revenue Code and related guidance contain complex rules relating to the substantiation of business expenses. Prior to the Tax Cuts and Jobs Act, it was important for pilots to be aware of these rules because they affected pilots' ability to claim deductions for travel expenses that weren't paid by the airline. Although pilots can no longer claim these deductions beginning in the 2018 tax year, the substantiation rules are relevant because they still apply to airlines, which may require pilots to substantiate travel expenses. Accordingly, any pilot who's been required by his or her airline to substantiate expenses should continue to do so, unless informed otherwise by the airline.

Recognizing the burden of substantiating expenses, the IRS treats a designated amount of expenses relating to overnight trips as "deemed substantiated." For amounts deemed substantiated, pilots don't need to maintain records of the amounts actually spent while on the trip.

If the employer pays for lodging separately, then the expenses that may be deemed substantiated are those for M&IE. The amount that's deemed substantiated is generally equal to the amount the federal government would pay its own employees for M&IE when they travel to the same locality or the amount determined under special M&IE rates applicable to

transportation industry employees.

The federal government publishes standard M&IE rates for every locality in the world. The M&IE rates for CONUS (for Continental United States) can be found at www.gsa.gov, and M&IE rates for OCONUS (for Outside CONUS) can be found at www.state.gov. For 2019, the daily M&IE rates ranged from \$55 to \$76 for CONUS and from \$1 to \$299 for OCONUS. These rates may change on a monthly basis.

The IRS also provides special transportation industry M&IE rates. For 2019, the transportation industry M&IE rate for travel is \$66 for CONUS and \$71 for OCONUS.



WHAT'S NOT INCLUDED IN THE M&IE RATES?

The "incidental expense" portion of the M&IE rates doesn't include such expenses as transportation between places of lodging or business and places where meals are taken, telephone calls, laundry, cleaning and pressing, the mailing costs of filing travel vouchers, and payments for employer-sponsored credit card billings. These expenses, to the extent they constitute reasonable business expenses, are deductible by the airline as business expenses (subject to applicable limits).



PRORATING THE M&IE LIMIT

The full M&IE amount is available only for a full calendar day of business travel, i.e., from 12:01 a.m. through midnight. For a partial day of travel, the pilot must prorate the applicable M&IE amount at 75 percent. Assume, for example, that a pilot's trip begins at 11:55 p.m. on Monday and ends at 12:05 a.m. on Wednesday and that the pilot's required rest occurred in cities with an applicable M&IE per diem rate of \$51. Applying the IRS's allowed method of proration, the amount deemed substantiated would be

\$38.25 (.75 x \$51) for Monday, \$51 for Tuesday, and \$38.25 (.75 x \$51) for Wednesday.



ITEMIZED DEDUCTIONS NO LONGER PERMITTED

As mentioned, a pilot may no longer claim a deduction for business travel expenses that aren't reimbursed by the employer.



APPLYING THE FEDERAL M&IE RATES

For an example of how the federal M&IE rates are applied, assume a collective bargaining agreement entitles a pilot to per diem payments equal to \$3.50 per hour. Assume also that a pilot covered by the agreement flew a two-day trip in 2019, with report for duty at 12:01 a.m. on the first day, an overnight stay in Chicago, Ill., and release from duty at midnight on the second day.

The 2019 federal M&IE rate for Chicago is \$76, so the maximum excludable amount for this trip is \$152 (\$76 x 2 days). The pilot is actually paid per diem of \$168 (\$3.50/hour x 48 hours), so \$152 is excluded from the pilot's taxable income and is shown on the pilot's Form W-2, Box 12, Code L. The remaining \$16 is included in the pilot's taxable income and reported on Form W-2 in Box 1 (and Boxes 3 and 5, as applicable) as taxable wages. Alternatively, assume the collective bargaining agreement entitles the pilot to per diem payments equal to only \$1.00 per hour, and the pilot made the same two-day trip in 2019. In this scenario, the entire per diem payment of \$48 (\$1.00 x 48 hours) would be excluded from the pilot's taxable income because this amount is less than the maximum excludable amount of \$152. The pilot is no longer permitted to claim an itemized deduction of \$104 for the difference between the excluded payment of \$48 and the federal M&IE rate of \$152.

NOTE: The examples in this article are for illustrative purposes only.

AVAILABLE DOCUMENTS

For the benefit of your tax advisers, the official IRS rules for the 2019 tax year are found in IRS Notices 2018-77 and 2019-55. General information is also contained in IRS Publication 463, Travel, Entertainment, Gift, and Car Expenses; IRS Publication 1542, Per Diem Rates; and Revenue Procedure 2011-47. These documents are available at www.irs.gov.



Dr. Quay Snyder, ALPA's Aero-medical Adviser and President/CEO of the Aviation Medicine Advisory Service.

Medications and Flying: General Rules You Can Follow to Play It Safe

By ALPA Staff

Flying while taking medications—either prescription or over-the-counter (OTC)—is a serious concern for airline pilots because making the wrong decision can result in the revocation of your medical and airman certificates and, worse yet, possibly jeopardize the safe operation of your flight. The FAA and Transport Canada do *not* publish lists of approved medications for pilots, but federal aviation regulations in both countries prohibit flying while having a physical condition or taking a medication that could impact safety.

Air Line Pilot spoke with Dr. Quay Snyder, ALPA's aero-

medical adviser and president/CEO of the Aviation Medicine Advisory Service, about general rules to follow regarding the use of medications to ensure that ALPA members are fit for duty before they enter an airline cockpit.

AIR LINE PILOT: Obviously the effects of drugs differ from medication to medication and person to person. Is there a general rule to follow about medications and the amount of time pilots need to wait before flying again?

● **SNYDER:** The FAA and Transport Canada require either five times the maximum

pharmacologic half-life of the medication or five times the maximum hour-dose interval before returning to flight duties. For most pilots, the dosing interval option is easier to figure out. For example, if a drug label says, "Take one tablet every six hours," the dosing interval would be six hours and the minimum waiting period would be 30 hours. If the directions indicate every four to six hours, the pilot would need to apply the longest dosing interval—in this case, six hours.

However, the underlying condition is just as important as the medication. When a pilot calls the Aeromedical Office and asks, "If I take

REGULATORY GUIDANCE

For more information on taking medications and flying, check out the following resources:

● **FAA Guide for AMES: Pharmaceuticals (Therapeutic Medications)**
bit.ly/FAAAMEguide

● **FAA Guide for AMES: Pharmaceuticals, Do Not Issue—Do Not Fly**
bit.ly/FAAAMEDontfly

● **FAA Pilot Aeromedical Safety Brochures** (includes three brochures on medications)
bit.ly/FAAmedbrochures

● **Transport Canada, Assessing Medical Fitness of Pilots and Air Traffic Controllers**
bit.ly/TCfitness

● **Transport Canada, Chapter 10—Drugs**
bit.ly/TCdrugs



this medication, how long do I need to wait to fly?” our answer is usually, “What are you taking the drug for?” The reason is simple: while some medications are allowable, we wouldn’t want a pilot to fly if the symptoms of the ailment could impact his or her ability to perform the job.

For example, the decongestant Sudafed is allowed, but a pilot with a cold who can’t clear his or her ears or sinuses shouldn’t fly despite using a permissible medication. Pilots need to be fit to fly and are required to sign a release certifying this status. Again, the medication is important, but the underlying condition can be the bigger concern.

In addition, a pilot should never fly while using a medication for the first time. Determine if a particular OTC drug makes you drowsy or causes an allergic reaction long before you take it and attempt to fly.

Where can ALPA members go for more medication-related information?

● **SNYDER:** The FAA and Transport Canada provide online prescription and OTC medication guidance (see “Regulatory Guidance,” page 55). Aviation medical examiners are another good resource. However, for a quick, confidential consultation with a board-certified aerospace physician, contact the Aeromedical Office. Pilots can call us anytime they have health-related questions, and we can advise them about FAA reporting requirements.

Also visit the Aeromedical Office’s online database of medications the FAA commonly allows for use during flight and aviation



“We want pilots to be healthy and to seek treatment when they need it. At the same time, we want them to be safe and legal when they’re flying.”

duties, plus restrictions on medicinal use and drugs the FAA does not permit at www.aviationmedicine.com/medication-database/.

If a pilot gets a prescription for a medication and doesn’t fill or take it, does he or she still have to report it to the FAA?

● **SNYDER:** A pilot usually gets a prescription as a result of a doctor’s visit, and the visit needs to be reported. The use of a medication only needs to be reported if the pilot has an active or open prescription at the time of the FAA medical exam. However, if there’s a prescription for a year’s worth of medicine, or a month’s worth with multiple refills, these circumstances

should be reported, too.

Let’s say an airline pilot has an ear infection, is treated for seven days, no longer has any symptoms, and returns to flying. The pilot would need to report the doctor’s visit but wouldn’t have an open prescription at the time of the physical and wouldn’t have to report the medications used. The pilot would report the visit under Question 19 on the FAA Medical Application and indicate an ear infection was treated and resolved. However, under Question 17, where it asks for the drugs prescribed, there’s no requirement to list what was used because it’s not an open, ongoing prescription.

Keep in mind that you should only start or stop the use of medications after consulting with your treating physician.


Is it acceptable for a pilot to use a prescription or an OTC drug purchased in another country?

● **SNYDER:** If it’s a prescription, it’s typically the same drug. However, you don’t always know what you’re getting when you purchase OTC drugs in many other countries. These medications sometimes contain narcotics

in addition to the medicine you think you’re acquiring. If you were unaware that you were purchasing something like this and have a Department of Transportation positive test for prohibited drugs, you would most likely lose both your medical and your pilot certificates. You’d face a one-year revocation. The excuse that you purchased the medication overseas wouldn’t be viewed as relevant.

Do you have any other advice for ALPA members?

● **SNYDER:** We want pilots to be healthy and to seek treatment when they need it. At the same time, we want them to be safe and legal when they’re flying. Again, we encourage pilots to consult our office for any questions so that we can offer specific, risk-free advice.

While conversations are confidential, we encourage pilots to report physical conditions that exist. We can give guidance about how to do this and legally return to flying so that there’s no potential risk for future FAA administrative action while safety and health are optimized. Please call if you need us. You’ll be glad you did. 

MEDICATION QUESTIONS

U.S. ALPA members with medication questions should contact the Aviation Medicine Advisory Service, ALPA’s Aeromedical Office, at 303-341-4435, Monday through Friday, 8:30 a.m. to 4:00 p.m. mountain time. Canadian ALPA members can call David Noble, the Association’s pilot health consultant, in the Association’s Toronto, Ont., office toll-free at 1-800-561-9576 to be referred to a physician. Please consider submitting questions to Magazine@alpa.org so that *Air Line Pilot* can address those issues of a more common nature in a future edition of the magazine.



Capt. Steve Jangelis (Delta), ALPA's Air Safety Organization Aviation Safety chair, left, on a trip with his dad, Jack, just before the start of 2020.

safety efforts and how ALPA's staff help to achieve the Association's goals.

AIR LINE PILOT:

1. How did you get into aviation/flying?

● **CAPT. STEVE JANGELIS:** When I was growing up, I would always look up in the sky and pay attention to the airplanes flying by. I would beg my parents whenever we'd go to Chicago O'Hare International Airport to watch the planes at this spot on Irving Park Road near Runway 4R/22L. It's an excellent place to get really close to planes landing and departing, and we'd sit on the car hood and take it all in. Whenever we were on a plane, no trip was complete without me bugging my parents to visit the flight deck and talk with the pilots. So basically, it was something I wanted to do from a young age.

I also read anything I could get my hands on—operating guides, flight manuals, accident reports—to learn the business. When I was 17 and headed to Lewis University, I took my first flight in a Cessna 152. I realized then that this was what I wanted to do for a career.

I worked throughout college at an airport—which would later be instrumental to me in performing my ASO duties—as a ground technician on everything from runways to lighting to painting airport surfaces to plowing snow in the long



Five Questions For ALPA's ASO Aviation Safety Chair

By Christopher Freeze, Senior Aviation Technical Writer

Editor note: The relationship between members and staff is vital to the Association's success. Beginning with the January–February issue, this column will showcase the efforts of a cross-section of ALPA pilots who volunteer their time and talents to advocate for the union's priorities and the cadre of knowledgeable and passionate staff specialists who support them.

In 2017, Capt. Steve Jangelis (Delta) became the Aviation Safety chair of ALPA's Air Safety Organization (ASO), which is composed of 400-plus volunteers who give their time and expertise on issues ranging

from FAA reauthorization to the B-737 MAX to ensure that U.S. and Canadian airspace remains the gold standard for flight safety and security.

Air Line Pilot sat down with Jangelis to learn more about the pilot who leads the ASO's

Photo courtesy of Capt. Steve Jangelis (Delta)



Chicago winters. From there, I earned an internship with the old Midway Airlines and learned the airline business while still in school. After I graduated, I was hired by a small Part 121 carrier in the Virgin Islands and then went on to cargo operations in the Middle East and Caribbean where I eventually made my way to the left seat of a B-727. In 2000, I was hired by Delta Air Lines, where I now fly the Airbus A320.

2. How did you first become involved with ALPA work?

● **JANGELIS:** In early 2001, I was involved in a potentially catastrophic runway incursion between a B-767 and a B-737 on a rainy night. We ended up barely clearing the -737, landing over the top of it on the same runway.

The ensuing investigation determined that controller error—not pilot error—led to the near collision involving 360-plus passengers. But the investigation also showed that there were a lot of things that got missed. Several safety enhancements were developed as a result of that incident, like the air traffic control advisory “traffic in position prior to your arrival,” and the rollout of ASDE-X was expedited to many airports.

So even though it was a quiet incident, numerous safety issues came to light. And I realized that my experiences and knowledge could help eliminate runway accidents and incidents. I volunteered and talked with my Master Executive Council (MEC) Central Air Safety Committee and essentially became the “airports guy”

for my pilot group and got involved with accident investigations as well.

From there, I took all the ALPA training courses, which readied me for anything I would see as a safety volunteer. I later became ALPA’s Airport and Ground Environment Group chair and then the Aviation Safety vice chair and now chair.

3. What are your roles and responsibilities as the Aviation Safety chair?

● **JANGELIS:** I oversee and handle all of the safety issues facing ALPA’s 63,000 pilots in the United States and Canada. It entails policy development and rulemaking, as well as interfacing with upper-level government and regulatory officials and maintaining strong ties to the manufacturers that build the planes we fly. As pilots, we’re in control of and responsible for the safe operation of our aircraft, and ALPA’s mission is to ensure that we’re supported by our companies and regulators.

My greatest responsibility is directing the ASO’s dedicated volunteers and ensuring that we have subject-matter experts on every topic we touch, from airport and aircraft design to air traffic control and pilot training. This also means making sure we’re well trained, well funded, and ready to operate on behalf of each member when the situation arises or as threats appear on the horizon to our profession. Along with Capt. Frank Pizzonia (United), ALPA’s ASO Aviation Safety vice chair, we get the pleasure of working with our technical group chairs who are the best in the safety business, and they’re the direct team

“My greatest responsibility is directing the ASO’s dedicated volunteers and ensuring that we have subject-matter experts on every topic we touch, from airport and aircraft design to air traffic control and pilot training.”

leaders of our pilot safety volunteer subject-matter experts.

4. How do ALPA national and staff help you achieve your goals?

● **JANGELIS:** To draw a football analogy, while the pilots may be the quarterbacks of the Association, we can’t achieve the wins without our whole team.


ALPA has assembled great staff members who are all as passionate about their work as we pilots are about flying. Every day, they do a great job—whether they’re assisting by fielding day-to-day phone calls; helping us draft policies, letters, or press releases; or advocating on our behalf with government and industry. They’re our “silent” professionals who make the team great.

In every department, they bring decades of historical and technical knowledge and experience and have connections to stakeholders we need to reach to solve or advocate for line-pilot issues.

A great example of staff support would be ALPA’s accident/serious incident hotline and the Pilot Peer Support line, which staff members monitor 24 hours a day, 365 days a year. They make it possible for us to deploy all of our resources quickly and efficiently no matter what time of day or night. In the case of an accident, it’s reaching out to the investigative body, the regulators, and the airport where the accident has taken place. Staff members provide pilot investigators the tools required for an investigation, including engineering and analysis expertise, and ensure that the pilots involved have legal representation and medical assistance. Without our professional staff, we couldn’t accomplish as much as we do. Their tireless dedication and commitment to ALPA members are unmatched.

5. What advice would you give new pilots who want to get involved with ALPA?

● **JANGELIS:** It’s really simple—just raise your hand and volunteer to do work that you find interesting and want to do. Reach out to your MEC Central Air Safety chair to get the ball moving. Taking that first step can lead to a rewarding position helping fellow line pilots.

ALPA is truly an organization powered by the pilots. Whether you’ve been an ALPA member for three years or 30 years, we have positions available for all experience levels. There’s training available to advance your knowledge and mentors ready to help you grow and take your service as far as you want to go. 



RECENTLY RETIRED



Fellow ALPA Members

Every year we say good-bye to many proud airline pilots who retire from the ranks of airline flying. They have served the profession during some of our industry's most turbulent times. We would like to recognize their service in *Air Line Pilot*.

Capt. Joe DePete
ALPA President

Capt. Ken Binder
ALPA R&I Committee Chair

2019

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Capt. Richard G. Ingram	Wasaya	August
Capt. Rob Mallory	Wasaya	August
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Capt. Salvatore Di Trapani	JetBlue	September
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Capt. Kurt Wyer	Jazz Aviation	October
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Capt. James P. Foshee	Delta	December
Capt. William M. Graham	Delta	December

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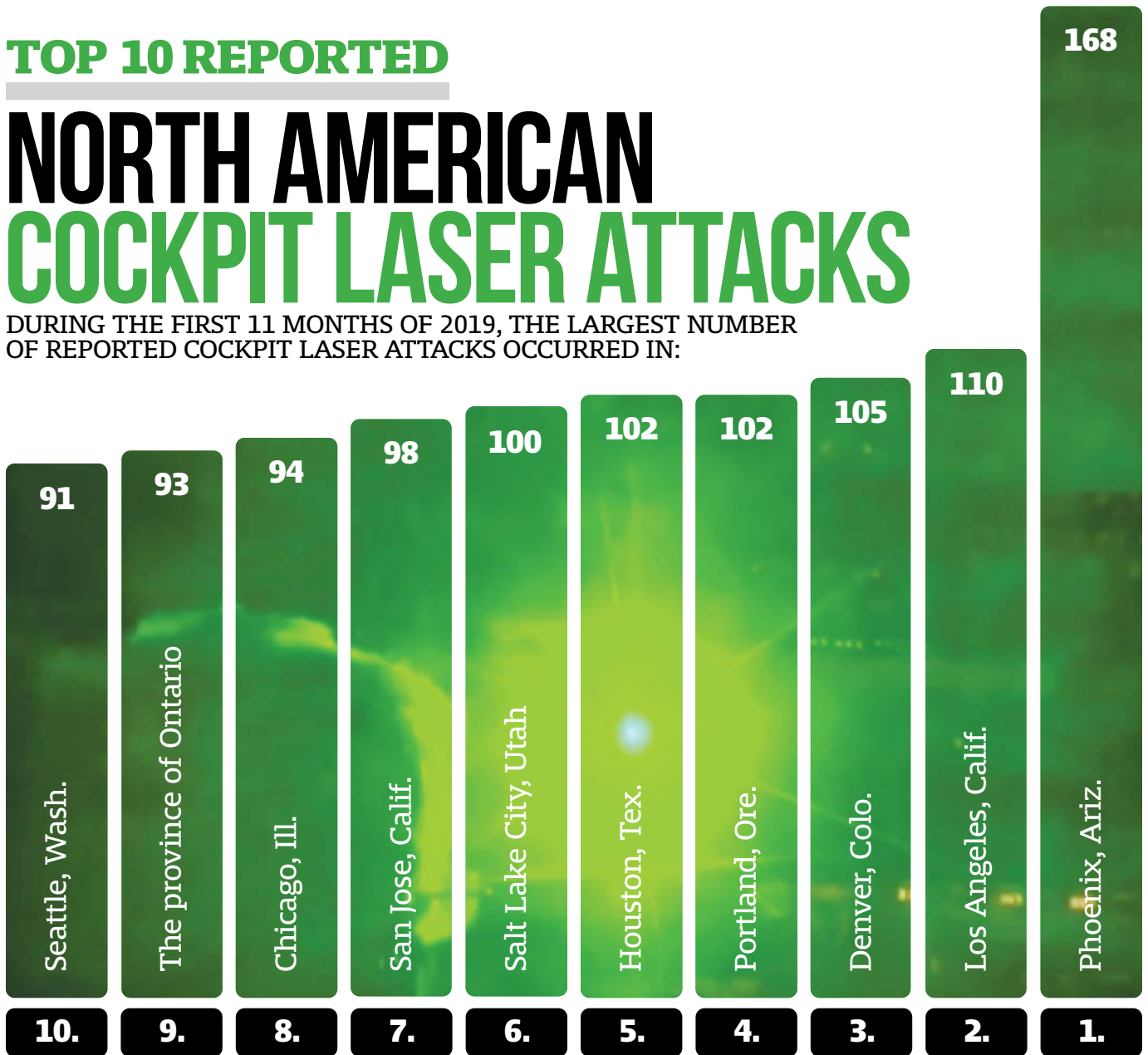
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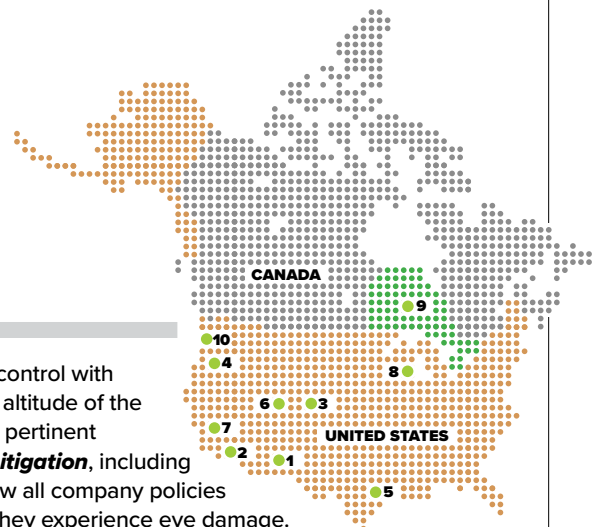
NORTH AMERICAN COCKPIT LASER ATTACKS

DURING THE FIRST 11 MONTHS OF 2019, THE LARGEST NUMBER OF REPORTED COCKPIT LASER ATTACKS OCCURRED IN:



Laser cockpit strikes continue to occur at an alarming rate despite extensive public-awareness campaigns, stricter penalties for perpetrators, and more painstaking law enforcement. Most of these illumination events occur during the landing phase of flight.

Federal agencies of the U.S. and Canadian governments periodically publish the locations that have the highest number of reported events. This information is particularly useful for developing mitigation and deterrence strategies. However, airline pilots also need to be aware of these incidents and to consider possible countermeasures such as protective eyewear.



REPORT IT Airline pilots are reminded to report laser strikes to air traffic control with details including the position of the aircraft when the occurrence took place, the altitude of the aircraft, the color of the laser, the originating direction of the laser, and any other pertinent information. Information about laser strikes is available at www.alpa.org/lasermitigation, including operational, reporting, and aeromedical guidance. Pilots are encouraged to follow all company policies and procedures and seek medical attention as soon as possible after landing if they experience eye damage.

Sources: The U.S. FAA and the Canadian Aviation Daily Occurrence Reporting System



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Other Organizations
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If you are involved in an accident, incident, or alleged violation of a federal aviation regulation, contact your local or central air safety chairman, regional safety chairman, or the worldwide ALPA accident/serious incident hotline at 202-797-4180 (collect calls are accepted) for an immediate response 24 hours per day. As a backup number, call 703-892-4180.

To report a safety problem or airspace system deficiency, call 1-800-424-2470 or e-mail EAS@alpa.org.

Pilot Peer Support

To contact a Pilot Peer Support volunteer, call 309-PPS-ALPA (309-777-2572).

2020 EBCB Schedule

The Association's Election and Ballot Certification Board's schedule for counting ballots is February 10, March 10, April 10, May 8, June 10, July 10, August 10, September 10, October 9, November 10, and December 10.

Any ALPA member in good standing may be present as an observer during any meeting. Contact the Association's Balloting and Council Services Department for scheduling.

ALPA INFORMATION NUMBERS

The following ALPA resources may be reached by e-mail or by dialing, toll-free, 1-888-359-2572 (1-888-FLY-ALPA). Once connected, press the # key on your phone and dial the last four digits of the number listed below. However, the ALPA main number, ASPEN, Member Insurance, and Membership Administration numbers need to be dialed directly.

Accident Investigation
(EAS@alpa.org)
1-800-424-2470

Accounting and Finance
(Finance@alpa.org)
703-689-4144

Air Line Pilot Magazine
(alpa.org)
703-481-4460

ALPA Aeromedical Office
303-341-4435

ALPA Canada Board
(CanadaBoard@alpa.org)
613-569-5668

ALPA Main Number
703-689-2270

ALPA Memorabilia
(SMDR@alpa.org)
703-481-4458

ALPA-PAC
202-797-4033

ASPEN
703-689-4220

Balloting
(Balloting@alpa.org)
703-689-4212

Cashiering
(Cashiering@alpa.org)
703-689-4385

Communications
(Communications@alpa.org)
703-481-4440

Computer Help Line
(HelpDesk@alpa.org)
703-689-4357

Council Services
(CSC@alpa.org)

Creative Services
(CreativeServices@alpa.org)
703-481-4440

Discipline and Discharge
(Rep@alpa.org)
703-689-4235

Economic and Financial Analysis
(EFA@alpa.org)
703-689-4289

Election Dates LEC/MEC
703-689-4212

Engineering and Air Safety
(EAS@alpa.org)
1-800-424-2470

FAA Enforcement or Medical Certificate Action
(Rep@alpa.org)
703-689-4235

Government Affairs
(GovernmentAffairs@alpa.org)
202-797-4033

Human Resources
(HumanResources@alpa.org)
703-689-4108

Information Technology and Services
(ITServices@alpa.org)
703-689-4134

IT Operations and Services
(ITOS@alpa.org)
703-689-4245

Legal
(Legal@alpa.org)
202-797-4097
703-689-4326

Member Insurance
(Insurance@alpa.org)
1-800-746-2572

Membership Administration
(Membership@alpa.org)
1-888-359-2572 (1-888-FLY-ALPA), option 3

Organizing
(OrganizingInfo@alpa.org)
703-689-4179

Purchasing
(Purchasing@alpa.org)
703-689-4135

Representation
(Rep@alpa.org)
703-689-4235

Real Estate
(RealEstateDept@alpa.org)
703-689-4105

Retirement and Insurance
(RI@alpa.org)
703-689-4114

Strategic Member Development and Resources
(SMDR@alpa.org)
703-689-4242

System Board of Adjustment
(Rep@alpa.org)
703-689-4235

ALPA Insurance Offers

YEAR-ROUND ENROLLMENT



DISABILITY: A variety of plans to supplement your income in the event you are unable to exercise the privileges of your FAA certification.

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