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OFFICIAL JOURNAL OF THE AIR LINE PILOTS ASSOCIATION, INTERNATIONAL



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ONE VOICE

Sharing Our Success

US. and Canadian airline pilots gain more than ever with the crystal-clear advantage of ALPA membership. ALPA is simply beyond compare in delivering the results our dues-paying pilots demand. The proof? Our industry-leading contracts, safety and security work, pilot assistance and support, and the foundation we're building for the future. Our members benefit first—with the entire profession sharing in ALPA's success.

Recently, Acting Deputy Secretary of Homeland Security and Transportation Security Administration (TSA) Administrator David Pekoske accepted my invitation to address ALPA's Executive Board regarding recent changes in the Known Crewmember® (KCM) program. He left no doubt about the value he places on KCM and its contribution to aviation security (see page 26).

The TSA administrator noted that ALPA's leaders have clearly communicated about the issues that line pilots are experiencing with the electronic randomizer function. He listened to our pilots' perspectives and emphasized the importance of the reports that our members are providing. As a result of our conversation, he pledged to review the system.

ALPA and KCM clearly have the administrator's attention, thanks to the work of our national officers, Air Safety Organization leaders and volunteers, and professional staff. He heard loud and clear not just our concerns, but also our commitment to achieving the KCM program's full potential to enhance the security and efficiency of air transportation.

Following his KCM comments, Administrator Pekoske also thanked the pilot volunteers who help secure our skies as part of the Federal Flight Deck Officer (FFDO) program—another initiative along with KCM that ALPA helped create and design to the benefit of our members and also the piloting profession.

While I've spoken with him many times, Administrator Pekoske's presentation reminded me just how much ALPA pilots contribute to our profession. While the KCM and FFDO programs are prime examples, ALPA has conceived and implemented a tremendous range of research, training, programs, and resources that benefit our dues-paying members but also other airline pilots around the globe.

In this issue, another benefit of ALPA membership is on display as we present the latest airline industry analysis from ALPA's Economic & Financial

Analysis team (see page 18). Our union's economists and financial analysts support ALPA pilots at every stage in collective bargaining. Our professional staff helps pilot groups understand their airlines' financial condition as well as the health of the global economy and equips our pilots with contract comparisons and proposal costing. A full team of analysts who are experts in airline financial analysis, pilot contracts, and collective bargaining are truly a unique resource available only to ALPA pilot groups.

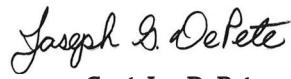
Relatedly, I've always felt that you can judge an organization by how it comes to the aid of its members in need. ALPA's Air Safety Organization has positively influenced, assisted, and supported our members but also airline pilots around the world through our Aeromedical, Critical Incident Response Program (CIRP), HIMS, Professional Standards, and Canadian Pilot Assistance programs.

For example, our CIRP effort (see page 28) has built an incredibly strong international presence. In the past few years, ALPA has responded to several aviation incidents in the United States that involved foreign-operated aircraft. These events, along with many others, show the worldwide collaboration that allows ALPA's CIRP volunteers to be present for our members and for other pilots wherever and whenever they're needed.

We're also leading the charge like no other organization in driving collaboration to effect positive safety change. For instance, we're working with lawmakers to continue to hold the FAA accountable for its failure to implement secondary flight deck barriers on all newly manufactured passenger aircraft (see page 25). We also just held our first-ever joint Commercial Space Conference with the Commercial Spaceflight Federation, spearheading an effort to advance the safe integration of commercial space activities into the national airspace. You'll read more about this in the December issue.

In all these ways and so many more—including accident investigation, jumpseat access, legal counsel, aviation policy, and legislative advocacy—ALPA stands out among the world's pilots' unions. As union brothers and sisters, ALPA generously shares our success. While we selectively offer our expertise and resources to airline pilots who aren't members, ALPA pilots are always at the front of the line.

Truly, there's only one ALPA. And **only** ALPA houses such expertise and creates our caliber of resources. Our union's goal is to move *all* airline pilots forward. But it's my job to make sure that ALPA's dues-paying members benefit most.


Capt. Joe DePete
ALPA President



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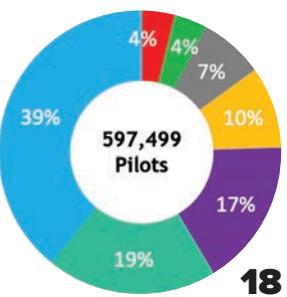
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PILOT DEMAND OVER THE NEXT
20 YEARS REMAINS SIGNIFICANT



About the Cover

Secondary flight deck barriers are effective physical barricades that help prevent hostile individuals from reaching the flight deck while the cockpit door is opened during flight.
Photo: RTCA

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Pilots Succeed Together

By Capt. Joseph Genovese, ALPA Vice President—Finance/Treasurer

At last month's Executive Board, I updated your master executive council (MEC) chairs on ALPA's latest steps along the long road to financial strength over the last decade or so. It's been a collective effort. Every single volunteer—from the national officers to MEC and local executive council (LEC) representatives—has a duty to the pilots we work for to spend their money wisely.

Looking back, the true breadth of what we've accomplished becomes even more impressive. We should all be extremely proud of the road we've taken, the mountain we've climbed since we first started our long path back to financial solvency. Today our finances are strong, and our collective will and fiscal responsibility have gotten us here.

Earlier in October, I spoke at the Retirement & Insurance (R&I) Seminar; the meeting's theme was "Pilots Succeed Together," and it continues to resonate with me. But this idea doesn't apply just to the R&I world. It applies to so much within our Association.

And perhaps nowhere is this more applicable than with ALPA's finances. A decade ago during difficult financial times in the airline industry, we had to work together and use sound, conservative financial judgement to provide the services our pilots needed while still staying within our limited budget. It took everyone pulling in the same direction to keep ALPA rolling.

Over that decade, we've kept on rolling—slowly at first, and then with greater momentum as the economy improved and we were able to negotiate new and enhanced contracts. But by keeping the same conservative style of budgeting, we've been able to not only maintain and even increase the services we provide our pilots but also take some necessary steps for the future. We completed a much-needed network infrastructure improvement with Project AMBER, and we're in the final stretch of a necessary effort to recapitalize important assets such as the Major Contingency Fund (MCF).

And starting Jan. 1, 2020, dues will be reduced from 1.90 percent to 1.85 percent.

Last year, ALPA's Executive Board created the Structure, Services, and Finance Review (SSAFR) Committee, which was initially tasked

with reviewing these four topics:

1. MCF and Operating Contingency Fund (OCF) levels;
2. Allocations among master executive council, local executive council, Administrative & Support, and OCF accounts;
3. Funding for national committees; and
4. Procurement policies.

The committee's goals, generally speaking, were to look at how to better spend our pilots' money, how to get more people involved in volunteering, and to bring our spending limits and restrictions into the 21st century and allow for straightforward and beneficial spending rules in our MEC and LEC budget accounts. Since the initial tasking, the Executive Council has also added a series of additional topics to SSAFR's agenda.

The committee met several times and had a number of recommendations for the Executive Board to consider at its October meeting. Among the recommendations (all of which were approved by the Executive Board):

- Additional funding to national committees to allow them to fund flight pay loss for all committee volunteers, not just the chair and vice chair.
- Additional funding for MECs and LECs to fund flight pay loss for volunteers attending conferences, seminars, or other training at ALPA for their volunteer positions.
- Requiring MECs to define, in policy, the amount of full-time flight pay loss a pilot can accrue, as well as the value of a day, and using that amount for an MEC pilot when receiving flight pay loss funds for national committees.
- Adding four additional authorized expense categories for LECs.
- Updating expense report policies and procurement policies to bring monetary values up to date.

The work of SSAFR continues, so expect to see many more recommendations and changes in the future.

If we continue to be responsible stewards of our pilots' money and work together, we're going to continue along the successful path we've forged and do more great things.

With ALPA's leadership, our dedicated pilot volunteers, our solid financial footing, and 63,000 strong standing as one, we will succeed. Together.



Veterans Affairs: Paving the Way Forward and Paying It Back

By F/O Paul Erickson (FedEx Express)
Chair, FedEx Express Master Executive Council Military Affairs Committee



I have an unusual dual qualification—when I'm not flying right seat in a B-777 for FedEx Express, I'm in the left seat of a KC-135 Stratotanker for the Nebraska Air National Guard. In the grand scheme of things, the dual qualification isn't really that odd because other ALPA members who fly for the military reserves face similar circumstances. Fortunately, ALPA has implemented a mechanism to help all Association members who find themselves flying for both the military and the airlines.

Here's my story: I was hired by my carrier in June 2015 after being a full-time pilot/instructor with the 155th Air Refueling Wing of the Nebraska Air National Guard for seven years. However, I continue to serve as a reservist, and this has had a direct impact on my airline flying.

Since being hired by FedEx, I've been deployed twice: the first time in 2016 to Qatar and the second time to Afghanistan in late 2018. These rotations can last for 30, 60, or 90 days. In addition, I typically spend another 100 days a year flying or training to stay proficient in the KC-135.

The military offers excellent flight training, and I feel privileged to have served my country and developed the knowledge and skills that come with this kind of work. However, I also know from experience that transitioning from the armed services to an airline job is a process. There are steps that must be taken. Plus, having a family raises even more issues. I have three boys and want to be there for them and catch their sporting events and other activities.

Fortunately, the Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994 provides certain protections to ensure that my military commitment doesn't jeopardize my civilian work. USERRA was created to safeguard the job rights of men and women who voluntarily or involuntarily leave employment positions to perform duties in the U.S. armed services. This legislation, which clarified and strengthened the previous Veterans Reemployment Rights statute, applies to a service mem-

ber's employment, reemployment, and retention in employment. It bars employers from discriminating against past and current service members as well as applicants to the military.

Unfortunately, understanding the law isn't a simple task, and it's one of the many reasons ALPA created Veterans Affairs. A subcommittee of the Membership Committee within the union's Professional Development Group, Veterans Affairs helps members by providing a step-by-step guide that deciphers the law and explains how it's applied. Veterans Affairs works with ALPA's Legal Department to clarify the policies of the U.S. Departments of Defense, Labor, and Veterans Affairs that apply to this segment of ALPA's membership, along with any other related information that may be useful.

In addition, Military Affairs Committee volunteers from ALPA's individual pilot groups, who also support the national Veterans Affairs Subcommittee, are available to talk about what they deal with as reservists and how they successfully juggle airline work, military duty, and family. They also provide information about the challenges of transitioning from military to civilian work life. Hearing about potential pitfalls and what others have learned can save a lot of heartache.

As we celebrate Veterans' Day this month, it's important to remember our citizens who've been members of the military and the sacrifices they've made—and continue to make—so that we can enjoy the prosperity and many freedoms we have. World War II General Douglas MacArthur once said, "The soldier above all prays for peace, for it is the soldier who must suffer and bear the deepest wounds and scars of war." We owe it to these men and women to give them a helping hand when they need it most.

To learn more, visit www.alpa.org/veterans or talk to someone from your pilot group's Military Affairs Committee. If you're an active or former service member, find out what you need to know to enjoy your second career as an airline pilot. I did! ☺



MAINLINE

Delta Air Line Pilots Respond To Third-Quarter Earnings

“Delta pilots are proud to have contributed to a successful summer flying season by carrying a record number of passengers safely to destinations around the world,” announced the Delta pilots’ Master Executive Council (MEC) on October 10 in response to Delta Air Lines’ third-quarter earnings report. “While there were significant operational challenges this quarter, Delta pilots were able to help offset those effects through



a record amount of overtime flying.

“Delta pilots are dedicated to the success of our airline. With an estimated 900 more pilots needed to be hired to meet next year’s summer flying projections, we’re committed to partnering

with management to help mitigate staffing issues. The pilots are currently in contract negotiations with the company, and we look forward to a successful outcome that rewards us for our part in Delta’s unprecedented profitability.”

NEW ALPA REPS

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

● ALASKA 67

F/O Andrew Coyle,
Seniority Block 10 Rep

● AIR WISCONSIN 51

Capt. Schuyler
Nachod,
Secretary-Treasurer

● CALM AIR 205

Capt. Dana Chepil,
Secretary-Treasurer

● ENDEAVOR AIR 157

Capt. Robert Berger,
Secretary-Treasurer

● MESA 87

Capt. Wagner Soares,
Secretary-Treasurer

ALPA NEGOTIATIONS UPDATE

The following is a summary of the status of ALPA contract negotiations by airline as of **October 25:**

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

AIR WISCONSIN—A Section 6 notice was filed on Oct. 1, 2010. Air Wisconsin filed for mediation on June 17, 2013. Pilots and management reached a tentative agreement on Aug. 4, 2015. The pilots rejected the tentative agreement on Oct. 7, 2015. The pilots and management reached a tentative agreement on April 26, 2018. The pilots voted against the tentative agreement on July 3, 2018. Mediation 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.

COMMUTAIR—A Section 6

notice was filed on Sept. 6, 2019. Negotiations continue November 18–22 and December 10–13.

DELTA—A notice to bargain was sent on April 5, 2019. Negotiations continue November 11–14 and 20–21 and December 3–5 and 10–12.

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 November 11–15, 18–22, and 25–29.

TRANS STATES—A Section 6 notice was filed on Feb. 7, 2018. An application for mediation was filed on June 6, 2019. Mediation continues.

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

WASAYA—A notice to bargain was filed on March 15, 2019. Negotiations continue.



I cannot begin to tell you how grateful I am for this grant from Pilots for Pilots. It will be put to good use recovering from the devastation. It is truly heartening to know my union not only cares about its members but is willing to put that feeling into practice.

—F/O Craig Dye (Delta)



www.alpa.org/p4p

Help us make sure this fund is available for every pilot who needs it in the future. Please donate today, and remember, we’re all just a disaster away from needing P4P.

PREFLIGHT



Airline Industry Update

Domestic

● ABC News reported that on October 6, Delta Air Lines celebrated International Girls in Aviation Day with its fifth-annual “Women Inspiring Our Next Generation” flight, carrying 120 young women ages 12–18 from Salt Lake City, Utah, to NASA in Houston, Tex.

The flight was planned and orchestrated exclusively by women, including the pilots, ramp agents, gate agents, and controllers in the tower.

● Spirit Airlines announced that it's building a new south Florida headquarters that will improve efficiency while supporting the airline's expanding international operation. The headquarters, which will cost \$250 million, is scheduled to be completed in 2022 in Dania Beach, Fla., just south of the

Delta celebrates International Girls in Aviation Day.

carrier's largest operational base at Fort Lauderdale-Hollywood International Airport.

● Per the *Dallas Morning News*, American Airlines plans to build a new \$100 million parts distribution facility at Dallas/Fort Worth International Airport that will supply airplanes and hubs throughout the company's network. The Fort Worth-based carrier is asking the airport to lease a 30-acre property north of Terminal A, next to the company's air freight facility.

● According to *The New York Times*, Kevin McAllister, president and CEO of Boeing Commercial Airplanes, was fired by the company's Board of Directors in late October. Boeing's board also stripped CEO Dennis Muilenburg of his title as chairman of the board. However, he remains CEO following the board's decision to split the two jobs into separate positions. This action comes nearly a year after the first of two fatal crashes of the B-737 MAX.

International

● According to *The Canadian Press*, a Transportation Safety Board report indicates that improved runway safety measures have been made at Halifax Stanfield International Airport after an Air Canada aircraft slid on a runway in blustery and icy conditions in March. Air Canada Flight 614 from Toronto, Ont., landed on Runway 23 and began sliding as it slowed near a taxiway during braking, eventually rotating 180 degrees before coming to rest facing the wrong way with all its tires on the paved portion of the runway. None of the 211 passengers and eight crewmembers were injured.

● Per Reuters, British Airways owner IAG said it will achieve net-zero carbon emissions by 2050, becoming the first major airline group to make such a commitment. IAG noted it would achieve its target by carbon offsetting for British Airways' domestic flights starting in 2020, investing in sustainable aviation fuel, and replacing older aircraft with more efficient jets over the next five years.

● CNN reported that Beijing's new Daxing International Airport, designed to handle 72 million passengers a year, opened on September 25. Built in less than five years at a cost of ¥120 billion yuan (\$17 billion), the airport includes a terminal billed as the world's biggest at 11 million square feet. Despite the size, its builders say travelers will need to walk no more than 2,000 feet to reach any boarding gate.

● Per *FlightGlobal*, air freight volumes fell for the 10th consecutive month during August, according to the latest data from the International Air Transport Association.

Global demand measured in freight tonne kilometers was down 3.9 percent year on year in August, due in part to the China-U.S. trade dispute and weak economic indicators.

● According to Reuters, Etihad Airways and Air Arabia are jointly setting up a low-cost carrier in Abu Dhabi to tap into growing demand for budget travel from the United Arab Emirates' capital. It's the first investment by Etihad in another airline since its “equity alliance” strategy, which once saw it hold stakes in as many as eight other carriers.

Front Lines

ALPA'S PRESIDENT CALLS FOR REMOTE IDENTIFICATION AND GEOFENCING FOR DRONES

● During a meeting of the FAA's Drone Advisory Committee (DAC) in mid-October, Capt. Joe DePete, ALPA's president, urged the group to remain focused on safety and publish the long-overdue FAA rule requiring drones to broadcast an identification code. DePete also pressed the FAA to implement geofencing technologies as soon as possible.

He also voiced support for the FAA's Drone Safety and Education Week to be held the first week of November, noting that “safety is everyone's responsibility.”

“We all share the responsibility to fly safely and

responsibly," DePete continued. "Even when the aircraft are small, they pose a safety threat to airline pilots when they're operated in an unsafe manner, whether it's accidental or intentional."

The 35-member DAC assists the FAA in creating a safe framework for drone operations in the airspace system. The next meeting is planned for January 2020.

ALPA SLAMS FAA FOR FAILING TO IMPLEMENT SECONDARY FLIGHT DECK BARRIERS

- On October 9, ALPA slammed the FAA for its failure to meet a crucial deadline to enhance aviation safety and security. In last year's FAA reauthorization, Congress mandated that the agency issue a rule by Oct. 5, 2019, requiring the installation of secondary flight deck barriers on all new passenger aircraft. However, instead of issuing the final rule as intended, the FAA created an unnecessary working group this summer to "study" the issue, which will further delay this much-needed aviation safety and security enhancement (see page 25).

"Action on secondary barriers is needed now, not many months or even years from now, and protection protocols need to be strengthened. That is precisely what secondary barriers are designed to do," said Capt. Joe DePete, ALPA's president. "Issuing the final rule today would be a strong way for Administrator Steve Dickson to begin his tenure of overseeing the safest, most efficient aerospace system in the world. The FAA should seize the opportunity to facilitate the advancement of safety and security rather than being a barrier to implementing this critical mandate."

ALPA LAUDS HOUSE ACTION ON FAIR AND OPEN SKIES ACT

- "The more than 63,000 pilots of ALPA are grateful to Chairman Peter DeFazio (D-OR), Aviation Subcommittee Chair Rick Larsen (D-WA), Rep. Rodney Davis (R-IL), and Rep. Sharice Davids (D-KS) for their bipartisan leadership in protecting American jobs and fighting for fair competition for airline pilots and other U.S. airline workers," ALPA commented on September 19 after the U.S. House of Representatives Transportation and Infrastructure Committee passed the Fair and Open Skies Act (H.R. 3632). The floor of the House must now consider the bill.

"The Fair and Open Skies Act enables the Department of Transportation to prevent airlines with flag-of-convenience business models and other atypical employment practices from serving the United States," stated the Association. "These venue-shopping efforts allow airlines to undermine workers' pay, benefits, and work rules. In addition, they also threaten to erode the proactive safety culture that we have fostered here in the United States."

"Currently, pilots across Europe are fighting back against these schemes, and it's more important than ever that we defend a fair and free marketplace for U.S. airlines and their employees, as well as maintain safety."

"ALPA calls on Congress to put a stop to these business schemes that undermine labor rights, safety, and the competitiveness of the U.S. airline industry and pass the Fair and Open Skies Act to help level the playing field

and keep our skies safe," the Association concluded.

JOIN ALPA'S CONTINUED EFFORTS TO CURB HUMAN TRAFFICKING

- Earlier this year, ALPA partnered with the U.S. Department of Transportation, the Department of Homeland Security (DHS), and the U.S. Customs and Border Protection to fight aviation-related human trafficking through the "Blue Lightning" initiative. ALPA pilots can now access DHS-produced interactive training and education to help identify and protect against exploitation of human lives. To take the training go to www.alpa.org/BLI.

More recently, on October 8–11, ALPA's Air Safety Organization and Engineering & Air Safety (E&AS) Department staff participated in meetings held by the International Civil Aviation Organization (ICAO) in Montréal, Québec, to develop guidance that describes the means and methods of identifying and reporting human trafficking within the aviation transportation sector.

The ongoing ICAO discussions are part of the work being done by ICAO's Cabin Safety Group, on which ALPA is also represented. For additional information, contact ALPA's E&AS Department at EAS@alpa.org or 1-800-424-2470.

ADVANCING THE PROFESSION WITH CANADA'S 43RD PARLIAMENT

- Canadians took to the polls on October 21 to cast their ballot in the 2019 federal election. The Liberal Party held on to power by winning enough seats in the House of Commons to form a minority



ALPA members and staff discuss human trafficking at International Civil Aviation Organization meetings in October.

government.

While no definite dates have been confirmed for cabinet appointments or for when Parliament will resume, ALPA looks forward to working with all Members of Canada's 43rd Parliament to advance the airline piloting profession. The Association will continue to work closely with the new ministers in the Transport, Industry, and Labour portfolios to keep North American skies safe while also fighting for the best working conditions for its members. Ongoing efforts include addressing the pilot shortage in Canada and engaging with government on legislation and initiatives that affect ALPA members and the aviation industry.

ALPA CANADA DISCUSSES PLANS FOR COMING YEAR

- The ALPA Canada Board, which represents more than 5,400 pilots at 14 airlines in Canada, recently held its last official meeting of the year. During a productive three-day session, several motions were adopted, including some coming from local councils.

With the Canadian federal election campaign taking place at the time, the meeting also provided an ideal time for keynote speaker Capt. Chuck Dyer (FedEx Express,



From left, Capt. John Tabet (Spirit), F/O Dan Knight (Trans States), and Capt. Fred Evans (CommutAir) prepare to launch airline pilot careers at the Rotary to Airline Group Convention.

Ret.) to deliver an address on politics and governance within ALPA. A number of other new items were also discussed, including next year's budget and the implementation of a Canadian Cockpit Access Security System.

The next official ALPA Canada meeting will take place in the nation's capital, Ottawa, on Jan. 28–30, 2020.

MEMBERS CONNECT WITH MILITARY PILOTS AT RTAG CONVENTION

● ALPA's Membership and Veterans Affairs Committees joined 1,200 future airline pilots and approximately 65 industry vendors at the Rotary to Airline Group (RTAG) Convention on October 12 at Fort Rucker—the home of

Army Aviation—in Enterprise, Ala.

Throughout the day, Capt. Fred Evans (CommutAir), F/O Dan Knight (Trans States), and Capt. John Tabet (Spirit) had an opportunity to speak with many attendees about ALPA and the benefits of union membership. They also promoted ALPA's *Military-to-Airline Transi-*

tion Guide, a new resource available on www.cleared-todream.org to help prepare military pilots for a career with the airlines. The majority of attendees were active military personnel investigating career possibilities, and discussions during the convention underscored the importance of ALPA mentoring future pilots not only during their transition, but also once they join the airlines—an initiative in ALPA's strategic plan to help strengthen the connection with members.

With more than 10,000 members, RTAG is the largest rotary transition association in the world. It's also the only nonprofit organization that connects military service pilots, maintenance technicians,

and other highly qualified veterans with the airline industry. Cofounders F/O Erik Sabiston (CommutAir), F/O Joshua Lee (Frontier), and F/O Tim Kirschbaum (PSA) are all proud ALPA members.

The next RTAG convention will be held in spring 2020 at Fort Hood in Killeen, Tex. ALPA will be there as a presenter and exhibitor and looks forward to continuing to support transitioning military pilots.

SHARING ALPA'S PERSPECTIVE WITH IFALPA FEMALE PILOTS' WORKING GROUP

● Forty female pilots from 20 countries, including six members of ALPA, were in Vienna, Austria, in mid-October for a meeting of the International

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Federation of Air Line Pilots' Associations' (IFALPA) Female Pilots' Working Group. Hosted by the Austrian Cockpit Association near the Vienna International Airport, group discussions at the two-day event addressed topics such as gender bias, pay equity, work-life balance, mentoring, and encouraging young women to consider careers as airline pilots.

Approved last April at IFALPA's 74th Conference in Berlin, Germany, the Female Pilots' Working Group was created to help the aviation industry overcome global pilot shortages, identify barriers for women in aviation, and promote a fair and respectful workplace. According to *InterPilot*, an IFALPA



The International Federation of Air Line Pilots' Associations' Female Pilots' Working Group gathers in Vienna, Austria.

publication, "Although about 49 percent of the world's population is female, women make up only 5 percent of pilots."

Attending the meeting from ALPA were F/O Kandy Bernskoetter (FedEx Express), ALPA's Membership Committee chair; F/O Ellen Brinks (Delta), ALPA's Aeromedical Group chair; Capt. Tara Cook (United); Capt. Christina Halli (Delta); F/O Stacey Jackson (WestJet); and F/O Deborah Mueller (United).

MECS JOIN IN OPPOSING PUERTO RICO'S STEPPING-STONE TO CABOTAGE

The Master Executive Council (MEC) chairs of Delta, Frontier, Spirit, Sun Country, and United weighed in as part of ALPA's recent comments to the Department of Transportation (DOT) regarding Puerto Rico's request for special "flexibility" for foreign carriers to exchange traffic at its airports. ALPA opposes the request.

Puerto Rico asked the DOT to grant foreign airlines the

ability to transfer cargo and passenger traffic between one another bound for third countries. ALPA believes that the true intent of this application is to provide a stepping-stone to cabotage, i.e., for foreign carriers to exchange traffic in San Juan bound for the mainland United States. This would create a "quasi hub" for Latin American carriers and undermine San Juan's potential as a U.S. carrier hub or focus city for service to the region. The flexibility Puerto Rico requests already exists under the Open Skies trade agreements that cover every significant country in Latin America and all of Europe. By explaining the harm each

(Continued on page 14)

An advertisement for ALPA-PAC. The background shows the interior of an airplane cabin with rows of blue patterned seats. Overlaid text reads: "THIS IS THE ONLY AISLE WE CARE ABOUT." Below it, a larger text block says: "ALPA-PAC IS THE MOST BIPARTISAN LABOR PAC IN THE COUNTRY. CONSERVATIVE, LIBERAL, OR SOMEWHERE IN BETWEEN: WE DON'T CARE WHAT SIDE OF THE AISLE THEY'RE ON, AS LONG AS THEY'RE ON OUR SIDE". At the bottom, it says "BACK THE PAC!" and "WWW.ALPA-PAC.ORG".

THIS IS THE
ONLY AISLE
WE CARE
ABOUT.

ALPA-PAC IS THE MOST
BIPARTISAN LABOR PAC IN
THE COUNTRY. CONSERVATIVE,
LIBERAL, OR SOMEWHERE IN
BETWEEN: WE DON'T CARE
WHAT SIDE OF THE AISLE
THEY'RE ON, AS LONG AS
THEY'RE ON OUR SIDE

BACK THE PAC!
WWW.ALPA-PAC.ORG

Disclaimer: The descriptions of the Air Line Pilots Association PAC are not a solicitation to contribute to the PAC. Only ALPA members, ALPA executives, senior administrative and professional staff personnel, and their immediate family members living in the same household are eligible to contribute to ALPA-PAC. ALPA-PAC maintains and enforces a policy of refusing to accept contributions from any other source. ALPA members may learn more about ALPA-PAC and about contributing to ALPA-PAC by entering the members-only portion of www.alpa.org.

alpa pac
A member service of Air Line Pilot.



EDUCATION COMMITTEE UPDATE



Capt. Mike Hatten (United) gives a presentation to flight students at Purdue University.

PILOTS MENTOR PURDUE FLIGHT STUDENTS

ALPA's Education Committee, in partnership with Purdue Professional Pilots, recently held its first event of the fall semester at Purdue University. More than

50 flight students attended and listened intently as Capt. Mike Hatten (United) talked about the skills and traits of an effective leader, methods for perfecting interviewing skills, the importance of mentorship, and using CRM skills. He further engaged the students by sharing a number of flying stories to illustrate the lessons.

ALPA PILOTS SHARE A 'DAY IN A LIFE' AT EASTERN KENTUCKY UNIVERSITY

F/O Drew Owen (Spirit) recently visited Eastern Kentucky University and talked about "A Day in the Life of an Airline Pilot" with approximately 40 students. A good mix of freshmen and



F/O Drew Owen (Spirit) talks to students at Eastern Kentucky University.

upperclassmen attended and were engaged throughout the presentation and subsequent Q&A session. Additional visits are planned throughout the school year.

ALPA VISITS LOUISIANA TECH

During a recent visit to Louisiana Tech University, Capt. Mark Bolleter (United) served as the guest lecturer for instrument pilot ground school. About 50 students attended the lecture and listened intently as he discussed instrument flight



Capt. Mark Bolleter (United) guest lectures at Louisiana Tech University.

rules (IFR) and common mistakes of new IFR pilots. Bolleter transitioned the presentation into a briefing about a pilot's "typical" workday and answered numerous questions from students.

Through its Education Committee, the Association promotes the airline 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.



A STAR ALLIANCE MEMBER

Committed to the safety and welfare of pilots around the world.

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• fly the friendly skies

(Continued from page 12)

pilot group would face, these MEC chairs strengthened ALPA's opposition.

For decades, ALPA has worked tirelessly to ensure that the U.S. aviation industry is able to provide good jobs with stable wages, benefits, and decent working conditions—and those must *not* be jeopardized. ALPA will continue to urge the DOT to deny the exemption.

MAKE THE MOST OF YOUR MEMBERSHIP: DOWNLOAD ALPA'S APP

ALPA's tech experts are constantly working to make ALPA's mobile app as useful and functional for ALPA members as possible. Thanks to user feedback, the Association has improved navigation, streamlined content, and added many new features. But ALPA hasn't stop working. Updates are pushed regularly, so make sure you're using the



latest version to get the most out of ALPA's app.

If you don't have the app, here's what you're missing:

- ALPA breaking news

(Continued on page 16)

SOLUTION TO THIS MONTH'S ALPA SUDOKU ON PAGE 16.

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



ASO UPDATE

● PROFESSIONAL STANDARDS ASSISTANCE FOR PANAMANIAN PILOT UNION

Capt. Tom Letson (Delta), ALPA's Professional Standards Group chair, and F/O Jason Graves (JetBlue), an instructor, traveled to Panama in mid-October to conduct training for the Panamanian Union of Commercial Aviators (UNPAC). Professional Standards is one of several disciplines that falls under ALPA's Air Safety Organization Pilot Assistance structure and offers members peer conflict resolution before personality differences and other interpersonal conflicts can escalate to disciplinary or safety concerns.

The training focused on helping the Panamanian pilots create their own Professional Standards Committee, a building block toward a full Pilot Assistance Committee. UNPAC, a member of the International Federation of Air Line Pilots' Associations, is actively

making improvements to better assist its members. The union represents the more than 1,000 pilots who fly for Copa Airlines, a subsidiary of Copa Holdings, S.A., and a member of the Star Alliance.



Approximately 400 airline pilots, health-care professionals, airline officials, and government representatives attend ALPA's annual Human Intervention Motivation Study Basic Seminar.

● HIMS SEMINAR DRAWS LARGE ATTENDANCE

Nearly 400 airline pilots, health-care professionals, airline officials, and government agency representatives assembled near Denver International Airport in late September for the Association's annual Human Intervention Motivation Study (HIMS) Basic Seminar. The three-day conference looked at the physical conditions that often lead to substance addiction, regulations addressing dependency and abuse, and the individual steps to be taken that can aid recovery.

"This is by far our biggest training event of the year," said F/O Craig Ohmsieder (Spirit), ALPA HIMS chair, who



ALPA representatives pose with members of the Panamanian Union of Commercial Aviators during professional standards training.

moderated the seminar. He added, "It helps ensure we have properly trained pilot volunteers, doctors, management pilots, and health-care professionals who are ready to assist pilots who struggle with substance abuse or dependency."

Seminar presentations included talks with hands-on practitioners who drew from their own experiences to explain how the program can best work. The conference covered the various ongoing support networks available, and attendees heard moving testimonials from HIMS survivors who currently act as peer supports.

A component of ALPA's Air Safety Organization and the Pilot Assistance Group, HIMS is an alcohol and substance abuse program that coordinates the identification, treatment, and return to work of affected airline pilots who successfully complete the required protocols. Sponsored by ALPA, the FAA, and the airline industry, HIMS has a nearly 90 percent success rate.

● INTERNATIONAL CONFERENCE ON CABIN AIR QUALITY

F/O Ellen Brinks (Delta), ALPA's Aeromedical Group chair, represented ALPA at the Aircraft Cabin Air International Conference in mid-September at the Imperial College London in London, England.

The event brought an international audience of aviation industry stakeholders together to examine the latest



IN MEMORIAM

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

—Author unknown

COMPILED FROM INFORMATION PROVIDED BY ALPA'S MEMBERSHIP ADMINISTRATION DEPARTMENT

| 2018 | |
|---------------------------------|--|
| Capt. Kenneth R. Bradley | United January |
| Capt. John R. Burchfield | US Airways April |
| Capt. William R. Herrin | United November |
| 2019 | |
| Capt. Alvin L. Kressel | Seaboard World/Flying Tigers/FedEx Express March |
| Capt. Robert W. Stewart | United March |
| Capt. William B. Busse | Mesa May |
| F/O Ralph A. Bellerue | Continental June |
| Capt. Harold B. Hood | Texas International June |
| Capt. Charles F. Boivin | Mohawk July |
| Capt. Richard I. Bombard | Continental July |
| Capt. Jack E. McBride | Delta July |
| Capt. Robert E. Pries | Continental July |

| | | |
|---------------------------------|-------------------------|---|
| Capt. George J. Schnell | United July | Capt. Donald V. Kyte |
| Capt. Ben K. Aspen | Northwest August | Capt. Leon J. Lowery |
| S/O Frederick L. Clayton | United August | Flying Tigers/ FedEx Express September |
| Capt. Anthony E. Eggers | America West August | Capt. Karen N. Moeller |
| F/O Daryl G. Hubbard | Delta August | Endeavor Air September |
| Capt. Burton B. Jones | Northwest August | Capt. William A. Mullen |
| Capt. Robert L. Mitchell | Pan American August | United September |
| F/O John P. Pope | United August | Capt. Edward L. Owen |
| Capt. Carey O. Shirey | Delta August | Northwest September |
| Capt. Bernie K. Bly | Continental September | Capt. Craig A. Rhymers |
| Capt. Kurt R. Crosby | Alaska September | Delta September |
| Capt. Dale T. Fabricius | FedEx Express September | Capt. Robert L. Scruggs |
| Capt. James F. Holmes | Delta September | Delta September |
| Capt. Paul T. Keeslar | United September | Capt. Frank A. Taucher |
| | | Air Wisconsin September |
| | | Capt. Stanley F. Wied |
| | | US Airways September |
| | | Capt. Billy R. Wilson |
| | | Delta September |
| | | Capt. Robert F. Lindley II |
| | | Delta October |
| | | Capt. Wallace S. Pawley |
| | | Pan American October |
| | | F/O Timothy N. Vencel |
| | | FedEx Express October |

developments in bleed air filtration, contaminated air warning sensor systems, and other potential solutions. The group also looked at medical and scientific theories and findings on the health aspects of exposure to contaminated air in the aircraft cabin. Conference speakers included Capt. Antti Tuori (Finnair), a doctor and the Human Performance Committee vice chair for the International Federation of Air Line Pilots' Associations.

Brinks attended the two-day conference in conjunction with the recently formed ALPA Health and Environment Working Group, established to address aircraft cabin air quality and other work-environment issues, as outlined in ALPA's strategic plan (see page 30).

ALPA's Aeromedical Group is a component of the Pilot Assistance structure within the Association's Air Safety Organization.

● PILOT VOLUNTEERS RECEIVE CRITICAL INCIDENT RESPONSE TRAINING

Approximately 60 pilots took part in three days of training in Houston, Tex., in early September to become members of ALPA's Critical Incident Response Program (CIRP). The class, "Assisting Individuals in Crisis," employs the fundamentals of critical incident stress management and teaches peer support volunteers (PSV) how to work with their fellow pilots to mitigate the psychological impact of an on-the-job critical incident or accident. Instructors for the class included Capt. John McFadden (United), ALPA's CIRP

chair, and Mark Berg, a mental health professional supporting ALPA CIRP and director of the Employee Assistance Program for the University of Texas MD Anderson Cancer Center.

"Experience is the best training," said McFadden, who provided deidentified examples of previous events to illustrate the complex nature of stress and explain how early intervention can provide much-needed relief and a faster recovery. The curriculum covers common psychological reactions in a crisis situation as well as a multistage approach for intervention, or what McFadden termed "emotional first aid." PSVs practiced what they've learned in a series of role-playing exercises.

CIRP (see page 28) is one of the many resources available to ALPA members through the Association's Air Safety Organization Pilot Assistance structure. Visit aso.alpa.org and click on the Pilot Assistance link to learn more about CIRP and how to get involved.



Mental health professional Mark Berg talks about what physically happens when a person experiences a psychologically disturbing event.

● CREWMEMBERS URGED TO REPORT SECURITY INCIDENTS OR DEFICIENCIES

Recent information made available to ALPA indicates that crewmembers should utilize all available resources to report security incidents or deficiencies observed during the course of their duties. This should include any anomalies observed while on the ground (suspicious persons or packages, persons acting unusual or looking out of place, etc.) or in flight (disruptive passengers or passengers displaying abnormal behavior, GPS jamming/lack of GPS accuracy, or navigational anomalies).

ALPA asks that crewmembers file these reports with their companies per established policies and procedures and that a report also be filed using the Association's Aviation Security Incident Report available at www.alpa.org/resources. ALPA's Air Safety Organization Aviation Security structure worked with the Association's IT staff to create the reporting form.

These reports are being catalogued, deidentified, and forwarded directly to the FAA Security Division. The data collection is a team effort, and ALPA is working directly with master executive council Security chairs.

As the Association continues to engage the government on secondary flight deck barriers (see page 25) and one level of security for cargo pilots, crewmembers are urged to stay alert and be vigilant to any threats to their aircraft.

(Continued from page 14)

updates,

- Access to your membership card,
- Known Crewmember®,
- Jumpseat information,
- ALPA's Worldwide Accident/Serious Incident Hotline (the "orange card"),
- Pilot Peer Support,
- Documents from ALPA, your master executive council, local executive council, and

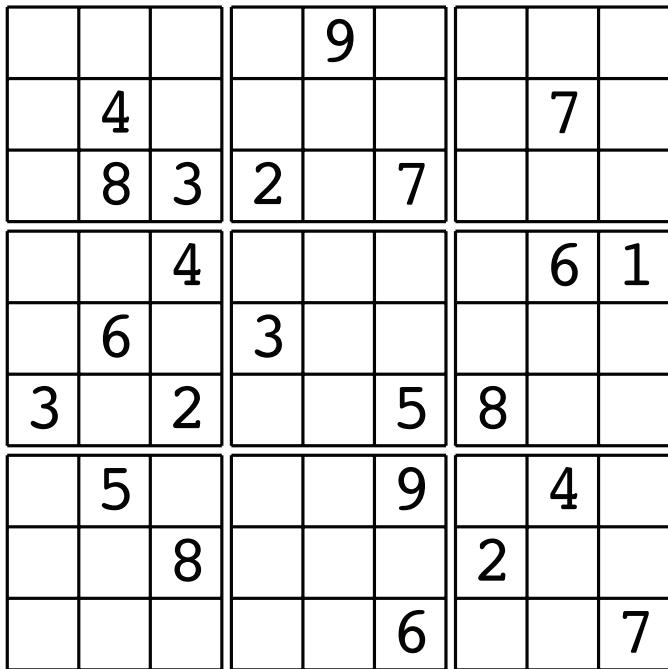
- Many other member resources.

ALPA is committed to providing members with the best resources and services, so download ALPA's mobile app today.

Questions? Comments? Contact **ALPAAppFeed-back@alpa.org**.

ALPA Sudoku

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



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



ON INVESTING

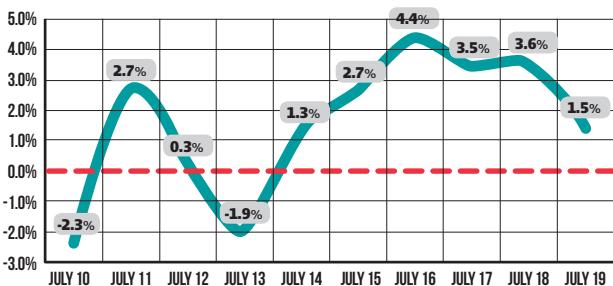
- To read the latest issue of *On Investing* from Charles Schwab, go to www.schwab.com/oninvesting. It's an added benefit for members through ALPA's partnership with Charles Schwab & Co., Inc. as the Association's preferred financial services provider.



INDUSTRY STATS

U.S. SCHEDULED PASSENGER AIRLINE EMPLOYMENT

Percent Change in Scheduled Passenger Airline Full-Time Equivalent Employees from Previous Year



SOURCE: U.S. DEPARTMENT OF TRANSPORTATION'S BUREAU OF TRANSPORTATION STATISTICS AND ALPA ECONOMIC & FINANCIAL ANALYSIS DEPARTMENT

U.S. SCHEDULED PASSENGER AIRLINE EMPLOYMENT

According to the Department of Transportation's (DOT) Bureau of Transportation Statistics, U.S. scheduled passenger airlines employed 1.5 percent more full-time equivalent (FTE) employees in July 2019 than in July 2018. (The DOT's Bureau of Transportation Statistics equates two part-time employees as one FTE.) FTE employee growth was driven by nonlegacy major and fee-for-departure (FFD) carriers at 4.2 percent and 4.6 percent, respectively. In contrast, legacy carriers—American, Delta, and United—reported a 0.3 percent decrease in FTE employees.

Among legacy carriers, the decline in FTEs is attributed to American Airlines and Delta Air Lines, which experienced FTE employee growth of -0.8 percent and -2.1 percent, re-

spectively. Unlike its legacy counterparts, United reported positive FTE employee growth of 2.2 percent. Due to the overall decrease in legacy-carrier FTE employee growth, the proportion of all FTE employees employed by legacy carriers decreased from 61.5 percent to 60.4 percent. Overall, American employed the most FTE employees followed by Delta and United, respectively.

While the three large legacy carriers saw an overall decrease in FTEs, FFD carriers saw a 4.6 percent increase in the number of FTEs. The primary driver of this increase came from a 21.0 percent increase in the number of part-time workers. Not only do Envoy Air and SkyWest employ the most part-time employees among FFD carriers, they employ more part-time workers than many major carriers, including Alaska, Allegiant, Frontier, Hawaiian, Southwest, Spirit, and

Sun Country. Conversely, legacy and other major carriers saw an overall reduction in the number of part-time employees.

In recent years, the employment landscape at U.S. airlines has been driven by increased hiring trends at nonlegacy major and FFD carriers as opposed to hiring at legacy major carriers. Employment growth continues to be strong; however, the possibility of an economic downturn may reverse this trend. A decline in economic activity would initially have the greatest effect on carriers dependent on business travelers, followed by carriers focused on leisure passengers. Additionally, approximately 20,000 pilots are expected to retire in the next 10 years. Projected pilot retirements may adversely affect FFD carriers that have younger pilots, creating pressure to find replacements as pilots

TOP 20 U.S. SCHEDULED PASSENGER AIRLINES, JULY 2019

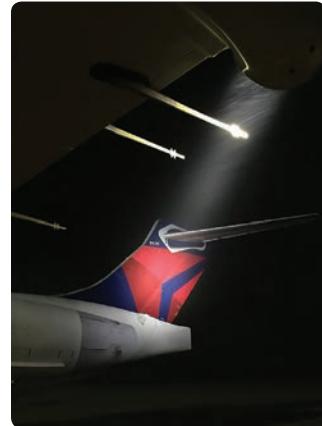
Ranked by Number of Full-Time Equivalent Employees

| RANK | AIRLINE | TOTAL FTE EMPLOYEES |
|------|--------------|---------------------|
| 1 | American | 101,812 |
| 2 | Delta | 85,288 |
| 3 | United | 84,942 |
| 4 | Southwest | 59,965 |
| 5 | JetBlue | 19,131 |
| 6 | Alaska | 16,896 |
| 7 | SkyWest | 15,070 |
| 8 | Envoy Air | 14,235 |
| 9 | Spirit | 8,039 |
| 10 | Hawaiian | 6,635 |
| 11 | Republic | 6,039 |
| 12 | Frontier | 4,695 |
| 13 | Endeavor Air | 4,530 |
| 14 | PSA | 4,410 |
| 15 | Allegiant | 3,946 |
| 16 | Horizon | 3,683 |
| 17 | Mesa | 3,560 |
| 18 | ExpressJet | 2,673 |
| 19 | Compass | 1,645 |
| 20 | Sun Country | 1,534 |

SOURCE: U.S. DEPARTMENT OF TRANSPORTATION'S BUREAU OF TRANSPORTATION STATISTICS AND ALPA ECONOMIC & FINANCIAL ANALYSIS DEPARTMENT

seek higher wages, benefits, and career opportunities at larger airlines. FFD carriers, to a degree, have responded by

offering larger signing bonuses and retention payments to attract new pilots and decrease turnover.



CLARIFICATION

On page 10 of the September issue, the Delta aircraft photo was taken by F/O John Bradley (Delta Air Lines).



MARKET WATCH

| AIRLINES | PARENT COMPANY | STOCK SYMBOL | 9/28/2018 | 9/30/2019 | % CHG. | |
|-----------------------------|--|--------------|-----------|-----------|---------|---|
| Air Transat | Transat A.T., Inc. | TSX: TRZ.B | \$7.92 | \$14.75 | 86.24% | ▲ |
| Westjet, WestJet Encore | WestJet Airlines Ltd. | TSX: WJA | \$20.51 | \$36.60 | 78.45% | ▲ |
| Bearskin, Calm Air | Exchange Income Corporation ¹ | TSX: EIF | \$33.07 | \$41.42 | 25.25% | ▲ |
| Delta, Endeavor Air | Delta Air Lines | NYSE: DAL | \$57.83 | \$57.60 | -0.40% | ▼ |
| Jazz Aviation | Chorus Aviation ² | TSX: CHR.B | \$7.71 | \$7.67 | -0.52% | ▼ |
| United | United Airlines Holdings, Inc. | NASDAQ: UAL | \$89.06 | \$88.41 | -0.73% | ▼ |
| Air Transport International | Air Transport Services Group, Inc. | NASDAQ: ATSG | \$21.47 | \$21.02 | -2.10% | ▼ |
| Alaska | Alaska Air Group, Inc. | NYSE: ALK | \$68.86 | \$64.91 | -5.74% | ▼ |
| JetBlue | JetBlue Airways Corporation ³ | NASDAQ: JBLU | \$19.36 | \$16.75 | -13.48% | ▼ |
| Spirit | Spirit Airlines, Inc. | NYSE: SAVE | \$46.97 | \$36.30 | -22.72% | ▼ |
| Hawaiian | Hawaiian Holdings, Inc. | NASDAQ: HA | \$40.10 | \$26.26 | -34.51% | ▼ |
| Envoy Air, Piedmont, PSA | American Airlines Group, Inc. | NASDAQ: AAL | \$41.33 | \$26.97 | -34.74% | ▼ |
| FedEx Express | FedEx Corporation | NYSE: FDX | \$240.79 | \$145.57 | -39.54% | ▼ |
| Mesa | Mesa Air Group | NASDAQ: MESA | \$13.86 | \$6.74 | -51.37% | ▼ |

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

² Chorus Aviation announced a monthly dividend of \$0.04 per Class A and Class B shares for the month of September on Sept. 19, 2019.

³ JetBlue Airways Corporation announced on Sept. 19, 2019, that the Board of Directors authorized the company to repurchase up to \$800 million of its common stock beginning on Oct. 1, 2019, and ending on Dec. 31, 2021.



STATE OF THE AIRLINE INDUSTRY:

POSSIBLE TURBULENCE AHEAD, SMOOTHER AIR TO FOLLOW

By Ana McAhron-Schulz, Director, ALPA Economic & Financial Analysis Department

In recent years, the airline industry in general, and the North American industry in particular, has seen strong financial results buoyed by a growing economy, less volatile fuel costs, capacity discipline, and improving balance sheets. While there have been blips to performance at times, the overall trend has been a profitable one.

Over the last year, however, the economic outlook has changed as has the geopolitical environment. Those changes are having a real and material impact on the global economy, and considerable uncertainty exists going into 2020. North American passenger airlines have yet to be impacted by the shift in economic outlook, but cargo carriers have.

This article will review what the airline industry's performance has been to date and discuss the outlook for the industry, including various factors that need to be considered such as changes in economic indicators, demand trends, and geopolitical issues.

FIRST HALF OF 2019 PROFITABLE FOR PASSENGER AIRLINES

U.S. passenger carriers generated more than \$91.1 billion in revenue in the first half of 2019, an increase of 5.0 percent versus the first half of 2018. The carriers posted a pretax profit of \$8.8 billion, resulting in a pretax profit margin of 9.7 percent, higher than the previous year's 8.8 percent profit margin (see Figure 1). While 2018 saw some unit revenue weakness, this has improved in 2019 as U.S. domestic and Latin markets have shown improvements, and both leisure and business demand have held steady. Mainline Canadian carriers also recorded improvements in profit margins and unit revenue (see Figure 2).

Cost performance has been mixed, partly due to the grounding of the B-737 MAX. In addition, labor costs have increased as a result of improved agreements and higher profit-sharing expenses. U.S. unit costs, excluding fuel, were up 2.3 percent in the first half of the year (see Figure 3). While fuel consumption increased 4.5 percent, fuel expenses rose only 1.4 percent as the overall cost of a gallon of jet fuel decreased 3.0 percent. Air Canada and WestJet also experienced increases in costs, but, unlike most U.S. carriers, their cost for a gallon of jet fuel was up slightly as a result of unfavorable exchange rates (see Figure 4).

Industry analysts are often concerned that lower fuel prices are an impetus for airlines to increase capacity at rates higher than the gross domestic product (GDP), which, in some cases, could lead to overcapacity in the markets, lowering fares, yields, and profitability.

During the first half of the year, capacity growth in the U.S. was about 3.0 percent, slightly above the forecasted 2019 GDP growth of 2.4 percent. In Canada, capacity growth was 3.5 percent, well above Canada's forecasted GDP growth of 1.5 percent for 2019.

The grounding of the MAX resulted in a reduction in domestic capacity growth in the U.S. Just prior to the MAX grounding, U.S. domestic capacity was projected to grow 5.1 percent in 2019; as of October 21, U.S. domestic capacity is expected to grow 3.1 percent, a fairly

FIGURE 1 PROFITS UP IN 1H19 OVER 1H18

Adjusted Pretax Margins

| | 1H19 | 1H18 | PTS. CHG. |
|----------------------|-------------|-------------|------------|
| Allegiant | 17.6% | 15.4% | 2.2 |
| Southwest | 13.3% | 14.3% | (1.0) |
| Delta | 12.3% | 10.6% | 1.7 |
| Spirit | 12.0% | 8.9% | 3.1 |
| Frontier | 11.8% | 11.5% | 0.3 |
| Alaska | 9.4% | 6.9% | 2.5 |
| Hawaiian | 9.1% | 9.8% | (0.7) |
| United | 8.4% | 6.5% | 1.8 |
| JetBlue | 7.7% | 7.3% | 0.4 |
| American | 6.1% | 6.7% | (0.6) |
| U.S. Industry | 9.7% | 8.8% | 0.8 |
| Air Canada | 3.7% | 1.8% | 1.9 |
| WestJet | 1.4% | 1.0% | 0.4 |

SOURCE: CORPORATE PRESS RELEASES, U.S. SECURITIES AND EXCHANGE COMMISSION FILINGS, FORM 41, AND ALPA ECONOMIC & FINANCIAL ANALYSIS DEPARTMENT ANALYSIS. EXCLUDING SPECIAL ITEMS (OTHER THAN FUEL HEDGING SETTLED IN CURRENT PERIOD).

FIGURE 3 COST PERFORMANCE MIXED DUE TO IMPACT OF MAX GROUNDING AND LABOR COST INCREASES

Consolidated Cost Per Available Seat Mile-Ex.
Fuel, Seat-Stage Length Adjusted (Cents)

| | 1H19 | 1H18 | % CHG. |
|----------------------|--------------|-------------|-------------|
| Allegiant | 5.24 | 5.47 | -4.3% |
| Hawaiian | 10.42 | 10.53 | -1.1% |
| United | 11.87 | 11.87 | 0.0% |
| Delta | 11.02 | 10.84 | 1.7% |
| Spirit | 5.08 | 4.97 | 2.2% |
| Alaska | 8.60 | 8.41 | 2.3% |
| American | 11.19 | 10.94 | 2.3% |
| Frontier | 5.58 | 5.40 | 3.5% |
| JetBlue | 8.77 | 8.46 | 3.6% |
| Southwest | 7.74 | 7.11 | 8.8% |
| U.S. Industry | 10.20 | 9.97 | 2.3% |
| WestJet | 8.79 | 8.48 | 3.7% |
| Air Canada | 11.73 | 11.22 | 4.5% |

STAGE LENGTH ADJUSTED BASED ON AVERAGE OF ALL CARRIERS
SOURCE: CORPORATE PRESS RELEASES, U.S. SECURITIES AND EXCHANGE COMMISSION FILINGS, FORM 41, AND ALPA ECONOMIC & FINANCIAL ANALYSIS DEPARTMENT ANALYSIS. EXCLUDING FUEL AND SPECIAL ITEMS, INCLUDING PROFIT SHARING.

sizeable reduction.

In general, growth in the U.S. is largely focused on the domestic market as demand is strong (see Figure 5, page 20). The weakening global economy has impacted international capacity growth, which is projected to be 2.2 percent this year.

In Canada, the concern has focused on capacity growth outpacing GDP growth

FIGURE 2 UNIT REVENUE TREND STRONGER IN 2019

Consolidated Passenger Revenue
Per Available Seat Mile, Seat-Stage Length
Adjusted (Cents)

| | 1H19 | 1H18 | % CHG. |
|----------------------|--------------|--------------|-------------|
| Alaska | 11.68 | 11.23 | 4.0% |
| Southwest | 10.64 | 10.25 | 3.9% |
| Spirit | 8.33 | 8.06 | 3.3% |
| Frontier | 8.50 | 8.25 | 3.1% |
| JetBlue | 12.47 | 12.20 | 2.2% |
| Delta | 15.23 | 14.90 | 2.2% |
| United | 15.77 | 15.50 | 1.8% |
| American | 14.34 | 14.22 | 0.9% |
| Hawaiian | 13.60 | 13.82 | -1.6% |
| Allegiant | 9.13 | 9.30 | -1.8% |
| U.S. Industry | 13.78 | 13.51 | 2.0% |
| Air Canada | 15.81 | 14.88 | 6.3% |
| WestJet | 11.68 | 11.12 | 5.1% |

NOTE: STAGE LENGTH ADJUSTED BASED ON AVERAGE OF ALL CARRIERS.
SOURCE: CORPORATE PRESS RELEASES, U.S. SECURITIES AND EXCHANGE COMMISSION FILINGS, OAG, AND ALPA ECONOMIC & FINANCIAL ANALYSIS DEPARTMENT ANALYSIS.

FIGURE 4 COST OF JET FUEL DOWN 3.0% FOR U.S. CARRIERS

Consolidated Fuel Cost (\$/Gallon)

| | 1H19 | 1H18 | % CHG. |
|----------------------|-------------|-------------|--------------|
| Delta | 2.06 | 2.10 | -1.9% |
| Hawaiian | 2.07 | 2.02 | 2.5% |
| American | 2.09 | 2.17 | -3.7% |
| Southwest | 2.09 | 2.15 | -2.8% |
| JetBlue | 2.10 | 2.19 | -4.1% |
| United | 2.11 | 2.19 | -3.7% |
| Spirit | 2.13 | 2.24 | -4.9% |
| Frontier | 2.15 | 2.27 | -5.4% |
| Allegiant | 2.18 | 2.28 | -4.4% |
| Alaska | 2.20 | 2.22 | -0.9% |
| U.S. Industry | 2.10 | 2.16 | -3.0% |
| Air Canada | 2.93 | 2.91 | 0.7% |
| WestJet | 2.99 | 2.91 | 2.6% |

SOURCE: CORPORATE PRESS RELEASES, U.S. SECURITIES AND EXCHANGE COMMISSION FILINGS, AND ALPA ECONOMIC & FINANCIAL ANALYSIS DEPARTMENT ANALYSIS (EXCLUDES OUT-OF-PERIOD HEDGES).

as both Air Canada and WestJet have grown much faster than the GDP. While this has been mitigated somewhat this year as a result of the grounding of the MAX, some analysts continue to wonder how much this affects revenue trends and demand. Both airlines recorded relatively low profit margins in the first half of the year, so this is certainly a trend that bears watching.

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FIGURE 5

U.S. CAPACITY GROWTH UP 3.2% DESPITE MAX GROUNDING

Billions of Available Seat Miles (Consolidated)

| | 1H19 | 1H18 | % CHG. |
|----------------------|----------------|----------------|-------------|
| Spirit | 20,605 | 17,925 | 15.0% |
| Allegiant | 8,357 | 7,651 | 9.2% |
| Frontier | 13,087 | 11,982 | 9.2% |
| JetBlue | 31,466 | 29,162 | 7.9% |
| Delta | 134,169 | 127,967 | 4.8% |
| United | 138,885 | 132,679 | 4.7% |
| Hawaiian | 10,004 | 9,751 | 2.6% |
| Alaska | 32,487 | 32,313 | 0.5% |
| American | 138,996 | 138,717 | 0.2% |
| Southwest | 77,871 | 78,859 | -1.3% |
| U.S. Industry | 605,927 | 587,006 | 3.2% |
| WestJet | 16,601 | 15,951 | 4.1% |
| Air Canada | 53,926 | 52,131 | 3.4% |

SOURCE: CORPORATE PRESS RELEASES AND U.S. SECURITIES AND EXCHANGE COMMISSION FILINGS.

CARGO SECTOR IMPACTED BY A WEAKENING GLOBAL ECONOMY

Historically, the cargo sector is impacted by an economic slowdown earlier than the passenger industry—by a time frame of 12 to 18 months. And 2019 seems to be no exception. Overall cargo traffic is down -3.3 percent through August; global air freight volumes have declined for 10 consecutive months, the longest such period since the global financial crisis in 2008. Initially, the International Air Transport Association had forecast that the cargo sector would see zero growth in freight ton kilometers this year—and this now seems optimistic.

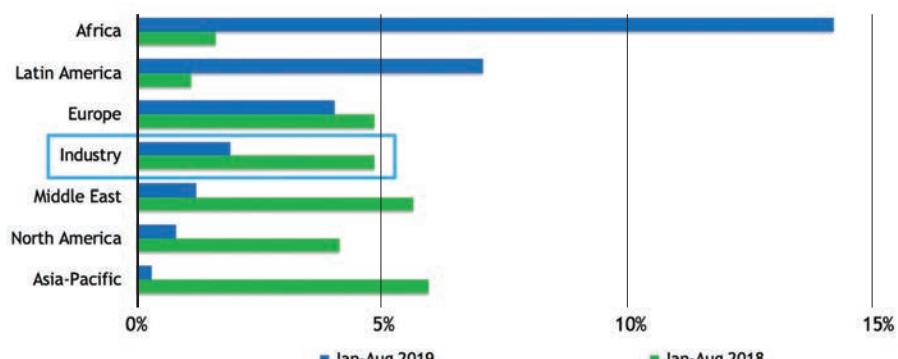
The U.S.-China trade tensions have impacted performance in both the Asia-Pacific and North American markets. Europe has seen declines, particularly in Germany as export orders have weakened. The outlook for the second half of 2019 and into 2020 isn't very optimistic as U.S.-China and U.S.-Europe trade tensions and Brexit continue to weigh heavily in this sector.

Airlines have responded by reducing capacity growth plans as demand weakened. Total freight capacity was up only 1.9 percent through the first eight months of 2019 compared to the 4.8 percent increase over the same time frame in 2018 (see Figure 6). Overall,

FIGURE 6

CARGO CAPACITY CONTINUES TO GROW...

January–August 2019 YTD Total Cargo Capacity

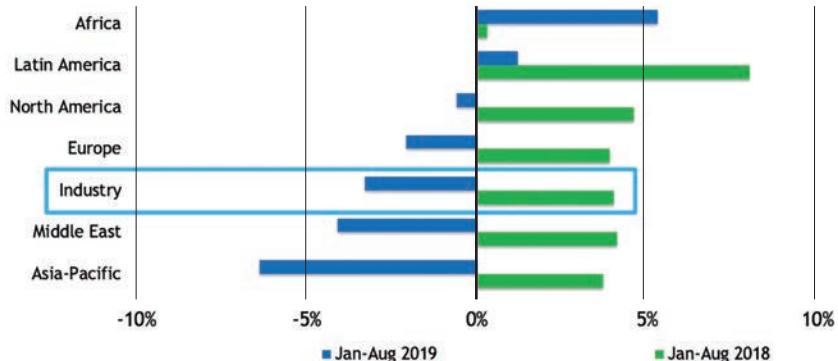


SOURCE: INTERNATIONAL AIR TRANSPORT ASSOCIATION AIR FREIGHT MARKET ANALYSIS (AUGUST 2019 AND AUGUST 2018).

FIGURE 7

...YET SECTOR FACES HEADWINDS IN DEMAND

January–August 2019 YTD Total Cargo Traffic



SOURCE: INTERNATIONAL AIR TRANSPORT ASSOCIATION AIR FREIGHT MARKET ANALYSIS (AUGUST 2019 AND AUGUST 2018).

load factors have declined 2.5 percentage points, with a total load factor of 46.3 percent. The Asia-Pacific region, which carries about 35 percent of the world's cargo, experienced a 6.4 percent decline in traffic (the largest among all regions), further highlighting the slowdown in world trade (see Figure 7).

FFD SECTOR SEES IMPROVEMENTS

The fee-for-departure (FFD) sector continues to deal with the uniqueness of a business model that's characterized by

- having to compete for flying contracts,
- varying ownership structures from

wholly owned to partly owned to independent,

- aircraft size and weight constraints, and

- ability to attract and retain pilots.

Mainline partners aren't always consistent on how they allocate flying among FFD partners—from bringing it all in house through their wholly owned carriers to diversification to relying on many carriers to relying on one or two. This has proven challenging for airlines to manage, and the most optimal solution has yet to be determined. In the last 10 years, FFD capacity has shifted from independent carriers toward wholly owned operators (see Figure 8).

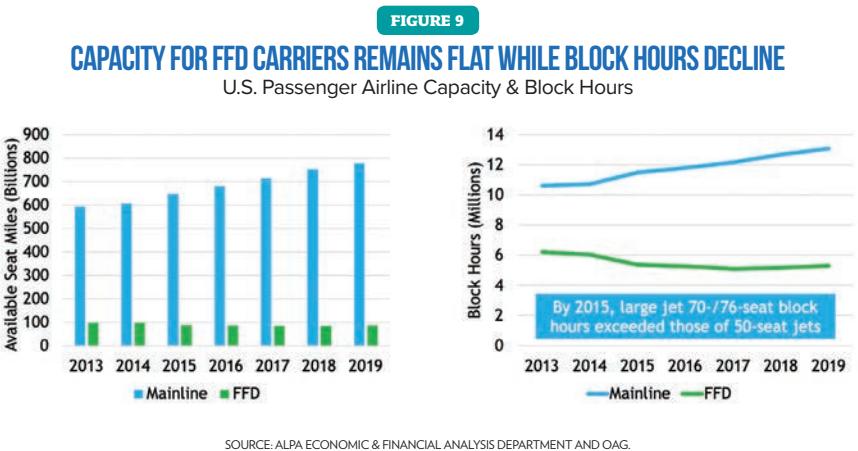
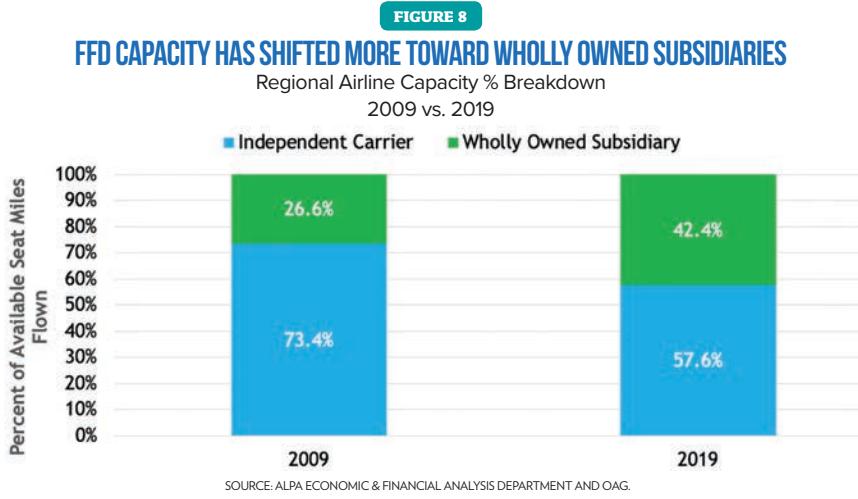
FFD capacity has remained essentially flat over the last several years, indicating that mainline carriers perceive feeder flying to be at an “optimal” level, given demand and other limitations (e.g., scope clauses). While capacity has remained flat, block hours have declined, mainly due to increased reliance on larger jets (see Figure 9).

FFD carriers have been experiencing significant pilot attrition as pilot retirements at mainline carrier have increased and FFD pilots move on to the mainlines. In addition, some FFD carriers are offering improved pay and benefits, and pilots are making lateral moves toward better terms and conditions. Many FFD airlines are finally realizing that they need to focus on attracting and retaining pilots in a highly competitive environment and are now more willing to negotiate labor agreements that improve pay as well as formal pathways to the mainline. Year one first officer salaries are up 65 percent since 2014, not counting bonuses. In 2014, year one salaries averaged \$22,100 without bonuses. In 2019, that number is \$31,293; including bonuses, that figure increases to \$40,694.

FFD fleet sizes are close to being capped by mainline scope-clause constraints, so FFD carriers will need to focus on winning agreements to retain their existing flying and/or grow. Over the next five years, about 300 aircraft will be coming off various capacity purchase agreements, most of which will be subject to bidding. In addition, FFD carriers will need to continue to focus on attracting and retaining pilots as much work still needs to be done in pilot pay, working conditions, and benefits among these carriers. The challenge will be financing these improvements, including convincing the mainline partner that higher costs for feeder flying can result in improved reliability, staffing stability, and increased operational efficiency.

WILL THE ECONOMIC SLOWDOWN IMPACT THE INDUSTRY?

The answer is a very definite maybe. As noted, the economic slowdown has already impacted the cargo sector, as global trade has declined due to the uncertainty created by the trade



wars; the perceived impact of Brexit; political tensions in the Middle East; and other economic factors, such as aging demographics and economic policies. Yet the passenger industry continues to experience strong demand and profits, albeit at different levels depending on the geographical region. Before evaluating the impact that changes in the economy have on the industry, certain economic trends should be examined more closely.

At the beginning of the year, the International Monetary Fund (IMF) was projecting global economic growth of 3.5 percent for 2019. Since then, the IMF has downgraded its outlook three consecutive times, with the most recent down-

grade occurring in October. The current outlook is for global economic growth of 3.0 percent—the slowest pace since the global financial crisis of 2008–2009 (see Figure 10, page 22). Their current projection for 2020 was also downgraded to 3.4 percent and may be downgraded again as 2020 begins. In fact, the IMF projects a decline in growth for nearly 90 percent of the global economy.

The U.S. economy is projected to grow 2.4 percent in 2019 and 2.1 percent in 2020, better than other advanced economies. The U.S. has experienced its longest economic expansion in history, yet it's still shorter than what other countries have experienced since World

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War II. Canada's economic growth for 2019 is expected to be 1.5 percent and 1.8 percent for 2020. GDP projections for both countries remain muted and may be revised again.

So what's happening in the economy? There are various economic metrics used to track growth, potential for recession, and general trends. A closer look at these indicators points to an uncertain picture. Some measures are considered proof that a recession is on its way or indeed already happening. Others point in the opposite direction, leaving a very uncertain forecast. What's true, however, is that this is an unusual time characterized by heightened uncertainty.

- Unemployment rates—Generally, rising unemployment rates indicate problems in the economy. Given that the U.S. unemployment is at 3.5 percent, the lowest number in about 50 years, it would seem to indicate that the economy is strong.

- Yield curve—Interest rates on 10-year treasury bonds have fallen below those of three-month treasury bills. In the past, the inverted yield trend has been a good indicator that a recession is about a year away. In normal times, investors demand higher interest rates in return for tying up their money for longer periods. When they get nervous, they're willing to accept lower rates in return for the unrivaled safety bonds offer. About \$15 billion of global government debt has negative yields today (see Figure 11).

- Global activity indices—There has been a steady decline in global activity—trade volumes, industrial production, and manufacturing—since early 2018 (see Figure 12). Political issues such as tariff wars and protectionist measures have created much uncertainty, which has resulted in lower investment and demand for capital goods. While the services sector remains strong and the labor markets and wage growth have been positive, the concern is that, at some point, the weakness in manufacturing will spill over into the services sector. In fact, the rate of new service orders has already softened in the U.S., Germany, and Japan.

- Consumer confidence—Clearly, if consumers are feeling uncertain about their economic prospects, they won't

FIGURE 10

WORLD GDP GROWTH FORECAST DOWNGRADED TO 3.0%

Real GDP Growth & Forecasts

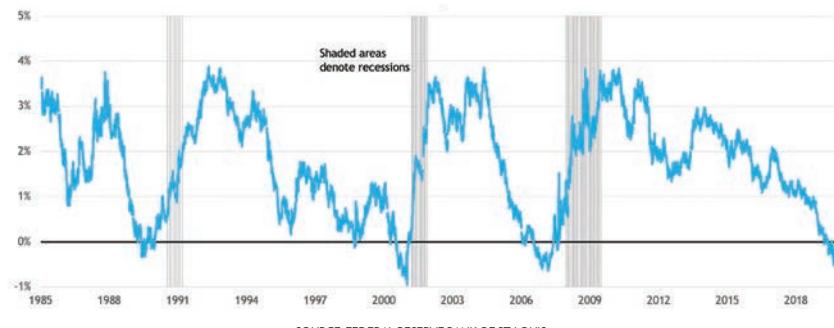
| (PERCENT CHANGE) | 2017 | 2018 | 2019P | 2020P |
|---------------------------------|------|------|-------|-------|
| World | 3.8 | 3.6 | 3.0 | 3.4 |
| Advanced Economies | 2.5 | 2.3 | 1.7 | 1.7 |
| United States | 2.4 | 2.9 | 2.4 | 2.1 |
| Canada | 3.0 | 1.9 | 1.5 | 1.8 |
| Euro Area | 2.5 | 1.9 | 1.2 | 1.4 |
| United Kingdom | 1.8 | 1.4 | 1.2 | 1.4 |
| Japan | 1.9 | 0.8 | 0.9 | 0.5 |
| Other Advanced Economies | 2.9 | 2.6 | 1.6 | 2.0 |
| Emerging & Developing Economies | 4.8 | 4.5 | 3.9 | 4.6 |
| Emerging & Developing Asia | 6.6 | 6.4 | 5.9 | 6.0 |
| Latin America & the Caribbean | 1.2 | 1.0 | 0.2 | 1.8 |
| Emerging & Developing Europe | 3.9 | 3.1 | 1.8 | 2.5 |
| Middle East & Central Asia | 2.3 | 1.9 | 0.9 | 2.9 |
| Sub-Saharan Africa | 3.0 | 3.2 | 3.2 | 3.6 |

SOURCE: INTERNATIONAL MONETARY FUND WORLD ECONOMIC OUTLOOK (OCTOBER 2019). | NOTE: (P) PROJECTION.

FIGURE 11

AN INVERTED YIELD CURVE HAS HISTORICALLY BEEN A PRECURSOR TO A RECESSION

Yield Premium of the 10-Year Treasury Note Over the Three-Month Bill



SOURCE: FEDERAL RESERVE BANK OF ST. LOUIS.

FIGURE 12

GLOBAL ECONOMIC ACTIVITY HAS SLOWED DOWN SINCE EARLY 2018

World Trade, Industrial Production & Manufacturing Purchase Manager's Index (PMI)
(Three-Month Moving Average, Year-Over-Year % Change)



SOURCE: INTERNATIONAL MONETARY FUND WORLD ECONOMIC OUTLOOK OCTOBER 2019.

invest in goods and services. Over the last year, the consumer confidence rate has remained essentially flat, not a very encouraging outlook.

- Fuel prices—Some analysts would argue that a spike in crude oil prices is a precursor to a recession. However, this isn't always the case. In fact, as industrial production declines and the overall economic outlook softens, demand for fuel also goes down—and this can depress prices as well. Fuel prices have declined from 2018 levels and are expected to remain essentially flat through 2020, an indicator of lower demand (see Figure 13).

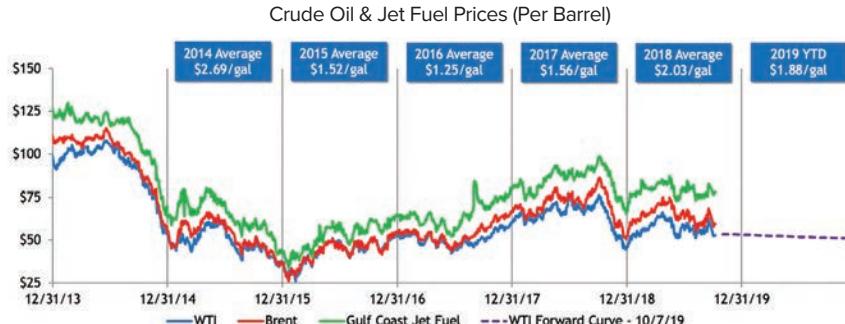
In addition to these indicators, geopolitical issues need to be factored in. Some of these are, to a certain extent, more concerning than the metrics discussed as they're creating considerable uncertainty throughout the global economy. While the U.S., Canadian, and European economies are still growing, their outlook will depend on how long these issues remain unresolved. If the trade wars that have increased tariffs among the largest economies in the world continue, they'll eventually impact consumers as goods and services become more expensive. If there is no clear resolution on Brexit, European economies will suffer. The political tensions in the Middle East can have clear repercussions on fuel prices and trading in that area. The fact that some of these issues are becoming central to political campaigns, particularly in the U.S., will prolong the uncertainty. Issues related to the environment and global warming will also impact economies as they deal with new regulations, which will result in higher prices, including possibly higher airfares.

On the brighter side, if some of these issues are resolved—namely the tariff wars and Brexit—the economy could improve. However, as this issue of *Air Line Pilot* goes to press, these issues aren't close to being resolved and may continue to factor into 2020. It may be that central banks intercede to prop up ailing economies; but in an era of negative interest rates, their ability to do so is more limited.

As stated earlier, the cargo sector has already been negatively impacted by

FIGURE 13

CRUDE OIL PRICES ARE DOWN ON AVERAGE YEAR OVER YEAR AND EXPECTED TO REMAIN ESSENTIALLY FLAT THROUGH 2020

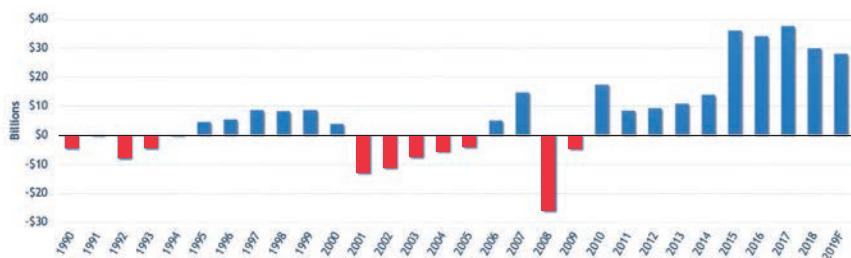


SOURCE: U.S. ENERGY INFORMATION ADMINISTRATION (PRICES THROUGH OCT. 7, 2019) AND NEW YORK MERCANTILE EXCHANGE.

FIGURE 14

GLOBAL AIRLINE INDUSTRY PROFITABLE FOR TENTH CONSECUTIVE YEAR

Global Industry Net Profits (Losses) 1990 Actual–2019 Forecast



SOURCE: INTERNATIONAL AIR TRANSPORT ASSOCIATION ECONOMIC PERFORMANCE OF THE AIRLINE INDUSTRY (JUNE 2019). | NOTE: (F) FORECAST.

the decline in the economy, as volume has declined. The passenger industry remains profitable as a result of strong demand and more resilient airline operators. For 2019, the global airline industry is forecast to be profitable for the 10th year in a row, generating approximately \$28 billion (see Figure 14). More than 50 percent of the global profits will come from North American carriers, which are projected to generate approximately \$15 billion in profits in 2019.

Mainline carriers in the U.S. and Canada are in strong financial positions to weather economic slowdowns or recessions (subject to the duration of these cycles, of course). Consolidation has strengthened the industry, ancillary fees are providing additional revenue

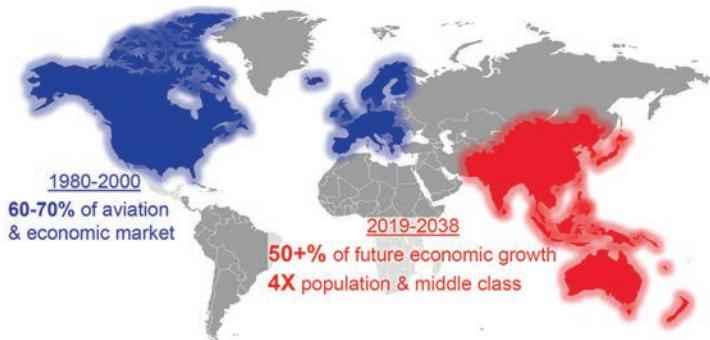
sources, debt has been paid down, and balance sheets are strong. Capacity discipline continues to be a focus for airlines as they try to match demand and supply. Airlines will need to be smart regarding what factors they can change as issues such as pilot supply will also affect their decision-making.

And airlines still face other macro challenges besides the economy. The recent grounding of the B-737 MAX has impacted airlines, and the return to service of these aircraft may prove to be a mixed bag as the return may be timed with reduced demand in early 2020 due to an economic slowdown. Other macro issues such as competing with subsidized carriers, increased regulations, higher taxes, new business models,

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FIGURE 15

CENTER OF AIR TRANSPORTATION WILL CONTINUE TO SHIFT TO THE EAST AND SOUTH

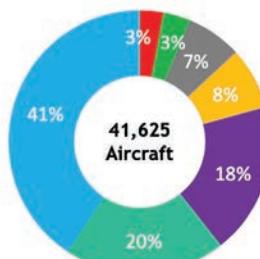
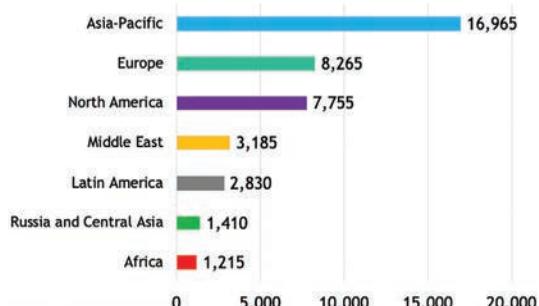


SOURCE: BOEING COMMERCIAL MARKET OUTLOOK 2019-2038.

FIGURE 16

ASIA-PACIFIC WILL BE RESPONSIBLE FOR APPROXIMATELY 41% OF FUTURE AIRCRAFT DELIVERIES

Airplane Deliveries by Region 2019–2038

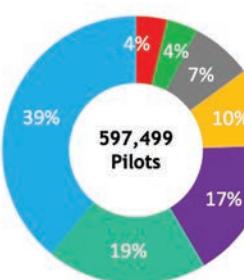
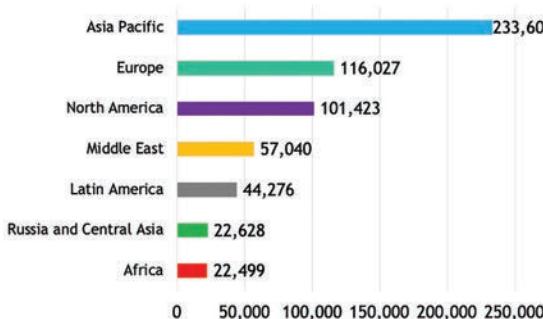


NOTE: FORECAST INCLUDES FREIGHTERS. FIGURES ARE AN AVERAGE OF AIRBUS AND BOEING DATA.
SOURCE: AIRBUS GLOBAL MARKET FORECAST OCTOBER 2019 AND BOEING COMMERCIAL MARKET OUTLOOK 2019.

FIGURE 17

PILOT DEMAND OVER THE NEXT 20 YEARS REMAINS SIGNIFICANT

Pilot Hiring Needed for Fleet Growth & Retirements 2019–2038



NOTE: FIGURES ARE AN AVERAGE OF AIRBUS AND BOEING DATA.
SOURCE: AIRBUS GLOBAL MARKET FORECAST OCTOBER 2019 AND BOEING PILOT AND TECHNICIAN OUTLOOK 2019.

flags of convenience, and the focus on single-pilot operations and remotely operated vehicles are all challenges to the industry. Some are more immediate than others, but all will affect the industry over the next few years.

WHAT ABOUT THE LONGER TERM?

This article has focused largely on 2019 performance and the near-term outlook for 2020. And while the outlook for 2020 is blurred by economic uncertainty, it's clear that the airline industry remains strong. The reality is that air travel continues to be very resilient and has been growing at a solid 5.0 percent clip.

Overall, the global middle class continues to expand, which will support and increase the demand for air transportation. The issue is that the future demand of air transportation will shift to the east and the south as those are the growing economies and population centers (see Figure 15).

Demand for aircraft continues to be strong. Boeing and Airbus are forecasting a demand for between 39,000 and 44,000 new aircraft over the next 20 years—almost 75 percent of these airplanes will be single-aisle, 20 percent will be widebody, and the rest split between freighters and regional jets. The Asia-Pacific region will be responsible for about 41 percent of these deliveries (see Figure 16). This translates into significant demand for pilots over this time period as well—between 550,000 and 645,000 pilots through 2038, according to Airbus and Boeing (see Figure 17).

Overall, the 20-year forecast is for continued growth. Passenger traffic is forecast to grow, on average, at about 4.5 to 5.0 percent a year, and cargo traffic growth rate will average approximately 4.0 percent per year. The industry will, like the economy, experience cyclical change, but, overall, it will continue to grow at a solid pace and be a key contributor to global economic growth. As significant stakeholders in the industry, ALPA and its members need to be aware of these cyclical changes and in a position to respond accordingly, at both ends of the cycle.

CONTINUING THE FIGHT FOR SECONDARY FLIGHT DECK BARRIERS

By Corey Kuhn, Contributing Writer

If you know anything about terrorists, they look for weaknesses. This is something that nobody is taking the responsibility for—to do what's right for the safety and security of Americans.... There is a simple solution to at least take that threat out of the way."

These words by Ellen Saracini ring just as true today as they did in September 2013, when both the U.S. House of Representatives and the Senate introduced the Saracini Aviation Safety Act of 2013. Named after Saracini's late husband, Capt. Victor Saracini, who piloted United Flight 175 when it was hijacked by terrorists and flown into the World Trade Center on Sept. 11, 2001, the bill called for the installation of secondary flight deck barriers on all airliners.

Since the terrorist attacks 18 years ago, ALPA has been working alongside Saracini, advocating for the mandatory installation of these barriers. The lightweight security devices have been proven effective in creating a physical barricade to help prevent hostile individuals from reaching the flight deck while the cockpit door is opened and closed during flight.

After several legislative attempts and continuous lobbying by ALPA members, the Association and its supporters scored a major victory last year when Congress passed the Federal Aviation Administration Reauthorization Act of 2018, a bipartisan effort that among other measures mandated secondary flight deck barriers on newly manufactured passenger airliners. In the reauthorization, Congress called for the FAA to issue a rule mandating these barriers by Oct. 5, 2019. That date has now come and gone,



Capt. Bob Fox, ALPA's first vice president and national safety coordinator, and Ellen Saracini, the wife of Capt. Victor Saracini who piloted United Flight 175 on Sept. 11, 2001, during the terrorist attacks.

with no action from the FAA and no new secondary barriers installed.

Rather than issuing the order as Congress intended, the FAA deferred to a blatant stall tactic promoted by special interests and tasked the Aviation Rulemaking Advisory Committee (ARAC) to form a working group to do more study, despite years of research and technical guidance performed by RTCA, its then federal advisory committee. In 2008, in response to ALPA's urging, the FAA tasked RTCA with creating technical and performance standards for use by aviation regulators and industry to develop standards and operational guidance for secondary flight deck barriers. To add insult to injury, the FAA asked ALPA to lead the new ARAC working group charged with developing the second round of standards.

Last month, Capt. Bob Fox, ALPA's first vice president and national safety

coordinator, testified before Congress at a hearing titled "Implementing the Federal Aviation Administration Reauthorization of 2018" and blasted the FAA for its failure to move forward on the implementation. "Forming this advisory committee right now is a waste of resources. This work was done by a federal advisory committee back in 2008, and they produced a document that is the performance standard to develop and install secondary barriers on airline aircraft. The FAA could issue a final rule tomorrow."

ALPA is not alone in calling on the FAA to adhere to the law. In July, more than 100 Members of Congress sent a letter to Secretary of Transportation Elaine Chao clarifying their intent to apply secondary barriers to all new manufactured aircraft. "Any attempt by the FAA to reinterpret the provision more narrowly or to further study these well-understood security barriers would substantially delay implementation and evade incontrovertible congressional intent."

Capt. Joe DePete, ALPA's president, applauded the congressional letter, adding, "Action on secondary barriers is needed now, not many months or even years from now, and protection protocols need to be strengthened." ALPA pilots continue to work with their lawmakers on this issue and continue to push the FAA to follow the direction of Congress and issue the long-overdue rulemaking that will help advance flight deck security on airline flights.

On October 15, DePete took an important message directly to FAA Administrator Steve Dickson during a face-to-face meeting with the new head of the agency.

"ALPA is deeply disappointed in the FAA's blatant stalling on this important issue," DePete asserted. "Airline pilots have been advocating for this safe, cost-effective, and efficient way to protect the flight deck, and we were pleased last year when Congress passed a law mandating the installation of these barriers. By dragging its feet and wasting resources, the FAA has thumbed its nose at Congress, threatened the flying public, disrespected pilots, and has done the bidding of special interests. It's time to implement the law today." ☀



Capt. Joe DePete, ALPA's president, gives his officer report during the Executive Board plenary session.

EXECUTIVE BOARD EXAMINES KCM, COMMERCIAL SPACE CONCERN; ACTS ON RESOLUTIONS

By John Perkinson, Senior Staff Writer

ALPA's national officers, executive vice presidents, and master executive council (MEC) chairs assembled on October 22–24 at the union's offices in McLean, Va., to conduct the 125th regular meeting of the Association's Executive Board. In addition to policy deliberations, the meeting also featured guest speakers, panel discussions, a briefing from the Association's aeromedical adviser, and updates from several national committee chairs.

The proceedings opened with national officer reports, and Capt. Joe DePete, ALPA's president, was first to address the plenary. "Your national officers have fostered what I believe is an unprecedented spirit of transparency and collaboration," he asserted, outlining the priorities of his administration, including current legislation that could impact aviation and ongoing discrepancies between passenger airliner and all-cargo safety standards, as well as his recent appointment to the FAA NextGen Advisory Committee. He observed, "Every day, I recognize that it's through an incredible act of will that our union brings pilots together

in unity. Together, we nimbly adapt to take on virtually every issue facing the industry and our profession."

Capt. Bob Fox, ALPA's first vice president and national safety coordinator, provided an overview of international airline pilot issues, the ongoing efforts of the Association's Air Safety Organization (ASO), and the accomplishments of ALPA-PAC. Fox highlighted the visibility and broad influence of a recent ALPA white paper titled "The Dangers of Single-Pilot Operations," including a subsequent BBC story, "Three Things that Could Kill the Pilotless Airliners." The first of the three topics referenced in the article is the power and influence ALPA and other pilot labor unions have within the aviation community. In citing the British article, Fox observed, "ALPA has already voiced opposition to further reducing crew numbers," adding that "Labor unions have allies in their fight against algorithms."

"As of October 2019, our union represents 63,264 pilots at 35 airlines," said Capt. Bill Couette, ALPA's vice president-administration/secretary, in his report to the Executive Board. "To give you some

perspective, five years ago, we represented 51,334 pilots at 31 airlines. That's a 23 percent increase in members." Couette briefly reviewed the work of the union's Professional Development Group (PDG) and ALPA's Emergency Relief Fund. He also covered the efforts of the Information Technology Advisory Committee, citing improvements such as a new web content management system and search engine and a new position-based e-mail system to make it easier to contact elected reps and committee volunteers.

"Today our finances are strong. Our collective will and fiscal responsibility have gotten us here," said Capt. Joseph Genovese, ALPA's vice president-finance/treasurer. He discussed the union's financial performance and recommendations from the Structure, Services, and Finance Review Committee, tasked last year by the Executive Board to study the Association's financial policies. "The committee believes that these proposals will support prudent expenditures by your union along with the necessary oversight." Genovese concluded, "If we continue to be responsible stewards of our pilots' money and work together, we're going to continue along the successful path we've taken and do great things."

WORKING TOGETHER

Integrating commercial spaceflights into the national airspace in a way that minimizes disruptions to airline flight operations while maintaining current safety levels is a priority for ALPA. Eric Stallmer, president of the Commercial Spaceflight Federation (CSF), discussed this growing industry and the need to work together to make the airspace reliable and efficient for all who use it.

"CSF is focused on laying the foundation for a sustainable space economy and democratizing access to space for scientists, students, civilians, and businesses," said Stallmer. He covered ongoing regulatory efforts and how they need to be updated to keep pace with changes in technology. Stallmer also acknowledged the strong working rela-



F/O Paul Ryder (United), far left, ALPA's national resource coordinator, moderates a panel discussion titled "MEC Strategic Planning within Brands."

tionship his organization has developed with ALPA, asserting that both groups believe safety is the number one priority.

EXCHANGING IDEAS

Last spring, DePete added panel discussions to his first Executive Board meeting as ALPA president to better familiarize union leaders with the Association's committee work and priorities, and that trend continued.

Couette moderated a panel discussion examining the work of ALPA's PDG, which is tasked with looking at ways to improve the airline pilot experience. "To give you the 30,000-foot flyover, I see the PDG as the escalator in our profession," he said during his introductions, noting that components of the group work together to advance and upgrade every phase of an airline pilot's career. Panelists included F/O Costas Sivyllis (United), ALPA's Education Committee chair; Capt. David Farmer (Delta), ALPA's Leadership Committee chair; and F/O Kandy Bernskoetter (FedEx Express), ALPA's Membership Committee chair. The group talked about the new scholarship program for ALPA ACE Club participants, the value of attending EAA AirVenture Oshkosh, and the mission of the PDG.

F/O Paul Ryder (United), ALPA's national resource coordinator, led a second panel discussion that explored the relationship among mainline pilots, those who fly for wholly owned subsidiaries, and fee-for-departure carriers that provide regional coverage for multiple mainline partners. "Think about having a brand that has nine carriers at the table trying to solve problems, and every one of those has financial pressures

from different masters and different corporate entities that run them," said Ryder, alluding to the many complexities and challenges inherent in these relationships.

Panelists included Capt. Todd Insler (United), Capt. Brad Ladimer (ExpressJet), Capt. Tom Vanden Berg (Compass), and Capt. Steven Pallai (Envoy Air), MEC chairs for their respective pilot groups, along with Betty Ginsburg, director of ALPA's Representation Department, and Paul Karg, lead financial analyst in ALPA's Economic & Financial Analysis Department. The group examined the downward financial pressure on smaller carriers to be competitive, the loss of union knowledge and experience at these airlines due to rapid pilot turnover, and the use of joint standing committees to provide assistance. "Talk to the panelists, talk to MEC chairs, and let's see how we can make this process better," said Ryder.

"Our full-time job is to provide assistance to pilots with their medical certifications and other medical issues," said Dr. Quay Snyder, ALPA's aeromedical advisor and president of the Aviation Medicine Advisory Service, who talked about the pilot health and wellness concerns his office addresses. Other meeting



Capt. Rich Odbert (FedEx Express), ALPA's Aviation Jumpseat chair, talks about the Association's award-winning jumpseat etiquette video.

highlights included briefings from Capt. Rich Odbert (FedEx Express), the ASO's Aviation Jumpseat chair; F/O John Taylor (United), the ASO's Pilot Assistance chair; and Capt. Wes Reed (FedEx Express), ALPA's Strategic Preparedness and Strike Committee chair.

The Executive Board passed several resolutions, including those dealing with a new anti-discrimination, anti-harassment policy and restrictions aimed at non-ALPA represented pilots attending Association meetings and conferences. The board approved amendments to ALPA's allocation of lump-sum payments policy to guide the exercise of presidential discretion and codify administrative and arbitrator selection processes. The Executive Board also voted to adopt policy amendments relating to balloting costs, member compensation and payments, purchasing authorizations, and Association capital levels. Other business included updates from MEC chairs about pilot group activities. ☀

TSA ADMINISTRATOR ADDRESSES EXECUTIVE BOARD

David Pekoske, Department of Homeland Security acting deputy secretary and Transportation Security Administration (TSA) administrator, spoke to the Executive Board at the request of Capt. Joe DePete, ALPA's president. Pekoske confirmed that ALPA leaders have kept the TSA actively apprised of the problems line pilots have experienced with the Known Crewmember® (KCM) program.

Pekoske observed that a significant shift in the threat level prompt-



David Pekoske, administrator of the Transportation Security Administration, explains the recent action taken regarding the Known Crewmember program.

ed the recent policy changes regarding the new uniform requirement and use of the electronic randomizer function. "The threats we face today are more concerning than the threats we faced after 9/11," he said, adding that, in fairness, the TSA did not communicate

these modifications in a manner that "reinforced the value that we place in our known crewmembers." He pledged a more collaborative approach in the future, noting, "You are as much a part of the security system as I am. I greatly respect your role in aviation security."

ALPA CHATS WITH CIRP CHAIR CAPT. JOHN MCFADDEN



By John Perkinson, Senior Staff Writer

Air Line Pilot recently sat down with Capt. John McFadden (United), ALPA's Critical Incident Response Program (CIRP) chair, to talk about this important member resource. The efforts of the many CIRP pilot volunteers often go unnoticed due to the confidential and very personal nature of this critical component of the Association's Air Safety Organization Pilot Assistance structure.

AIR LINE PILOT:

John, thanks for taking the time to speak with us about the critical incident response work you and the many other ALPA volunteers do. For those who might not be familiar with it, what is CIRP?

MCFADDEN: CIRP is a comprehensive program that uses trained peer pilots ALPA members can turn to when they experience the effects of an accident or significant incident. We know that being involved in a critical or traumatic incident may trigger stress reactions that can have long-lasting physical or psychological implications. The assistance our peers provide is often very successful in mitigating the impact of these responses.

Ideally, we try to pair pilots with a peer who flies a similar aircraft and has a similar background. Our volunteers apply science-based, proven protocols that can mitigate the effects of stress reactions to

help affected pilots recover faster. Think of CIRP as psychological first aid.

CIRP was developed by Drs. George Everly and Jeffrey Mitchell to help first responders like police officers, firefighters, and military special forces teams. Programs are certified by the International Critical Incident Stress Foundation (ICISF).

When an accident or incident occurs, how is CIRP initiated?

MCFADDEN: CIRP typically responds when pilots call the ALPA Worldwide Accident/Serious Incident Hotline at 202-797-4180 (or 703-892-4180) or when the CIRP chair is notified through other means. Sometimes the national chair contacts the master executive council [MEC] CIRP chair for the pilot group, provided it has one. Some airlines don't have a CIRP Committee, but all ALPA members have access to this resource.

Normally within 24 hours, a peer con-

tacts the pilot to explain how we work and highlight that it's confidential and participation is voluntary. The two then discuss what happened in a structured, nonjudgmental process.

These conversations can be very cathartic. The ability for one pilot to speak with another, peer to peer, can prevent the onset of traumatic-stress reactions like sleep disturbances, irritability, and other damaging effects. In addition, ALPA is implementing a new resource—the Data Action ReporT program—that will provide ALPA members with one more way to reach out and obtain assistance.

Has the reduction of accidents in the United States and Canada during the last decade decreased CIRP's workload?

MCFADDEN: Not particularly because CIRP addresses significant incidents as well as accidents that oftentimes occur outside a pilot's control. It may be something like a cabin-air-quality event, such as smoke or fumes in the aircraft cabin; an unexpected encounter with birds on takeoff; or unpredicted severe turbulence.

Events like these can rattle pilots' core belief structure that every time they go to work, they're going to return home safely. We may actually be getting busier due to a greater awareness of CIRP and a willingness to use one of the tenets of good CRM—marshaling all available resources in response to a challenge.

Who administers CIRP?

MCFADDEN: For most ALPA pilot groups, there's an MEC CIRP chair and vice chair. The Association has an extensive group of CIRP pilot volunteers across the United States and Canada, along with a global outreach network with many international carriers, some of whose peers were trained by ALPA. When an event occurs, the MEC CIRP chair nor-

mally reaches out to peers to see who is available and can respond quickly.

I'm the national CIRP chair, and my primary roles are to support the MEC chairs and to develop strategic plans for the program's future one, two, and five years from now.

When a pilot experiences an accident or significant incident, what happens?

● **MCFADDEN:** Physiological events take place in the body. We know that the body reacts to trauma by releasing adrenaline and other compounds into the nervous system. These chemicals accelerate the body's pulse and respiratory rate and can even mask pain.

Properly addressing questions pilots may have is critical. We know that statistically a pilot experiencing a traumatic event who speaks with a CIRP representative has a much higher probability of remaining employed in aviation during the next two years. CIRP involvement may help prevent post-traumatic stress disorder symptoms like flashbacks, nightmares, and obsessive thoughts about the event. When we train pilot peers, we stress that they're helping normal pilots who are having normal reactions to an abnormal situation.

What kind of training do CIRP volunteers undergo?

● **MCFADDEN:** As an approved ICISF instructor, I just conducted a training class for 60 pilot peers [see page 15]. It covered lots of information and techniques, as well as role-playing exercises. Volunteers aren't therapists, but they need to understand how an affected pilot is processing what just happened and know the resources available. Peers also need to be able to apply what they've learned, and we've designed the training to be participative and very interactive.

I taught this recent class with the help of Mark Berg, an ALPA consultant and the director of the Employee Assistance Program at the MD Anderson Cancer Center of the University of Texas, who

was a tremendous resource for both me and the students.

CIRP offers individual and group classes. Peers participate in an initial course and periodically return to ensure currency.



McFadden, right, with his father, Capt. John A. McFadden (United, Ret.). The younger McFadden served as first officer on his father's retirement flight from Germany to Chicago, Ill.

How did you get involved in CIRP?

● **MCFADDEN:** Shortly after I was hired by United, I served as the ALPA first officer rep in Chicago. In attending meetings and listening to the committee reports, I found CIRP work to be particularly compelling and clearly helpful for pilots. Capt. Steve Pocock (United), a former CIRP chair, was a great inspiration. He did wonderful work and helped me understand the powerful effect it had.

In addition, my dad was a United pilot, and, as a teenager, I recall him walking the picket line during the 1985 United pilots' strike. I remember him talking to fellow members who were having a difficult time with what was happening. It was truly meaningful for me to watch him aid pilots in that way, just by listening and being there for them.

What is your most memorable CIRP moment?

● **MCFADDEN:** The first CIRP debriefing I conducted. I was new to the committee and flew out to San Francisco. A crew was involved in a severe wake turbulence encounter. Shortly after takeoff,

another aircraft caused their plane to roll violently and both flight attendants and passengers were injured.

I distinctly remember the debriefing. It lasted about three hours, and some of the flight attendants were there in wheelchairs. You could see the relief on the pilots' faces after it was over. The point Capt. Pocock emphasized in helping me prepare for this was to "trust the process." He was right. I followed the procedures to facilitate the discussion; it worked like magic.

F/O John Taylor (United), ALPA's Pilot Assistance chair, describes this program as CIRP 2.0. What's new?

● **MCFADDEN:** We're refocusing on our core mission and the ICISF instructional models we use. Mark Berg has been an excellent co-instructor, bringing much valuable insight to our training sessions. We're working to be more active and more engaged with our chairs and the other Pilot Assistance Committees—adopting a collaborative and effective modality. Plus, developing one-, two-, and five-year plans for the program that are shared and understood by the network of MEC CIRP chairs is quite useful.

Is there anything else you'd like to add?

● **MCFADDEN:** I want to thank the MEC CIRP chairs for their dedication and passion. I also want to thank F/Os John Taylor and Travis Ludwig (United), the Pilot Assistance vice chair, and especially Capt. Joe DePete, ALPA's president, and Capt. Bob Fox, ALPA's first vice president and national safety coordinator. We haven't always had this level of support, and it's really appreciated. With their help, my goal is to make this program the gold standard, and we're making great progress. The overwhelming sentiment I've heard from pilots who've used the program is that it really made a difference in their lives. It's my honor and pleasure to be involved with the CIRP family. ☺



Nearly 30 pilots from 15 airlines, plus staff from throughout the Association, assemble for ALPA's Cabin Air Quality meeting in February.

ALPA'S HEALTH AND ENVIRONMENT WORKING GROUP TAKES ON CABIN AIR QUALITY

By John Perkinson, Senior Staff Writer

As awareness rises around the issue of contaminated cabin air or "fume events" in flight, the level of reporting has increased. As a result, last year the FAA acted by issuing Safety Alert for Operators 18003, acknowledging growing concerns about airliner cabin air contamination. Drawn from aircraft engines, hot compressed air is cooled and channeled into the cabin to provide breathable air, also known as bleed air. The growing number of reports of contaminated bleed air have raised concerns about exposure to potentially hazardous chemicals like engine oil, hydraulic and anti-icing fluids, and other toxic compounds.

Keenly aware of these and other potential aircraft-related health concerns, ALPA's Board of Directors has instructed the Association to "provide resources and advocate for the highest levels of safety and oversight of all ALPA pilots' onboard environmental working conditions [e.g., potable water, air quality, radiation, cleanliness]."

This objective is part of the Association's goal to "attain the safest and most secure air transportation system for flight crew, passengers, and cargo." As a result, the Pilot Assistance structure of ALPA's Air Safety Organization (ASO) recently formed the Health and Environment Working Group (HEWG).

Born in part from an ALPA Cabin

Air Quality meeting this past February, HEWG met for the first time on September 9 to review its mission and make plans moving forward. Led by F/O John Taylor (United), ALPA's Pilot Assistance chair; Capt. Steve Jangelis (Delta), ALPA's Aviation Safety chair; and F/O Ellen Brinks (Delta), ALPA's Aeromedical Group chair, the group developed an initial strategy for assessing cabin-air-quality events, building awareness of these occurrences, and identifying best practices and workable solutions.

"We need to find the optimum way to detect these conditions and utilize better filtration systems or other approaches to avoid a potential health or safety risk," said Taylor. Airliners are currently not equipped with cabin-air-quality sensors to detect contamination. He noted that in some cases contaminated air is odorless and that it could potentially incapacitate flightcrew members without their awareness.

In July 2018, an airliner flying from Washington, D.C., to Los Angeles, Calif., diverted to Kansas City, Mo., because flight attendants reported that passengers were becoming ill. Flightcrew members also experienced nausea and scratchy throats. In May this year, another airliner scheduled to fly to Denver, Colo., returned to Los Angeles after fumes were reported in both the cockpit and the cabin. In each case, passengers

were hospitalized. While instances of cabin air contamination may not be reported daily, the fact that they occur at all raises serious concerns.

Yet some aviation industry stakeholders have attempted to dismiss the link between cabin air quality and health concerns. And the Centers for Disease Control and Prevention has noted, "If you are exposed to a potential cabin air hazard and have health problems, it may not be possible to tell if it was caused by your work conditions or if it was caused by something else." However, Taylor responded, "Symptoms identified by flight crews that have experienced these events are consistent with exposure to the products that can contaminate air supply systems." And evidence is mounting, compelling lawmakers and regulators to intercede.

In addition to collaborating with other ASO groups, HEWG is also working closely with ALPA's Government Affairs Department to advocate for the passage of the Cabin Air Safety Act of 2019 (S. 1112/H.R. 2208). Although its purpose is multifaceted, the focus of this legislation is to "improve the safety of the air supply on commercial aircraft."

The Pilot Assistance Group encourages ALPA members to visit www.alpa.org/fume for guidance on how to respond to exposure to contaminated bleed air and nonvisible gaseous fumes or odors. In addition to contacting the ALPA Worldwide Accident/Serious Incident Hotline at 202-797-4180 and ALPA's Aeromedical Office at 303-341-4435, flight crews are urged to complete the International Air Transport Association's Smoke and Fumes Reporting Form, which can be accessed from ALPA's website.

"We also encourage you to fill out an ASAP [Aviation Safety Action Program] report in addition to any other reporting your airline may require," Taylor remarked, acknowledging the importance of being able to track the number and severity of these incidents to better understand what's happening. 



Collective Bargaining Committee Examines New Ways to Support MEC Bargaining

Members of ALPA's Collective Bargaining Committee (CBC) convened at the Association's McLean, Va., offices on October 1–3 to assess the status of contract negotiations and review trends in airline industry collective bargaining. The group, which includes several new members, also discussed plans for negotiations training and resource materials for ALPA pilot negotiators.

Capt. Jeff Harbison (JetBlue), the newly appointed CBC chair, led the meeting. The CBC, which consists of veteran negotiators from seven different ALPA pilot groups, received briefings on a full range of related topics, including current airline industry and economic trends. Kye Johanning, assistant director of ALPA's Economic & Financial Analysis Department, observed, "2019 was the 10th year in a row of profitability for the global airline industry." He also highlighted developments such as restoring pay rates to prebankruptcy-era levels and narrowing the gap between aircraft pay rates among airlines.

F/O Paul Ryder (United), ALPA's national resource coordinator, brought to light the challenges fee-for-depart-

ture (FFD) carriers are facing in maintaining adequate pilot staffing levels, given flow-through agreements and other incentives for pilots to upgrade to larger carriers. "Major airlines hired approximately 4,600 pilots in 2018, which was the third-highest total since 2000," he said, adding that the FFD carriers' ability to secure flying from their mainline counterparts is particularly critical now that many aircraft fleets are capped. Ryder noted that a number of ALPA's FFD pilot groups—including Air Wisconsin, CommutAir, Compass, Endeavor Air, Envoy Air, ExpressJet, Jazz Aviation, Mesa, Piedmont, PSA, and Trans States—are currently in some phase of contract negotiations.

A central focus for the committee is to address bar-

F/O Paul Ryder (United), ALPA's national resource coordinator, discusses the challenges fee-for-departure carriers are facing.

gaining challenges for pilot groups that are losing their union leaders at a rapid rate. ALPA is seeing high levels of pilot turnover at many of the Association's smaller- and medium-sized pilot groups as pilots seek other flying opportunities. Pilot leaders with ALPA training and experience are departing in significant numbers, and the resulting loss of knowledge and experience is of particular concern to the CBC. In response, the committee is giving special attention to how it can best support ALPA pilot groups that are experiencing high rates of departures.

Capt. Joseph Genovese, ALPA's vice president-finance/treasurer, encouraged the CBC's work, reviewing ALPA's budget process and committing to support greater outreach from the committee in support of individual master executive councils.

Betty Ginsburg, director of ALPA's Representation Department, provided an update on the role, current makeup, and influence of the National Mediation Board, and the CBC reviewed progress on its work recommending updates to Section 40 of ALPA's Ad-

The committee is giving special attention to how it can best support ALPA pilot groups that are experiencing high rates of departures.

ministrative Manual, which addresses collective bargaining, and settled on a work plan to bring it more in line with modern-day contract negotiations.

Harbison and Ginsburg led a group discussion on the committee's essential role in providing negotiations training programs and educational materials. The CBC reviewed last year's annual Negotiations Training Seminar (NTS) and discussed minor changes that could be considered for this year's NTS.

Mindful of the committee's commitment to broaden access to training programs, Harbison noted that "the NTS is not enough." The CBC is available and willing to conduct additional, individualized training when pilot negotiating teams need help. CBC members are developing plans to offer an outreach program for new negotiating committees entering contract negotiations that will examine basic bargaining skills such as managing a negotiating committee, preparing for and pacing negotiations, maintaining discipline at the bargaining table, and anticipating what to expect from management.

A highlight of the meeting was a joint session with the national Retirement & Insurance Committee, which was also in session. The two committees discussed ways to further their mutual interest in providing support to pilot groups that currently lack volunteers with bargaining or benefits expertise and pledged to continue to discuss possible joint efforts.

The CBC is also contemplating possible bargaining roundtables for next year.

—ALPA Staff



Pilots Learn About The Latest Advances In the Benefits World

As part of their preparation for the next round of contract negotiations, roughly 55 pilots from 13 ALPA pilot groups attended the Association's Retirement and Insurance (R&I) Seminar held October 2–3 at the union's McLean, Va., offices.

"Bargaining any issue but especially benefits and retirement programs is not a quick fix," said Capt. Joseph Genovese, ALPA's vice president–finance/treasurer, who welcomed attendees to the seminar. "It takes preparation, patience, and persistence."

The last few rounds of negotiations have tended to focus on returning pay-rate levels to prebankruptcy-era levels. The focus now is on improving pilot retirement and other benefits to provide for a more robust compensation package.

"Retirement and benefits are extremely important," explained Capt. Ken Binder (FedEx Express), chair of ALPA's R&I Committee, who led the seminar. "So we need to educate our pilot volunteers to the highest levels possible."

Genovese noted, "While many people find terms such

as diversification and deductibles daunting, you've stepped up to work in R&I, which is one of the most important areas for our pilots." Binder added, "It's important to have pilots working on these topics because we know what pilots go through and what pilots need."

Members of ALPA's R&I Committee, R&I Department staff, and outside experts from numerous benefits firms led sessions on the evolution of health plans, defined benefits vs. defined contribution plans, 401(k)s, investment outlooks, Canadian benefits, health-care plans, plan governance, and more.

In each area, attendees learned about what's available, what's trending, what's working/not working elsewhere, and ways they can share the information provided to their own pilot group.

Capt. Joseph Genovese, ALPA's vice president–finance/treasurer, welcomes attendees to the Retirement & Insurance Seminar.

Almost every session ended with time for questions, allowing for extra, personalized feedback.

Capt. Sid Graham (Alaska) commented on the breadth of the topics and quality of discussion. "This is the best R&I seminar I've been to yet," he said. "It's very engaging, even for someone like me who's been to many of them."

Pilots were constantly reminded to network, work together, and build on each other's knowledge and experience. Genovese urged attendees, "Share your failures and how you addressed them. Share your tactics and how you developed them. And share your successes and how you earned them." Many followed that suggestion, with discussions throughout the seminar on how the volunteers can learn from each other and advance their priorities thanks to the hard work of their union brothers and sisters.

F/O Jeffrey Hicks (Frontier), chair of his pilot group's R&I Committee, attended not only to present on a benefits topic but also to gain knowledge and contact information.

"The technical knowledge

"Retirement and benefits are extremely important, so we need to educate our pilot volunteers to the highest levels possible."

I gained this week alone was worth it," said Hicks. "But the relationships I've started are even more important—I now know the people on FedEx's committee, and Delta's committee, and all the others." Best of all, he noted, was the sense of unity. "No one treated it like, 'I'm FedEx and you're Frontier.' Instead it was, 'We're all ALPA.' And that's such a help to us as we get started on our committee."

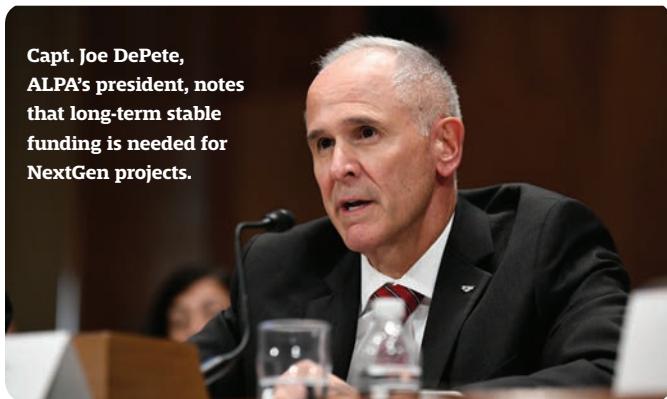
Hicks's presentation demonstrated how pilot groups can work together to address concerns—sometimes even before they're widely known. Hicks noted that he suffered an injury a few years ago and was on disability pay for a lengthy period of time. He discovered that his contributions to his 401(k) were frozen while on disability pay. Missing two, three, or more years of retirement contributions can greatly affect retirement savings. Hicks introduced colleagues—many of whom weren't even aware of this potential negative situation—to an insurance option available to help pilots maintain their 401(k) contributions during disability and suggested it be included in future bargaining.

"It's an exciting time to be in retirement and insurance with a lot of exciting options," said Binder, "and the R&I Department did a fantastic job during this seminar of providing our pilots with the information they need. We want our volunteers to take away that information as well as the knowledge that there's no best way to handle R&I. Reach out, ask about what you don't know, and constantly educate yourself."

—Kevin Cuddihy, Contributing Writer



Capt. Joe DePete, ALPA's president, notes that long-term stable funding is needed for NextGen projects.



ALPA Leaders Testify on NextGen, FAA Delays in Implementing Legislated Safety Measures

By John Perkinson, Senior Staff Writer

ALPA leaders presented testimony on Capitol Hill in Washington, D.C., in late September, providing Members of Congress with the airline-pilot perspective on critical air transportation issues including the status of the Next Generation Air Transportation System (NextGen) and full implementation of the FAA Reauthorization Act of 2018.

On September 24, Capt. Joe DePete, ALPA's president, addressed the Aviation and Space Subcommittee of the U.S. Senate's Committee on Commerce, Science, and Transportation in a hearing titled "Improving Air Traffic Control for the American People: Examining the Current System."

"As the United States works to meet growing passenger and freight transportation demands, as well as integrate new users such as commercial spaceflight and remotely piloted vehicles, air traffic control modernization will be critical," said DePete. He called for support of the Aviation Funding Stability Act of 2019 to provide long-term, stable financing for NextGen projects. DePete also asked legislators to authorize use of the Airport and Airway Trust Fund to bank FAA activities in the case of future govern-

ment shutdowns.

"NextGen has increased situational awareness and provided tools to help pilots make safe decisions through performance-based navigation, data communication, and ADS-B implementation," DePete noted. However, he acknowledged the system's potential isn't being fully realized—in part because many airliners aren't properly equipped to take advantage of its updated procedures. "As a result, pilots and air traffic controllers are forced to use 'work-arounds' that allow them to operate aircraft with outdated equipment in today's complex system," he said.

"Let me be clear, ALPA strongly supports NextGen. For more than a decade, we've collaborated with the regulator, airlines, and other stakeholders to ensure this modernization work is

performed to the highest standards and incorporates frontline pilots' perspectives," remarked DePete. He acknowledged the many benefits of this modernization effort, adding that "Airline pilots, air traffic controllers, and commercial spacecraft operators would all benefit from improved ATC services."

Two days later, Capt. Bob Fox, ALPA's first vice president and national safety coordinator, testified before the Transportation and Infrastructure Committee's Subcommittee on Aviation. At a House hearing titled "Implementing the Federal Aviation Administration Reauthorization of 2018," Fox blasted the FAA for its failure to meet a crucial deadline for advancing aviation safety and security.

"In the reauthorization, Congress called for the FAA to issue a rule mandating [secondary flight deck] barriers for all newly manufactured passenger aircraft by Oct. 5, 2019," he remarked. "Rather than issuing the order as Congress intended, the FAA has bowed to a blatant stall tactic promoted by special interests and created an Aviation Rulemaking Advisory Committee that has



Capt. Bob Fox, ALPA's first vice president, criticizes the FAA for its failure to meet a crucial deadline for advancing aviation safety and security.

now requested more study," he added, observing that this decision has further delayed, "this much-needed aviation safety and security enhancement." (See page 25.)

Fox asserted, "Secondary flight deck barriers are already protecting U.S. airliners. I know because I've flown the Boeing 757 equipped with these security devices. The standard established at FAA's request in 2009 is effective. No more study is needed."

Another item passed in the legislation also waiting final implementation is the automatic acceptance of voluntary safety reports obtained through the Aviation Safety Action Program. "Right now, weeks can pass before these reports are reviewed," Fox said. "Requiring their automatic acceptance means safety information will be reviewed more quickly—potentially preventing accidents."

Fox also called for an update to the FAA's requirement for airline pilots to wear oxygen masks above certain altitudes. "Currently, if one pilot leaves the flight deck while above Flight Level 250, the other must wear his or her mask," he noted, adding that the International Civil Aviation Organization provided updated guidance, setting a revised altitude standard of above Flight Level 410. The FAA needs to comply.

Fox concluded, "Congress clearly had the interests of the traveling public at heart in passing this FAA reauthorization—others should follow your lead and implement it as intended. We know that, for our passengers, crews, and shippers, every day of delay is one too many." He declared, "It's time to implement the law."



Calling the Shots: Getting Vaccinated As a Preventive Health Measure

By ALPA Staff

To vaccinate or not to vaccinate—that's the question for many North Americans considering the best way to protect themselves against certain diseases. However, the case for immunization for airline pilots is even more compelling because they travel extensively and are in contact with a broad cross-section of the population, increasing their exposure to even more illnesses.

The World Health Organization announced that during the first six months of 2019, there were 364,808 cases of the measles reported in 182 countries, including the United States and Canada. The Centers for Disease Control and Prevention (CDC) estimates that the 2017–2018 U.S. flu season was one of the worst in the last decade, with 48.8 million people sick with influenza, resulting in 959,000 hospitalizations and 79,400 deaths. Meanwhile, the Public Health Agency of Canada noted that each year the flu produces an average of 12,200 hospitalizations and 3,500 deaths in the country.

These figures are particularly surprising considering that vaccines are available to prevent both diseases. While no

serum is 100 percent effective, being immunized decreases the likelihood of contracting many infectious conditions and aids in preventing the spread of these contagions. Historically, vaccinations have been responsible for the containment of outbreaks of polio, tetanus, and whooping cough (pertussis).

The human body doesn't always recognize that certain viruses or bacteria are potentially harmful. To address this, most vaccines contain two distinct parts. The antigen includes an element of the disease that the body must learn to recognize, and the adjuvant sends an alert to help the immune system acknowledge and react to the antigen as an infection, building up one's immunity.

Many individuals in the United States and Canada have already received the recommended measles immunization as part of their childhood doctor visits. The CDC says it "considers people who received two doses of measles vaccine as children according to the U.S. vaccination schedule protected for life, and they don't ever need a booster dose." (See "Health Watch" in the May 2019 issue of *Air Line Pilot*.) If you don't recall getting the vaccination or have questions, speak with your physician.

Regarding influenza, the CDC observes, "The best way to prevent seasonal flu is to get vaccinated every year." The Public Health Agency of Canada agrees, adding, "The flu shot is recommended for everyone six months and older." It's important to note that flu vaccines don't cause flu illness. However, some people report having mild reactions to the shot—although these typically disappear on their own. (See "Health Watch" in the October 2019 issue of *Air Line Pilot*.)

Obviously, these aren't the only immunizations to consider. The tetanus/diphtheria vaccine is recommended every 10 years, and adults 50 years and older may want to know more about the herpes zoster (shingles) vaccine. You may want to be immunized to protect yourself against

chicken pox, hepatitis A and B, human papillomavirus (which can produce certain cancers), and meningococcal disease. To review a schedule and guidance on these and other vaccines, visit www.cdc.gov/vaccines/schedules/hcp/index.html.

Pilots and others who travel internationally can access www.who.int/ith/en for information from the World Health Organization. The site covers the primary infectious diseases to be concerned about and the necessary precautions to take, including recommended shots. For example, pilots flying to the tropical and subtropical regions of South America and Africa may want to protect themselves against yellow fever. Those who get this shot should wait at least 10 days before traveling to destinations in these regions.

The U.S. Food and Drug Administration and the Biologics and Genetic Therapies Directorate, within the Health Products and Food Branch of Health Canada, oversee extensive lab vaccine testing to ensure these drugs are safe and effective. The World Health Organization observed that a vaccine-related adverse effect can be projected in one of every one million doses of the measles vaccine. Conversely the shots have prevented an estimated 21.1 million deaths from 2000 to 2017. ☈

FIND OUT MORE

U.S. ALPA members with questions about vaccinations can 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 ALPA's Toronto, Ont., office toll-free at **1-800-561-9576** to be referred to a physician.



F/O Jen Berns (JetBlue) poses with her fiancé, F/O Matthew Hawk (JetBlue).

Force from 2009 to 2015. In fact, during her career, she's gone back and forth between flying and juridical jobs.

The JetBlue pilot revealed she's always been fascinated with flying and tried to join the Air Force as a pilot right after graduating from high school. However, she had less than perfect vision and recalled that a recruiter told her, "You'll never touch an airplane."

With an undergraduate degree from Tufts University, Berns did some flight instructing but decided to expand her possibilities. She studied law, attending the Brooklyn Law School from 2004 to 2007 and passed the New York Bar exam. But Berns went right back to flying "because I missed it so much," she said.

Berns was hired by Comair, the former Delta Connection wholly owned subsidiary, and flew for a year before seeing the writing on the wall. The carrier was in financial trouble and had begun downsizing. Recognizing Berns' concern, a chief pilot suggested she join the military as a JAG because, under federal law,

the status the members hold. In most criminal cases, the state will often retain authority over offenses such as theft, assault, or rape.

"Typically, my work focuses more on disciplinary actions—positive drug-test results, discharge boards for fitness or misconduct, an occasional court martial, but that's rare," Berns remarked. "It's talking one-on-one with commanders, trying to negotiate solutions, a lot of writing arguments, and things like that." Not surprisingly, she isn't able to share specifics because of attorney-client privilege.

"On active duty, I dealt with more serious crime," Berns acknowledged, noting that she was in the U.S. Air

she could return to the airline after four years and still keep her pilot seniority number.

"It was a fortuitous conversation," she remembered, adding, "He gave me a great idea, and I followed through.

"I went active duty and opted to stay in for about six years," she said, noting her Air Force service included an assignment in Afghanistan in 2012 as part of a NATO mission. Berns then returned to civilian life and flew briefly for Mesa Airlines before going to work for JetBlue in October 2017, where she's actively involved with the pilots' Master Executive Council Grievance and Military Affairs Committees.

How does she manage all of this? "My schedule permits me to work on projects between trips," she revealed. In fact, she'll be flying as a passenger soon, as she's scheduled to travel to observe an upcoming system board mediation. Berns plans to use some of the "down time" around the mediation to catch up.

In addition, Berns has some flexibility with her military employers. "The Air National Guard lets me telecommute, so I don't always have to be physically in the office to assist clients," she added.

Despite a busy schedule and her upcoming wedding, the A320 pilot observed that helping her fellow ALPA members out as a Grievance Committee volunteer has been particularly rewarding. It ties in nicely with her role as an attorney because much of what she does is contract related. "In law school, I did a lot of bankruptcy and contract work," she recalled, adding, "I enjoy doing union work a lot and assisting my colleagues."

JetBlue Pilot Applies Her Skills as JAG to Resolve ALPA Grievance Issues

By John Perkinson, Senior Staff Writer

F/O Jen Berns (JetBlue) has a very full schedule. In addition to being an A320 pilot, she also serves in the Florida Air National Guard as a judge advocate general (JAG). And in her "spare" time, she uses her knowledge and skills as a member of her pilot group's Grievance and Military Affairs Committees.

"Judge advocate general has the word 'judge' in it, but I'm really a lawyer," said Berns, who's been in the Air National Guard—first in Arizona and later in Florida—since 2015. In this capacity, she deals with a wide range of cases. "It's a lot of administrative work. The Air National Guard has limited jurisdiction over its members because of

The A320 pilot observed that helping her fellow ALPA members out as a Grievance Committee volunteer has been particularly rewarding.



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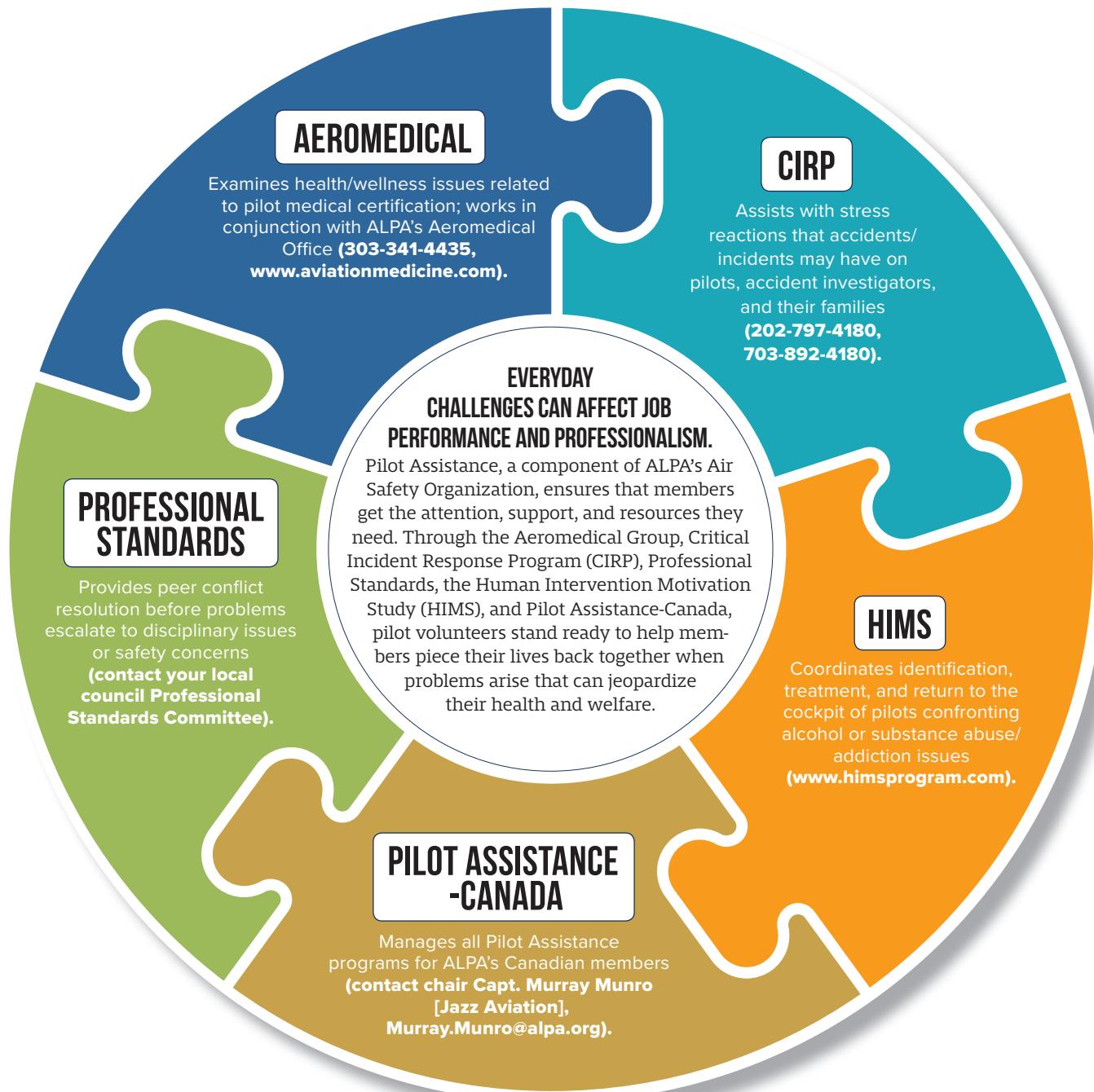
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PIECING TOGETHER CAREERS, FAMILIES, AND LIVES WITH PILOT ASSISTANCE



PILOT PEER SUPPORT

Administered by the Aeromedical Group, Pilot Peer Support is a support network that connects ALPA members with trained pilot peers to talk about personal or

professional problems. Volunteers listen and offer confidential, nonjudgmental support 24 hours a day, seven days a week (**309-PPS-ALPA**, **309-777-2572**).

The independent PPS programs can be reached at

- **Delta PAN: 1-800-USA-ALPA**,
- **FedEx Express PATH: 1-866-FDX-ALPA**,

- **JetBlue PAN/PPS: 309-PPS-ALPA**,
- **United SOAR: 1-866-653-SOAR**, and
- **Canadian Pilot Assistance (contact your master executive council)**.

VISIT WWW.ALPA.ORG/PILOTASSISTANCE FOR MORE INFORMATION.



ALPA RESOURCES & CONTACT NUMBERS

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For complete biographical information on ALPA's national officers, visit www.alpa.org/leaders.



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For more information on which pilot groups executive vice presidents represent, visit www.alpa.org/evp.



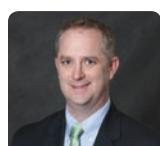
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MEMBERSHIP ADMINISTRATION

To obtain membership account information or to update your records or your postal or e-mail address via the Internet, go to the My ALPA area of www.alpa.org/memberaccount; or dial the toll-free number 1-888-359-2572 (1-888-FLY-ALPA) and choose menu option 3,3. Listed below are the telephone numbers of MEC offices.

*Air Georgian-GGN MEC

613-569-5668 x6225

Air Transat-TSC MEC

1-888-337-2033

Air Transport International-ATI MEC

404-763-4973

Air Wisconsin-RW MEC

1-800-ALPA-ARW

Alaska-ALA MEC

206-241-3138

Bearskin-BRS MEC

807-628-5683

Calm Air-CMA MEC

204-461-4331

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780-691-8989

CommutAir-CMT MEC

518-332-7494

*Island Air-AIS MEC

808-838-0188

Compass-CPZ MEC

952-853-2373

Delta-DAL MEC

404-763-4925

Endeavor Air-EDV MEC

1-833-EDV-ALPA

Envoy Air-ENY MEC

817-685-7474

ExpressJet-XJT MEC

281-987-3636

FedEx Express-FDX MEC

901-752-8749

First Air-FAB MEC

1-877-459-3272

Frontier-FFT MEC

303-373-2572

Hawaiian-HAL MEC

808-836-2572

*Island Air-AIS MEC

808-838-0188

Jazz Aviation-JAZ MEC

1-800-561-9576

Kalitta Air-CKS MEC

907-854-8435

Kelowna Flightcraft-KFC MEC

877-373-3131, ext.
6225

Mesa-MAG MEC

602-306-1116

Perimeter-PAG MEC

204-803-9272

Piedmont-PDT MEC

339-987-1277

Provincial-PVL MEC

709-697-0033

PSA-PSA MEC

703-481-4444

Sky Regional-SKV MEC

403-604-0406

*Pilot group in custodianship

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Other Organizations

ALPA Aeromedical Office 303-341-4435
Connexus Credit Union 1-800-845-5025

ALPA Accident/Serious Incident Hotline

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).

2019 EBCB Schedule

The Association's Election and Ballot Certification Board's schedule for counting ballots is November 8 and December 10.

Any ALPA member in good standing may be present as an observer during any meeting. Contact the Association's Membership 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

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

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

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

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)
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