

December 2017

AIR LINE PILOT

Official Journal of the Air Line Pilots
Association, International 

7TH ANNUAL
PHOTOGRAPHY ISSUE

STRANGER SCENES

Page 19

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- » **Major Contingency Fund** page 26
- » **B-747 Retires** page 37



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Encore Pilots Join ALPA

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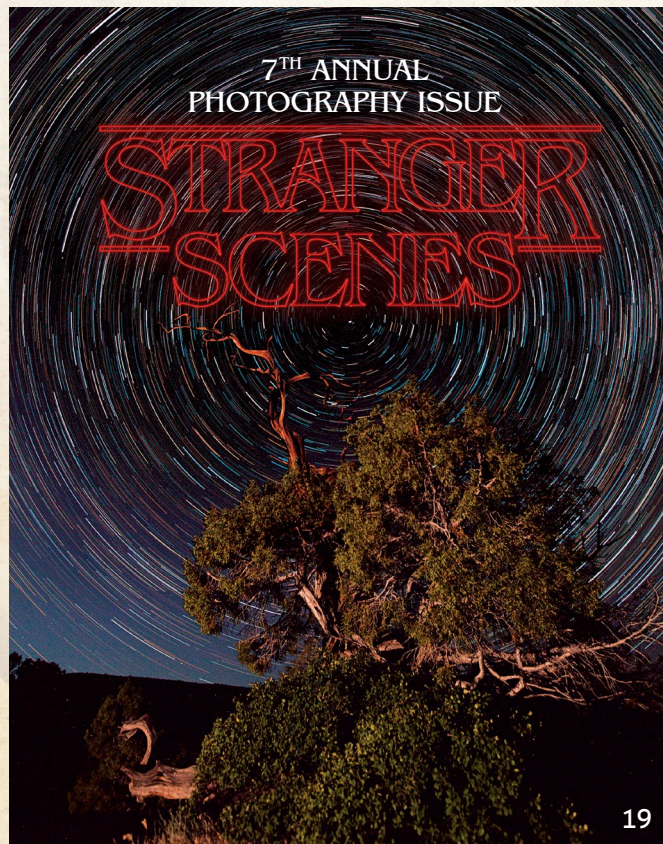
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ABOUT THE COVER

A Delta Air Lines B-747, Flight 275, arrives at Japan's Narita International Airport during pouring rain. The airline is slated to retire its entire B-747 fleet by the end of the year. Cover photo by Capt. Allen Low (Delta)

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Beyond the Page

Look for these icons throughout the magazine to get access to even more information, including additional content, videos, and audio clips—or to get feedback on a question.



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A member service of Air Line Pilot.

During World War I, a valuable new role for photography appeared through the lens of aviation: high-altitude military reconnaissance. The widening aperture of uses for aerial photography inspired Sherman Fairchild to look for an aircraft that gave pilots the stability and wide field of view to capture images while airborne. When the aircraft of the time failed to pass muster, Fairchild helped design a new plane—the FC-1, the first in a family of aircraft that featured a closed, heated cabin and fostered flight in some of the planet’s toughest environments.

In late November, Encore pilots secured ALPA representation after a focused and unified organizing campaign (see page 8). With this action, the Encore pilots have strengthened the piloting profession in North America and immediately gain access to our union's resources and expertise as they negotiate a legally binding collective agreement. In another show of unity, Endeavor pilots recently ratified a contract that converts one-time hiring and retention bonuses into higher rates of pay for the duration of a long-term agreement, marking historic progress (see page 10). The action overturns the out-of-touch pay, benefits, and career-advancement options that many fee-for-departure airlines have offered new pilots in the past and instead responds to a modern market with more competitive salaries.

that reflects their years of service in the industry. We hope the management teams at all regional airlines not only take note but also take action to transform how new pilots are compensated in every area—pay, work rules, benefits, work-life balance, and career advancement.

Because no one is more committed than ALPA to ensuring we have an adequate supply of qualified pilots, we were pleased by Secretary of Transportation Elaine Chao's recent announcement making it easier for veterans to become airline pilots. ALPA intends to partner with those who are working to promote the airline piloting profession, but we will adamantly oppose and fight any effort to create pathways that deviate from current safety standards. As passengers, cargo shippers, and key influencers are seeing in ALPA's "Trained for Life" public-awareness campaign, our members stand behind the pilot training that keeps our skies the safest in the world.

In ALPA's wide field of view, we're watching many issues such as tax proposals, health-care developments, and safety, security, and pilot assistance policy shifts that may affect our members. We also look for threats from beyond our North American shores. At Ryanair, for example, the company is seeking to undermine its pilots' ability to organize and bargain fair contracts. ALPA's pilots have expressed strong solidarity with the Ryanair pilots in their fight.

As you'll read in these pages, one of our strongest assets in adapting and preparing for emerging issues is our Major Contingency Fund (MCF) (see page 26). Often referred to our as "War Chest," the MCF advances negotiations and strike preparedness but also helps ALPA achieve its members' strategic goals including organizing and advocacy campaigns.

The FC-1 and its derivatives flew in diverse and rapidly changing environments—from South American jungles and the Canadian bush to the Antarctic ice shelves. Its stability and field of view created a new portrait of the compass and new potential for aviation. Likewise, our union provides a wide field of view for our members, and it's their strategic goals that frame our union's future. [✈](#)

December 2017 *Air Line Pilot* » 5



Growing Stronger Every Year

By Capt. Randy Helling, ALPA Vice President-Finance/Treasurer

More than ever, pilots throughout North America are choosing the Air Line Pilots Association, International as their bargaining representative. Since May 2014, we've had six airlines join our ranks—Air Georgian, Encore, Frontier, JetBlue, Virgin America, and WestJet. And we continue to prepare for other possible organizing campaigns and union mergers on the horizon as we talk to pilots from many airlines.

None of this happens by accident. It's the result of hard work and fiscal discipline combining to make us an extremely attractive option for airline pilots. It comes from the contracts we've negotiated, it comes from our safety work, it comes from our staff, and it also comes from our finances—finances that have been strong and have been getting even stronger over the past half-decade plus. And that's due to our discipline, our ability to stay within our budget, and our tough decisions about ALPA's spending and priorities.

Alexa von Tobel, the author of the best-selling book *Financially Fearless*, wrote, "A good financial plan is a road map that shows us exactly how the choices we make today will affect our future." Having just that kind of plan is how we've gotten to the strong position we're in today—and it's something to still keep in mind as we take today's positives and prepare for the unknown future.

Yes, today our finances are strong. And yes, the airline industry is currently strong as well. But as you may have read in the article "The State of the North American Airline Industry" in October's *Air Line Pilot*, while the trend is still positive a few threats are potentially looming. Our job is to keep an eye on those threats—and any others that may surface—and plan accordingly.

And our plans constantly take into consideration whose money we're working with—yours. Our pilots' money. We must always act to maintain your trust that your hard-earned dues dollars are being spent wisely on behalf of you and your

family. Our commitment to that trust and to keeping that trust is first and foremost in our decision-making process.


The Operating Contingency Fund (OCF) plays a vital role in providing a source of supplemental funding for master executive councils that need it when unexpected items or actions affect their budgets—a backstop, if you will. Thanks to a continued focus on financial discipline, the OCF balance continues to move in a positive direction. There has been steady growth and stabilization in the fund over the past decade. And those solid

results allowed us to transfer \$7 million to help further recapitalize the Major Contingency Fund (see page 26).

And we're in the closing months of Project AMBER, our three-year-long infrastructure improvement effort. All of the improvements—and more to come—will enable the various components of ALPA's infrastructure to interact and communicate more effectively, while offering additional levels of protection and service to members.

And there are more important improvements on the horizon that will directly affect you, our members. As of late October, members

can now complete applications, implement changes to coverage, and report life events for ALPA insurance offerings online. Soon you'll have a more comprehensive and easier-to-use My Account function on ALPA's website. And you'll see a simplified and more informative billing statement.

All the work we do—all the work our volunteers do—is, when it comes down to it, for the direct benefit of our members. Former Secretary of Labor Robert Reich once said, "Your most precious possession is not your financial assets. Your most precious possession is the people you have working there, and what they carry around in their heads, and their ability to work together." Our volunteers and our members are ALPA. We would not be 59,000 strong—and growing stronger every year—without all of you. 

“We must always act to maintain your trust that your hard-earned dues dollars are being spent wisely on behalf of you and your family. Our commitment to that trust and to keeping that trust is first and foremost in our decision-making process.”

Preflight



Airline Industry News

> DOMESTIC NEWS

✈ **Delta Air Lines reported that it expects to retire its B-747 fleet by year-end.** The retiring aircraft will be replaced by the A350, which will be Delta's flagship international aircraft. The airline took delivery of five A350s in 2017, and additional A350s will be delivered in 2018.

✈ **The FAA announced that it's proposing to fine Compass Airlines \$869,125 for allegedly failing to provide flight**

crews with complete weather information. The FAA alleges the company operated 47 flights between May 18, 2015, and June 19, 2015, without correctly using an approved system for obtaining weather forecasts and reports of adverse weather.

✈ **FedEx Corp. announced that it expects to have another record-setting holiday season,** delivering 380 to 400 million packages across its global network between

Black Friday and Christmas Eve.

✈ **Per the *Chicago Tribune*, United Airlines auctioned select hardware from its fleet of retiring B-747, including seats, airspeed indicators, and tail numbers to benefit Air Camp.** All proceeds, collected in frequent-flyer miles, go to the organization, which teaches middle school students about aviation and aeronautics. Donated miles help students and teachers travel to Air Camp programs.

✈ **The Transportation Security Administration reported that five more airlines recently joined its PreCheck program,** which is available to travelers at more than 180 airports across the United States. Forty-two domestic and international airlines are now participating in the program.

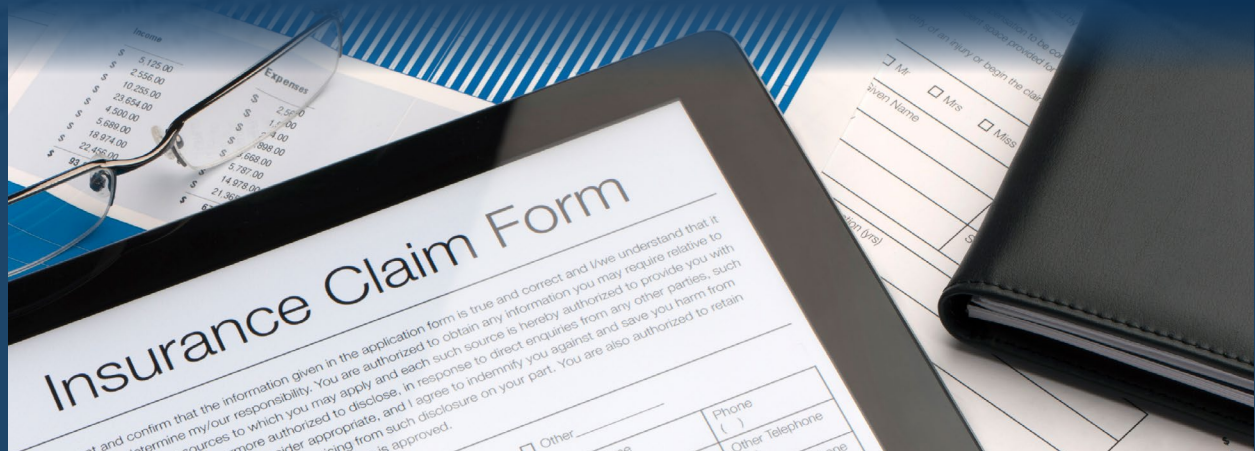
> INTERNATIONAL NEWS

✈ **Per Reuters, WestJet Airlines recently announced that it's considering entering a**



ALPA's Pilot Resources at Your Fingertips ✈

As a member of the Air Line Pilots Association, International, you have access to some of the best pilot resources in the business, ranging from ALPA's Aeromedical Office, ALPA's Accident/Serious Incident Hotline, ALPA insurance, Pilots for Pilots, and ALPA apps—including the Part 117 calculator and guide—to information on career progression, the Known Crewmember program, jumpseat policies and procedures, what to do if you're lased in flight, and so much more. Visit www.alpa.org/resources for a list of resources available to ALPA members.



revenue-sharing or joint-venture agreement with American Airlines and Delta Air Lines. WestJet's CEO said the airline is looking at the possibility of coordinating items such as scheduling and pricing on certain routes with U.S. partners.

✈ **USA Today** reported that **Qatar Airways purchased for \$662 million an approximately 10 percent share of Cathay Pacific**, making Qatar the third-largest shareholder of the Hong Kong-based airline. Both airlines are members of the oneworld alliance.

✈ **Emirates announced that it received its 100th A380 in early November.** The Dubai-based carrier took delivery of the airplane at Airbus's aircraft delivery center in Hamburg, Germany.

✈ According to Reuters, **Britain's Department of Transport**

has dedicated \$3.9 million to develop technology that would recognize when electrical devices have been tampered with and detect explosives in carry-ons without passengers having to remove items from their luggage.

Front Lines

✈ Encore Pilots Vote for ALPA

On November 29, the Canada Industrial Relations Board certified ALPA as the bargaining representative for the nearly 500 pilots at Encore. "We're pleased that an overwhelming majority of Encore pilots chose ALPA for their representation. We're committed to helping our newest members achieve their goals through our strong bargaining and advocacy efforts," said Capt. Tim Canoll, ALPA's president. "With ALPA representation, Encore pilots

immediately have the necessary resources to negotiate their first legally binding collective agreement under the Canada Labour Code," he noted.

Encore Organizing Committee member Capt. Ryan Petrie commented, "Encore pilots have played a vital role in the success of our company, and we look forward to working with our management to negotiate our first agreement."

The next steps for the pilots will be to focus on the membership drive and elect Master Executive Council representatives.

"Encore is the third Canadian pilot group to seek ALPA representation and join the Association this year. We look forward to putting ALPA's abundant resources to use and helping the Encore pilots gain a stronger voice in the decisions that impact their careers and collective future," said Capt. Dan Adamus (Jazz Aviation), ALPA Canada president.

✈ ALPA Praises FAA's Proposal Regarding Lithium Batteries

ALPA applauded the FAA's recent proposal to prohibit lithium batteries installed in certain electronic equipment from checked baggage on passenger aircraft. The FAA issued its recommendations to the International Civil Aviation Organization's (ICAO) Dangerous Goods Panel after internal tests repeatedly demonstrated substantial fire concerns.

"ALPA has long called for international organizations to address the significant hazards associated with the safe transport of lithium batteries on passenger and cargo aircraft. We commend the FAA for its thoroughness in demonstrating the risks these batteries present when unmonitored and call on ICAO to implement these recommendations," said Capt. Tim Canoll, ALPA's president.

In addition, ALPA issued a let-

TakingOff

Thanks to Pilots



Being an airline pilot is one of the most respected professions in the world. That respect is hard earned through training and vigilance. In today's world where

fewer and fewer professions meet this standard, it's especially noteworthy. It's difficult not to notice airline pilots walking through airport terminals and how the public reacts and responds to them. Sometimes the reactions are silent—children tugging at their parents' sleeves and pointing. Other times there's direct interaction—for instance, while deplaning passengers offer a handshake and sincere thank-you for safely getting them to their destinations.

It's the genuine sentiments of admiration, trust, and respect that captivate us

the most. Flying, although a commonplace form of transportation today, is still one of humanity's greatest technological achievements. Successfully performing this achievement millions of times a year—carrying billions of people safely—is nothing short of miraculous. While we don't recognize it on every flight, the reality of traveling through the air and witnessing firsthand the bird's-eye view that was previously unavailable to humans demands respect. One only needs to wander into social media channels to see the thousands of #avgeek and #windowseat posts to catch a glimpse of the enormous popularity of showcasing views from 30,000 feet.

In this issue, as we've done for the past six years, we highlight your favorite office views—ones that continue to only be available to those who have the proper years of training and experience (see page 19). We hope you enjoy the compilation that showcases what you see—from the unusual

to the inspirational.

As ALPA staff, we're among those who put unconditional trust in you when flying or shipping our most precious cargo. We continue to look for ways to fulfill the Association's strategic goal of promoting the future of the piloting profession, not only as a desirable career for the next generation of airline pilots but also to remind today's flying and shipping public of what makes safe and efficient commercial air transportation possible. Our newest campaign, #thankapilot, launched over the U.S. Thanksgiving holiday, is already resulting in impressive public engagement. If you haven't yet seen it and you're active in social media, follow us on Facebook, Twitter, and Instagram. We hope it's a campaign that also reminds all 59,000 U.S. and Canadian ALPA members why you chose this proud profession.

Lori Garver, General Manager
Lori.Garver@alpa.org

ter to Elaine Chao, the secretary of the Department of Transportation, expressing concerns regarding the recent decision to replace the FAA as the lead U.S. representative on ICAO's Dangerous Goods Panel, which is considering the proposed ban.

"It's inappropriate to have an agency that isn't responsible for the regulatory oversight of aviation to lead the delegation that is making recommendations to improve the safety of that sector of transportation," wrote Canoll.

As the FAA was continuing its charge to promote aviation safety, Secretary Chao indicated that the Pipeline and Hazardous Materials Safety Administration (PHMSA) would take over as the lead for U.S. negotiations on the regulation of dangerous goods at future ICAO meetings.

➤ ALPA's President Pushes For Safety Reviews of UAS Test Program

Capt. Tim Canoll, ALPA's president, represented the Association at the November meeting of the Drone Advisory Committee (DAC), which was held at the Amazon meeting center in Seattle, Wash. The DAC is a federal advisory committee that advises the FAA on the safe integration of unmanned aircraft systems (UAS) into the national airspace. Canoll is the only airline pilot representative on the committee.

The DAC reviewed and discussed the Department of Transportation's drone test program. The program requires the FAA to establish at least five different geographical areas in which to mature drone subsystems and technologies, better understand the role of local government oversight, and resolve other important safety issues.

In other work, the DAC provided the FAA with recommendations on key policy areas that would ensure safe operations of UAS. Much of the DAC's work is

focused on small UAS that are intended to be operated below 400 feet and away from airports. With safety as the top priority, the DAC is reviewing ways to expand drone operations. ALPA continues to advocate for the safety of the national airspace system at all levels of government and industry specifically to ensure that airline safety is not adversely impacted by UAS.

➤ ALPA Leaders Advance Safety in Dublin

In late October, Capt. Joe DePete, ALPA's first vice president and national safety coordinator, and ALPA Air Safety Organization (ASO) representatives and Engineering & Air Safety Department staff attended the Flight Safety Foundation International Air Safety Summit (IASS) in Dublin, Ireland, to give presentations on numerous safety topics.

DePete served as session chairman while Capt. Peter Black (First Air), chairman of the ALPA President's Committee for Remote Operations; Capt. Paul Ryder (ExpressJet), ALPA's national resource coordinator; and F/O Bryan Lesko (United), chairman of ALPA's Aircraft Design and Operations Group, discussed diversions in remote locations, pilot mentoring, and electronic flight bags. Capt. Steve Jangelis (Delta), ALPA's ASO Aviation Safety chairman, also gave a presentation on undeclared dangerous goods.

"The safety issues we raised were relevant and timely for airline pilots globally," observed DePete. "The work we do at ALPA International for pilots in the United States and Canada is leading the global safety discussions, and I'm proud of the team that represented our Association."

The summit brought together more than 350 attendees, including airlines, regulators, labor, and safety advocates, from around the world and provided ALPA an

opportunity to share its views on important safety topics on the global stage.



➤ Capt. Joe DePete, ALPA's first vice president and national safety coordinator, addresses attendees at the Flight Safety Foundation International Air Safety Summit in Ireland.

➤ ALPA Participates in TSA Air Cargo Meetings

F/O Preston Greene (FedEx Express), vice chairman of the ALPA President's Committee for Cargo, and ALPA Engineering & Air Safety Department staff recently attended two meetings of the Transportation Security Administration's (TSA) Aviation Security Advisory Committee Air Cargo Security Subcommittee. The first was a joint meeting of the Air Cargo Security Subcommittee and a new Cargo Security Technology Subcommittee. The groups discussed initiatives related to research and development of air cargo screening technology.

The following day, the Air Cargo Security Subcommittee held an internal meeting to discuss priorities for 2018, followed by a meeting with representatives from the TSA. Topics discussed included new cargo screening technology initiatives, the Known Shipper program, the use of third-party K-9 teams to screen cargo, the Air Cargo Advanced Screening program, the reinstatement of an air cargo division within the TSA,

risk-based security, and the TSA's new Outcome-Focused Compliance initiative.

The group is scheduled to meet again in January 2018.

➤ ALPA Responds to National Mediation Board Confirmations

"ALPA applauds the confirmation of Gerald W. Fauth, Kyle Fortson, and Linda Puchala to serve on the National Mediation Board [NMB], and we look forward to working with them to resolve matters of critical importance to the 58,000 pilots we represent," commented the Association on November 2 after the U.S. Senate confirmation.

"Each of these members bring valuable skills and experience to the board that will help us work through collective bargaining, representation, and grievance issues. ALPA offers a special note of congratulations to Linda Puchala on her reconfirmation after eight years of highly effective service to the nation."

The NMB is an independent federal agency, established in 1934 under the Railway Labor Act, that oversees collective bargaining and representation disputes in the rail and air industries. The board is composed of three members who are appointed to three-year terms by the president of the United States.

➤ Island Air Shuts Down

After what seemed to be a year of regained stability for the pilots of Island Air, the company announced on November 9 that it would cease operations and file a motion with the court to liquidate its assets under bankruptcy protection. Island Air conducted its last business flight on November 10. This means that all Island Air pilots are out of a job. ALPA's top priority is to support the pilot group by providing access to resources that will help

the pilots manage the transition brought on by this unfortunate and devastating situation.

Upon hearing the news that the airline was shutting down, ALPA leaders from other pilot groups began working with their companies to get preferential interviews and hiring for Island Air pilots. And the Association is making available important furloughed pilot resources and career-assistance materials to help Island Air pilots prepare for their next career move. They also have access to ALPA's Pilot Assistance services to support them as needed during this emotionally trying time.

The Association hopes to see all Island Air pilots in an ALPA cockpit soon.

➤ Endeavor Air Pilots Raise The Bar with New Contract

In late November, Endeavor Air pilots voted to ratify a four-year contract extension that substantially raises the bar for wages in the fee-for-departure industry. Of the 1,048 pilots who participated in the ballot, 86 percent voted to ratify the deal.

"This agreement is the culmination of an initiative to take advantage of a positive bargaining cycle," said Capt. Jim Johnson, the pilots' Master Executive Council chairman. The new wage rates—unprecedented in the fee-for-departure industry—convert what were temporary retention bonuses into permanent wage scales that greatly exceed industry average rates.

"Our first officers will see hourly wage rates 40 to 50 percent above industry average, and the majority of our captain wage rates will be 20 to 25 percent above industry average," Johnson commented.

The agreement also

includes greatly improved 401(k) company matching contributions, per diem increases, sick-accrual increases, and new provisions that enhance flexibility and quality of life for reserve pilots. The contract extension also preserves control of the bonuses paid to new hires—under the new terms, the company can pay up to an additional \$10,000 to new hires, but no more unless ALPA consents.

➤ Arbitration Panel Rules On Joint Alaska-Virgin America Pilot Contract

Alaska Airlines and Virgin America pilots announced in late October that a three-member arbitration panel has ruled on pay, 401(k) retirement benefits, and job-security provisions of the pilots' joint contract. The joint collective bargaining agreement, which will bring the two pilot groups together under one contract, became effective immediately. The contract is amendable April 1, 2020.

The contract includes pay

increases, effective November 1, above what was requested by Alaska Airlines management but well below the rates sought by the pilots. The agreement also includes improvements to the 401(k) retirement plan for pilots who don't have a defined-benefit plan. The contract also rejected the pilots' request for basic job-security protections enjoyed by virtually every other pilot group in the industry.

"While the arbitrators' decision does include what, under most circumstances, would be considered significant raises, it still leaves the combined pilot group well behind our peers at other successful airlines. For that reason, we're concerned about our airlines' ability to attract and retain pilots," said Capt. Chris Notaro, the Alaska Master Executive Council (MEC) chairman. "We remain disappointed and frustrated that Alaska management failed to negotiate an industry-standard contract and instead relied on a third party to issue a decision with respect to our first contract

as a combined pilot group."

The pilots' negotiations went to arbitration at the end of August after a contentious period during which Alaska management continued to insist that the Alaska and Virgin America pilots should be willing to accept far less than what other successful airlines offer their pilots. The next steps in merging the two pilot groups—creating an integrated seniority list—will begin now that a joint contract is in place.

"Unity, camaraderie, and professionalism are truly our strengths, and the support and professionalism from our pilots throughout this difficult period has been tremendous," said Capt. Joe Youngerman, the Virgin America MEC chairman. "We now turn our focus to the next steps required to merge our pilot groups and on preparing for Section 6 negotiations—which will begin in 2019—when our pilots will be one unified group, ready to seek the improvements that we all know are still needed."

➤ CommutAir MEC Signs LOA to Attract and Retain Pilots

In late October, the CommutAir pilots' Master Executive Council signed a new retention letter of agreement (LOA) with management. The agreement is designed to attract new pilots and to retain pilots currently on the property. Among other benefits, first-of-

InMemoriam

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

AUTHOR UNKNOWN

2013

Capt. Elmer I. Wiesman Continental October

2015

Capt. Don L. Bainbridge Eastern September

2016

F/O Gordon Swink United November

Capt. Jack D. Elrod Continental December

2017

Capt. Reynold P. Johnson Jazz Aviation February

Capt. Kenneth D. Anderson United March

Capt. Stephen J. Silva US Airways April

Capt. Dennis E. Wagner Atlantic Coast April

Capt. Roger A. Howie US Airways May

F/O Stephen D. Spratt Atlantic Southeast July

Capt. Larry D. Barrow FedEx Express August

Capt. Theodore H. Larusson, Jr. United August

Capt. Henry F. Chiles Delta September

Capt. Thomas D. Garrett FedEx Express September

Capt. Harry S. Hart United September

Capt. Dennis A. Jeck United September

Capt. Thomas L. Leming United September

Capt. Michael J. Alaska September

Townsend

Capt. Clinton S. Delta October

Armstrong

Capt. Frederick J. Delta October

Beardsley

Capt. Clark L. Carmichael TWA October

Capt. L.V. Drain Delta October

Capt. Michael E. Dunne Continental October

Capt. Derrel T. Gibbins Flying Tigers October

Capt. John B. Gordon Eastern October

Capt. Henry J. Knoch Pan American October

Capt. Roger W. Haberer Northwest October

Capt. James L. Hiss Eastern October

Capt. Mark P. Meyer Continental October

Capt. Lowell J. Northwest October

Schroeder

F/O Scott P. Envoy Air October

Vandenbroek

Compiled from information provided by ALPA's Membership Administration Department.

Solution to this month's ALPA sudoku on page 38.

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

ficers with one year of service will be paid Dash 8 captain rates. Dash 8 captains will receive jet captain rates, downgraded pilots will be pay protected, and all captains will receive a retention bonus totaling more than \$10,000 over two years.

➤ **Frontier Pilots Say Airline Won't Achieve Growth Plans Without New Contract**

"Indigo Partners' announcement that it plans to order 134 new A320neos and A321neos for Frontier Airlines is an encouraging sign of Indigo's faith in our airline," said Capt. Tracy Smith, the Frontier pilots' Master Executive Council chairman, "but this substantial investment in new airplanes will not pay off if the carrier lacks the pilots to fly them.

"In today's pilot-hiring environment, it will be impossible for Frontier to achieve its ambitious growth plans while still offering the lowest pilot pay rate in the industry. Virtually every airline in the world is actively hiring new pilots, and both new hires and experienced pilots have many employers to choose from," added Smith. "The 40 percent pay gap between Frontier and its peers is a strong disincentive for new pilots to come here, and there are even regional airlines now offering higher first-year pay than Frontier.

"We urge Frontier management to accept the reality of the current pilot marketplace and offer a market-rate contract. Frontier must come to terms and bring its pilots into the pattern of its peers



WHO KNEW FRONTIER PILOTS ARE THE LOWEST-PAID IN NORTH AMERICA?

Learn more at frontierbadbargain.com

FRONTIER alpa MASTER EXECUTIVE COUNCIL

Frontier pilots have launched a public-awareness campaign to inform passengers and the news media about their struggle to reach a new contract with management.

The **Human Intervention Motivation Study (HIMS)** is a proven, peer-based alcohol/substance abuse assistance program for airline pilots. ALPA HIMS is part of the Association's Air Safety Organization Pilot Assistance Group.

SPOT THE SIGNS

- Irregular work attendance.
- Declining work performance.
- Changes in personal appearance.
- Mood swings.
- Unusual behavioral patterns.
- Withdrawal from normal responsibilities.
- Relationship and family strife.

The above is not a comprehensive list. Please visit www.HIMSprogram.com for assistance and to learn more. Click the **Get Help Now** tab, followed by the **Pilot Referral Info** link.

so that we can all work together to advance Indigo's ambitious growth goals," Smith stated.

The Frontier pilots recently expanded their public outreach with a new website and advertising campaign designed to inform passengers and the news media about their struggle to reach a new contract. The website,

frontierbadbargain.com, explains the group's status as the lowest-paid B-737/A320 pilots in North America and warns that travelers could be affected if the pilots are released from mediation and allowed to launch a lawful strike.

A complementary social media ad campaign also emphasizes the pilots' lowest-paid standing and

repeats their mantra that they're "100% ready to strike." The campaign, which uses animal imagery similar to the wildlife themes that Frontier features on its aircraft and other marketing, can be seen on highway billboards and transit advertising in the Denver area.

Frontier pilots observed the one-year anniversary of entering

federal mediation in October. The group has been in negotiations with the privately held company since March 2016, and the two sides remain far apart on economic issues.

➤ JetBlue Pilots Press for New Contract

Despite JetBlue's 30th consecu-



Air Safety Organization Update

ASO Trains Safety Reps on Risk Management And Safety Leadership

In mid-November, pilots from around the United States and Canada assembled at ALPA's Conference Center in Herndon, Va., to take part in the Association's Risk Management Course and Safety Leadership School, taught by ALPA Air Safety Organization (ASO) representatives and supported by Engineering & Air Safety Department staff.

Sixteen ALPA pilots from six pilot groups took part in the Risk Management Course, which addresses such topics as how to identify hazards and quantify risk and the principles of ASAP and FOQA. A highlight of the course was a panel discussion featuring ASAP subject-matter experts from Delta Air Lines, the Delta Master Executive Council (MEC) Central Air Safety Committee (CASC), and the FAA that covered best practices and overcoming challenges within a program.

Twelve of the pilots stayed in Herndon to participate in the ASO's Safety Leadership School, which prepares experienced safety representatives to take on leadership positions within the ASO Aviation Safety structure and their MEC CASC. The school provides pilots with the tools to successfully address various situations or

scenarios they may encounter with company management and government representatives.

Professional Standards Reps Hit the Books in Herndon

In early November, F/O Jason Graves (JetBlue), his pilot group's Master Executive Council (MEC) Professional Standards (ProStan) training coordinator, and Capt. Rick Swanson (United), the Association's Professional Standards training coordinator, led a course for 22 new and veteran ProStan volunteers from Compass, Envoy Air, JetBlue, Sun Country, and United at ALPA's Herndon, Va., Conference Center. The one-day training helps volunteers build the knowledge, skills, and attitudes essential to effective Professional Standards work.

The training was well received by attendees, including F/O Casey Henderson (Compass), who commented, "The Professional Standards training seminar is essential—volunteers from all different airlines and all different walks of life will benefit greatly from the information."

The Professional Standards group serves ALPA members by promoting high ethical standards found in ALPA's *Code of Ethics*. The group strives to model ethical professional



Twenty-two new and veteran Professional Standards (ProStan) volunteers attend a one-day training course to help build the skills necessary for ProStan work.

conduct, provide effective mentoring, and assist other pilots through peer mediation.

Experienced ProStan leaders are available to conduct training upon request. Interested MEC leaders should contact Capt. Tom Letson (Delta), ALPA's Air Safety Organization Professional Standards chairman, at Tom.Letson@alpa.org.

ALPA Reps Participate in Quarterly FFDO Meeting

Representatives from ALPA's Aviation Security structure, accompanied by Engineering & Air Safety Department staff, participated in the recent quarterly Federal Flight Deck Officer (FFDO) stakeholder meeting at the Federal Air Marshal Service's (FAMS) Chicago, Ill., field office. ALPA is one of numerous organizations that make up the FFDO stakeholder group, which

meets regularly with the Transportation Security Administration's Office of Law Enforcement-FAMS leadership team that oversees the program. The meetings facilitate enhanced communications between the FAMS program office and the officers in the field in order to maintain a well-informed and situationally aware all-volunteer FFDO force.

Led by Capt. Jim Krauss (United, Ret.), the Aviation Programs Branch manager, the meeting included program updates, quarterly and FY17 year-end program statistics, quarterly awards, and an introduction to program initiatives either already in progress or on the horizon. ALPA salutes Krauss and his entire team for focusing on the issues that matter and continuing to help make this vital program a success.

tive quarter of profitability, the company has been unwilling to share these profits with its pilots, proposing pay rates that would keep the pilot group among the lowest-paid in the industry while negotiating for a new contract.

"JetBlue pilots have played a vital role in the company's continued success," said Capt. Patrick Walsh, the pilots' Master Executive Council chairman. "Our peers at other airlines enjoy significant pay-rate increases, both at the table and through outside agreements. Though JetBlue is consistently among industry leaders in profitability, our pilots trail in pay and benefits."

Through the first nine months of 2017, JetBlue has reported more than \$751 million in pretax



JetBlue pilots put pressure on management by running ads in the *Boston Globe* and *New York Post*, calling on management to meet demands for a market-rate pilot contract.

profit, bringing the total to more than \$2.5 billion over the last two years since the pilots have

been negotiating with the company. Meanwhile, the pilots are still without their first contract since unionizing in 2014, and without market-rate pay. In July 2017, frustrated by the lack of progress at the negotiating table, the pilots filed for mediation with the National Mediation Board in the hopes of resolving the outstanding issues.

"After almost three years of negotiations, it's time for management to invest in the pilots," said Walsh. "This company pays market rate for fuel, planes, maintenance, and gates. It's time it paid market rate for its pilots."

In an effort to put pressure on the company, the JetBlue pilots ran ads in the *Boston Globe* and *New York Post* in late October,

ALPA Negotiations Update

The following is a summary of the status of ALPA contract negotiations by airline as of November 13:

Air Georgian—A notice to bargain was sent on Feb. 22, 2017. Negotiations continue.

Air Transport International—A Section 6 notice was received on Jan. 21, 2014. An application for mediation was filed on July 21, 2017. Negotiations continue.

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. Mediation continues.

Frontier—A Section 6 notice was filed on Dec. 3, 2015. An application for mediation was filed on Sept. 22, 2016. Mediation continues.

Jazz Aviation—A notice to bargain was filed on March 28, 2016. Negotiations are under way.

JetBlue—A Section 6 notice was filed on March 2, 2015. Mediation continues.

Spirit—A Section 6 notice was filed on April 28, 2015. Mediation continues.

WestJet—A notice to bargain was filed on June 6, 2017. Negotiations continue December 18–20.



As of October 31, the Election Ballot and Certification Board certified elections results for the following local council:

- Endeavor Air 157 F/O Konstantin Shevchin, Vice Chairman (F/O Rep)
- Endeavor Air 157 Capt. Scott Adams, Secretary-Treasurer



Legislative Update

Boeing/Bombardier Trade Dispute

The Department of Commerce recently ruled that Canadian manufacturer Bombardier has received anticompetitive support from the Quebec regional government, siding with Boeing in a major multibillion dollar complaint. As a result, the Trump administration has imposed a 300 percent import duty on Bombardier's C Series jets. The tariff would more than likely triple the price of Bombardier's jets sold in the United States.

In response, Bombardier made a deal with Airbus that gives the European company a majority stake in the C Series jets. Following the deal, Airbus announced its plan to move C Series production to its plant in Mobile, Ala., which the company says will allow the jets to be sold in the United States without penalty of the tariff.

With the UK—a major manufacturing center for both Bombardier and Airbus—negotiating trade deals with the EU and with Canada renegotiating the North American Free Trade Agreement with the United States, the Boeing vs. Bombardier dispute has been impacting U.S. trade relations. UK Defense Secretary Michael Fallon has warned that Boeing's ongoing complaint "could jeopardize" the U.S. manufacturer's ability to secure UK government contracts.

ALPA applauds the Trump administration for seriously considering government subsidies as

a cause for action. The Association is reminding government officials that the subsidies some Middle East carriers are receiving from their governments are considerably larger than those in question in the Bombardier case and should receive similar immediate attention.

Tax Reform

The House and Senate came to an agreement on a budget resolution (H. Con. Res 71, as amended) in October, with the vote very close in both chambers (216–212 in the House and 51–49 in the Senate). With the budget now complete, Congress has the ability to pass a tax reform bill without any Democratic votes in either chamber.

As a result, Rep. Kevin Brady (R-Tex.), chair of the Ways and Means Committee, announced that a long-awaited tax reform bill would be introduced in November. Brady and President Trump have sent mixed signals on whether pretax contributions to 401(k)s and other retirement plans will be further limited as part of the bill. ALPA has previously defeated attempts to decrease the benefit of pilots' retirement accounts and will continue to oppose any similar changes in this reform bill.

Eliminating the excise tax on employer-provided health-care plans—ALPA's other main priority in tax reform—has already been excluded from the reform bill.

calling on the airline to meet demands for a market-rate pilot contract.

"While other pilot groups have seen significant gains through negotiations and out-of-cycle agreements, we fall farther and farther behind the market in rates and benefits," said Walsh. "These ads put pressure on the company to come to the table with an agreement that brings us in line with our peers."

The ads detailed that, although the company has raked in profits for the past five years, the pilots have been waiting for their first contract for almost three years.

➤ Air Wisconsin Pilots Mark Seventh Anniversary Without Contract

In October, the Air Wisconsin pilots marked their seventh year without a new contract. The pilots and management have been in negotiations since October 2010, and the most recent mediated talks have failed once again to produce an acceptable agreement.

"For the past seven years, Air Wisconsin pilots have worked hard to achieve a new pilot contract. This kind of delay is unreasonable," said Capt. Chris Suhs, the pilots' Master Executive Council chairman. "Much has

changed after close to a decade of bargaining, but one thing remains certain—it's well past time for management to finally offer clear economic gains that pilots can recognize and appreciate."

Since negotiations began, the pilots have successfully fought off concessionary demands from management and continued efforts to advance their current contract. In 2015, a tentative agreement was reached that offered only limited gains for the pilots, who rejected the agreement by a 67 percent margin.

Air Wisconsin continues to see a steady drain of pilots leaving for other airlines. Once more than



✎ Air Wisconsin pilots and management have been in negotiations for a new contract since October 2010.

800 strong, the pilot group has declined to just more than 500 pilots, and attracting new hires could become even harder.

Meanwhile, the new agreement that the pilots at Air Wisconsin competitor Endeavor Air recently ratified has made them the highest-paid pilots in the fee-for-departure segment, raising the bar—and contract expectations—for all regional airline pilots.

"The market is rapidly changing, the industry is on the move, and competition in the pilot labor market is heating up. It's time for Air Wisconsin to recognize these new realities and come back to the table with an agreement for its current and future pilots," Suhs concluded.

➤ Spirit Pilots Show Unity While Conducting Informational Picketing

In mid-November, Capt. Tim Canoll, ALPA's president, joined Spirit pilots at an informational picket held outside the Dallas/Fort Worth International Airport doors, standing in solidarity with pilots from across the industry to encourage Spirit Airlines to negotiate a new pilot contract.

"It's time for the company to come back to the table with a contract that can ensure the future growth of Spirit," said Capt. Stuart Morrison, the pilots' Master Executive Council chairman. "No one is

Canada

ALPA CANADA BOARD APPROVES BUDGET, ADVANCES STRATEGIC OBJECTIVES

Pilot leaders representing ALPA's Canadian pilot groups met at the Association's offices in Herndon, Va., in mid-October to conduct their regular business. The ALPA Canada Board took action on a number of agenda items, including approval of the board's 2018 budget.

Recognizing the long tradition of cooperation in Canada's pilot community, the board also unanimously passed a "pilot unity" resolution,

broadening "support for initiatives with other pilot associations, professional bodies, and industry groups that empower pilots, build the bonds of solidarity, and unify [the] profession across both corporate and national lines."

ALPA Canada Board officers briefed the group on a number of ongoing efforts, including flight- and duty-time regulations, organizing, and government affairs. The pilot group master executive council chairmen provided updates on their properties, giving the group an opportunity to discuss issues of mutual concern and offer support.

The next ALPA Canada Board meeting is scheduled to take place in December.



✎ Capt. Peter Black (First Air), standing, chairman of the ALPA President's Committee for Remote Operations, updates the Canada Board on the NAV CANADA Advisory Committee.

more committed to the success of Spirit Airlines than our pilots.”

More than 65 pilots, including pilots from Envoy Air, Frontier, Mesa, United, and American, walked the line carrying signs promoting the pilot group’s “Contract Now” message and showing unity among all ALPA pilots. American pilots even brought their own signs of support for Spirit pilots.

The pilots also recently began their coast-to-coast billboard campaign, which will encompass 19 locations in 9 cities. The billboards promote that the pilots

are 100 percent ready to strike if released by the National Mediation Board and upon expiration of a 30-day cooling-off period—echoing their recent 100 percent strike-authorization vote.

In September, mediated talks broke down between the Spirit pilots and management—and currently no further negotiations are scheduled. The pilots have been in negotiations for more than two years.

➔ ALPA P4P Is Out of Funds And Needs Your Help

Following the recent Pilots for

Pilots (P4P) meeting and the approval of the latest set of grant applications, ALPA’s P4P fund is out of money and needs your help.

Over the last two months, P4P—ALPA’s emergency relief fund—has provided grants to roughly 170 ALPA members, dispersing close to \$350,000 to those in need. And applications continue to come in daily as there are still ALPA members who are struggling to recover from Harvey, Irma, Maria, and the wildfires out west. While ALPA members have been extremely

generous, there are currently applications P4P cannot process due to lack of funds.

P4P can only provide help if ALPA pilots donate to the fund. Pilots for Pilots is just what the name says—pilots stepping up to help pilots in need. The fund operates almost exclusively on member donations and is open only to ALPA members and their dependents.

Visit the P4P website, www.alpa.org/relieffund, to donate. Today more than ever it’s clear: We’re all just a disaster away from needing P4P.



P4P NEEDS YOUR HELP

Pilots for Pilots (P4P) provides disaster relief to ALPA members in need, but **funds are running out**. Please donate today to ensure that every single ALPA member who needs help gets it.

Visit www.alpa.org/relieffund
to learn more about P4P and donate today.

 **Air Line Pilots Association, Int’l**



Education Committee Update

Inspiring the Next Generation Of Aviators at The Museum of Flight

ALPA's Education Committee volunteers are reaching out to students, inspiring them to become professional airline pilots and equipping them with information to pursue a path to the flight deck.

ALPA pilots recently spoke to students about aviation careers at The Museum of Flight in Seattle, Wash. The function was part of the museum's free first Thursday events in which it gives students and others the opportunity to explore the museum and connect with educational programs outside of the classroom. The museum, which attracts thousands of guests each month, set up tables under the SR-71 for ALPA and others to engage with students who are interested in a career in aviation.



ALPA pilots gather at The Museum of Flight in Seattle, Wash., to inspire the next generation of airline pilots.

Pilots Share Their Pathways To the Cockpit at Education & Career Expo

A team of ALPA pilots recently took part in the 12th Annual Aviation Education & Career Expo at the Leesburg Executive Airport in Leesburg, Va., where more than 700 high school students, educators, and parents from five different states gathered to learn about careers in aviation. The event was held in the ProJet Aviation Corporate Hangar and featured presentations, demonstrations, and static displays from more than 60 industry organizations. Many of the students had indicated in a

pre-event questionnaire that flying was their dream job. ALPA volunteers were able to share their experiences and provide students with information on the various paths to the flight deck.



ALPA pilots gather to share their passion for flying at the Aviation Education & Career Expo in Leesburg, Va.

Advancing ALPA's Mentor Program at Purdue University

ALPA's Education Committee volunteers visited Purdue University in mid-October and spoke with approximately 300 students enrolled in the School of Aviation and Transportation Technology. F/Os Ryan Bach (FedEx Express) and Mitch Murgioito (Compass) and Capt. John Racanelli (Spirit) visited classrooms throughout the day to talk about life as an airline pilot and later gave a presentation on how to be successful in the pilot hiring process.



Students enrolled in Purdue University's School of Aviation and Transportation Technology pose for a photo during ALPA's recent visit.

Students were actively engaged throughout the visit, asking the ALPA volunteers numerous questions. As a result of the visit, an additional 29 students signed up for an ALPA pilot mentor. Through personal-

ized guidance, advocacy, and professional friendship, these relationships serve as the cornerstone for success in the lives of these young aviators.

Collegiate Aviators Tour FedEx Express



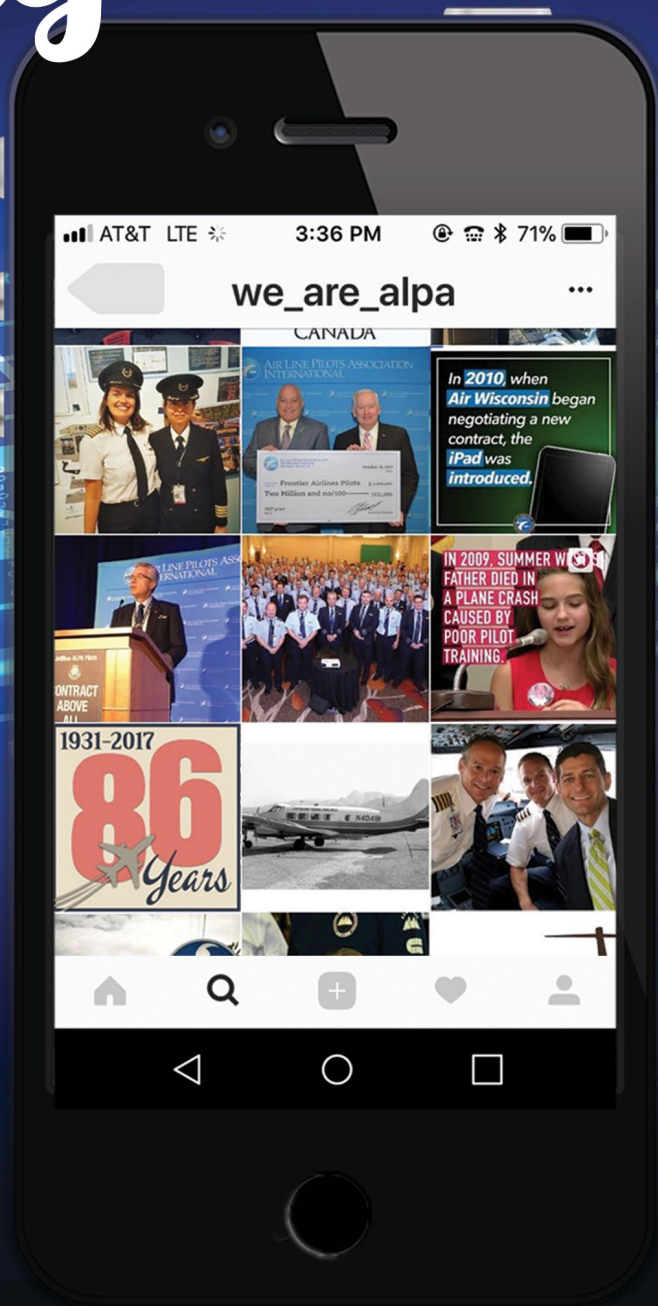
Collegiate aviators from Lewis University, Parks College, and Southern Illinois University tour the FedEx Express facilities in Memphis, Tenn.

Collegiate aviators from Lewis University, Parks College, and Southern Illinois University toured the FedEx Express facilities in Memphis, Tenn., in early October as part of a strategic ALPA initiative to mentor the next generation of airline pilots. The two-day tour, organized by ALPA's Education Committee, included presentations from active line pilots, FedEx management, and representatives of the airline's Training,

Maintenance, and Scheduling Departments. Students were also given an inside look at the crew facilities, maintenance hangar, and dispatch's Global Operations Control. The highlight of the tour, according to the 34 participating students, was the opportunity to fly the A300 and B-767 simulators.

Working under ALPA's Professional Development Group, the Education Committee promotes the piloting profession, mentors aspiring aviators, and prepares future generations of pilots to join the ranks of ALPA members. For more information or to get involved, contact Education@alpa.org.

Follow Us On Instagram!



@We_Are_ALPA

Flights to the United States and Canada

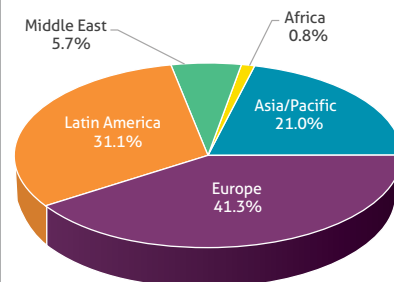
Flights originating outside of the United States and Canada, excluding those of U.S.- and Canadian-domiciled airlines, grew by 40.7 percent in the five-year span from October 2012 to October 2017. During this time, flights from Latin America to Canada increased by 152.5 percent, while flights to the U.S. from that region grew by 20.4 percent. Flights to Canada from Latin America, specifically from Central America, were the primary driver for this increase. The frequency of flights operated by Aeromexico from Central America to Canada increased almost sevenfold during this five-year span. The U.S. has seen a significant rise in flights from the Middle East, with an 87.6 percent increase since October 2012, while flights to Canada from the Middle East grew by only 24.2 percent. The number of flights from Africa to the U.S. and to Canada was up 22.5 percent and 73.7 percent, respectively. The number of flights from Asia Pacific to the U.S. and Canada increased 48.3 percent and 79.5 percent, respectively. The U.S. and Canada have experienced relatively similar growth in the number of flights from Europe as compared to other regions in the world. Since October 2012, flights from Europe to the U.S. increased by 44.7 percent, and flights to Canada rose by 37.4 percent.

Excluding U.S.-domiciled airlines, the majority of the approximately 20,000 flights arriving monthly to the U.S. that originate from destinations outside of the U.S. and Canada come from Europe. Data for October

2017 show that 41.3 percent of scheduled flights from outside the U.S. and Canada to the U.S. originated in Europe. Approximately 56.3 percent of flights from Europe to the U.S. were flown by carriers with joint-venture arrangements with U.S. carriers, compared to 70.2 percent five years ago. The decrease in flights by joint-venture partners from Europe to the U.S. over this five-year period can be attributed to the increase in flights across the Atlantic operated by low-cost carriers such as WOW Air and Norwegian Air Shuttle. Of the monthly flights, 31.1 percent originated from Latin America, 21.0 percent from Asia/Pacific, 5.7 percent from the Middle East, and 0.8 percent from Africa.

Excluding Canadian-domiciled airlines, the majority of the approximately 2,300 flights arriving monthly to Canada that originate from destinations outside the U.S. and Canada also come from Europe. Data for October 2017 show that 43.1 percent of scheduled flights from outside of the U.S. and Canada to Canada originated in Europe. Of the monthly flights, 31.0 percent originated from Asia/Pacific, 19.7 percent from Latin America, 3.3 percent from the Middle East, and 2.8 percent from Africa.

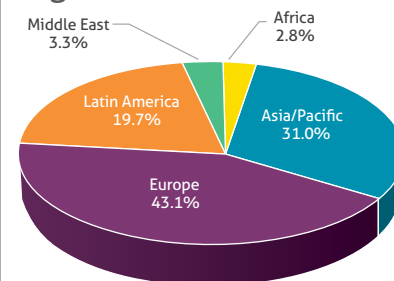
Flights to the U.S.



SOURCE: OAG and ALPA's Economic & Financial Analysis Department

NOTE: Scheduled flights for the month of October 2017. Excludes flights originating in the U.S. and Canada and flights operated by U.S.-domiciled airlines.

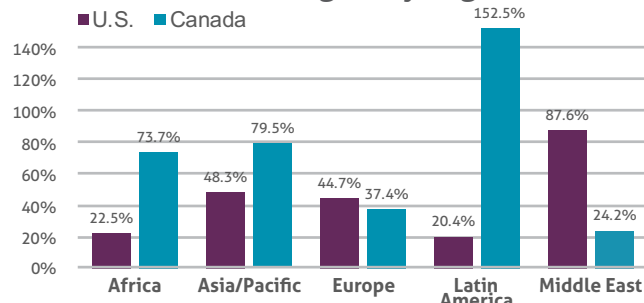
Flights to Canada



SOURCE: OAG and ALPA's Economic & Financial Analysis Department

NOTE: Scheduled flights for the month of October 2017. Excludes flights originating in the U.S. and Canada and flights operated by Canadian-domiciled airlines.

Five-Year Growth in Flights by Region



SOURCE: OAG and ALPA's Economic & Financial Analysis Department

NOTE: Scheduled flights for the month of October 2012 and October 2017. Excludes flights originating in the U.S. and Canada and flights operated by U.S.- and Canadian-domiciled airlines.

MARKETWATCH

AIRLINES	PARENT COMPANY	STOCK SYMBOL	10/31/2016	10/31/2017	% CHG.
Air Transport International	Air Transport Services Group, Inc.	NASDAQ: ATSG	\$13.23	\$24.20	82.92% ▲
Air Transat	Transat A.T., Inc.	TSX: TRZ.B	\$6.12	\$10.66	74.18% ▲
Atlantic Southeast, ExpressJet	SkyWest, Inc.	NASDAQ: SKYW	\$30.15	\$47.10	56.22% ▲
Jazz Aviation	Chorus Aviation ¹	TSX: CHR.B	\$6.24	\$9.13	46.31% ▲
FedEx Express	FedEx Corporation	NYSE: FDX	\$174.32	\$225.81	29.54% ▲
WestJet	WestJet Airlines Ltd. ²	TSX: WJA	\$21.95	\$26.96	22.82% ▲
Delta, Endeavor Air	Delta Air Lines	NYSE: DAL	\$41.77	\$50.03	19.77% ▲
Envoy Air, Piedmont, PSA	American Airlines Group, Inc. ³	NASDAQ: AAL	\$40.60	\$46.82	15.32% ▲
JetBlue	JetBlue Airways Corporation	NASDAQ: JBLU	\$17.48	\$19.15	9.55% ▲
United	United Continental Holdings, Inc.	NYSE: UAL	\$56.23	\$58.48	4.00% ▲
Bearskin, Calm Air	Exchange Income Corporation ⁴	TSX: EIF	\$37.64	\$34.70	-7.81% ▼
Alaska, Virgin America	Alaska Air Group, Inc.	NYSE: ALK	\$72.22	\$66.03	-8.57% ▼
Spirit	Spirit Airlines, Inc.	NASDAQ: SAVE	\$47.93	\$37.09	-22.62% ▼
Hawaiian	Hawaiian Holdings, Inc. ⁵	NASDAQ: HA	\$45.03	\$33.50	-25.61% ▼

¹ Chorus Aviation, Inc. announced a monthly dividend of \$0.04 per Class A and Class B shares for October on Oct. 20, 2017.

² WestJet Airlines Ltd. declared a cash dividend of \$0.14 per common voting share on Oct. 30, 2017.

³ American Airlines Group declared a cash dividend of \$0.10 per share on Oct. 25, 2017.

⁴ Exchange Income Corporation declared eligible dividends totaling \$0.175 per share for the month of October on Oct. 17, 2017.

⁵ Hawaiian Airlines announced a quarterly cash dividend of \$0.12 per share on Oct. 12, 2017.

7th ANNUAL PHOTOGRAPHY ISSUE

STRANGER SCENES

Whether taxiing on the tarmac at o'dark hundred or vectoring around lenticular clouds, highly skilled and well-trained airline pilots observe the world from an incomparable perspective—a front-row seat to the world that gives them the opportunity to encounter everything from the peculiar to the sublime, all while witnessing the heavens from a stratospheric vantage point while safely transporting passengers and cargo.

So take a moment and flip through the next several pages to enjoy our favorite photos of some of the best office views in the world—your office views.

REACHING TO THE HEAVENS

A lone cedar tree reaches out to the circling heavens above the Black Canyon of Gunnison National Park in Colorado.

Photographer: Capt. Robert Hazzard
(Delta)



Above: Commuting home on an MD-88, watching Virginia pass through the galley window.

Photographer: Capt. Joseph Patton
(Endeavor Air)

Left: Sunset at Minneapolis-St. Paul International Airport.

Photographer: Capt. Joel Vignere
(Northwest, Ret.)

Right: A FedEx Express MD-11 during sunset at Auckland Airport.

Photographer: Capt. Scott Schwartz
(FedEx Express)



Right: Lightning strikes during a summer descent into Daytona Beach International Airport.

Photographer: Capt. Justin Guyer
(Mesa)



Above: An Alaska B-737-800 starts its takeoff roll on Runway 34R at Seattle-Tacoma International Airport while Alaska's Portland Timbers-themed jet is on final approach to Runway 34L.

Photographer: F/O Eric Cowan
(Delta)



BLANKETED BY SNOW

An E190 heads down Taxiway Bravo at Toronto Pearson International Airport after a snowstorm.

Photographer: Capt. Matthew Davidson
(Jazz Aviation)

Below: A brilliant rainbow frames an A320 at Hartsfield-Jackson Atlanta International Airport after a passing thunderstorm.

Photographer: Capt. Matthew Blase
(Atlantic Southeast)



Left: Between flights on a warm Phoenix, Ariz., afternoon, the sun creates a starburst through the flight deck windows of a B-757.

Photographer: Capt. James Zurales
(Delta)



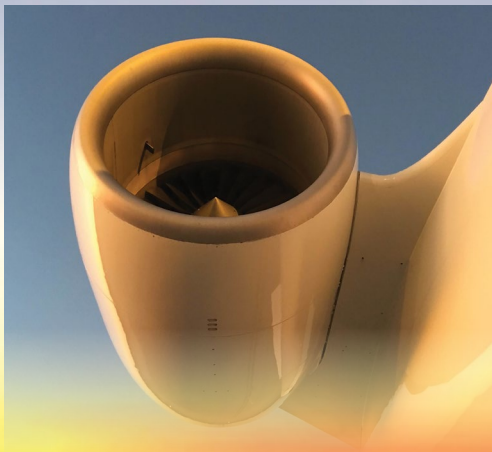
Right: On a flight from Newark Liberty International Airport to George Bush Intercontinental Airport passing a line of storms at dusk.

Photographer: James Benefield, son of F/O Lane Benefield
(United)



Left: Early morning in Portland, Me., with a new engine on a CRJ900.

Photographer: Capt. Joshua Mutart
(Endeavor Air)



Left: A First Air ATR 42-320 C-GULU on the ramp in Arviat, Nunavut, during the early morning.

Photographer: F/O Chris Duggan
(First Air)

SETTING SUN

A winter sunset over western Wisconsin on arrival into Minneapolis-St. Paul International Airport.

Photographer: Capt. David Ziegler
(Compass)

MIDWESTERN SKIES

Mammatus clouds fill the sky near Chicago O'Hare International Airport on a blustery winter day.

Photographer: F/O Philip Di Costanzo
(United)

Left: A Virgin America A320 during a predawn walkaround at San Francisco International Airport.

Photographer: F/O Bruce Wilton
(Virgin America)

Right: A United B-737 landing at Chicago O'Hare International Airport moments before sunset.

Photographer: F/O David Gibson
(Delta)



Below: An MD-11 on approach to Memphis International Airport.

Photographer: Capt. Bill Kabel
(FedEx Express, Ret.)



4 MYTHS About ALPA's Major Contingency Fund

By Capt. Randy Helling, ALPA Vice President-Finance/Treasurer,
and Kevin Cuddihy, Contributing Writer

ALPA's Major Contingency Fund (MCF) is often referred to as our "War Chest," and it's an extremely valuable resource for our union. But beyond knowing these facts, what else do you know about the MCF? You might have heard a reference to it in passing, or maybe you've read a press release about a master executive council (MEC)—it might have even been yours—receiving an allocation from the fund. But what does this mean? What is the allocation for? And where exactly does it come from?

In order to better familiarize ALPA members about this most strategic asset, let's debunk a few myths surrounding the fund, its uses, and its strength.

MYTH 1. The MCF covers all costs associated with a strike, including lost wages

Per Section 60 of ALPA's Administrative Manual, "The MCF may be properly used to provide funding to MECs (a) in advanced stages of negotiations to fund communications-related activities, including strike preparedness, Pilot-to-Pilot and Family Awareness projects, and (b)

during strikes to fund MEC activities."

The purpose of the grant is to help prepare the MEC and the pilots for end-stage negotiations and potentially a strike. This grant isn't something used in lieu of MEC funds. Rather, reimbursement from the MCF "shall occur only after all MEC funds...are exhausted," per the Administrative Manual. The simple rule is "self-help first."

As for lost wages during a strike? Those are only paid out from a special dues assessment levied on the entire membership. As noted in a May 2010 *Air Line Pilot* article, "The intent of the 1985 [Board of Directors] and ALPA

policy is that individual strike benefits are separate from the MCF, paid to individual striking members by a national assessment of ALPA members authorized by the Board of Directors or the members themselves."

MYTH 2. The MCF is only available for costs associated with negotiations and strike preparation

While funding needs for negotiations in advanced stages and strike preparedness initially led to the creation of the fund, the stated purpose of the fund was broad. The resolution establishing the MCF said that the fund was to be used "to build the financial strength and resources of ALPA to provide the strongest and most effective union and collective-bargaining representation on matters of urgent concern to the membership."

In the 1990s, the role of the MCF was explicitly expanded with an amendment to ALPA's Constitution and By-Laws to include "issues of urgent concern that significantly and adversely affect the airline piloting profession and which cannot be funded by normal Association budgeting practices and policies, including defense of the integrity of the Association."

The October 2015 Report of the Major Contingency Fund Review Committee, which was prepared for the Executive Board, examined historical MCF funding and found four nonstrike-preparedness general areas where the MCF has been called into play, including

- » litigation and settlements,
- » organizing,

» capitalization of other funds (including Kitty Hawk), and

» other expenditures (including mainly interest on debt and unforeseen advocacy campaigns).

To assist in the stabilization and growth of the MCF, all organizing expenses and premiums for Kitty Hawk (ALPA's wholly owned, captive insurance company) are now funded by ALPA's Administrative & Support Account. Certain litigation and reimbursable expenses incurred by Strike Oversight Board members are still funded by the MCF.

That's it, though. The Administrative Manual clearly states, "The Major Contingency Fund shall not be utilized under any conditions as a source of funding for past or current budgeted operational expenses, unless specifically authorized by the Executive Board." The MCF remains a very specific resource.

MYTH 3. All money in the MCF is allocated directly from dues dollars

This was the case when the MCF was created, but not as much today. The 1985 Board of Directors special session (see "MCF: The Origin Story") voted to increase dues by a full percent, from 1.35 to 2.35 percent, to create the War Chest. However, the MCF dues' allocation eventually went away over the course of 10 years, and the percentage of dues dollars going into the MCF hit zero in 1995. And through 2015, that's how it stood. As the May 2010 *Air Line Pilot* article explained, "Expenditures since 1994 have been solely funded from investment returns and the

sale of real estate."

However, from 2006 through 2015, the funds in the MCF dwindled from \$86.4 million to \$42.9 million. This was partly attributed to use, as more MECs were spending more and more time in negotiations, and partly to the significant losses and poor returns on investments during the extended downturn in the economy. The MCF Review Committee Report in 2015 recommended reestablishing an annual recapitalization of the MCF, and ALPA's annual budget began including \$500,000 allocated directly from dues—the first time since 1994 that this has happened. Each year, the Executive Board has made additional capital contributions from operating surpluses of the Administrative & Support Account, and has also transferred \$7 million from the Operating Contingency Fund, thanks to that fund's growth and stability. The MCF Review Committee recommended a \$100 million target level for the fund, so identifying recapitalization opportunities will remain a priority in the coming years.

MYTH 4. The amount of an MCF grant to a pilot group is somewhat random and always used in full

Nope. There's a specific formula that dictates the maximum amount of a grant, and it's quite simply based on the number of active and apprentice members in your pilot group. With 1–250 members, your allocation is a maximum of \$500,000; 251–500, it's \$1 million; 501–2,000, it's \$2 million; 2,001–4,000, it's \$2.5 million; and 4,001-plus it's \$5 million. The allocation's first important use is as a show of

ALPA unity—that the entire union stands behind this one pilot group and we're putting our money where our mouth is, so to speak. It lets every management know that ALPA members have the funds necessary for the fight and as such can even influence the speed of negotiations. But should negotiations falter, it provides backing and support when and where it's needed most.

There's also a duty to spend ALPA's money wisely and responsibly. MECs must receive approval for expenditures from an appointed Strike Oversight Board and, as stated, must use MEC funds before tapping into the MCF. They also must have a strategic plan, communications plan, and financial operating plan. The entire allocation amount may not necessarily be withdrawn from the MCF. The length and timing of negotiations can significantly impact an MEC's monetary needs, leading to varied usage. For example, one MEC used roughly half of its \$1 million MCF allocation to assist with its negotiations and strike preparedness, while another—thanks to a significant MEC account surplus—didn't even touch a penny. But both knew the funds were there if and when they were needed.

CONCLUSION

ALPA's Major Contingency Fund remains one of our top resources in contract negotiations. Over the years, it's been utilized to help numerous pilot groups gain successful agreements with managements. And it will continue to be a strategic asset for the Association for years to come so that we can provide the strongest and most effective union and collective-bargaining representation for our members. ☑

MCF: The Origin Story

In 1985, ALPA celebrated a major victory. A 29-day strike by United Airlines pilots showcased their unity and resulted in a new contract, all the while fighting management's attempts to break the union. However, the strike was costly. The Association spent \$10 million, and coming on the heels of the Continental strike of 1983–1985, ALPA's general membership fund was drained.

ALPA leaders called a special session of the Board of Directors in 1985 in an effort to prepare the Association to face future financial challenges. As then-treasurer Capt. Jack Magee put it, "We can go out here battered and bruised and find a shade tree in the backyard to lie under and lick our wounds and provide only the most perfunctory day-to-day representation" or ALPA could raise the money needed to meet the next unknown threat.

Agenda Item 2 in this special session was the answer. And after debate, ALPA's Board of Directors passed the resolution to increase member dues by 1 percent—from 1.35 to 2.35 percent of pilot income—and establish the Major Contingency Fund (MCF).

However, once the resolution was passed it still needed to be approved by the membership—and the members passed the measure overwhelmingly. Over the course of the next decade, \$158 million of dues contribution fed the MCF, helping countless pilot groups in their efforts toward a new contract and establishing one of the union's greatest strategic assets.

RUNWAY SAFETY

SAFER SKIES THROUGH GROUND OPERATIONS

By Capt. Steve Jangelis (Delta), ALPA Aviation Safety Chairman

As we track risks in our daily operations, runway incursions are an industrywide issue. Whether you're flying single pilot or an airplane full of passengers or cargo, a runway incursion can happen to any and all pilots, no matter what experience level, airline size, or the sort of airplane you operate.

At the two-day Runway Incursion Safety Issues, Prevention, and Mitigation forum, hosted by the NTSB in Washington, D.C., in late September, I stressed this fact to industry reps, government leaders, and pilots during a panel discussion on aircraft operations. Meetings like this are just one of the many avenues ALPA's Air Safety Organization (ASO) pilot representatives and Engineering & Air Safety Department staff are working daily to improve air safety both on the ground and in the sky.

I represent ALPA as the industry co-chair of the FAA's Runway Safety Council (RSC), a group of stakeholders that includes the NTSB, the National Business Aviation Association, the American Association of Airport Executives, Airports Council International, and many others. Meeting quarterly, the RSC discusses runway incursions and excursions from the past three months at the nation's "core 30" airports and advises the FAA on a number of topics—from changes to operating procedures and technical



🗣️ Capt. Steve Jangelis (Delta), ALPA's Air Safety Organization Aviation Safety chairman, stresses the need to improve air safety both on the ground and in the air during the NTSB's recent Runway Incursion Safety Issues, Prevention, and Mitigation forum.

updates to charting changes and testing new equipment at Part 139 certificated fields.

In those meetings, we review all of the known factors surrounding an incursion. And it's always tough for us on the council to listen to the tower tapes from an incursion event. We hear clearances read back flawlessly, but mistakes are still made that result in an aircraft being where it's not authorized to be. This can happen for any number of reasons and usually we're not looking to add more signage, but we ask the question "is it likely to happen again if we do nothing?"

Technological improvements such as Airport Surface Detection Equipment-Model X (ASDE-X) and runway status

lights (RWSL) are helping to reduce the risk of runway incursions. ASDE-X is a surveillance system that uses radar, ground-based multilateration, and ADS-B to allow air traffic controllers to track surface movement of aircraft and vehicles. Developed to help reduce critical Category A and B runway incursions, it's currently in use at 35 U.S. airports.

Runway status lights (RWSL), a newer technology, tells pilots and ground vehicle operators to stop when runways are occupied. Embedded in the pavement of runways and taxiways, the lights automatically turn red when other traffic makes it dangerous to enter, cross, or begin takeoff. An automated system, RWSL provides direct and immediate alerts with no input from controllers or pilots. The technology is currently in use at 17 airports across the U.S. and will be deployed at three additional airports over the next two years.

Why am I personally dedicated to reducing these preventable occurrences? I, too, was involved in a potentially catastrophic runway incursion that took place in early 2001. The ensuing investigation determined that controller error—not pilot error—led to the near collision involving 350-plus passengers. Mistakes happen, but the system needs resilience and safeguards to capture these errors and give frontline opera-



tors on both sides of the microphone the ability to identify when an error has been made. In my role as ALPA's ASO Aviation Safety chairman, I make it my personal pledge every day to use all of our resources and pilot volunteers to work with regulators and our industry partners so that an event like the one I experienced never happens again.

At the runway incursion forum, Christopher Hart, a member of the NTSB, addressed another incursion event, observing, "Everyone emphasized the need for more and better data. Data to help us identify the problems, data to help us determine what caused the problems, data to help us develop interventions, and data to help us determine whether the interventions are accomplishing the desired result."

ALPA has been at the forefront of data-collection and data-analysis efforts. Safety Management Systems (SMS), the Aviation Safety Action Program (ASAP), and the Flight Operations Quality Assurance (FOQA) programs have all provided vast sums of data. These data points help airlines, industry, and safety analysts study, understand, and ultimately improve the system—all while maintaining the integrity of the programs and the privacy of their participants.

Hart, however, indicated that there are opportunities to improve safety

programs. "We need to determine how to collect better data, how to analyze the data more effectively, and...how to share the data more effectively—both with peers and with other participants in the system."

So what are the data telling us at this moment? The recent trend has been that pilots—of all walks of life—are attempting to operate on the wrong surfaces. Namely, they're lined up to take off or land on taxiways instead of runways. Not only is this a deviation from an issued air traffic control clearance, but in the wrong situation it could be catastrophic to those in the plane as well as to those on the ground.

Sometimes the cause is that flightcrew members are focused on their upcoming departure and not on the immediate task of taxiing the aircraft. But it can be as simple as being distracted by something trivial in the cockpit. Ultimately, we are human, but we also have a job to do, and safety is our highest priority.

Thanks in large part to the efforts of ALPA's ASO, there are fewer runway incursions today than in the past few decades. Yet more work needs to be done before incursions are a thing of the past. But with the help of every pilot, controller, airport vehicle operator, and industry stakeholder, that day may soon be on the horizon. ✈

You Can Help to Reduce Runway Incursions

BE AWARE—In accordance with your airline's SOPs, have a taxi plan in place and brief it before leaving the gate. Try to have everything—automation and navigation equipment—programmed and tuned before you push back from the gate to minimize distraction. Know if the airport is equipped with Airport Surface Detection Equipment-Model X or runway status lights.

BE ALERT—In accordance with your airline's SOPs, minimize working on tasks that divert attention away from looking outside and make sure that at least one person is scanning for traffic and aware of the aircraft's position.

REPORT—If you see something, say something. Radio calls don't cost anything. Ask the question rather than risk being wrong. A second of double-checking can save hours of training, potential paperwork, and perhaps even the lives of passengers and crew. And if you have an issue, report your concerns through your carrier's Aviation Safety Action Program.

VOLUNTEER—Become an airport safety liaison (ASL) for your airport: The most effective interface ALPA pilots have with airport managers is through the ASL program. The ASL offers the airline pilot perspective and provides a proactive, consistent, and known resource to airport management where pilot input may be desirable. If you're interested in becoming an ASL, contact ALPA's Engineering & Air Safety Department at EAS@alpa.org or call 1-800-424-2470.

FAA RUNWAY INCURSION CLASSIFICATIONS

CATEGORY A: A serious incident in which a collision was narrowly avoided.

CATEGORY B: An incident in which separation decreases and there's a significant potential for collision, which may result in a time-critical corrective/evasive response to avoid a collision.

CATEGORY C: An incident characterized by ample time and/or distance to avoid a collision.

CATEGORY D: An incident that meets the definition of runway incursion, such as the incorrect presence of a single vehicle/person/aircraft on the protected area of a surface designated for the landing and takeoff of aircraft but with no immediate safety consequences.

—Christopher Freeze, Senior Aviation Technical Writer



F/O Caitrin Doherty-Powell (Compass), center, poses with her parents, Capt. John Doherty (Northwest, Ret.) and Capt. Dianne Powell (Delta).

Flying Copilot in Utero

By F/O Caitrin Doherty-Powell (Compass)

When people ask me when I first started flying, I often joke that I logged my first hours when my mom was pregnant with me, flying copilot on the B-757 for Northwest Airlines. Although I didn't take my first flight lesson until the fall of 2013, aviation has been in my life for as long as I can remember.

My mother, Dianne Powell, is currently a captain on the B-757/767 out of New York flying for Delta Air Lines, and my father, John Doherty, retired from Northwest in 2003 as a captain on the B-747-400. Between the two of them, there has always been an endless stream of stories, jokes, advice, and wisdom.

As a kid, I remember being at the dinner table with my family, listening to my parents talk in standard aviation lingo about the airline industry and their flying experiences. I was astounded that anyone could understand what they were saying because as a child most of it was gibberish to me, and I know that many adults outside of the aviation industry feel the same way. My parents would often burst into laughter recounting their stories, and my brother and I would look at each other with confusion and disbelief that anyone could understand what they were talking about.

Some of my earliest airline memories are of standby travel. In 1996—when I was four years old and my younger brother, Sean, was almost

one—my family was nonrev-ing from Orlando, Fla., back home to Minneapolis, Minn., after a family vacation, and the flights were packed. There was one seat left on the plane, and since my mother had a trip the next day, that seat went to her and my brother, who was allowed to sit on her lap. As a four-year-old, I took this as a terrible slight from my mother, who apparently loved my little brother more than me!

I stood at the top of the jetway as my mom walked to the airplane with my brother in tow screaming with tears streaming down my face, "Take me instead! Take me!" Despite this traumatic standby incident, I experienced amazing trips. Over the years, my family would visit Chile, Ireland, London, Paris, Australia, Cancun, British Columbia, the Caribbean, and nearly every state in the United States.

Any pilot will tell you how unique the industry is. And despite the challenges that come with it, I'm so grateful that I get to share this passion with my parents. They've guided me every step of the way, and in 2016 I was hired by Compass Airlines flying E175s.

When talking about aviation with my parents nowadays, I often think about their dinnertime conversations that confused me and my brother. But now it's just my brother who has no idea what's going on when we burst into laughter at the end of a story! ✈

ALL IN THE FAMILY

Does the love of flying run in your family? Many ALPA members have inspiring stories to share about the generations of airline pilots that run in their immediate family.

Visit www.alpa.org/allinthefamily for information on how you can share your story.

Training to Do ‘Real and Permanent Good’ at R&I Seminar



➤ Capt. Tim Canoll, ALPA's president, addresses attendees of the Association's recent National Retirement & Insurance Seminar, noting that roughly a third of ALPA pilot groups are in negotiations at any one time—a practice he expects to be “the new norm.”

When our grandparents retired, they expected to live perhaps another nine to 10 years. Today a pilot retiring at age 65 has roughly a fifty-fifty chance of living into his or her 90s. This ever-expanding life expectancy places even more importance on retirement and insurance priorities during contract negotiations and as such was a main topic of discussion at ALPA's National Retirement & Insurance (R&I) Seminar, held at the Association's Herndon, Va., Conference Center in mid-November.

Led by the national R&I Committee with support from ALPA staff, the seminar brought together 43 pilots from 12 pilot groups—plus more than two dozen staff members who focus on retirement or insurance issues—to network, learn best practices, and plan for the future.

Capt. Tim Canoll, ALPA's president, welcomed the pilots to the seminar. “Thank you for taking your time for this,” he told attendees. “I know this is a dry subject and you may not get a lot of platitudes and thanks from your fellow pilots, but from me and the other national officers—thank

you.” Canoll pointed out that roughly a third of ALPA pilot groups are in negotiations at any one time—a practice he expects to be “the new norm”—so the need to stay up to speed is paramount.

Canoll provided a brief “state of the union” address that included negotiation updates, explained how R&I work fits within ALPA's strategic plan, and emphasized being ready to take advantage of opportunities. “For those things in our control, we need to make them count,” he said.

Capt. Ken Binder (FedEx Express), ALPA's national R&I Committee chairman, stressed the importance of retirement issues and their place in negotiations. “By working to improve these benefits for our pilots, we're able to do real and permanent good. We can take care of our pilots and their families in so many ways,” he said.

THE FOUR CORNERSTONES

Binder; Steve Hodgson, manager of ALPA's R&I Department; and Marian Tashjian, an ALPA senior benefits specialist, led attendees through an exercise that explored the four cornerstone benefit areas—health care, disability, retirement, and death benefits—as well as an evaluation of the current goals, challenges, and trends for each cornerstone. The pilots discussed whether the current goals are adequate or need to be updated or recalibrated.

Because individuals are living longer and spending more time retired, pilots debated how much they should save over the course of their careers—and ways to increase company contributions. One pilot shared his personal experience with disability, indicating why he felt that the committee should seek gains in this area. Regarding health care, pilots talked about ways to write plan provisions into contracts to ensure that plans can't be negatively changed without pilot input.

“There are major challenges in workplace benefits,” acknowledged Hodgson. “The IRS limits on retirement plans are becoming more intrusive, and there's more recognition of the costs of health

FROM FINAL FLIGHT TO FLYING WEST

Retirement and insurance may not be the most interesting items in the ALPA universe, but they just might be two of the most important. With increasingly longer retirement periods on the horizon, our efforts to support our members after they fly their final flights take on added significance.

The National Retirement & Insurance (R&I) Committee has 5 main tasks:

- ➊ Assist pilot groups in preparation for and during negotiations,
- ➋ Research benefit issues that affect R&I committees at every pilot group, and our members as a whole,
- ➌ Develop ALPA policy on employee benefit programs,
- ➍ Oversee plan design and develop funding policy for ALPA's membership insurance programs, and
- ➎ Study potential membership programs and make recommendations.

Without the input of all our volunteers, these tasks would be impossible. And meetings like the National R&I Seminar provide immense value as ALPA pilots and subject-matter experts discuss ideas, explore what's worked at various properties, play devil's advocate, learn about specific situations, and determine what just might succeed for a pilot group. In doing so, we get better benefits for everyone.

As Capt. Tim Canoll, ALPA's president, pointed out during the seminar, we have a significant advantage over management because we can work together as a cohesive group. We can talk among ourselves and find out what works and what doesn't—and then apply what works everywhere. That's what being in our union does for our members.

I proudly call myself an “R&I geek,” and I think the members of ALPA's national R&I Committee—as well as the local master executive council committees—would concur with that description as well. Yes, our volunteers are a special breed. This job can be a thankless task, so allow me to give a heartfelt thank you to all our volunteers. Together, we're working to ensure that our pilots know that ALPA is working for them even beyond their final flights, up until they fly west.

—Capt. Ken Binder (FedEx Express), ALPA Retirement & Insurance Committee Chairman

care in retirement. Through this seminar, we're all able to come together and discuss various benefit issues and learn about innovative solutions that different pilot groups are putting into place."

TRENDS AND TOPICS

Throughout the two-day seminar, attendees heard from industry experts, including presentations from representatives of Diversified Benefit Services, MetLife, Fidelity, Segal, Charles Schwab, T. Rowe Price, and American Funds. They each gave an insider's perspective on common practices, discussed where they believe things are headed in the benefits industry, and highlighted "outside the box" approaches pilot groups might consider when negotiating benefits.

R&I Department staff also explained alternatives to traditional retirement plans, including hybrid defined-benefit plans and defined-contribution plans that take more of an investment and longevity risk-sharing approach between the company

and plan participants. "The bankruptcy era exposed the challenges of traditional defined-benefit plans, leading ALPA to explore alternative defined-benefit plan designs," Binder noted. "Each approach comes with its own risks and challenges that should be understood when considering how to best meet the needs of the pilot."

This constant need to explore is what brought Capt. Chad Augustine (ExpressJet), chairman of his pilot group's R&I Committee, back to his second seminar. "There's just continual change in retirement and health care," he said, "and staying up to date is important to me. There are a lot of options to figure out, and through ALPA I get the support I need—from networking with my fellow R&I members to getting advice from the expert staff to interacting with the national R&I Committee. The support is just outstanding."

F/O Waite Ave (Frontier), a member of his pilot group's R&I Committee, had a more pressing reason for attending.

"We're in Section 6 right now, and retirement and insurance are key elements of our current negotiations," he explained. "I'm learning so much about the current environment and what other pilot groups are doing. And I'm learning that we need to get more information out to our pilots and to educate them on what's available and what we're doing on their behalf."

Educating the pilots was a crucial element that presenters returned to again and again. "One of the worst things to see," said Binder, "are valuable benefits that we spend the capital to negotiate going unused. We need to educate our members so that they can reap the benefits of our work."

And that work, said Binder, will remain unrelenting. "By continuing to work to innovate our ideas and our practices," he said, "we can ensure that our pilots are positively set up for a long and prosperous retirement." ✉

—Kevin Cuddihy, Contributing Writer

A graphic showing a network of colorful speech bubbles and icons for various social media platforms including Twitter, YouTube, Facebook, Instagram, and LinkedIn. The background is a blurred image of hands holding a tablet.

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“We often resolve valid disputes in this informal environment or we’re presented with additional information that demonstrates the pilot wasn’t harmed.”

ANDREW SHOSTACK, ASSISTANT DIRECTOR OF REPRESENTATION

ALPA Grievance Training Seminar

Learning Effective Dispute-Resolution Techniques

The years spent negotiating a lucrative pilot contract can be time wasted if the agreement isn’t properly enforced. That’s why nearly 40 pilots from 14 different airlines assembled at ALPA’s Herndon, Va., Conference Center in early November to attend the Association’s Grievance Training Seminar. The seminar focused on a broad range of approaches to dispute resolution, going well beyond the grievance process to discuss alternative means of solving problems in addition to contractual procedures.

In her opening remarks, Betty Ginsburg, director of ALPA’s Representation Department, described dispute resolution as the “backbone of our representation work.” She noted that there are a variety of ways to resolve disagreements, and emphasized that working with negotiators to understand the purpose and intent of contract provisions is critical to resolving disputes.

“It’s important to keep negotiators up to date as gains are made through the dispute-resolution process, just as it’s important for grievance handlers to be aware of improvements made through bargaining,” Ginsburg said, adding that settlements can set precedents, ultimately creating new protections and/or rights for a pilot group.

PICKING YOUR BATTLES

Andrew Shostack, assistant director of Representation, moderated the two-day training, providing attendees with a



Betty Ginsburg, director of ALPA’s Representation Department, describes the dispute-resolution process as the “backbone of our representation work.”

broad look at dispute resolution. He encouraged grievance committee members to consider employing a more informal process for resolving disputes with management when they arise—a strategy that can produce faster results.

“We often resolve valid disputes in this informal environment or we’re presented with additional information that demonstrates the pilot wasn’t harmed. This finality often comes faster and enables the grievance committee and master executive council to devote more time and resources to larger issues affecting the entire group,” said Shostack.

To be effective, ALPA grievance committee members need a basic understanding of the legal framework for handling work-related differences. Art Luby, assistant director of Representation, explained how both the Rail-

way Labor Act and the Canada Labour Code require collective bargaining agreements to include provisions for settling contractual disputes. He also reviewed the concepts of duty of fair representation and agency shop, remarking, “Courts in the United States and Canada have determined that the union has a duty to treat all the pilots it represents fairly, regardless of membership status.”

DISCERNING DETAILS

Seminar participants learned that when evaluating a grievance, they need to consider whether it has merit, whether a remedy exists, and whether the issue in question complies with the contract’s dispute-resolution process. They also reviewed the two types of grievances: contract grievances, in which the burden of proof is on the pilot, and disciplinary grievances, in which the burden of proof rests with management.

Jane Schraft, a senior labor relations counsel, revisited the details of a previous disciplinary case, asking the pilots to weigh the evidence presented and then discussing the difference between and significance of circumstantial and direct evidence. Suzanne Kalfus, a senior attorney, discussed specific evidentiary issues, such as challenges in securing company evidence before

and during the arbitration hearing.

Jim Johnson, a senior managing attorney, discussed looking at dispute resolution strategically, noting that a system board is limited in the number of cases it can handle and encouraging pilot reps to be thoughtful about the cases they choose to pursue.

ADJUDICATION

A significant portion of the training focused on arbitration, which comes in two varieties—interest arbitration, which addresses terms to be included in a new contract when the parties are unable to reach agreement, and rights arbitration, which deals with disputes over contract interpretation. Anna LeBovidge, a senior labor relations counsel, outlined the jurisdiction and thought process of arbitrators while fellow attorneys Neal Davis and Wayne Klocke examined the nuts and bolts of selecting an arbitrator, case preparation, closing arguments, and post-hearing briefs.

Shostack reviewed several alternatives, including mediation, mediation/arbitration (a hybrid of the two), the National Mediation Board’s and the Federal Mediation and Conciliation Service’s mediation (directly involving U.S. and Canadian government agencies), expedited dispute resolution, and a special master concept. He noted that more contracts are including different forms of dispute resolution and that these more informal processes tend to promote a more productive relationship between pilot groups and management. ✈

—John Perkinson, Senior Staff Writer



Retired FedEx Express Pilot Promotes Project Welcome Home

By John Perkinson, Senior Staff Writer

If there's one thing Capt. Joe Crecca (FedEx Express, Ret.) could point to that led to his release from the infamous "Hanoi Hilton" POW camp in Vietnam, it would be the B-52 Stratofortress. "That airplane flew the bombing missions in December 1972 that compelled the North Vietnamese to eventually sign the Paris Peace Accords," he said.

Given Crecca's affinity for this iconic warbird, it's no surprise that he's one of five veterans spearheading Project Welcome Home to erect a Vietnam Air War Memorial at The Museum of Flight in Seattle, Wash. With the help of these five servicemen, the museum is in the process of fully restoring *Midnight Express*, a B-52G (#59-2584), at Paine Field in Everett, Wash. When the project is completed, the aircraft will be the focus of the new memorial.

A graduate of Newark College of Engineering, Crecca enlisted in the U.S. Air Force in 1966. He flew McDonnell F-4C Phantoms during Operation Rolling Thunder, a U.S. bombing campaign during the Vietnam War. On Nov. 22, 1966, his aircraft was shot down by a surface-to-air missile and he was taken prisoner, spending the next six years and three months in the Hoa Lo Prison—aka the Hanoi Hilton—a facility notorious for interrogating and torturing captured American military pilots shot down during aerial attacks. Other prisoners included U.S. Sen. John McCain (R-Ariz.) and Capt. John McGrath (United, Ret.).

Part of the reason Crecca holds the B-52 in such high esteem is because the aircraft was used to conduct the war's Operation Linebacker II, an 11-day airstrike of the Hanoi and Haiphong areas. U.S. President Richard Nixon called for the action as leverage to coerce the North Vietnamese to return to peace talks. The strikes were successful in securing a ceasefire, and Crecca was released on Feb. 18, 1973, one of the 591 American POWs to be released by March 29, 1973.

Crecca recalled boarding a C-141 Starlifter at Gia Lam Airport in Hanoi to finally be taken home. "When the pilots pushed the throttles up for takeoff and the engines roared, a spontaneous cheer went up inside the aircraft," he recalled. "When the airplane rotated and lifted up from the runway, there was another spontaneous cheer. Those are called significant emotional events, and when they happen, you never forget them."

Crecca continued to fly for the Air Force until 1978, retiring as a major. He then opted to transport civilian air cargo for Flying Tigers and later FedEx Express before retiring in 2005.

Midnight Express, which flew in the first wave on the first night of Operation Linebacker II, is being restored and painted at Boeing's Kilo-6 site at Paine Field. The bomber was built in 1960 and amassed 15,305 flight hours before being retired. Unfortunately, it was left unattended for many years and suffered some serious deterioration prior to the project.

In 2018, the B-52 will be transported in sections on flatbed trucks 30-plus miles



B-52 Finds a Home

Above: Capt. Joe Crecca (FedEx Express, Ret.) in front of *Midnight Express*. **Top:** The airplane is being restored at Boeing's Kilo-6 site at Paine Field in Everett, Wash., before being transported and installed at Boeing Aviation Pavilion in 2018.

south to The Museum of Flight at Boeing Field, where it will be reassembled and installed south of the facility's Boeing Aviation Pavilion. Along with the aircraft, the memorial will feature a 9-foot bronze statue of an aviator. The park will also include other Vietnam-era airplanes and helicopters, but *Midnight Express* will be the centerpiece.

The retired FedEx Express captain said he owes his life to the B-52s and their crews. "Without them, my bones would be in Hanoi," he acknowledged. "It's time to rectify these years of abandonment by bringing this magnificent creation of Boeing engineering and a symbol of American military might and political resolve to a more fitting and dignified place of rest."

And if all goes as planned, the B-52 will be welcomed home at The Museum of Flight in October 2018. ☑

Freedom Isn't Free

Support is needed to help restore *Midnight Express* and give it a home in a place of honor. Project Welcome Home is primarily funded by private donations and will cost an estimated \$2.2 million to complete. Visit www.museumofflight.org/Giving/Support-Welcome-Home-secure to make a donation.





DOT Expands Drug Testing Categories

By Suzanne Kalfus, ALPA Senior Attorney

Prescription opioids will be added to the Department of Transportation (DOT)/FAA mandatory drug testing effective Jan. 1, 2018, according to revised regulations issued in November. The DOT added semisynthetic prescription opioids to the required drug testing panel to comply with recently revised Department of Health and Human Services mandatory scientific guidelines. Including these drugs “is intended to help address the nationwide epidemic of opioid abuse,” according to the DOT. The additional drugs to be tested are oxycodone, oxymorphone, hydrocodone, and hydromorphone. These highly addictive narcotic pain relievers are sold under the brand names Percodan, Percocet, Oxycontin, Vicodin, Norco, Hyco-dan, Lortab, Dilaudid, Exalgo, and others.

Under the DOT regulations, a pilot whose DOT/FAA drug test result is reported as a laboratory positive will be reported to the FAA and airline by the medical review officer (MRO) as a

verified positive unless the pilot gives the MRO evidence of a legitimate medical explanation, including “a legally valid prescription.” A positive DOT/FAA drug (or alcohol) test or a refusal to submit



Know the Rule

To view the revised procedures for transportation workplace drug and alcohol testing programs, visit www.federalregister.gov/documents/2017/11/13/2017-24397/procedures-for-transportation-workplace-drug-and-alcohol-testing-programs-addition-of-certain.

to such mandatory testing is a rule violation that comes with harsh FAA consequences (revocation of all pilot and airman certificates and medical disqualification under Part 67).

The term “legally valid prescription” is not plainly defined in the regulations

(despite ALPA’s urging that the DOT do so), but its meaning is derived under the Controlled Substances Act. Pilots are urged to follow good practices when using prescription medication, including

- » taking only medicine prescribed to you—not drugs prescribed for your family or friends,
- » taking medicine only for the condition prescribed (e.g., if prescribed a narcotic painkiller after dental surgery, do not take it for back pain),
- » having your condition evaluated and drug prescribed based on in-person doctor visits, and
- » having a *current* prescription for any narcotic medication you are taking. The regulations do not specify how long prescriptions are considered valid but explicitly leave those determinations to the MROs’ judgment, which can vary

between cases and MROs. A general rule of thumb is that a narcotic prescription more than 30 days old (or issued for a different condition) be used only after consultation with and authorization by your prescribing physician.

MRO REPORTING

MROs are not permitted to “second guess” an employee’s prescribing doctor and are not allowed to deny a legitimate medical explanation because the MRO disagrees with the treating doctor’s approach. Note that if a pilot has under state law been prescribed marijuana (a Schedule I drug under federal law) and tests positive, the prescription is not a legitimate medical explanation capable of overturning a laboratory-reported positive result.

Where an MRO does downgrade a laboratory positive to a DOT negative as a result of a “valid” medical prescription, the pilot’s prescription and underlying medical condition are subject to further MRO scrutiny and may be reported to the pilot’s employer or to the FAA if the MRO determines a significant safety risk is present. The DOT states it does not expect MRO third-party reporting in every case in which a valid prescription results in downgraded test results from positive to negative. The regulations require up to a five-business-day waiting period before the MRO may report such information to enable the employee’s physician to consider other alternatives to eliminate any such safety concerns.

The DOT continues to entrust MROs with significant judgment and discretion, including how long a prescription will be deemed valid, which the DOT says can vary from case to case. Against ALPA’s strong objections, the DOT continues to leave MROs with unreviewable decision-making authority.

IMPORTANT CONSIDERATIONS

These changes to drug testing raise a number of important issues pilots should consider. Unlike other drugs, a significant number of individuals who become opioid addicts and abusers began using these drugs from a legitimate prescription for a real medical issue. Average, law-abiding individuals can be prone to opioid addiction without knowing it. Given these risks, it is wise to question your doctor when

prescribed narcotics and consider the range of options for pain management. If taking such medication, continual assessment about overuse and dependence is warranted. You should ask yourself the following questions:

- » Has your use of painkillers continued without tapering off?
- » Do you feel the need for frequent or increased amounts of these drugs?
- » Do you have cravings or a real need for them?
- » Do you have withdrawal symptoms such as shaking, chills, nausea, cramping, or anxiety?
- » Have you failed to report your use (or continued use) of these drugs to your doctor or on your FAA medical application?

AVAILABLE ALPA RESOURCES

The Association has various resources available to provide assistance and support to ALPA members when needed.

- » For concerns about substance use, treatment, and medical certification, contact your master executive council’s Human Intervention Motivation Study (HIMS) program or visit www.himsprogram.com.
- » For legal advice, contact your labor relations counsel or ALPA’s Legal Department at Legal@alpa.org or 703-689-4326.
- » For advice about opioid use, compliance with FAA-required waiting periods, and FAR medical certification, contact ALPA’s Aeromedical Office at www.aviationmedicine.com or call 303-341-4435, Monday–Friday, 8:30 a.m.–4:00 p.m. mountain time. Canadian ALPA members with questions are encouraged to call David Noble, ALPA’s pilot health consultant, in the Association’s Toronto, Ont., office toll-free at 1-800-561-9576. [✉](#)

Editor’s note: For more information on opioids and DOT testing, see “Health Watch,” September and November, page 34, and “Preflight,” October, page 11.



Am I Permitted to Fly if I Have a Prescription for One of These Drugs?

- 1 Know and understand your medical condition. You are not permitted to fly if you have a disqualifying medical condition or diagnosis regardless of whether you have a valid medical prescription.
- 2 You cannot fly while taking narcotic pain relievers (prescription opioids) and must wait a designated waiting period after the last dose. The FAA is expected to issue new guidance regarding waiting periods. Contact ALPA’s Aeromedical Office at www.aviationmedicine.com or 303-341-4435 for the most up-to-date requirements.
- 3 You should not fly with any opioids in your system. The new testing thresholds are extremely low. Err on the side of waiting longer before flying.
- 4 You must comply with FAA guidelines when taking any medication, whether prescribed or over-the-counter therapeutic.

The Landing

The Venerable B-747 Flies West

On November 7, United Airlines celebrated its last B-747 passenger-carrying revenue flight by recreating the airline's first 747 passenger flight from San Francisco, Calif., to Honolulu, Hawaii. The farewell flight featured a 1970s-inspired menu, retro uniforms for the flight attendants, and vintage inflight entertainment.

Come 2018, the passenger version of the 747 will be retired from the fleet of U.S. airlines. In tribute, *Air Line Pilot* shares some interesting facts about "*the Queen of the Skies*."



NUMBER 01

The 747's design required **75,000 engineering drawings** and more than **15,000 hours** of wind-tunnel testing. The current production model, the 747-8, is the third generation of the airframe.



NUMBER 02

The 747 has a **distinctive upper-deck "hump"** that allows it to be converted into a freighter. Boeing had been developing a supersonic transport, akin to the Concorde, and was concerned the aircraft would quickly make the 747 obsolete—thus making its ability to transition to a cargo aircraft essential.

NUMBER 03

The **1,500** 747s produced have logged more than **35 billion miles**—enough to make **74,000 trips to the moon** and back—and have flown **3.6 billion people**, the equivalent of more than half the world's population.



NUMBER 04

Complex high-lift devices were used so that the 747 could operate out of existing airports. Leading edge slats and three-part fowler flaps increase the massive wings' surface area by **21%** and increase lift by up to **90%**.

NUMBER 05

The **development** of the 747-400 **began in 1985**. With a new glass cockpit, the number of lights, gauges, and switches decreased from **971** to **365**, and the crew requirement was reduced from **3 pilots** to **2**.

NUMBER 06

The 747-400's lower cargo deck handling system allows baggage handlers to load or unload more than **65,000 pounds** of cargo—the equivalent of **625 pieces** of luggage combined with **20 tons** of revenue freight—in less than **15 minutes**.



NUMBER 07

A 747-400 has more than **171 miles** of wiring, **5 miles** of tubing, and **6 million** parts—half of which are fasteners.

NUMBER 08

On a typical international passenger flight, a 747's cabin crew serves more than **5 tons** of food.



ALPA Resources & Contact Numbers

National Officers

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



Capt. Tim Canoll
President



Capt. Joe DePete
First Vice President



Capt. William Couette
Vice President—Administration/Secretary



Capt. Randy Helling
Vice President—Finance/Treasurer



Capt. Rick Dominguez
(Delta)
Executive Administrator



Capt. Paul Ryder
(ExpressJet)
National Resource Coordinator

Photos: Chris Weaver

Executive Vice Presidents

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



↑ **F/O Mike Hamilton**
(United)



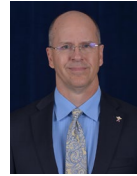
↗ **Capt. Andrew Massey**
(Delta)



↗ **Capt. Russell Sklenka**
(FedEx Express)



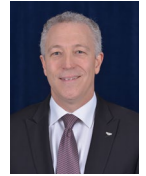
↗ **Capt. Mike McMackin**
(JetBlue)
Endeavor Air, Envoy Air, Frontier, Hawaiian, JetBlue, Piedmont, Air Transport International



↗ **Capt. Richard Meier**
(ExpressJet)
Atlantic Southeast, Compass, ExpressJet, PSA, Sun Country, Virgin America



↗ **Capt. Sean Creed**
(Spirit)
Air Wisconsin, Alaska, CommutAir, Mesa, Spirit, Trans States



↑ **Capt. Dan Adamus**
(Jazz Aviation)
Air Georgian, Air Transat, Bearskin, Calm Air, Canadian North, Encore, First Air, Jazz Aviation, Kelowna Flightcraft, Wasaya, WestJet

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 3×3 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 10.

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

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

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) 703-689-4312	Discipline and Discharge (Rep@alpa.org) 703-689-4226	Membership Administration (Membership@alpa.org) 1-888-359-2572 (1-888-FLY-ALPA), option 3
Accounting and Finance (Finance@alpa.org) 703-689-4144	Economic and Financial Analysis (EFA@alpa.org) 703-689-4289	IT Operations and Services (ITOS@alpa.org) 703-689-4245
Air Line Pilot (Magazine@alpa.org) 703-481-4460	Election Dates LEC/MEC 703-689-4212	Organizing (OrganizingInfo@alpa.org) 703-689-4179
ALPA Aeromedical Office 303-341-4435	Engineering and Air Safety (EAS@alpa.org) 703-689-4200	Publishing and Design Services (Publishing@alpa.org) 703-481-4441
ALPA Main Number 703-689-2270	FAA Enforcement or Medical Certificate Action (Rep@alpa.org) 703-689-4226	Purchasing (Purchasing@alpa.org) 703-689-4319
ALPA Memorabilia (SMDR@alpa.org) 703-481-4458	Government Affairs (GovernmentAffairs@alpa.org) 202-797-4033	Representation (Rep@alpa.org) 703-689-4226
ALPA-PAC 202-797-4033	Human Resources (HumanResources@alpa.org) 703-689-4262	Real Estate (RealEstateDept@alpa.org) 703-689-4105
ASPEN 703-689-4220	Information Technology and Services (ITServices@alpa.org) 703-689-4134	Retirement and Insurance (RI@alpa.org) 703-689-4114
Balloting (Balloting@alpa.org) 703-689-4173	Legal (Legal@alpa.org) 202-797-4096 703-689-4326	Strategic Member Development and Resources (SMDR@alpa.org) 703-481-4467
Cashiering (Cashiering@alpa.org) 703-689-4385	Member Insurance (Insurance@alpa.org) 1-800-746-2572	System Board of Adjustment (Rep@alpa.org) 703-689-4226
Communications (Communications@alpa.org) 703-481-4440		
Computer Help Line (HelpDesk@alpa.org) 703-689-4357		
Council Services (CSC@alpa.org) 703-689-4173		

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 204-997-1732	Compass—CPZ MEC 952-853-2373	JetBlue—JBU MEC 603-303-2195
Air Transat—TSC MEC 1-888-337-2033	Delta—DAL MEC 404-763-4925	*Kelowna Flightcraft—KFC MEC 877-373-3131, ext. 6225
Air Transport International—ATI MEC 505-263-8838	Encore—WEN MEC	Mesa—MAG MEC 602-306-1116
Air Wisconsin—ARW MEC 1-800-ALPA-ARW	Endeavor Air—EDV MEC 833-EDV-ALPA	Piedmont—PDT MEC 339-987-1277
Alaska—ALA MEC 206-241-3138	Envoy Air—ENY MEC 817-685-7474	PSA—PSA MEC 703-481-4444
Atlantic Southeast—ASA MEC 404-209-8566	ExpressJet—XJT MEC 281-987-3636	Spirit—SPA MEC 1-855-SPA-ALPA
Bearskin—BRS MEC 807-628-5683	FedEx Express—FDX MEC 901-752-8749	Sun Country—SCA MEC 952-853-2393
Calm Air—CMA MEC 204-471-1000	First Air—FAB MEC 1-877-459-3272	Trans States—TSA MEC 412-780-9036
Canadian North—CNP MEC 780-718-6012	Frontier—FFT MEC 720-245-7364	United—UAL MEC 847-292-1700
*CanJet—CJA MEC 1-800-959-1751	Hawaiian—HAL MEC 808-836-2572	Virgin America—VRD MEC 435-962-0951
CommutAir—CMT MEC 518-332-7494	*Island Air—AIS MEC 808-838-0188	Wasaya—WSG MEC 807-624-7270
	Jazz Aviation—JAZ MEC 1-800-561-9576	WestJet—WJA MEC 403-464-3599

*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.

2017 EBCB Schedule

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

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.



FINAL BOARDING CALL: Dental, Critical Illness, and Accident Insurance

Act Fast—Open Enrollment Ends December 31!



CRITICAL ILLNESS & ACCIDENT

Does your current health insurance have deductibles and other out-of-pocket charges? ALPA's plans can help, and with this open-enrollment offer, active ALPA members will be guaranteed coverage with no medical underwriting.



DENTAL

ALPA's supplemental dental insurance offers two plans tailored exclusively to eligible and retired ALPA members. With these plans, you get access to Delta Dental's extensive network, PPO savings, regular cleanings, and online services, and there are no preexisting conditions limitations.

New This Year: Online Enrollment!

- » Plan brochures and an online enrollment guide are available at memberinsurance.alpa.org.
- » Questions? Call ALPA Member Insurance at 800-746-2572.

Make sure ALPA Insurance is part of your flight plan.