

# AIR LINE PILOT

OFFICIAL JOURNAL  
OF THE AIR LINE  
PILOTS ASSOCIATION,  
INTERNATIONAL  
OCTOBER 2010



## TOP SAFETY AWARD GOES TO CAPT. RAY GELINAS

Coverage of ALPA's 56th Annual Air Safety Forum Begins on Page 14

## ALPA'S STRATEGIC PLAN PROGRESS REPORT

INE PILOTS ASSN.

PRINTED IN THE U.S.A.



# Stay Connected

ALPA has many ways to keep you up-to-date on everything ALPA.



Facebook



Twitter



LinkedIn



Flickr



YouTube



RSS Feeds

TO LEARN MORE, VISIT  
[www.alpa.org/stayconnected](http://www.alpa.org/stayconnected)

# Contents

OCTOBER 2010 • VOLUME 79, NUMBER 8



Aviation Security Award for Valor recipients join Janet Napolitano (green jacket), secretary of the Department of Homeland Security, during the awards dinner at the ALPA Air Safety Forum.

WILLIAM A. FORD

## COMMENTARY

### 4 Mailbag

### 5 Pilot to Pilot

One Common Truth

### 8 Weighing In

Changes Ahead

### 9 Guest Commentary

Performing at Our Highest Level

## FEATURES

### 14 Air Safety Forum 2010

### 22 ALPA's 107th Executive Board Sets Stage for 2010 Board of Directors

### 24 Progress Report: ALPA's Strategic Plan

### 31 Airline Workers' Perspectives from Both Sides of the Atlantic

### 34 Assessing Negotiations 5 Years After the Bankruptcy Era

### 39 ALPA's Benefits Beyond Active Member Status

### 42 A Short History of Flight-Time/Duty-Time Rulemaking

## DEPARTMENTS

### 6 Front Lines

ALPA in the News

### 10 As We Go to Press

Late-Breaking ALPA News

### 45 History Lessons


ALPA's Air Safety Forums and Award Recipients

### 46 We Are ALPA

ALPA Resources and Contact Numbers

### About the Cover

Capt. Rory Kay (United), ALPA's Executive Air Safety Chairman, left, and Capt. John Prater, center, ALPA's president, look on as Capt. Ray Gélinas (Jazz Air) is honored as ALPA's 2009 Air Safety Award recipient during the Association's Air Safety Forum. Photo by Mike Keza

*Air Line Pilot* (ISSN 0002-242X) is published monthly, except for the combined January/February and June/July issues, by the Air Line Pilots Association, International, affiliated with AFL-CIO, CLC. Editorial Offices: 535 Herndon Parkway, PO Box 1169, Herndon, VA 20172-1169. Telephone: 703-481-4460. Fax: 703-464-2114. Copyright © 2010—Air Line Pilots Association, International, all rights reserved. Publication in any form without permission is prohibited. *Air Line Pilot* and the ALPA logo Reg. U.S. Pat. and T.M. Office. Federal I.D. 36-0710830. Periodicals postage paid at Herndon, VA 20172, and additional offices. 

► Letters to the editor may be submitted via regular mail to Air Line Pilot, Letters to the Editor, 535 Herndon Parkway, P.O. Box 1169, Herndon, VA 20172-1169, or by e-mail to [magazine@alpa.org](mailto:magazine@alpa.org).

## Flight-time/duty-time regs

I feel the most critical fatigue issues are tied to back-side-of-the-clock operations. For example, flying from NRT to BKK with a body clock departure time of 0200 and conducting all-night flights in weather that is often extreme is plain unsafe. The fatigue and stress of the 6- to 8-hour flights are pure torture. ALPA's other issues on fatigue are well founded, but during my 30 plus years of flying, the international aspects must be addressed.

Thank you for your attention to this important safety issue.  
*Capt. Jack Hareland (United)*

## Collaborating with the DHS

It was a pleasure meeting you, [Capt. Prater,] and your colleagues [in June] to discuss key security issues and challenges currently facing the global aviation community. I appreciated the frank exchange of ideas and your interest in collaborating with the U.S. Department of Homeland Security.

ALPA's active engagement will be vital as we work to improve aviation security, including passenger screening, the Federal Flight Deck Officer program, and security for all-cargo aviation. In particular, we would value ALPA's recommendations on ways to improve onboard aviation security....

I look forward to working together on making our homeland more secure....

*Janet Napolitano, Secretary of the U.S. Department of Homeland Security*

## Air Line Pilot goes digital

Wow. The new digital *Air Line Pilot* is really nice. It is very realistic to read, nice graphics, and sounds. I would call it the ALPA hardcopy magazine "simulator."

Good work with the membership dollars!

*F/O Jim Ortlieb (Delta)*

I prefer the magazine in digital form. With the iPad readers and pdf capability, printing on paper and posting is now obsolete technology.

The digital media will provide for a greener planet!

*Capt. Chris L. Dennis (United)*



The digital version of *Air Line Pilot* is wonderful. Thanks for all the hard work.

*Capt. Walid Nakib (Mesaba)*

I sincerely hope that you are not terminating the printed copy of *Air Line Pilot* as I read it on my commutes and other places that are not online friendly. If the online version is merely an addition, good for you.

*Capt. John P. LaMontagne (Continental)*

I'm on the road. Does this mean that *Air Line Pilot* will not be there when I return? Is it only available online?

*Capt. Harry Nequette (Delta)*

*Editor's note: We will continue to print Air Line Pilot as well as offer it in a digital format.*

First, as great as your web programmers are, I question the need to reinvent the wheel. I subscribe to several papers and every single one has trashed their system and moved to Olive Software.

*USA Today* uses this. I find it very reliable on any machine, and easy to use. I'd recommend you switch to a commonly used format.

Second, that being said, all my digital magazines are on Zinio. Again, why reinvent the wheel as that system is superb. The best feature of Zinio is it syncs with my iPhone (and other mobile devices) and allows me to take my magazines on the road. Yours does not, except for a pdf file.

Third, on a Macintosh, the icons "E-mail" and "Download a copy in PDF format" are missing, and thus you cannot download the file. The standard one-page option is usually a single sideways triangle, not the double you have. It looks like "Play" on most electronic machines. The double triangle usually indicates a fast-forward or fast-rewind. I'd suggest an icon change.

*Capt. Monty Lee (FedEx)*

*Editor's note: Because of the prohibitive cost, we have chosen not to use a third-party service such as Olive or Zinio to prepare and host our electronic documents. We are able to prepare these e-magazine files in-house at minimal cost using existing staff. In testing on a MAC, the links to the HTML and PDF versions of the magazine worked. However, we will revisit these versions and work to improve our product. We appreciate your feedback.*

I love the digital version. I read it on my commute to work on my iPhone. I think it's a great idea, and I will read *Air Line Pilot* more now. Pictures would be nice.

*F/O Adam List (Delta)*

I like the new digital form of *Air Line Pilot*.

*Capt. Dean Kidd (Evergreen, MEC Communications Committee Chairman)*

# One Common Truth



By Capt. John Prater, ALPA President



**On the eve of the 43rd meeting of ALPA's Board of Directors**—and in the early dawn of our ninth decade as the world's largest airline pilots union—it is only natural to glance at our six before returning with intense focus to our future.

Many of the pioneer airlines and call signs—Aloha, Braniff, Eastern, Pan Am—are missing from today's skies, and we dare not forget their history at the risk of losing our grasp on the yoke of tomorrow. And the rich stories of those pilot groups whose futures are intertwined through past mergers—Allegheny, Hughes AirWest, Lake Central, North Central, Northwest, Ozark, Piedmont, Republic, Southern, TWA, Western, along with many more—are also a part of this union's history and foundation, which we continue to build upon. And let's not forget our pilots who flew for AirBC, Aspen, Britt, Canadian Regional, Emery, Frontier, Midway, Midwest, Muse, Nova, Ontario, Rio, Rocky, and others—they, too, are etched into ALPA's history.

Celestial ports and radio beacons gave way to modern navigation tools. Likewise the interactions between labor and managements, legislators and regulators, bankruptcy courts and Wall Street bankers continue to evolve to manage the moderate turbulence that seems endless. While we look fondly on those airline founders and present managers who care about this industry as much as we do, we have waged war against our arch rivals and union busters when necessary. After all, our profession is just a business to them.

Other obstacles in our flight path? Wild swings in the price of jet fuel, which became as normal as takeoffs and landings. Security threats and airline crashes, which have changed over the years, yet remain dreadfully the same. Pilot error still remains the easy scapegoat, hindering a path to careful and thorough investigation that just might reveal a business model or system flaw.

As we approach 100 years of airline service with the celebration of Capt. Tony Jannus' flights in the Benoist aircraft "Lark of Duluth," our futures as airline pilots are tied by one common truth: we are all inherently joined to an organization that our founders named the Air Line Pilots Association.

The number of accomplishments made by this union since its inception is impressive. And still there are some who would blame every airline failure or contract setback on those few pilots who dared to represent our members ignoring what could have only been achieved through our union—a union that would be pointless without the men and women who willingly work to make our profession

succeed on every front. Our collective success is tied to those who diligently strive to better the piloting profession through every day of turmoil and strife for the good of *all* airline pilots. Because being too big to care about others is not a successful strategy for pilot unions.

If you have had the notion that this profession is better off without a union or that it would be more advantageous to be a part of an independent union, I encourage you to review our scorecard (see page 24) from the 2008 Board of Directors strategic planning process. If your priority is missing, let your local council representatives know what you'd like your union to address for 2010 and beyond.

**Our collective success** is tied to those who diligently strive to better the piloting profession through every day of turmoil and strife for the good of *all* airline pilots.

Blame and accusations get us nowhere. I respectfully ask that you lift up your heads and see why pilot groups need each other in this complex industry designed with business plans that include outsourcing and union busting. We need each other—our collective spirit far surpasses the strength of a sole individual, no matter how fierce and determined one might be. Airline pilots range from the most intense "Type A" personalities to those with a wide array of characteristics, yet all have deeply held convictions that lead to debates and divides as wide as the Grand Canyon. Yet we long ago discovered that aircraft formations were harder to destroy than the solo flyer.

Our scorecard specifically illustrates how hard your representatives and volunteers work on your behalf, and the sacrifices they make for you and your families. After the 2008 Board of Directors delegates set the course for ALPA's future, those same representatives worked tirelessly with volunteers on a local and national level to ensure that we met and, in some areas, surpassed our goals.

Keep in mind that our union is not too big to fail. But it won't. We have aviators and labor leaders who care far too much to let that happen. I am proud to call them union sisters and brothers. They are your union representatives, and together they are ALPA's Board of Directors.

From those who built our history to those of today who will determine our future, I offer my thanks and appreciation for your continuing efforts.

## ALPA in the News

### ALPA: Highest Flight Communications Standards Are Essential

ALPA brought the views of its nearly 53,000 members to the FAA's Partnership for Safety Symposium, held recently in Washington, D.C., and made clear the importance of ensuring that every professional involved in the operation of a flight adheres to the highest possible communications standards.

"Airline pilots learn the importance of adhering to standard procedures and phraseology in their communications and the value of training and discipline early in their basic flight training," said Capt. John Prater, ALPA's president. For airline pilots, that knowledge is expanded and reinforced as new first officers also receive mentoring from captains. "These principles remain essential to safety no matter how experienced an aviator becomes," Prater noted.

ALPA maintains that undergoing thorough training, adhering to standard operating procedures, and employing standard phraseology are vitally important to the safety and efficiency of the national and international airspace system. From using clearly defined call signs to accurately understanding clearances and ensuring that all parties have a common understanding of radio transmissions, the major topics that were discussed at the Symposium hinge on these fundamentals.

While air transportation remains extremely safe, ALPA urges the aviation industry to continue efforts to ensure that pilot-controller and other flight operation communications are as relevant and accurate as possible. ALPA participated in the FAA Symposium to discuss pilots' concerns and best practices in communications issues such as hear-back/read-back between pilots and controllers, standard phraseology, similar-sounding call signs, and sharing critical information.

"Safety is enhanced when pilots receive as much critical information as possible regarding runway assignments, weather, turbulence, and other operational issues," said Capt. Rory Kay (United), ALPA's Executive Air Safety Chairman. "Providing pertinent information to the flight crew proactively and in advance of critical phases of flight avoids distractions once the flight is under way and enhances safety for passengers and crew."

ALPA representatives underscored the need to ensure that the large amount of information that pilots receive in the cockpit, including NOTAMS, is prioritized and as tailored as possible to the safe operation of the specific flight.

"Pilots receive a huge amount of information when plan-

ning a flight—some of which is critical to its safe operation, while some information may not be especially relevant to the individual flight," Kay continued. "Pilots need the information we receive to be prioritized so that we can quickly determine what is of greatest importance to the safety of our flight."

All of the working groups highlighted that communications can be significantly enhanced when pilots and controllers clearly understand each other's roles and responsibilities. ALPA representatives were encouraged that stakeholders agreed that allowing a controller to observe flight crew training in a flight simulator or to sit on the flight deck during a familiarization flight ultimately would increase flight safety. Exposure to the operational environment and the opportunity to see how air traffic control instructions come across in the cockpit provides invaluable insight that cannot be obtained any other way.

"ALPA supports the FAA's efforts to swiftly reinstate the air traffic controller familiarization flight program as one tool to do even more to enhance flight communications," said Kay. "We commend the FAA for holding the Symposium, and we look forward to continuing to work with the aviation industry to ensure that all flight communications provide the highest level of safety possible for our passengers, crews, and cargo."

### ALPA Hosts Mini Leadership Conference

Newly elected CanJet Master Executive Council representatives met at ALPA's Herndon, Va., offices August 17–19 for a mini Leadership Training Conference, hosted by Capt. Bill Couette, ALPA's vice-president-administration/secretary, and Capt. Paul Rice, ALPA's first vice-president. ALPA's president, Capt. John Prater, extended a special welcome to CanJet representatives Capt. Alex Sirros, MEC chairman; F/O Jon Mason, MEC vice-chairman; and F/O Adrian Griffiths, MEC secretary-treasurer. The condensed leadership training included overviews from each ALPA department and featured presentations from Capt. Bill Dressler (ExpressJet), ALPA's Leadership Committee chairman, and Capt. Tom Wychor (Mesaba), Leadership Committee member.

A lunchtime discussion included presentations from Capt. Nick Rapagna (Air Transat), secretary-treasurer of ALPA's Canada Board. Jalmer Johnson, the Association's



Among the pilots recognized at this year's **ALPA Air Safety Awards Dinner** were James Pouget of Centennial College in Ontario, Canada, winner of the 2010 Webster Trophy for the top amateur pilot in Canada (fourth from right) and Sherman Carll, Embry-Riddle Aeronautical University, Daytona Beach, winner of the top collegiate pilot at this year's National Intercollegiate Flying Association's competition (third from right). ALPA proudly sponsors both events. Left to right, Capt. Dave Ryter (American Eagle), ALPA Education Committee chairman; Capt. Rod Lypchuk, Jazz Master Executive Council vice-chairman; Capt. John Prater, ALPA president; Capt. Brian Shury, Jazz MEC chairman and ALPA Canada Board member; Pouget; Carll; Capt. Dan Adamus (Jazz), ALPA Canada Board president and ALPA executive vice-president, Group C; and Capt. John Sluys (Alaska), ALPA Professional Development Group chairman and ALPA executive vice-president, Group B4.

general manager, as well as staff from the Communications, Economic and Financial Analysis, Engineering and Air Safety, Finance, Information Technology and Services, Legal, and Representation Departments were also on hand to provide assistance and information to the pilots during the Conference.

## Group B Realigned to Prepare for EVP Elections

The realignment of ALPA's Group B member pilot groups—U.S. pilot groups with fewer than 4,000 active members in good standing and with projected annual dues income of less than \$10,000,000—takes place once every 2 years, on September 1. The realignment is administered in preparation for executive vice-president (EVP) elections, which are conducted at the biennial ALPA Board of Directors meeting.

EVPs represent individual pilot group interests within the Association, and both the Group B realignment and new EVP election results are effective as of Jan. 1, 2011.

For more information, see [ALPA's Constitution & By-Laws Article XIV, Section 5](#).

## ALPA Participates in Flight Safety Foundation IAC Meeting

ALPA safety representatives participated in a recent meeting of the Flight Safety Foundation's International Advisory Committee (IAC). The Association is a long-standing member of the Foundation and actively participates in its activities. The IAC reviewed and discussed current worldwide aviation safety trends to identify common factors and areas in which potential safety enhancements could be implemented. The IAC also evaluated current Foundation positions on various safety issues, including fatigue risk management systems, runway safety, safety management systems, pilot training and qualification, loss of control, approach and landing accident reduction, and the criminalization of aircraft accidents.

After the IAC meeting, ALPA representatives participated in developing a call for papers to prepare for the Flight Safety Foundation's 2011 International Aviation Safety Seminar. The Foundation is soliciting papers on 25 current safety topics. [🔗](#)

## Changes Ahead

### By Capt. Bill Couette

ALPA Vice-President-Administration/Secretary



**It seems like the airline piloting profession has been operating in overdrive lately with the many contract negotiations and proposed airline mergers in motion.** There's renewed talk of a coming pilot shortage, and the U.S. government recently passed legislation that sets a new standard for

hiring first officers. Internally, ALPA recently finished another Executive Board meeting and is prepping for what will no doubt be a busy upcoming Board of Directors meeting. Let's face it: Our profession—like our industry—doesn't sit still, and neither does our union.

I recently spoke at the Executive Board meeting about the many new services available to help us run our Association more efficiently. These changes include a color-coded web feature that automatically indicates a pilot's financial standing, a new online address review utility that prompts members to review and confirm their contact information, and new iPhone applications. By now, you've probably seen the new digital version of *Air Line Pilot*.

Using the strategic planning process, the Board of Directors will look at how the Association is organized as a whole and the way in which we do business to see if we need to make adjustments.

Change is often a conscious choice. As pilots, we can choose to be engaged with the airline industry and involved with our union and have a say in the direction of our profession, or we can sit back and let the industry change us. We exercise control by standing together to negotiate labor contracts, lobbying policymakers, interacting with other stakeholders through industry events and initiatives, and, most importantly, safely operating in the global air transportation system each and every day.

However, on a more fundamental level, we also have the power to control the way the public views our occupation. Obviously, deregulation, globalization, 9/11, and a host of other industry changes have influenced our playing field; but, at some point, we must hold ourselves accountable for the way the public perceives and values the airline piloting profession. Allow me to elaborate.

During the recent Spirit strike, I was jumpseating to an event and witnessed an exchange between a passenger and one of our members at the gate. The pilot was behind the counter, pulling up some paperwork from a printer, when a passenger asked him for some help. He responded, "I'm just

a pilot" and pointed her in the direction of a customer service counter. I realize we are not gate agents, but those words still stick in my mind.

I had a friendly conversation with him later and reminded him that he is so much more than "just a pilot."

Every year, we safely transport millions of passengers and millions of pounds of valuable cargo in multimillion-dollar airliners entrusted to **us**. People's lives and the fate of companies depend on **us**. We have special training and skills that take years to acquire, and we are poked, prodded, and

**Our industry has been raked over the coals for a decade, and employees—particularly pilots—have taken the brunt of it. We need to take control and every day remind our managements, the public, and, most of all, each other why our profession is so important.**

screened routinely to make sure that we are performing at peak levels. We bear an incredible amount of responsibility and handle it with dignity and professionalism.

As airline pilots, we play a crucial role in an elaborate, complex air travel network, and nothing moves without **us**. We are the lynchpin that holds the airline industry together. Most of all, we are a select group with specific traits and personality types, and not everyone is suited to perform this job.

So whether you're dodging thunderstorms, sitting with your chief pilot to address a grievance, or speaking to a classroom full of kids on career day, never sell yourself short. Our industry has been raked over the coals for a decade, and employees—particularly pilots—have taken the brunt of it. We need to take control and every day remind our managements, the public, and, most of all, each other why our profession is so important.

If we can collectively elevate the way we see ourselves, we will improve the way others view us. It all starts with a conscious effort to think about the way we present ourselves as we walk through the terminal and step onto that airplane. It all starts with you and me. 🌟



# Performing at Our Highest Level

**By David Grizzle**  
FAA Chief Counsel



**As chief counsel of the Federal Aviation Administration,**

I lead a high-performance legal organization of about 200 lawyers

and 100 support staff who work in our headquarters in Washington, D.C., and in 11 offices throughout the United States. We would be a medium-sized law firm in any big American city.

I train and equip senior managers at the FAA to take action. We have 48,000 employees and an annual budget of \$16 billion. When issues arise, my job is to empower our experts to make the best decisions for our customers—the American taxpayers. I wake up every morning thinking about how I can enable and motivate the people on my team to perform at their highest levels.

I've been in my job for a little more than a year, and I'm grateful that the aviation community has a wealth of professionals who steer us toward achieving our highest performance. We at the FAA rely on the high standards of ethics and professionalism, just like other established aviation organizations, such as ALPA, to ensure the level of safety and security the public expects. Well-designed and practiced professional standards bring individual integrity and conscience to the workplace and help to foster improvements that no amount of regulation or enforcement could attain.

Government regulation and accountability rely on a firm foundation of professional standards. While the FAA regulates the manufacture and operation of aircraft, no amount of regulation can replace individual judgment and collaborative decision-making.

ALPA has a long history of advocating professionalism and a code of conduct by which to live. Members of ALPA established that standard in 1956 in the form of the union's Code of Ethics and Canons, which still stands today. ALPA members strive to adhere to a high standard of disciplined behavior and conduct their flights in the safest possible manner. When a group such as professional pilots lives by a code of conduct and standards, it reinforces the

invaluable collaborator with the FAA in not only reinforcing the importance of professional standards, but also in achieving the unprecedented level of safety and security that exists in our aviation system. The United States is the leader of the global aviation community. We serve as aviation mentors who help bring about safety and security improvements throughout the world.

ALPA has been a major contribu-

**A mature union—and ALPA is a great example of one—becomes an invaluable collaborator with the FAA in not only reinforcing the importance of professional standards, but also in achieving the unprecedented level of safety and security that exists in our aviation system.**

best in us from the inside out—instead of having rules imposed from the outside.

As all ALPA members clearly know, professional standards speak to the conduct of one's life at work and at home. What happens in our lives influences what happens on the job. What's going on at home, and how a pilot spent the hours before a flight, can influence the pilot's readiness for flight just as much as—and probably more than—how a pilot performed in his or her last simulator session. The way in which captains and first officers interact also contributes to safety as significantly as how they individually manipulate their flight controls.

A mature union—and ALPA is a great example of one—becomes an

tor not only in bringing about these improvements, but also in structuring regulations, right along with the airlines, manufacturers, and passenger groups. Equally important is the work that ALPA does before and after the FAA takes regulatory action. In the aviation community, ALPA is a strong advocate of the principles that underlie our safety rules and regulations.

Just as I motivate my staff members to achieve their highest potential, ALPA works to help pilots be the best they can be. With a network of professional organizations, each working to help its members reach their highest levels of performance, I'm very confident that we'll be equipped to handle the many challenges and opportunities that lie ahead. 🌐

# AS WE GO TO PRESS

## Air Transat Pilots Reach TA with Management

In early September, Air Transat pilots signed a tentative agreement (TA) with management after more than 8 months of intense negotiations.

"As partners in the success of Air Transat, we are pleased that management chose to work with our pilots and other employees to encourage the growth of the company from within—as they've done in the past with notable success," said Capt. Sylvain Aubin, the pilots' Master Executive Council chairman. The ratification vote closes on October 5.

"With unwavering support from our union and the full backing of the Association's resources, we were able to achieve our contract goals," said Aubin. "The Air Transat MEC is hopeful that the members will ratify the TA, and we look forward to implementing a new collective agreement with management if that happens."

Air Transat specializes in both scheduled and chartered flights from several Canadian cities to global vacation destinations. The pilots transport 3 million passengers annually to nearly 60 destinations in countries including Austria, Belgium, France, Germany, Greece, Ireland, and Italy.

## Wasaya Pilots and Management Achieve Tentative Agreement

Wasaya pilots announced on August 17 that they've reached a tentative contract agreement with management. The new 2-year agreement provides pay increases, establishes a seniority system, and implements the first sick bank for the pilots. The ratification vote was scheduled to begin September 17 and close September 28.

"This agreement represents not only a step forward for our pilot group in terms of pay and job security," said Capt. Jeff Braun, the pilots' Master Executive Council chairman,


"but also a leap forward in our relationship with management. I hope that pilots and management will continue to work together to improve and expand Wasaya Airways."

The pilots joined ALPA on Jan. 16, 2008, and served notice to bargain on Feb. 1, 2008. In December 2009, they requested assistance from the Federal Mediation and Conciliation Service, and the FMCS appointed Federal Conciliation Officer Jennifer Webster. With Webster's assis-

## Continental to Recall Remaining Furloughed Pilots

The Continental pilot group and Capt. Jay Pierce, the pilots' Master Executive Council chairman, welcomed Continental Airlines' announcement that it would be recalling all of its furloughed pilots.

"With the increases in flying due to increased passenger traffic and anticipated airplane deliveries, combined with normal pilot attrition, we have been saying for months that we needed our pilots back in order to adequately maintain the level of service that Continental is known for," said Pierce. "Not only is the pilot recall good news for all of our pilots and their families, it's a positive step toward ensuring that our passengers continue to receive the safety, comfort, and convenient flight schedules they have come to expect from our airline."

Continental furloughed 147 pilots in September 2008, and a few pilots were recalled earlier this year. The recalled pilots are expected to begin returning for training sometime during the last quarter of 2010. 

tance, the parties reached a tentative agreement on August 13.

"Throughout this process, Wasaya pilots had the full support of their ALPA brothers and sisters," said Capt. John Prater, ALPA's president. "They had access to every resource their union could provide. This agreement demonstrates not only the tenacity of Wasaya pilots, but also the power that unions can have in improving careers and quality-of-life for pilots and workers."

Wasaya provides the majority of airlift to 25 First Nation communities in northwestern Ontario.

## Alaska Announces Vacancy Bid, Furlough Recalls Likely

On August 30 Alaska Airlines posted a bid, which subsequently closed in mid-September, that included vacancies in both seats. Management, in a message to pilots, said it planned to fill a majority of the 24 vacancies through pilot recalls. Additionally, the bid offered opportunities for upgrades and a chance to bid into different crew bases.

The airline has said it intends to fill the vacancies at a rate of six pilots per month between October 2010 and January 2011. However, certain issues will affect the number of vacancies that can be filled by pilots on involuntary furlough. Pilots who participated in negotiated furlough mitigation programs—specifically extended leave of absence and voluntary furlough—will have the first right of refusal to return to active service. Management can cancel vacancies until the effective date of the bid, which is Jan. 31, 2011.

"We are very pleased by the news that there will be vacancies in the upcoming bid and hope that all of the vacancies will be filled through recalls," said Capt. Sean Cassidy, the pilots' MEC chairman.

Alaska MEC leaders will continue to work with management throughout the bid process to advocate for the return of as many furloughed pilots as possible. Currently, 93 pilots remain involuntarily furloughed.

## Sun Country Recalls All Furlougees, Moves Closer To Leaving Chapter 11

Ten Sun Country pilots recalled from furlough this summer began requalification training on September 7. Capt. Dennis Vanatta, the pilots' Master Executive Council chairman, and F/O Ron Knutsen, the pilots' Membership chairman, arranged a meet and greet with them to answer any questions, provide current ALPA materials, and help with their transition back to active status.

With the August permanent position bulletin award, all remaining furloughed Sun Country pilots have been recalled, and another six pilots will upgrade to captain positions. Four class dates are planned for October.

"We are very pleased that all Sun Country pilots are returning to the cockpit and that additional pilots will be upgrading to captain soon," said Vanatta. "It's a positive sign that things are turning around for our airline."

The Minneapolis-based airline took a significant step toward leaving bankruptcy when a federal judge confirmed

the airline's reorganization plan on September 13. The airline hopes to exit Chapter 11 this fall.

## Pinnacle Corporation Pilots Chart Course to One Pilot Group

Following in the steps of the successful Delta-Northwest merger, the Pinnacle, Mesaba, and Colgan Master Executive Councils decided in July, when Pinnacle Corporation announced it had acquired Mesaba, to act quickly to try to shape their company's future. While the corporation intends

## Clearedtodream.org Revamped by Education Committee

In mid-September ALPA's Education Committee unveiled its updated public website, [clearedtodream.org](http://clearedtodream.org), which is designed to provide information on becoming an airline pilot. The new featured section of the site is the ALPA ACE Club. By joining the Club and becoming an ALPA ACE, members will have access to

- pay rates of ALPA-represented pilots and airline hiring requirements,
- networking opportunities with ALPA pilots that can help them prepare for—and land—the job of their dreams, and
- select *Air Line Pilot* articles, only available to ALPA members.

Aviation educators will have access to ALPA members, all-things-aviation subject-matter experts, and educational resources that will set their curriculum apart from other programs.

For more information about the Education Committee and how you can help, e-mail [education@alpa.org](mailto:education@alpa.org).



to operate the merged group under two certificates, the pilots negotiated to create a single seniority list governed by a single pilot contract.

Pilot leaders at the Pinnacle carriers made this decision because they recognized that bigger is better in an environment in which airlines large and small are consolidating people, equipment, and operations.

"We don't want to be a small player in a school of big fish—we're much more powerful together than separately," explained Capt. Paul Hallin, the Pinnacle Negotiating Committee chairman. "Unlike Section 6, our company and our pilots can reap the benefits from consolidation very quickly."

In mid-September, the three MECs met in Minneapolis as a group for the first time, agreeing to a joint negotiating strategy that could result in a new collective bargaining agreement (CBA) by mid-November and a merged seniority list by the first part of 2011. The merged seniority list will only be developed if the joint CBA is ratified.

At the meeting, pilots who have been through similar

# As We Go To PRESS

mergers, including ALPA's president, Capt. John Prater; Capt. Bill Couette, ALPA's vice-president-administration/secretary; and Capt. Lee Moak (Delta), the pilot group's MEC chairman, described the steps they took to build consensus and avoid strife. Their advice: Merging lists will always be an emotional issue, but the real value to pilots comes from improvements to the CBA and the career stability that comes from strong job security provisions.

Pilots in successful mergers find a way to put their individual differences aside and focus on raising the bar for everyone, counseled Capt. Rich Harwood (Delta), a member of ALPA's Merger Policy Review Committee. "You have to change the way you think about things—think of the group as already combined," Harwood said.

ALPA attorneys who briefed the MECs on the

joint CBA combines the strengths of the separate CBAs, and ensure the economies of scale provided by the merger present pilots with more choices in their equipment, domiciles, and schedules.

"We have a great opportunity, and we think it's going to happen," said Capt. Mark Nagel, the Mesaba pilots' MEC chairman. "But we need to get all 3,000 pilots marching in the same direction."

The MECs will next meet before the start of ALPA's Board of Directors meeting in October.

## Pilots of US Airways Express Carriers Work Together to Protect Jobs

The US Airways Express Joint Standing Committee, made up of pilots from Air Wisconsin, Colgan, Mesa, Piedmont, PSA, and Trans States, met in Phoenix, Ariz., September 15–16, to collaborate on shared issues.

ALPA's president, Capt. John Prater, with the assistance of Capt. Tom Wychor (Mesaba), led the discussion, which highlighted the need for a formalized alliance to standardize the express pilot's goals for the US Airways system. The pilots are jointly developing methods to protect and enhance job

security and to improve contract standards. The Committee intends to establish a joint negotiating group that will complement each respective Master Executive Council's negotiating committee by sharing information and helping ensure that the group's goals are implemented.

One of the Committee's key goals is to provide the highest level of safety, training, and professionalism by coordinating ASAP, FOQA, and pilot training among the ALPA express pilot groups. MEC

representatives will continue their discussions and meet at the upcoming Board of Directors meeting to finalize the alliance and determine their next steps.

## ExpressJet Pilots Optimistic About Sale/Merger

The ExpressJet Master Executive Council met recently to determine its position on the proposed sale of ExpressJet Airlines to SkyWest Holdings, Inc., and the planned subsequent merger of the airline with Atlantic Southeast, which was announced on August 4.

"For an airline merger to be truly successful, it has to be a partnership benefitting all parties—employees, management, shareholders, and passengers," said Capt. Chris Cashmareck, the pilots' MEC chairman. "When the proposed merger was first announced, we reserved judgment until we could assess how it would affect our pilots; however, we have since worked with senior management at Atlantic Southeast and SkyWest to develop a transition and



**US Airways Express Joint Standing Committee, made up of pilots from Air Wisconsin, Colgan, Mesa, Piedmont, PSA, and Trans States, met in Phoenix, Ariz. in September to collaborate on shared issues.**

Association's new merger policy stressed the advantages of negotiating a merged seniority list with as little "lawyering up" as possible. A list that the pilots themselves create and agree to is always preferable to one that an arbitrator or another third party imposes. A successful contract negotiation is the first step in creating a successful list, and the attorneys explained how the new policy gives MECs the flexibility to craft an individual strategy tailored to the needs and wants of their group.

The Joint Negotiating Committee has already presented 11 proposed contract sections to management and was preparing five more at the Minneapolis meeting to meet their aggressive bargaining schedule. Their goals are to create job security by eliminating the possibility of whipsawing, use the compressed time line to their advantage, ensure the

# In Memoriam

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

## 2008

Capt. Dennis J. Taylor TWA November

## 2009

Capt. John L. Gowen United January  
 Capt. Joe H. Jobe Northwest October  
 F/O Travis R. Compton United December

## 2010

Capt. David M. Hinson Midway January  
 Capt. Jorge J. Munoz America West January  
 Capt. D.R. Sather United March  
 Capt. Paul R. Osborne United April  
 Capt. Alton A. Coward United May  
 S/O Ray E. Patterson, Jr. Continental May  
 Capt. Chris B. Bruce Continental June  
 S/O Wallace Mazer TWA June  
 Capt. Walter J. Meyer United June  
 Capt. Thomas H. Steed Delta June  
 Capt. Jack Bliss Flying Tigers July  
 Capt. Bruce B. Bloomquist United July  
 F/O Edward B. Bruce Pan Am July  
 Capt. Richard P. Drzal Northwest July  
 Capt. William L. Eichler Northwest July  
 Capt. George R. Fisher Eastern July

Capt. George P. Gillette Air Atlanta July  
 Capt. C.E. "Ed" Judd United July  
 Capt. Charles R. Lancaster TWA July  
 Capt. Earl S. Lunde Northwest July  
 Capt. Edward P. O'Malley, Jr. TWA July  
 F/O Aaron W. Malone Alaska July  
 Capt. Ronald D. Richard Delta July  
 Capt. Michael C. Sukosky United July  
 Capt. Randolph W. Young Delta July  
 Capt. William D. Bolton Delta August  
 Capt. H. Calloway Eastern August  
 F/O D.E. Delashmit Delta August  
 Capt. Keith V. Dralle FedEx August  
 Capt. Willard L. Feucht Delta August  
 Capt. Robert D. Helms Eastern August  
 Capt. R.E. Long Eastern August  
 Capt. Rowland P. Powell TWA August  
 Capt. Ronald A. Rego United August  
 Capt. Donald L. "Granpa" Ross, Jr. Mesa August  
 Capt. Bruce M. "Buz" Sawyer Delta August  
 Capt. Theodore Spiero US Airways August  
 Capt. Earl N. Thomas Delta August

Compiled from information provided by ALPA's Membership and Council Services Department

process agreement that when completed will, among other things, provide essential job protections for our pilots. These and other commitments that management has made indicate that this is not just another run-of-the-mill merger. Our pilots are a valued partner in this transaction, and as such we are optimistic about this deal."

After reviewing the proposed transaction, analyzing alternatives, and discussing its options with legal counsel, professional advisors, and subject-matter experts, the MEC leaders have determined that it's in the pilots' best interest to allow the transaction and merger with Atlantic Southeast to move forward, provided that their requirements continue to be met.

Throughout this review process, the MEC has kept the pilots informed and remains committed to providing up-to-date information to the pilot group. In September, the MEC reps visited each of the crew bases multiple times to talk with pilots about the proposed transaction, the general concepts and framework of the transition and process agreement, and what to expect. They are also coordinating additional communications efforts, including sending blast e-mails and posting on Facebook and Twitter, with Pilot-to-Pilot® volunteers and are planning more crew room visits and family awareness events.

The pilots' Negotiating Committee has completed an initial framework for the transition and process agreement to ensure that Atlantic Southeast recognizes and honors the protections afforded the pilots within the scope and successorship provisions of their current contract. This framework includes furlough protections in addition to those in the pilots' current contract. The agreement includes provisions that require the transfer of pilots with any airplane transfer. In the event of a general furlough, provisions provide for lateral pilot transfers or preferential hiring. The agreement also contains concepts outlining how growth at the airlines will be handled. Once finalized, the agreement will outline the process for negotiating the joint collective bargaining agreement (JCBA).

"Protecting and enhancing our pilots' careers is our No.

1 priority," Cashmareck said. "We believe that the proposed merger with Atlantic Southeast and the protections provided through the transition agreement and into the JCBA will help us achieve our goals and provide additional stability and career opportunities."

## Atlantic Southeast Pilots Encouraged by Management Talks with ExpressJet

Atlantic Southeast pilots in early September expressed strong support for ExpressJet pilots and the proposed merger of the two airlines. In August, Atlantic Southeast's parent company, SkyWest Holdings Inc., announced it intends to purchase ExpressJet and combine it with Atlantic Southeast. Atlantic Southeast and ExpressJet pilots recently developed a framework with SkyWest and Atlantic Southeast managements to complete a transition agreement and to address pilot concerns.

"We're very pleased that SkyWest and Atlantic Southeast managements were able to work with the parties involved and find common ground," said Capt. Dave Nieuwenhuis, the Atlantic Southeast pilots' Master Executive Council chairman. "As we move forward in the merger process, pilot support will be increasingly important to a successful outcome. The Atlantic Southeast pilots are committed to a process that provides for long-term career growth and stability for all pilots involved.

"The road to any merger can be difficult, but it doesn't have to be," continued Nieuwenhuis. "If crafted, developed, and administered well, the merger of the two airlines can lead to a corporate platform that serves as a model for the rest of the industry—a safe, high quality, efficient, and profitable powerhouse that respects and shares success with its hardworking professionals. We look forward to accomplishing this goal." 🌐

# ALPA's Annual Air Safety, Security, and Pilot Assistance Awards

## ALPA honors aviation professionals who work to advance aviation safety, security, and pilot assistance

By Jan W. Steenblik, Technical Editor

**A**LPA honored airline pilots and other aviation safety professionals during its 56th Air Safety Forum Awards Dinner, the grand finale of the annual Air Safety Forum, held August 30–31 in Washington, D.C.

As emcee of the prestigious event, ALPA's president, Capt. John Prater, led the audience of approximately 600 in applauding former Air Safety Award, Aviation Security Award, and Pilot Assistance honorees, distinguished guests representing senior government officials, airline managements, manufacturers, and the spouses and families of the honorees and other ALPA pilot representatives, and ALPA staff. He also asked for a moment of silence for "the pioneering pilots, and all of our fellow ALPA members, who have flown west."

### Aviation Security Award for Valor

On Christmas Day 2009, Capt. Ray Miller and F/O Steven Stewart were at the controls of Northwest Flight 253, A330 service from Amsterdam to Detroit. As part of the augmented flight crew, F/O Gregory Fedele was in the cockpit jumpseat for the approach and landing.

As they descended through 7,000 feet in cloud about 15 miles from DTW, a passenger soon to be dubbed the "underwear bomber" tried to ignite a bomb and while in the process started a cabin fire.

Miller ordered a cockpit "lockdown" and told Stewart to declare an emergency and request an expedited landing. Fedele maintained intercom communications with the flight attendants. Only 11 minutes after the event began, Northwest 253 landed.

Although not aware of the bomb threat, the pilots knew the flight was in grave danger. The positive actions of the flight and cabin crews—their quick assessment of the situation and setting priorities, their smooth crew coordination, and the pilots' superb handling of the widebody airliner—allowed them to fly an approach in low visibility and safely land in an extraordinarily short amount of time. The skillful



**Aviation Security Award for Valor goes to Northwest Flight 253 pilots, from left, Capt. Ray Miller, F/O Steven Stewart, and F/O Gregory Fedele.**

actions of this crew minimized the threats—known and unknown—and brought their passengers safely to their destination.

### Superior Airmanship: Atlantic Southeast 5414

On June 11, 2009, Capt. Yngve Paulsen and F/O Michael Aguzino (Atlantic Southeast) were flying their Canadair Regional Jet from Columbus, Ga., to Atlanta (ATL), with 19 passengers aboard.

On final approach, the left main landing gear failed to fully extend. Air traffic control offered Paulsen Runway 28, but he rejected the offer, knowing that part of Runway 28 is on a bridge that crosses Interstate Highway 285, and he was not certain he would be able to steer the airplane after touchdown.

Paulsen landed on Runway 27R, ATL's longest, keeping the left wing off the runway as long as possible. The airplane rolled and slid about half a mile before stopping, and the passengers and crew quickly exited, unharmed. The only damage was to the flaps, landing gear, and a small portion of the left wingtip.

### Superior Airmanship: Continental 348

On April 26, 2009, Capt. Brent Black and F/O Dan Montgomery had a full airplane—215 passengers, five flight attendants, one cabin jumpseater, and a cockpit jumpseater,



**Capt. Prater presents a Superior Airmanship Award to Atlantic Southeast pilots Capt. Yngve Paulsen, center, and F/O Michael Aguzino.**

Capt. Steve Wycoff—for Continental Flight 348, B-757-300 service from Newark (EWR) to San Francisco.

The airplane weight was almost at MGTOW, and the outside air temperature was an unseasonable 90 degrees F, requiring a full-power takeoff. At about 400–500 feet AGL, the left engine failed with a loud “bang.” The pilots lost all thrust from the left engine, which was on fire.

Black silenced the fire warning and declared an emergency. He told Montgomery to continue flying the airplane and told Wycoff to brief the flight attendants and the company about the emergency, and to tell them they would be returning to EWR immediately.

Black coordinated the emergency return to EWR with ATC, pulled out the airplane’s Quick Reference Handbook, and completed the engine failure/fire checklist. With the left engine secured, the pilots concentrated on the engine-out flight profile.

Montgomery flew a flawless single-engine approach to an overweight landing with a very high approach speed to account for the heavy landing weight. The 12-minute flight ended with no injuries to any of the 225 people aboard, and no additional damage to the airplane—the ultimate measure of the three pilots’ skill, training, teamwork, and professionalism.

### **Superior Airmanship: American Eagle 4756**

Another Christmas Day 2009 incident: Capt. Mark Davis and F/O Andres Rubio were the pilots of American Eagle Flight 4756, ATR 72 service from Midland, Tex., to Dallas-Fort Worth International Airport (DFW). Aboard were two flight attendants and 41 passengers.

While in level flight with the autopilot on, the pilots noticed a cockpit “pitch mistrim” message. Following checklist procedures, they disconnected the autopilot and discovered that they could only move the elevator controls about one inch pitch-up and one inch pitch-down. Davis and Rubio twice tried the “jammed elevator” procedure in their flight manuals, but could not regain unrestricted control.

Slowing to about 180 knots, the pilots found they could better control the elevator—but as they continued to slow



**A Superior Airmanship Award is given to the crew of Continental Flight 348. They are, from left, Capt. Brent Black, F/O Dan Montgomery, and Capt. Steve Wycoff.**

for final approach, the elevators seemed to jam again. Davis and Rubio conducted a go-around.

During their second landing attempt, both control columns were still partially jammed. The pilots made a shallow approach to a smooth landing. With a flight control system malfunction that left the airplane only marginally controllable, a catastrophe was averted, thanks to the skill, training, and professionalism of Davis and Rubio.

Later, mechanics found that part of the structure associated with the elevator had cracked and separated, restricting elevator movement. This finding prompted ATR to issue two service bulletins that required inspections of the affected area on ATR 42s and 72s.

### **Superior Airmanship: Jazz 8216**

Capt. Paul Ivey and F/O Edward Paterson were the pilots of Air Canada Jazz Flight 8216, Bombardier DHC-8 “Dash 8” service from Cranbrook, B.C., to Vancouver, on Oct. 20, 2009.

As they approached 14,000 feet during their initial descent, the pilots heard a popping sound. Flames flashed out of the electrical connection to Ivey’s front windshield heater. The pilots quickly cut off the power to the windshield heat and donned their smoke masks and goggles. After they declared an emergency and received clearance to descend further, the airplane’s windshield began to crack.

The pilots slowed the Dash 8 to reduce air pressure on the windshield and advised ATC of their new problem. Airplanes were taking off and landing to the east at Vancouver, but

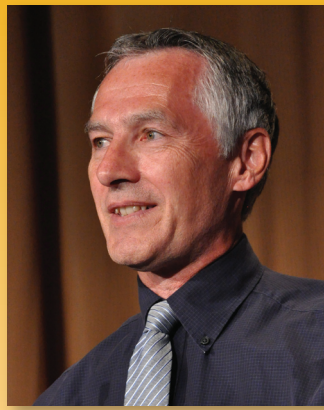


**A Superior Airmanship Award is given to American Eagle pilots F/O Andres Rubio, left, and Capt. Mark Davis.**

the pilots requested and received permission to land on Runway 26R to reduce their time in the air.

As Ivey's windshield had cracked to the point of severely restricting his view forward, he transferred control of the airplane to Paterson, who landed the airplane. Ivey's windshield continued to crack to touchdown.

"Capt. Ivey and F/O Paterson skillfully dealt with two inflight emergencies that could have easily resulted in a very different outcome had they not handled the events so deftly, calmly, and efficiently," Capt. Brian Shury, the Jazz pilots' Master Executive Council chairman, noted. "Their actions serve as a shining example of the professionalism of ALPA members."



PHOTOS: WILLIAM A. BORD

**Capt. Paul Ivey (Jazz Air) says a few words after receiving his Superior Airmanship Award.**

### Pilot Assistance Award

"The 2009 ALPA Pilot Assistance Award honoree, American Eagle F/O Rich Wilkening, is a natural cultivator," Prater said. "An Iowa farmer, he also has established a reputation for bringing out the best in his fellow pilots, particularly those who need some extra help in getting their careers or personal lives back on track.

"During his 8 years with the ALPA Pilot Assistance Committee," Prater continued, "Rich has been a tremendous resource for the Aeromedical and HIMS Committees. He continues to serve as pilot liaison with ALPA's Aeromedical Office in Denver, and routinely assists pilots with a variety of debilitating concerns."

In the more than three decades since it was created, the HIMS Program, the FAA-funded substance-abuse treatment program for airline pilots, has helped thousands of flightcrew members return to the cockpit—and Wilkening has worked with scores of them. The modest ALPA volunteer, accepting the Award, said, "I never thought a regional airline first officer would end up on the stage up here, receiving an award for just talking to troubled pilots."



**The 2009 ALPA Pilot Assistance Award honoree, F/O Rich Wilkening (American Eagle).**

### Aviation Security Award

"During the last decade, Capt. Bill McReynolds has spearheaded many projects, but the following is a glimpse of some of his accomplishments and responsibilities. Until recently, he served as vice-chairman of the ALPA National Security Committee, but Bill is probably best known for his extensive

work specifically with air cargo security," Prater said.

He has helped to lead the ALPA charge for better pilot-screening protocols and installation of flightdeck secondary barriers. He is also a staunch advocate for the Federal Flight Deck Officer program and one level of safety and security for both passenger and air freight operations.

McReynolds is the Security Committee chairman for the FedEx Express MEC. After 9/11, he became ALPA's representative to the Aviation Security Advisory Committee's Air Cargo Security Working Group, which has aided in the development of several significant all-cargo airline security programs. He has also provided important input and been an active advocate for the Transportation Security Administration's All-Cargo Carrier Common Strategy.



**Capt. Bill McReynolds (FedEx) receives the Aviation Security Award.**

McReynolds thanked Prater "for his unflinching support of all things cargo." He noted that the FedEx MEC "has played a large role" in ALPA's cargo security activities, "and we're going to continue to do so."

McReynolds is the current chairman of the ALPA President's Committee for Cargo, serving in this capacity since 2002. Through this Committee, he has had remarkable success in conducting "user group" meetings at several air cargo ramp locations to address security concerns, improve efficiency, and open lines of communication among stakeholders.

"While we're in here tonight, hundreds of cargo flights are operating all over the world without the safeguards enjoyed by passenger airlines," McReynolds declared. "The best thing we can do for them is to continue to press for one level of safety and security for *all* airline operations—passenger and all-cargo."

"While we're in here tonight, hundreds of cargo flights are operating all over the world without the safeguards enjoyed by passenger airlines," McReynolds declared. "The best thing we can do for them is to continue to press for one level of safety and security for *all* airline operations—passenger and all-cargo."

### Air Safety Award

"Jazz Air Capt. Ray Gelinas—the 2009 ALPA Air Safety Award honoree—lives and breathes aviation safety," Prater noted, "whether he's practicing it in a cockpit, teaching it in a classroom, or analyzing it at an accident investigation site. During the 20-plus years he has given to ALPA and the Canadian Air Line Pilots Association before it, Ray's contributions can be felt across North America's skies and around the globe.

"Like most Air Safety Award recipients, Ray is your classic ALPA overachiever, but what sets him apart is the extent to which he continues to carry ALPA's aviation safety message. He is chairman of the Air Safety Committee's Accident Analysis and Prevention Group, a member of ALPA's Accident Investigation Board, an accident investigator for the Jazz Air MEC, and an ALPA Safety Two School and Advanced Accident Investigation School instructor. He has also been the ALPA air safety communications coordinator, central air safety chairman and air safety communications coordinator for the Jazz Air MEC, and central air safety chairman for Air Nova."



Gelinas has also served multiple terms as regional vice-president for the Canada/Arctic Region of IFALPA. He has worked with government and industry stakeholders on various projects and policy initiatives, including a member of several Canadian Aviation Regulation Advisory Councils.

Gelinas has extensive field experience. For example, he was on the scene in Halifax to assist with the investigation of the Swiss Air Flight 111 accident of Sept. 2, 1998. During the investigation, he took on the difficult task of sorting through parts of the cabin interior, including dangerous carbon flooring, and discovered evidence



**Capt. Ray Gelinas (Jazz Air), 2009 ALPA Air Safety Award honoree who “lives and breathes aviation safety.”**

that helped the Transportation Safety Board of Canada determine crucial factors that led to the accident.

The CRJ pilot also exhibited strong leadership skills during the 9/11 crisis when large numbers of aircraft diverted to Halifax International Airport. Assisting the passengers and crews of those flights was a monumental undertaking, but he was on hand, putting in long hours to provide his knowledge and support.

Asking his wife, son, and daughter to join him on the stage, Gelinas thanked his family “for all the missed events” from which his air safety work kept him. “After 20 years of ALPA and CALPA volunteer work, obviously, I need to learn to say ‘no,’” he joked.

“For the first time,” he added, “I can thank my mom and dad publicly—because of them, because they encouraged and supported me joining the Air Cadets when I was young, I am an airline pilot.”

“This award is something I’m truly proud of,” he concluded. “We get into ALPA volunteer work to make a difference; I hope I have.”

**ASF 2010: PROFESSIONALISM**  
SAFETY • SECURITY • JUMPSEAT • PILOT ASSISTANCE • CARGO

# ALPA’s Awards Luncheon

**ALPA presents well-deserved awards to a major airport, several ALPA pilots, and a cabin crew for their contributions to enhancing airline safety and security**

By **Jan W. Steenblik**, Technical Editor

**A**t this year’s Air Safety Forum, the Association held an awards luncheon—on Tuesday, August 31—in addition to the awards banquet held that evening.

Opening the luncheon, ALPA’s president, Capt. John Prater, noted, “At this Forum, we bring together all of our representatives whose important work in the disciplines of safety, security, jumpseat, cargo, and pilot assistance fuels our union’s strong leadership in these areas. Indeed, our union’s reputation as the leading nongovernmental airline safety and security advocate in the world is due in large part to the efforts of our pilot representatives and our partnerships with government agencies and industry organizations.”

## ALPA Airport Award

Prater, presented the annual ALPA Airport Award to Chicago O’Hare International Airport (ORD).

“The Chicago Department of Aviation is consistently receptive to our union’s safety concerns,” Prater observed. “The Department has invited ALPA to participate in the airport’s monthly aviation safety meetings, and in regular and ad hoc briefings on issues that range from runway lighting

and winter operations to disaster preparedness and the airport’s multi-year reconstruction effort.”

Capt. Mike Maas (American Eagle) and Jeffrey Sedin (United),

ALPA’s airport safety liaisons at O’Hare, participate in these important briefings and roundtable discussions. Both pilots received the ALPA Outstanding Airport Liaison Representative Award in 2009 for their years of advocating for pilot interests at ORD.

“With the airport environment constantly changing during O’Hare’s ongoing modernization,” Prater continued, “the solid commitment by the Chicago Department of Aviation and the Chicago Fire Department to work with our union could not be more important. Chicago O’Hare has set the standard, and we hope it will serve as a model for the industry.”

Aviation Commissioner Rosemarie Andolino accepted the award on behalf of ORD.

## ASL Award

Capt. Alexandro Fotopoulos (American Eagle) received the ALPA Airport Safety Liaison (ASL) of the Year Award for his tireless efforts on pilots’ behalf at La Guardia International Airport (LGA).

“Capt. Fotopoulos has worked for years to ensure that the



**Andolino**



**Capt. Fotopoulos**

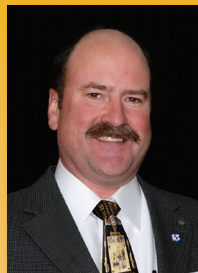
PHOTOS: MIKE KEZA



**Capt. Brady**



**Capt. Frey**



**Capt. Bailey**



**Capt. O'Brien**



**F/O Berzon**



**Capt. Downs**

PHOTOS: MIKE KEEZA

highest possible safety standards are met on a broad range of aviation issues," Prater noted, "including a proposed municipal waste transfer station to be located just off of the airport."

### **Presidential Citations: Safety**

"With the ALPA Presidential Citation Award," Prater continued, "ALPA recognizes pilots who have made exceptional contributions to advancing aviation safety, security, and pilot health, and those who embody the highest standards of professionalism....These ALPA pilots have gone beyond the call of duty...."

Capt. Paul Brady (American Eagle) received a Presidential Citation for his outstanding contributions in developing relevant, current educational course curricula that have led to ALPA's safety training program being acclaimed industry-wide. Brady oversees ALPA's safety training programs and serves as vice-chairman of ALPA's Accident Investigation Board (AIB) and as a member of the ALPA Air Safety Committee's Steering and Oversight Committee.

"An instructor in four courses, Capt. Brady provides highly sought after, direct interaction with safety volunteers," Prater declared. "His accident investigation experience has proved invaluable in managing several ALPA accident investigation teams and directing ALPA's investigation activities while working with the NTSB."

Prater recognized another longtime member of the ALPA AIB, Capt. Pete Frey (Delta), "for his unwavering commitment to assisting his fellow pilots" and for being "the driving force in accident and incident investigations for many years." Prater explained, "Recently, he gained the praise of fellow pilots as the senior member of the ALPA team participating in the NTSB investigation of the Colgan Air Flight 3407 accident. He worked side by side with the Colgan pilots, offering guidance and counsel through months of difficult investigation."

Prater added, "Capt. Frey led the on-scene ALPA response and put in countless hours of effort in the aftermath of the crash, coordinating development and publication of ALPA's analysis of the accident. During those first dark days of the investigation, I had the privilege of watching Capt. Frey and his committee work together tirelessly, and I witnessed the personal care he took with each member of our ALPA family."

### **Presidential Citations: Security**

Capt. Kevin Bailey (American Eagle) was honored "for the in-depth knowledge, broad experience, and keen insight that he brings to ALPA's aviation security efforts and in mentoring new pilot security coordinators," Prater

explained. "As chair of the Security Council for ALPA's National Security Committee (NSC), Capt. Bailey is the voice for his MEC peers on ALPA aviation security initiatives. The longest-serving member of the NSC, he is highly respected for his intelligence background and aviation security perspective, representing ALPA with distinction on the Transportation of Deportees and Prisoners Working Group."

For his efforts to help ensure that the ALPA NSC remains at the forefront in protecting air transportation from criminal acts, Prater recognized Capt. Todd O'Brien (Piedmont), the NSC vice-chairman. O'Brien, Prater noted, "is responsible for coordinating all aspects of the NSC's mission, including budget oversight and project mentoring. Before assuming this office, he was the Committee's director of operations, ensuring that the group's vital functions continued to run smoothly in the face of a rapidly changing array of threats."

O'Brien also has served as ALPA's liaison to major federal law enforcement agencies and organizations and continues to provide an important aviation perspective to the TSA and the Federal Air Marshal Service.

### **Presidential Citation: Jumpseat**

F/O James Berzon (Continental) received a Presidential Citation for his passionate advocacy of pilots' jumpseating rights. "His strong commitment to coordinating jumpseat availability for pilots has resulted in a robust program throughout the airline industry," Prater declared. Berzon's efforts, he added, "have ensured that the rules and regulations for jumpseating are upheld today and are being improved into the future—a goal that ALPA has long championed. James' passion extends to also helping our furloughed brothers and sisters, and for that, I thank him as well."

### **Presidential Citations: Pilot Assistance**

For his steadfast commitment and tireless efforts to help the families of the pilots of United Flight 93 and United Flight 175 and ensure that they received much-needed support in the days, months, and years after the 9/11 attacks, Capt. Greg Downs (United) received an ALPA Presidential Citation. Said Prater, "His selfless efforts immediately following the 9/11 tragedy and for years thereafter exemplify the best in ALPA Pilot Assistance volunteers."

Ellen Saracini, the widow of Capt. Victor Saracini, who was in command of United Flight 175, and her two daughters attended the awards luncheon.

"Although we lost Capt. Saracini on September 11," Prater said, "your family and his devoted friends and colleagues,



**Capt. Schallow**



**F/O Lowe and Capt. Greene**

like Capt. Downs, have ensured that his memory will always be kept alive. We've said that we would never forget, and I give you my solemn pledge that we will indeed never forget. You are part of our family, and we thank you for honoring us with your presence here today."

Downs' many other contributions, Prater added, include assisting pilots from other airlines to establish Aviation Safety Action Programs and working with representatives from the National Air Traffic Controllers Association to start a safety reporting system for air traffic controllers.

Capt. Gwen Schallow (Continental) received a Presidential Citation for the compassion and insight she demonstrates in supporting her fellow pilots, especially in the areas of critical incident response and professional standards. Prater called Schallow "the consummate pilot assistance representative, having revitalized the Critical Incident Response Program and training curriculum at Continental, and earning great respect for helping to resolve professional standards issues in a positive and fair manner." He added that she "provided invaluable strategic leadership as vice-chair of ALPA's Pilot Assistance Committee. She continues to play a key role in ensuring

the Committee's ability to communicate information and key messages about Pilot Assistance endeavors."

### **Presidential Citations: Heroism**

Capt. Richard Greene and F/O Richard Lowe (Continental) were recognized "for their heroic efforts to ensure a safe evacuation from Continental Flight 1404 on Dec. 20, 2008," Prater said. On that wintry day, the flight encountered abnormally strong, gusty crosswinds during takeoff and veered off the left side of Denver International Airport's Runway 34R. The airplane came to rest in a small ravine and caught fire.

"Capt. Greene and First Officer Lowe, who were riding as passengers on that flight, demonstrated selfless bravery when they risked their lives to evacuate fellow passengers and injured working crewmembers from the burning wreckage," Prater explained. "Their heroic actions helped ensure that there were no fatalities and that all on board were brought to safety."

Prater also recognized the cabin crew—flight attendants Albert Felipe, Pamela Howard, and Regina Ressler.

"ALPA pilots salute you for the steadfast leadership you showed while evacuating passengers and injured crewmembers," Prater declared. "This was a tremendous team effort in a dangerous situation."

In concluding the awards luncheon, Prater observed, "The ALPA members who we recognized here today have demonstrated an extraordinary commitment to the safety, security, and well-being of their passengers and their fellow crewmembers. As airline pilots who embody the highest standards of professionalism, they bring honor to our Association and to our profession. They are the heart and soul of our Code of Ethics." 🌐



**2010: PROFESSIONALISM**  
SAFETY • SECURITY • JUMPSEAT • PILOT ASSISTANCE • CARGO

# **Air Safety Forum 2010**

**More than 400 ALPA members gather with subject-matter experts and government and industry partners to talk about safety, security, pilot assistance, cargo, and jumpseat issues**

**By Jan W. Steenblik**, Technical Editor

**P**rofessionalism" was the theme and the byword at this year's ALPA Air Safety Forum, held August 30–31 in Washington, D.C.

Opening the public day of the Forum, the Association's president, Capt. John Prater, acknowledged, "One year ago our profession was under tremendous scrutiny. Government and the news media were pointing a harsh spotlight at our industry in general and our profession in particular. We were forced to take a hard look

at ourselves in the aftermath of several high-profile events. But airline pilots have never been afraid of peer- and self-critique; these are the marks of true professionals.

"What a difference a year makes," Prater declared. "Because of the efforts of many of the people in this room, the North American airline industry is safer and there is a renewed pride and commitment among our colleagues."

He added, "We continue to place a new emphasis on



**Nancy Graham, director of the International Civil Aviation Organization's Air Navigation Bureau.**



F/O Cullinan



F/O Odbert



Capt. Powers



Capt. McReynolds



Capt. Hogeman

PHOTOS BY MIKE REEZA AND WILLIAM A. FORD

training, mentoring, and policing ourselves despite the challenges we pilots face in the post-9/11 era of struggle and loss. Our challenge and our commitment is to repeat our demand for one level of safety while continuing to raise the standards of professionalism, improve compensation and working conditions, and prepare for the elephant in the room—the upcoming pilot shortage that management doesn't want to think about.

"We are here to celebrate our many achievements and to honor some of the best among us—those who have worked long and hard to improve conditions for all of us, and those who were suddenly thrust into once-in-a-lifetime situations but relied on their training, experience, and professional skills to avert tragedy."

Prater introduced Nancy Graham, director of the International Civil Aviation Organization's Air Navigation Bureau, who discussed "What Is ICAO, and Why Should We Care?" Graham talked about ICAO's role as global aviation regulator, its use of annexes to set worldwide aviation standards, and ICAO's need for input and representatives from organizations such as ALPA.

"Thirty or so times a year, I put my life in your hands," said Graham, who thanked airline pilots for their dedication and professionalism.

### Critical incident response

F/O Louise Cullinan (Mesa), chair of ALPA's national Critical Incident Response Program (CIRP), moderated a panel on CIRP. With globalization of the airline industry, CIRP has been compelled to look beyond its North American borders and network with other pilot organizations to provide speedy assistance to pilots in need anywhere around the world. The panel included Lufthansa pilots who support The Mayday Foundation, a German organization similar to CIRP.

### Jumpseat assist

The ALPA National Jumpseat Committee's presentation examined pilot-in-command authority, the requirements for jumpseat access, and the process required to ensure a safe and secure operation. Moderated by F/O Rich Odbert (FedEx Express), chairman of the Committee, the panel looked at the captain's role in ensuring that an airline and all persons

## DHS Secretary Lauds, Thanks ALPA Members



WILLIAM A. FORD

The keynote speaker at this year's ALPA Air Safety Forum Awards Dinner was Janet Napolitano, secretary of the U.S. Department of Homeland Security (DHS).

Introducing Napolitano, ALPA's president, Capt. John Prater, called her "a true ALPA ally." He added, "ALPA has developed a trusted partnership with

the Department of Homeland Security and the Transportation Safety Administration—in part because Secretary Napolitano understands that ALPA members are on the front lines and that we are the last line of defense of our cockpits."

Highlights of Napolitano's remarks include

- "Let me begin by thanking ALPA and our nation's airline pilots for the work that you do every day to ensure that millions of travelers reach their destinations safely and securely. You literally keep our nation's airline industry flying and global air cargo moving, and every day we entrust you with the safety of our families, our loved ones, our friends. The weight of the responsibility that you carry is not lost on us at DHS.
- "ALPA has been an important contributor to many aviation security programs.... Thank you for your input and involvement in efforts that have enhanced the security of air travel

and have really illustrated the meaning of 'partnership.'

- "You remain one of our most important partners...."
- "Airline pilots and all crewmembers remain a critical part of a layered security approach...."
- "We continue to face very real threats to our aviation system.... The December 25 ['underwear bomber'] attack [on Northwest Flight 253] has served as a reminder—and as a catalyst—for us to take a renewed and hard look at gaps remaining in the aviation security system and to take swift action to address them. Over the past 8 months, that's precisely what we have done in the Obama administration, working closely with all of our partners in the aviation sector and especially with foreign governments.
- "You are literally at the controls of the airways, and we can only secure them with the kind of participation and support that you have given us from day one. We are going to continue to work with ALPA and with airline pilots, as well as our industry partners, because we know that, in the face of ever-changing threats, we must stand together, and we must work together, to minimize risk and to maximize the safety and security of the traveling public."

To view a video of Napolitano's remarks in their entirety, visit [www.alpa.org](http://www.alpa.org), click on [The ALPA Channel](#) icon in the right-hand column, and select the archived video.



**Capt. Cheeseman**



**Capt. Nelson**



**Capt. Burks**



**Capt. Malo**



**Capt. Kay**

involved follow the proper jumpseating protocols. The panel also emphasized the important contributions of jumpseating pilots in safely resolving recent critical inflight events.

### Security screening

“Security Screening: Technology, Behavioral Analysis, and Trust,” the panel discussion staged by ALPA’s National Security Committee (NSC) and moderated by NSC chairman Capt. Robb Powers (Alaska), explored the advantages and disadvantages of implementing specific technology and human factors techniques to airport security screening. The panel, which included Lee Kair, TSA assistant administrator, reviewed ALPA’s trust-based screening proposal and how it could be implemented.

### Hijacked freighter

Moderated by Capt. Bill McReynolds (FedEx Express), chairman of the ALPA President’s Committee for Cargo, the next panel worked its way through a hypothetical scenario in which a stowaway attempts to hijack an all-cargo airliner.

Capt. Mike Bender (FedEx Express), his pilot group’s central air safety chairman, played the role of the captain of the victimized flight crew, while Bruce Browne, a branch chief in the TSA’s Transportation Security Operations Center (TSOC), explained how the TSOC would interact with all involved parties. Ken Hutton, deputy chief of police for the Metropolitan Washington Airports Authority, discussed how law enforcement officers would handle the situation after the airplane was on the ground.

The ensuing discussion highlighted the current differences between passenger and all-cargo security and the need to apply the same security standards to all-cargo airlines as are used in the passenger airline domain.

### Training

Training airline pilots now and in the future was the subject matter of the final panel, moderated by Capt. Chuck Hogeman (United), chairman of ALPA’s Human Factors and Training Group. Capt. Frank Cheeseman (United), ALPA’s director of Pilot Training, talked about ways to optimize the balance between training cost and effectiveness. Capt. Paul Nelson (Comair), vice-chairman of ALPA’s Human Factors Working Group, warned of the unintended negative consequences of some aspects of training in today’s sophisticated flight simulators. Capt. Bryan Burks (Alaska), vice-chairman of ALPA’s Training Council, brought Forum attendees up-to-date on current efforts to enhance pilot upset prevention and recovery training. Capt. Chris Malo (ExpressJet), his pilot

group’s Master Executive Council vice-chairman, discussed the importance of pilot mentoring and how to do it right.

### Personal discipline the key

Capt. Rory Kay (United), ALPA’s Executive Air Safety Chairman, closed the Air Safety Forum with words of both caution and encouragement.

“ALPA continues to work with industry and government to improve the working conditions, training, and qualifications needed to become a professional airline pilot,” he ob-

## ALPA-Only Meetings

The first day of the 2-day Forum was devoted to separate, by-invitation-only meetings of ALPA’s National Security Committee, National Jumpseat Committee, Pilot Assistance Committee, and various units of ALPA’s Air Safety Committee. The latter included the Accident Analysis and Prevention Group, the Air Traffic Services Group, the Aircraft Design and Operations Group, the Airport Ground Environment Group, the Human Factors and Training Group, and the ALPA Operations Committee (OPSCOM), which consists of the central air safety chairman from each of ALPA’s 38 pilot groups. [▶](#)

served, because “pilots often are not provided the necessary tools or appropriate level of training and mentoring by their companies and the regulators. Yet we simply cannot allow complacency and inattention to permeate and contaminate our cockpits.

“We must comprehensively self-assess our fitness to fly before accepting a flight and the responsibilities inherent in the decision to fly,” Kay declared. “If a captain decides that safety necessitates cancelling or delaying the flight, the airline must support that decision, and not harass the crew.”

He continued, “Daily, we safely fly thousands of passengers and tons of cargo within our borders and around the globe. Whether from Des Moines to Denver, or from Dulles to Dubai, we *deliver*, safely and professionally, and with pride—because the best and most important safety feature in a cockpit is a well-trained and highly motivated professional flight crew.

“You should take pride in your chosen career, and at how well you accomplish it. You conduct yourselves with dedication, discipline, motivation, and professionalism.”

For more on the Air Safety Forum and the awards ceremony, visit [safetyforum.alpa.org](http://safetyforum.alpa.org). [▶](#)



PHOTOS: WILLIAM A. FORD

# ALPA'S 107TH EXECUTIVE BOARD SETS STAGE FOR 2010 BOARD OF DIRECTORS

By John Perkinson, Staff Writer

**A**LPA's Executive Board gathered September 1-2 for its 107th regular meeting to conduct strategic planning and prepare for the Association's upcoming biennial Board of Directors meeting.

"As our nations approach the celebration marking Labor Day and the

end of summer in the northern hemisphere, it's hard to believe how much our union has accomplished and how many challenges have arisen since the Executive Board last met in May," said ALPA's president, Capt. John Prater, in his opening plenary session remarks.

Prater spoke at length about the successful 5-day Spirit pilots' strike and

the tremendous outpouring of support from both ALPA and non-ALPA members, commenting, "Can there be any doubt as to the effectiveness of the ALPA International Strike Committee?"

Prater discussed the active bargaining season in Canada, marked by the new Jazz Air pilots' contract and the Wasaya and Air Transat tentative

agreements. He also talked about the unprecedented number of merger proposals and the successful lobbying campaigns that produced recent, pilot-friendly legislation. “Through your collective action and your selfless efforts, our union is leading the profession and we are building unity throughout our ranks,” he said.

ALPA’s first vice-president, Capt. Paul Rice, told Executive Board members how his son, a brand-new American Eagle pilot, immediately became something that Rice’s father never became in his 35 years of flying for United Airlines—an international pilot. “I bring this up not just because I’m a proud father—which, of course, I am—but to emphasize how much the world has changed and, in many ways, has shrunk. Globalization of the airline industry continues unabated, and the ramifications for our members are many,” he said.

Rice talked about recent U.S./Chinese air service negotiations, the hardships at Mexicana Airlines, and potential changes to the pilot profession in North America if nothing is done to address the impending pilot shortage.

During other national officer reports, Capt. Bill Couette, ALPA’s vice-president-administration/secretary, familiarized Executive Board members with the many new service enhancements like new iPhone applications and the digital version of *Air Line Pilot*, both designed to aid elected ALPA representatives and members. He also reviewed preparations for the upcoming Board of Directors meeting. Capt. Randy Helling, ALPA’s vice-president-finance/treasurer, talked about progress in balancing Association resources and the approved 2011 budget, which reflects \$5 million more in dues income than the 2010 budget.

Prater asked Capt. Sean Cassidy, the Alaska pilots’ Master Executive Council chairman, to address some welcome news: Alaska Airlines has committed



**The Executive Board also heard an update on the Association’s participation on an FAA Aviation Rulemaking Committee (ARC) from Capt. Rory Kay (United), ALPA’s Executive Air Safety Chairman, at podium; Capt. Chuck Hogeman (United), center, ALPA’s Human Factors and Training (HFT) Group chairman; and F/O Leja Noe (Mesa), left.**

to implementing CrewPASS. Cassidy said that the MEC leaders have been talking with Alaska management for months about bringing CrewPASS to the airline and said he hopes it will be installed and fully functional at Alaska’s four domiciles in the near future. ALPA worked closely with the Transportation Security Administration to develop CrewPASS, an alternative screening process to expedite pilot access to secured airport terminal areas and enhance security.

The Executive Board also heard an update on the Association’s participation on an FAA Aviation Rulemaking Committee (ARC), tasked with assessing qualification standards and competencies needed for new FAR Part 121 first officers. Capt. Rory Kay (United), ALPA’s Executive Air Safety Chairman; Capt. Chuck Hogeman (United), ALPA’s Human Factors and Training (HFT) Group chairman; and F/O Leja Noe (Mesa), HFT member, explained how ARC participants, including ALPA

representatives, are working together to determine appropriate criteria for hiring new airline pilots.

ALPA’s Executive Board, during its 2-day meeting, took action on a broad range of agenda items, including a memorandum of understanding with Embry-Riddle Aeronautical University to help create and maintain a student professional development program. Members also heard reports from the Executive Board’s four committees, which reviewed and discussed strategic planning materials that will be critical for the October BOD meeting.



In closing, Prater commented on the anniversary of 9/11: “Unions, like countries, are built on traditions,” said Prater, who called on Rice to read into the record the names of the pilots of United Flights 175 and 93 and the pilots of American Flights 11 and 77 who died on that tragic day. Prater reminded the audience that we must never forget, adding, “Our resolve has not diminished.”

# PROGRESS REPORT

ALPA'S

# STRATEGIC PLAN

.....

**IN OCTOBER 2008,** this union brought together, as it does every 2 years, men and women of purpose and vision—our Board of Directors, made up of this union's national officers and the line pilots who serve as elected representatives on their local executive councils (LECs) and master executive councils (MECs).  At the BOD meeting 2 years ago, the pilot reps put their collective wisdom and judgment together to craft a strategic plan for our union. Now, as we prepare for the next BOD meeting to be held this month, it's an appropriate time for a position report on how far we've moved toward achieving our goals. 



# DELEGATE COMMITTEE 1

## ALPA STRUCTURE

Received briefings describing the union's structure, its evolution, and alternatives that exist within ALPA's governing framework to tailor master executive council structures to the needs of individual pilot groups.

**INITIATIVE 1:** Code-share family information sharing and principles of career protection and progression

- ✓ ALPA established Joint Standing Committees (JSC), including the Delta Connection Pilots Alliance (DCPA)
- ✓ ALPA facilitated family pilot alliance group meetings to discuss upcoming and/or current negotiations, safety and security issues on the properties, and other pertinent issues (United, Delta, US Airways, and their feeder airlines, etc.)

**INITIATIVE 2:** Information sharing and coordination across pilot group lines

- ✓ ALPA coordinated collective bargaining across Piedmont, PSA, and Air Wisconsin pilot groups
- ✓ The Collective Bargaining Committee members made information readily available to constituent bodies and negotiating committees

**INITIATIVE 3:** All ALPA MECs shall establish and maintain strategic plans

- ✓ Various ALPA departments coordinated with the Fee-for-Departure Task Force and the Strategic Planning Committee, helping 15 out of 38 pilot groups craft strategic plans
- ✓ In May, the Executive Board passed new policy to require strategic plans for MECs seeking MCF authorization and budget approval

**INITIATIVE 4:** Maximize participation in LEC elections and improve the balloting system

- ✓ ALPA's Information Technology Department now provides options for virtual meetings through SharePoint
- ✓ ALPA's Membership and Information Technology Departments worked with our balloting vendor to develop a process allowing voter access through the members-only site of [www.alpa.org](http://www.alpa.org), eliminating the need for each member to establish unique voter credentials. This resulted in an increase in voter participation in all types of ballots and a reduction in calls from members frustrated by access issues

# DELEGATE COMMITTEE 2

## COLLECTIVE BARGAINING & R&I

Received background information that included Collective Bargaining Committee and National Retirement and Insurance Committee reports, descriptions of cornerstone contract and benefit provisions, and historical data related to pay rates and benefits, among other material.

**INITIATIVE 1:** Bargaining favorable contracts and mutual support

- ✓ ALPA pilots improved cornerstone contract provisions at Delta, Alaska, Hawaiian, Spirit, and Jazz
- ✓ Since the formulation of ALPA's 2009 strategic plan, significant improvements have been negotiated in retirement and insurance contract provisions at numerous airlines, including Delta, Alaska, Hawaiian, Spirit, and Jazz

**INITIATIVE 2:** Integration and coordination of benefits and pay

- ✓ ALPA aligned the Retirement and Insurance Department under the Representation Department to enhance coordination and mainstream R&I issues during collective bargaining
- ✓ ALPA increased coordination and participation between the Collective Bargaining Committee and the National Retirement and Insurance Committee

**INITIATIVE 3:** Strategic contract enforcement

- ✓ ALPA incorporated alternative methods of contract enforcement into MECs' strategic planning and the Representation Department's annual Grievance Training Seminar
- ✓ ALPA developed and refined an online Dispute Tracking and Grievance System and built data resources (e.g., brief bank, enhanced arbitrator resumes, etc.) for staff and pilot representatives to access, increasing grievance and caseload efficiency and promoting best practices ▶▶▶

**INITIATIVE 4:** Maximize participation in LEC elections and improve the balloting system

- ✓ The Collective Bargaining Committee presented a report at the Executive Board meeting that includes charted target zones for pay and outlines other favorable patterns, model language, and “best practices” guidance for pilot groups
- ✓ The Retirement and Insurance Department will update its R&I Benchmarking Study at the 2010 Board of Directors meeting in October, using a rating system that grades retirement, active/retiree health care, long-term disability, and survivor benefits across ALPA pilot groups

# DELEGATE COMMITTEE 3

## SAFETY & SECURITY

Engaged in strategic planning discussions regarding ALPA’s safety and security priorities to help shape the direction of your union. Despite the abundance of issues that could easily be placed high on any airline pilot priority list, out of necessity, delegates whittled down the list of safety and security to the following key issues.

**INITIATIVE 1:** Pilot fatigue and flight time/duty time

- ✓ Lobbied for legislation, signed into law by President Obama in August 2010, which sets a one-year timetable for the FAA to complete the flight-time/duty-time (FT/DT) rulemaking process and to implement new FT/DT federal aviation regulations
- ✓ ALPA co-chairs the Fatigue Management Working Group of the FT/DT Canadian Aviation Regulation Advisory Council Technical Committee, which met in June and August 2010
- ✓ ALPA co-chaired the FAA’s FT/DT Aviation Rulemaking Committee, which made a series of recommendations in September 2009
- ✓ ALPA developed a new ALPA FT/DT policy, which the Executive Board passed in October 2009

**INITIATIVE 2:** ASAP/FOQA

- ✓ All but two ALPA pilot groups have ASAP programs, and more than half have acceptable FOQA programs
- ✓ Continued to work with airlines and regulators to ensure that programs are functional and do not simply exist on paper
- ✓ Lobbied for legislation, signed into law by President Obama in August 2010, that instructs the FAA to encourage—not mandate—airlines to develop ASAP and FOQA programs that work, protecting the essential voluntary participation

**INITIATIVE 3:** Unmanned aerial systems

- ✓ ALPA participated on advisory committees, responsible for developing “certification” and/or approval standards for UAS operators, aircraft, and the pilots who will operate these aircraft
- ✓ Supported legislative language ensuring the safety of UAS and other NAS users before the government considers unrestricted UAS access to the national airspace system

**INITIATIVE 4:** NextGen participation

- ✓ ALPA participated in multiple advisory committees and industry work groups responsible for developing airborne and surface air traffic control (ATC) procedures and plans for airspace changes to support modernization of the U.S. ATC system
- ✓ ALPA lobbied for guaranteed continued robust funding in the FAA reauthorization legislation to ensure the long-range viability of NextGen implementation plans

**INITIATIVE 5:** CrewPASS

- ✓ The Transportation Security Administration (TSA) tested and approved CrewPASS for implementation in June 2009; it is operating at BWI, PIT and CAE through an agreement between a CrewPASS vendor and TSA
- ✓ CrewPASS is an airline-funded security program; in mid-2009, only one vendor was marketing the system to the airlines after TSA approval. ALPA hosted a series of CrewPASS consortiums to generate more competition and bring costs down, which led to the successful recruitment of new vendors. Today, several airlines are actively meeting with these vendors as a direct result of our efforts
- ✓ In May 2010, ALPA distributed a proposal for nationwide CrewPASS deployment to each of the union’s U.S. pilot groups and their airlines

**INITIATIVE 6:** Secondary barriers

- ✓ ALPA actively participates in an RTCA Special Committee responsible for drafting the minimum performance standards for cockpit secondary barriers, due out in June 2011

- ✓ ALPA addressed the need for secondary barriers with the Department of Homeland Security (DHS) and the TSA in mid-2010 and also briefed congressional staff on numerous occasions

**INITIATIVE 7:** Federal Flight Deck Officer (FFDO) program

- ✓ H.R. 2200, passed by the U.S. House of Representatives, includes language that increases the number of facilities that FFDOs can use for recurrent training. The bill also includes provisions for reimbursing certain FFDO expenses incurred during recurrent and requalification
- ✓ FFDOs were authorized to carry internationally into one country on mission-status basis
- ✓ ALPA continues to lobby for more funds for the FFDO program budget
- ✓ ALPA addressed the need for FFDO improvements with the DHS secretary and the TSA administrator in mid-2010 and also briefed congressional staff on numerous occasions

**INITIATIVE 8:** All-cargo security

- ✓ ALPA pressed for improvements in the areas of fortified flightdeck doors, fingerprint-based criminal history records checks for all individuals with unescorted access to cargo, providing all-cargo operations full secure identification display area protections, and mandating training on all-cargo Common Strategy
- ✓ The National Security Committee added a new director of cargo position to the Committee structure
- ✓ ALPA addressed the need for all-cargo security improvements with the DHS secretary and the TSA administrator in mid-2010 and also briefed congressional staff on numerous occasions

# DELEGATE COMMITTEE 4

## ALPA RESOURCES

Conducted a comprehensive review of ALPA's resources from a structural, financial, and staff complement standpoint. The focus of the discussion included industry key indicators, ALPA membership and dues income, ALPA reengineering initiatives, and several union accounts (A&S, SMRA, OCF, MCF), among other topics.

**INITIATIVE 1:** Financial review and reengineering process

- ✓ Reengineering initiatives since the financial crises in 2008—including changes to budgets, expenditures, and resource allocation based on the Association's core services and strategic priorities—have been successful in preserving the financial viability of the Association
- ✓ ALPA expanded the use of Contingency Fund Oversight Boards to assist MECs in developing more efficient budgets, reducing the demands on ALPA's Operating Contingency Fund in conjunction with no longer using the MCF as a financial backstop for the OCF
- ✓ Recommendations by ALPA's MCF Review Committee led to the May 2010 Executive Board adopting new financial policies regarding the MCF, including defining the proper use of the MCF, the requirement that MCF budgets, accompanied by MEC strategic and communications plans, be approved by the Executive Council, and clarity regarding allocation amounts by size of pilot group and when funds can begin to be spent
- ✓ Capt. Randy Helling, vice-president-finance/treasurer, increased his communications with MECs in deficit spending, prompting MECs to take corrective actions
- ✓ The Executive Council directed Capt. John Prater, ALPA's president, to establish the Special Committee for Finance, Structure and Services Committee

**INITIATIVE 2:** Securing flight pay loss in CBAs

- ✓ ALPA developed an internal online flight pay loss (FPL) preapproval application to ensure appropriate review and approval of FPL for ALPA work. Initially implemented for National Committee FPL, ALPA later rolled out the program for MECs to use
- ✓ The flight pay loss credits that the Delta MEC and Northwest MEC received for the merger totaled more than \$8.5 million
- ✓ Letter of agreement with Continental and United to cover ALPA costs associated with the merger of the two airlines

**INITIATIVE 3:** Conducting meeting planning analysis

- ✓ In 2008, the Executive Air Safety, Cargo, Jumpseat, National Security, and Pilot Assistance Committees consolidated annual meetings and forums into a single Air Safety Forum, saving ALPA more than \$100,000 ▶▶▶

# DELEGATE COMMITTEE 5

## EDUCATION & COMMUNICATION

Examined how ALPA can increase the effectiveness of its communications both internally and externally to reconnect our pilots to their union, helping them understand what their union does for them on an every day basis, and that together, WE ARE ALPA.

### INITIATIVE 1: ALPA Pilot Spokesperson Program

✓ ALPA fostered ongoing relations with the news media and concentrated our communications resources where they can generate the best results, an approach that paid off tremendously during the Colgan Flight 3407 accident investigation. Three ALPA pilot spokespersons conducted more than 40 interviews with ABC World News Tonight, CBS Evening News, NBC Nightly News, CNN, *The Wall Street Journal*, *The New York Times*, and other major news media outlets

### INITIATIVE 2: Web updates

✓ ALPA upgraded its website to provide more information and greater accessibility for users; pilots can read *Air Line Pilot*, view videos of announcements and special events, and retrieve a wide range of other resources

✓ ALPA created a new login procedure that allows members to pick their own user ID and password, making access to information on the union's website easier and more user-friendly

✓ ALPA updated the [members-only](#) website, including a resource tab called [ALPA Toolbox](#), which houses pertinent information about each ALPA department and individual national committee

✓ ALPA developed a [Canada Board website](#) for our Canadian members, featuring the latest news from Parliament and timely updates tailored specifically for ALPA's Canadian pilot groups

### INITIATIVE 3: Implementing modern media at ALPA

✓ The Association broadened its arsenal of communications tools, ensuring that members enjoy a variety of ways to stay in touch with their union; now you can

■ become a fan of [WeAreALPA on Facebook](#) to receive regular and timely updates

■ see photos from the latest [ALPA events on Flickr](#), an online service that enables users to store, sort, search, and share photos

■ subscribe to [ALPA's Top Story, Advocacy, Pilot Groups, Safety, and Events RSS feeds](#) to easily retrieve timely news, highlights, and other information from your laptop, BlackBerry, or iPhone via an RSS reader such as Bloglines, My Yahoo, or Google

■ follow [WeAreALPA on Twitter](#), a micro-blogging service that features brief, 140-character "tweets," which you can also send to your mobile phone

■ watch select [ALPA videos on YouTube](#), which allows you to view ALPA videos from your mobile phone, too

■ connect with your fellow pilots and professional staff on [ALPA's LinkedIn account](#), where you can network and collaborate with qualified aviation industry professionals

### INITIATIVE 4: [www.WeAreALPA.org](#) for internal and external organizing

✓ As part of ALPA's ongoing goal to represent all airline pilots in Canada and the U.S., the Association launched an online organizing tool—[wearealpa.org](#)—where pilots can learn about the union's team approach to collective bargaining, its legislative and regulatory efforts, its role as airline safety and security advocate, and its connection with pilot unions in other countries through its affiliation with the International Federation of Air Line Pilots' Associations

### INITIATIVE 5: Develop university-level ALPA course curriculum

✓ The Education Committee established strong ties with accredited aviation academic institutions over the last 2 years, building a program called the ALPA ACE Club in collaboration with ALPA's Legal Department and schools such as Embry-Riddle by crafting a draft memorandum of understanding; currently with the Executive Council for review, the MOU would serve as a template to foster stronger relationships between ALPA and the next generation of airline pilots across the U.S. and in Canada

✓ ALPA redesigned the [Cleared to Dream website](#), which spreads information to students and university educators on how to become an airline pilot and the role our union plays in the advancement of the airline piloting profession

# DELEGATE COMMITTEE 6

Focused its discussions on issues relating to career security, mergers, and merger policy. Delegates considered current developments in the merger arena, efforts now under way to review and revise ALPA merger and fragmentation policy, and proposals related to enhancing career security.

## LEGAL, GRIEVANCE, & MERGERS

### INITIATIVE 1: Merger Policy Review Committee update

- ✓ The Executive Board approved a new ALPA merger policy in May 2009 that provides an effective mechanism for supporting the interests of ALPA pilot groups facing mergers

### INITIATIVE 2: Career Security Protocol Committee update

- ✓ The CSPC issued its final report, which detailed the pros and cons of a national seniority list, to the Executive Board in May 2010. The Board unanimously accepted it.

# DELEGATE COMMITTEE 7

Reviewed ALPA's current legislative and regulatory initiatives for the U.S. and Canada, including a discussion of comprehensive energy and transportation policies, ALPA's involvement on Capitol Hill, its [political action program \(ALPA-PAC\)](#), and ALPA's position on foreign ownership and control.

## LEGISLATIVE & REGULATORY

### INITIATIVE 1: Comprehensive energy and transportation policy

- ✓ ALPA, in collaboration with the AFL-CIO and Stop Oil Speculation Now, successfully lobbied for legislative language in the Wall Street Reform and Protection Act to protect our jobs from the unstable commodity markets that resulted in inflated jet fuel prices for our airlines; the new law, signed by President Obama in July 2010, includes two significant ALPA-supported provisions: 1) increases transparency and oversight of commodities trading; and 2) includes protections for the airline industry, which utilizes legitimate hedging practices to control costs

### INITIATIVE 2: Bankruptcy and pension reform

- ✓ ALPA lobbied for bankruptcy reform legislation, introduced in the House (H.R. 4677) and Senate (S. 3033), and Capt. Prater testified in support of it this May, saying it restores balance to the bankruptcy process and provides incentives for managements to bargain in good faith

### INITIATIVE 3: Increase participation in ALPA-PAC and Call to Action campaigns

- ✓ ALPA launched the [2010 PAC Annual Giving Campaign](#), featuring incentives for pilot participation that include a distribution of new PAC rewards for high-level donors; sending e-solicitations in conjunction with [Call to Action alerts](#), which raised more than \$20,000 in a matter of days while significantly reducing operating costs; offering a new fully operational [credit card option for PAC donations](#); implementing [political check-off programs](#) at three additional pilot groups (AirTran, Capital Cargo, and Compass); and urging 100 percent PAC participation for ALPA leaders in advance of the BOD meeting
- ✓ ALPA members participated in [Call to Action campaigns](#) in record numbers this year, with more than 8,000 pilot responses to oppose cockpit voice recorder monitoring legislation; nearly 2,000 pilot responses to support joint ventures/jobs outsourcing legislation; a recently launched grassroots program on FAA reauthorization legislation; and supporting legislation to curb oil speculation through the [Stop Oil Speculation Now coalition website](#)

### INITIATIVE 4: Foreign ownership and control

- ✓ ALPA played a commanding role in the U.S.-EU multilateral negotiations, thwarting European efforts to relax restrictions on cabotage, domestic wet-lease, foreign ownership, or foreign control; in fact, for the first time in an air services agreement, the protocol contains an article specifically designed to protect labor interests
- ✓ ALPA represented pilot interests in a similar manner in the Canada-EU negotiations last year, again helping to ensure that no statutory changes were made to the Canadian ownership and control and cabotage laws as part of the resulting air services agreement ▶▶▶

# DELEGATE COMMITTEE 8

Reviewed ALPA's organizing efforts and membership initiatives. Members of the Committee engaged in spirited debate on ALPA's past and present internal and external organizing activities, including the structure, process, and financing of organizing in the U.S. and Canada.

## MEMBERSHIP & ORGANIZING

**INITIATIVE 1:** Redefining committee structure under a "professional development" umbrella

✓ ALPA combined the efforts of the Education, Leadership, and Membership Committees by establishing the Professional Development Group (PDG), which supports ALPA members throughout their careers—from students to retirees and every membership stage in between—with coordinated messages and materials tailored to each audience

■ The Veteran's Affairs Committee and Furlough Committee, which fall under the PDG umbrella, also reached out to ALPA members with specific needs and requests for information through quarterly newsletters and committee websites

**INITIATIVE 2:** ALPA 101 program

✓ The Membership Committee is currently developing curriculum for members at various stages of their career, starting with a presentation that would keep new hires engaged at the 3-6-9-12-month mark between ground school and paying member dues, designed to educate them on ALPA's services and resources and complement the Welcome Aboard packet

**INITIATIVE 3:** Encourage message consistency

✓ ALPA revitalized the national Pilot-to-Pilot® publication to further disseminate news from the union to all MECs, created a Communications Department e-newsletter called "On the Radar" to circulate upcoming events and information for input into local council or MEC newsletters, and kept members apprised of MEC unity events and information about support for negotiations and strikes through a Strategic Preparedness and Strike Committee newsflash, which went to MECs and all 53,000 union members

**INITIATIVE 4:** Leadership information/training

✓ ALPA revamped the Leadership Training Conference to specifically address the current needs of our new leaders, tailoring the agenda to reflect ALPA's strategic plan and its initiatives

✓ ALPA also held several training sessions outside of the regular election cycle to address new leaders' need for union resources and support in a timely manner

**INITIATIVE 5:** Review ALPA's organizing campaigns and strategies

✓ ALPA's Organizing Task Force refined the union's disciplined approach to organizing by adhering closely to strategic objectives established during the 2008 Board of Directors meeting; following this new approach, ALPA enjoyed organizing success at Colgan, Air Transport International, North American Airlines, and AirTran, bringing ALPA closer to its long-term goal of representing all airline pilots in North America 🌐

*Editor's note: On September 1, Capt. John Prater, ALPA's president, and Capt. Martin Chalk, president of the European Cockpit Association, presented airline workers' perspectives to aviation policymakers, government and industry representatives, and other union leaders from around the globe at the International Aviation Club of Washington, D.C. The following is the edited and abridged text of their speeches. Their entire remarks can be found at [www.alpa.org](http://www.alpa.org) under the Advocacy tab.*

### **Capt. Prater's remarks:**

International aviation services are once again the main source of new growth and revenue opportunities for U.S. airlines. Many of those opportunities have been created by ongoing efforts of the U.S. government to open up new markets with its trading partners.

We greatly appreciate the work that the U.S. and the EU negotiators put into exploring, and attempting to be responsive to, labor's concerns before and during the "second stage" negotiations of the air transport agreement. In particular, the EU side is to be commended for holding two labor forums to examine labor questions posed by the negotiations and then appointing Claude Chêne, the former chief of staff of the aviation directorate, to look into possible responses to those questions.

As Mr. Chêne concluded, the steps that would have to be taken to truly

address the labor issues presented by eliminating ownership and control rules would be politically impractical. As it turned out, the stage two amendments proposed neither a change in the ownership and control rules nor a change in the labor laws that would be necessary to accommodate such a change.

For the first time ever, the two sides did agree to include in the amendments a provision specifically devoted to labor matters. That provision states that the two sides "recognize the importance of the social dimension of the benefits that arise when open markets are accompanied by high labor standards." It also states that "the opportunities created by the agreement are not intended to undermine labour-related rights and principles contained in the parties' respective laws."

How this provision will be applied in practice remains to be seen. We do view it as a promising and meaningful development. We also see it as a provision that should serve as the model for similar provisions that should be included in other air service agreements where appropriate.

Another new provision in the air services agreement is the amended Article 21, "Further Expansion of Opportunities." In this provision, the two sides set up a process for addressing the possibility of removing market-access barriers. This provision replaced

the suspension or claw-back provision in the stage one agreement and establishes a welcome stability to aviation relationship between the two sides. It also allows the parties to carefully consider the implications of further removing market-access barriers and the kinds of changes to labor and other laws that would be necessary before airline workers could support any such statutory or regulatory changes.

With respect to international airline alliances, ALPA has generally supported them, including several that have received antitrust immunity (ATI). What we have looked at is whether the airline business arrangement has been likely to improve the U.S. airline's financial position and create jobs for U.S. airline workers. But the recent wave of requests for ATI for joint venture (JV) revenue/profit-sharing arrangements raises a serious question for us.

In these so-called "metal-neutral" arrangements, the revenues generated by the international routes that are subject to the JVs are so fully shared that the airlines have little economic incentive to book passengers on their own airliners.

In these ventures, an airline might decide to participate in the revenue-sharing arrangement not by doing any of the flying but by providing other services, such as marketing. This is just what United Airlines is doing in its

# Airline Workers' Perspectives

## From Both Sides of the Atlantic



revenue-sharing arrangement with Aer Lingus. United receives about half of the revenues the arrangement generates but does none of the flying.

While this arrangement is fairly limited, the two carriers publicly stated their intent to expand it. Meanwhile, hundreds of United employees remain laid off. This is not a situation that will remain unresolved.

The Department of Transportation has been an active proponent of metal-neutral arrangements. In fact, it seems to be pressing carriers to integrate their JV operations as much as possible.

The U.S. government has also been seeking an Open Skies agreement with China and suggesting to that country that its carriers might benefit from entering into immunized alliances with U.S. carriers.

So, what would it mean for U.S. airline employees if their airlines were to enter into immunized revenue-, profit-, or cost-sharing arrangements with a Chinese airline? China's big three—Air China, China Eastern, and China Southern—are state-owned and state-managed. China has placed orders for hundreds of aircraft, which it will make available to these airlines during the next few years. China has also provided billions of dollars of subsidies to these carriers in recent years. Their employees have no right to collectively bargain or even to select representatives to represent them in labor-management matters.

It's hard to see how a revenue-, profit-, or cost-sharing alliance between a U.S. and Chinese airline—which China would surely expect to flow from an Open Skies agreement—would benefit U.S. airline workers.

The U.S. unemployment rate remains stubbornly high, and the already tenuous economic recovery seems to be sputtering. It's therefore essential to ensure that prime middle-class jobs are not unnecessarily lost in misguided



**The international realm once again is offering U.S. airlines the best opportunities for route and revenue growth. It's important to make sure that the regulatory framework and negotiating goals encourage U.S. carriers to take advantage of these opportunities in a way that benefits not only their shareholders and customers, but their employees as well.**

**—Capt. John Prater  
ALPA President**

sacrifice to a trade theory that does not fit the circumstances presented here.

For these reasons, ALPA would expect that because of the potential for job losses that JVs between U.S. and Chinese carriers could bring about, the U.S. would conduct a study on the potential impact of an Open Skies agreement with China. We would also expect that the U.S. government would look at ways to ensure that U.S. airlines, and thus their workers, perform a portion of any alliance flying that bears a close relationship to the proportion of the revenue the U.S. airline derives from the alliance.

The international realm once again

is offering U.S. airlines the best opportunities for route and revenue growth. It's important to make sure that the regulatory framework and negotiating goals encourage U.S. carriers to take advantage of these opportunities in a way that benefits not only their shareholders and customers, but their employees as well.

### **Capt. Chalk's remarks:**

The main purpose of the vast majority of aviation is to transport people and things around our economies. No developed economy of any size around the world can survive long without us.

So within our industry, what is the role of air transport agreements (ATAs)? Do they regulate and improve safety, security, competition, etc.? Although ATAs address these topics, these are national responsibilities and not the ATA's prime function, which I suggest is protecting a population's access to vital infrastructure.

From the Chicago Convention of 1944 to the creation of the single EU aviation market in 1997, aviation has been very much a nationally regulated industry. It was clear which regulations applied to safety, competition, taxes, consumer protection, employment, and the environment. Since 1997, we have started to tear up that template and deregulate, or liberalise, our industry.

In some respects, this has led to clear improvements. The EU, for example, has seen more services at more competitive prices, which has led to tangible improvements for the EU consumer. However, we are still experimenting with this new template, and I would like to suggest some areas in which it's not serving us well.

If we acknowledge that civil aviation enables the rest of the economy to communicate and trade, then we must acknowledge that our market must be regulated to ensure the best service to the wider economy. All national



civil aviation systems had national civil aviation safety regulators. All had competition regulators, tax regimes, consumer protection, and environmental and employment regulations. One of the assumptions that was true before 1997 but is no longer true is that airlines knew which regulations applied to them and could plan their businesses accordingly.

Since 2002, negotiators of the EU-U.S. Open Skies agreements have been challenged to recognise the vital role that market regulators played in ensuring that the populations they served continued to have access to safe, secure, and fair airline infrastructure as they removed the barriers that ensured this through national provisions.

I would argue that the new pattern of liberalised agreements has not yet secured what our populations want. Consequently, I would argue that the current situation favours the cowboy operators over reputable airlines as they play one tax system against another, set one regulator against another, promote a race to the bottom when it comes to consumer and employment protection and, therefore, start to undo all that has underpinned the development of our two great continents, which have led the world in developing democratic, stable, and free societies based on trade.

In the context of the two recent EU-U.S. agreements, there is some light at the end of the tunnel. I would like to publicly applaud the vision and courage of John Byerly of the U.S. Department of State and Daniel Calleja of the European Commission, who led those negotiations to difficult but ultimately successful conclusions. In terms of developing market opportunities, while some will still complain, they led teams that have achieved a great deal in the face of significant political obstacles. They understood and addressed some of the areas I have been speaking of



**If we do not want to go back to the destructive industrial relations of the end of the 19th century, with employees pitted sometimes violently against employers, then we need to provide modern and effective people-management tools for our industry to fill the void that currently exists.**

**—Capt. Martin Chalk  
President of the European  
Cockpit Association**

in groundbreaking ways. Articles on competition and consumer protection seek to ensure high, but not conflicting, levels of protection for passengers and shippers. And particularly unique and innovative were the articles on employment and social regulation, which seek to ensure that growth flowing from the agreements benefits employees as well as consumers, rather than destroying their livelihoods and the professions they serve.

In Europe, the conflict between a single aviation market and 30 or more different employment regimes has begun to create significant problems. The transatlantic agreements of the last decade have recognised this and have started to address it. The European Commission has publicly recognised the challenges that lie within the EU

and has promised to report to the EU-U.S. Joint Committee on its progress in addressing those shortcomings. The Joint Committee is charged with ensuring that the greater opportunities afforded by the agreements benefit all stakeholders, specifically those professional people Capt. Prater and I represent.

So, I call on those who take on the negotiations to liberalise air transport agreements between national systems to address the need for appropriate tools—tools that allow reputable airlines to operate under a clear, unduplicated set of rules on security, safety, competition, and environmental and consumer laws and deny the cowboys the ability to slide between the cracks. Tools that allow the airline and its shareholders, passengers, and employees *all* to benefit from the improved market access.

In a multinational marketplace, national employment law will not do—particularly for an industry that's mobile. The second stage agreement, and the European Commission in particular, has explicitly recognised this, and we must now work together to create a structure that delivers the best tools for managing the people crucial to the success of our industry. The most powerful trading blocks in the world have been built on the benefits of trading shared among all stakeholders.

Yet good companies that seek to uphold these principles are being undermined by those who seek to operate in the shadows, avoiding regulation yet trading in the regulated marketplace, and exploiting differences in employment regulation. If we do not want to go back to the destructive industrial relations of the end of the 19th century, with employees pitted sometimes violently against employers, then we need to provide modern and effective people-management tools for our industry to fill the void that currently exists. 🌐

# ASSESSING NEGOTIATIONS

## 5 Years After the Bankruptcy Era

**By Capt. Tim O'Malley (Delta),** Chairman of ALPA's Collective Bargaining Committee, and **Bruce York,** Director of ALPA's Representation Department

It's now been more than 5 years from the time when many ALPA-represented pilot groups faced damaging bankruptcy-era collective bargaining. ALPA has renegotiated, or is in the process of renegotiating, contracts from this period. As the first post-bankruptcy-era negotiating cycle draws to a close, have ALPA working agreements from that period been repaired to any significant degree? Even more important, what are the prospects for the next 5-year negotiating cycle? (For

the purposes of this analysis, it's helpful to divide ALPA negotiations into four periods—the 15-year period before 9/11, 2001 to 2006, 2006 to 2010/11, and 2010/11 to 2015/16.)

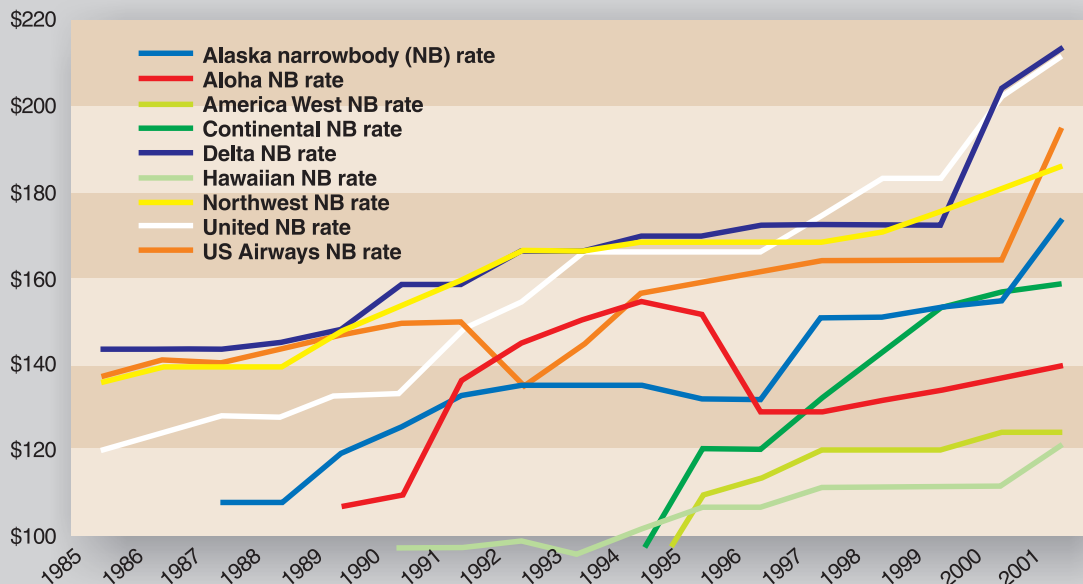
These questions bring to mind the old saying, "You can't turn a sow's ear into a silk purse." Does this phrase hold true regarding ALPA's post-bankruptcy-era bargaining? Several negotiations have dramatically altered unfavorable bankruptcy-era contracts. It's also possible to be optimistic about the chance for continued progress in the upcoming bargaining cycle.

To place the last 10 years of ALPA negotiations into context, it's helpful to look back at the 15-year period before 9/11. ALPA's collective bargain-

ing between 1985 and 2000 resulted in steadily improved contract patterns despite occasional setbacks—typically at financially stressed individual airlines. Narrowbody pay rates, like other areas in the contract, show the overall advance.

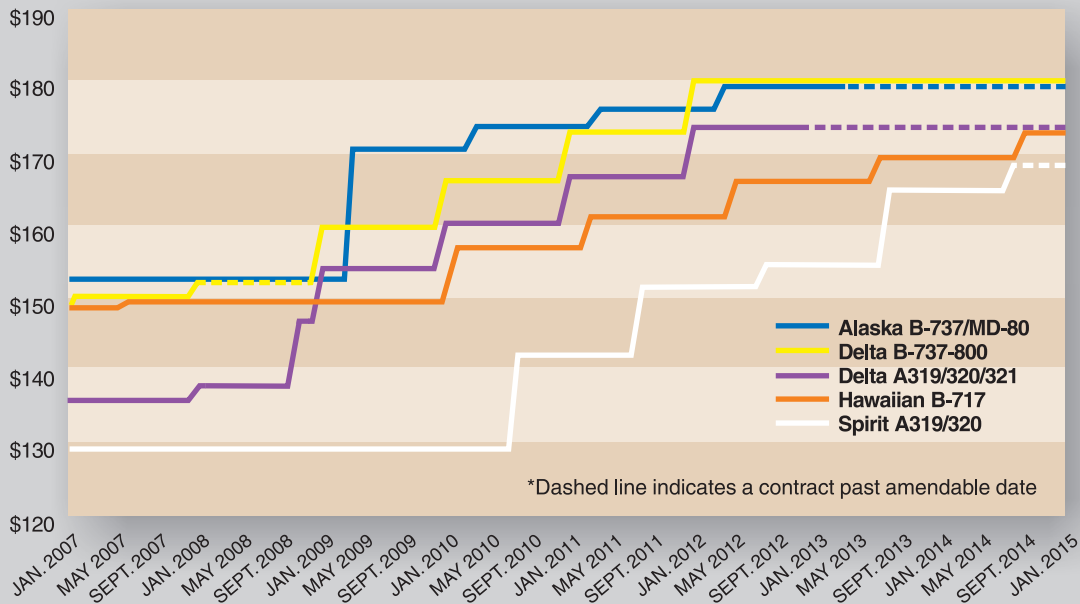
In addition to the hourly rate improvement depicted in the chart, there were longevity increases, pension gains, work rule enhancements, and more. This period was capped not only by very successful settlements at Northwest (1998), United (2000), and Delta (2001), but also by two pay-parity arbitrations at US Airways that produced across-the-board pay increases of more than 34 percent over the course of roughly a year. Before the bargaining cycle could

### Narrowbody Rates 1985–2001



CHARTS RENDERED BY WILLIAM A. FORD

## 12-Year Captain Rates for Narrowbody Equipment\*



be completed, however, the U.S. and the airline industry had to deal with the effects of 9/11. And ALPA pilot negotiators faced the collective bargaining consequences of that catastrophe and a severe industry downturn simultaneously. A long upward bargaining cycle ended suddenly with problematic disparities between pay rates for pilots flying the same airplanes.

The picture of 2001–2006 bankruptcy-era contracts is bleak, particularly in comparison to the long period of successful bargaining that preceded it. Downward pay and benefit patterns were triggered when ALPA's financially weakest airline (US Airways) filed for bankruptcy protection early in the period and sought concessions under the U.S. Bankruptcy Code. This was followed soon by United after the Bush administration declined to provide Air Transportation Stabilization Board financing that Congress had allocated. In a dramatic change from earlier bargaining periods, bankruptcy judges, using the threat of contract rejection, pushed the parties to settle quickly. In the earlier period, ALPA was able to determine when it was advanta-

geous to settle a contract. These two changes—leading a bargaining cycle with financially weak airlines and losing control of the settlement time line—were critical and unwelcome departures from previous negotiating cycles. Once implemented, these early bankruptcy-era contracts established the unfavorable patterns that other airline managements later demanded.

Surprisingly, work rule concessions were not as prevalent during the bankruptcy bargaining cycle as many believe. A 2007 ALPA study shows that while some pay values—vacation and training days, for example—were reduced and caps for flying were raised, other work rules stayed largely intact at most airlines and even improved at some airlines during the 2001–2006 time period. But rates, benefits, and job security were widely and negatively affected.

Also surprising was the rapid return to contract improvements. Pilot negotiators at Delta, Northwest, and United, among others, started clawing back contract improvements by bargaining positive letters of agreement (LOAs) that improved pay and work rules

within months after emerging from bankruptcy. These LOAs signified a welcome return to negotiations outside of the bankruptcy court's jurisdiction.

The FedEx Express contract settlement at the end of 2006 set the stage for more good news and provided a positive start to the bargaining cycle that followed bankruptcy-era contracts. The FedEx pilots' first contract after returning to ALPA included significant pay increases, pension improvements, extensive retiree health gains, more favorable rig calculations, new union security and flight pay loss provisions, and much more.

Other bargaining opportunities presented themselves a short time later. Rather than having to wait for the Section 6 amendable dates in the Delta and Northwest bankruptcy contracts (originally set for the end of 2011 and 2012, respectively), the 2008 merger and negotiation of a Joint Collective Bargaining Agreement (JCBA) provided the opportunity for much earlier contract improvements. The new JCBA provided hourly pay rate increases of nearly 17 percent over a 4-year period for "South" pilots and even higher

percentages for “North” pilots (whose pre-merger pay was lower than the rates at Delta), as well as defined-contribution retirement plan percentages that increase from 11 to 14 percent during the life of the agreement. In addition, the combined pilot group bargained for equity worth 6 percent of the company and negotiated better job

tions for the future—the status quo, which includes a defined-benefit and a smaller defined-contribution plan; a “rebalanced” retirement program with more evenly allocated approaches; or a more dramatically rebalanced plan driven largely by defined contributions. Significant improvements in short- and long-term disability coverage, along

contributions of 19.4 percent (up from 17 percent) of pay to a targeted contribution plan.

Results elsewhere also highlighted the improved bargaining environment. Pilots at Island Air and Kelowna Flightcraft approved new contracts that included better pay and work rules.

In 2010, Jazz pilots negotiated a new

**T**he Alaska Airlines settlement in spring 2009 buttressed Delta contract patterns with big pay increases (between 12 and 27 percent depending on seat position and longevity) and demonstrated how ALPA negotiators are successfully refocusing attention on the importance of retirement and insurance issues.

security, per diem, sick leave, premium and international pay, reserve duty, and other quality-of-life items.

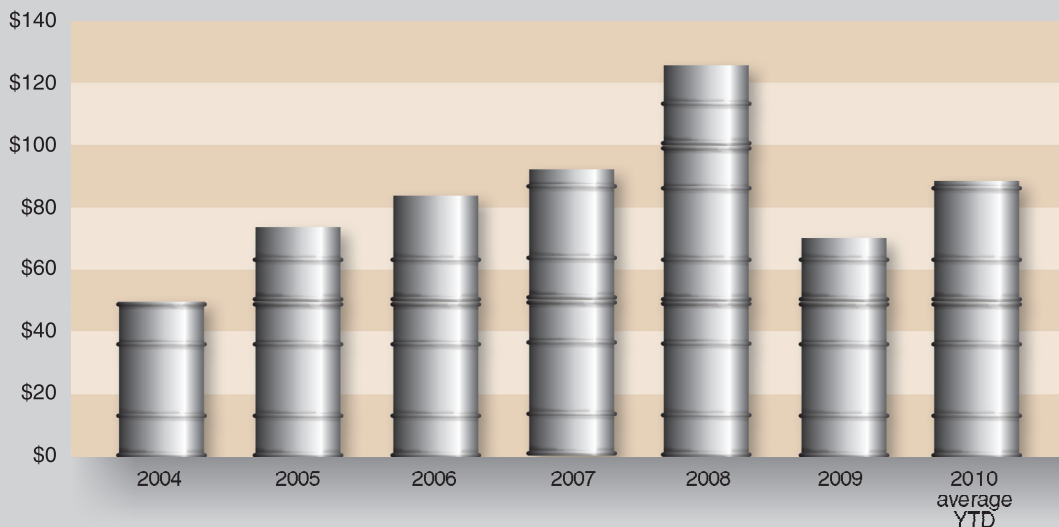
The Alaska Airlines settlement in spring 2009 buttressed Delta contract patterns with big pay increases (between 12 and 27 percent depending on seat position and longevity) and demonstrated how ALPA negotiators are successfully refocusing attention on the importance of retirement and insurance issues. Alaska pilots secured the choice of three retirement op-

with a 50 percent increase in employer-paid life insurance, were achieved while accepting only modest increases in the pilot cost for active health care.

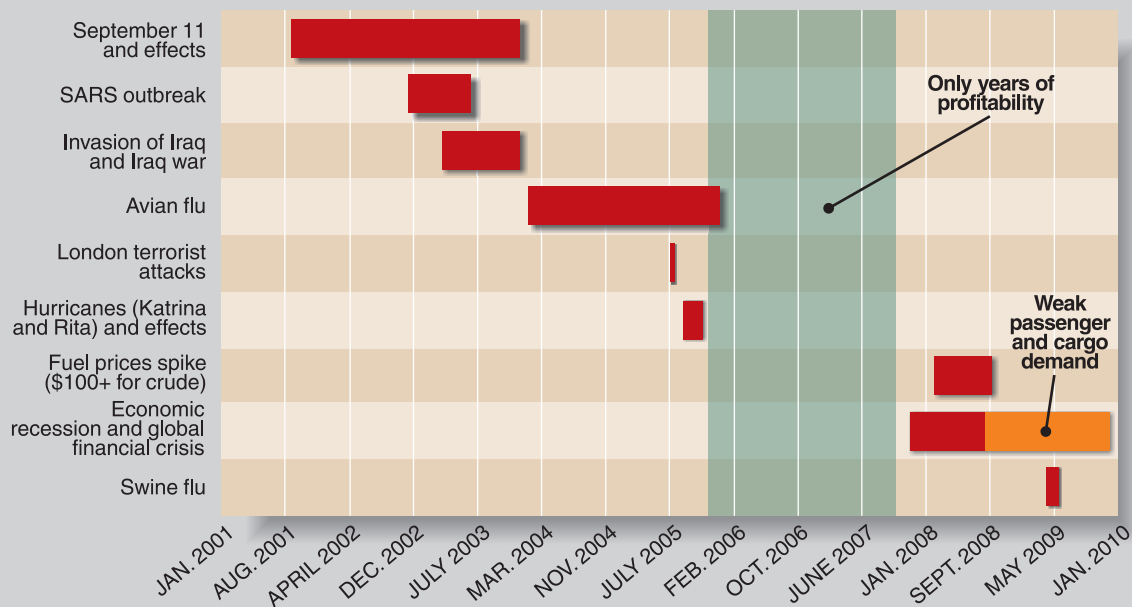
Late in 2009, pilots at Hawaiian negotiated pay increases that continue to improve and support the pay patterns set at Delta and Alaska while enhancing the contributions made to their defined-contribution retirement plan. To replicate the benefit previously provided by the defined-benefit plan, the pilots obtained total retirement

contract that included pay increases, a 40 percent increase in per diem rates, and a 45 percent increase in the cap on the amount of annual pension payable per year of service. The cap will now be adjusted based on the Canada Average Industrial Wage Index as opposed to an arbitrary amount that management sets. The first-ever pilot collective agreement at Wasaya was concluded shortly after the Jazz contract. It resulted in a 2-year agreement that included pay increases, a seniority scheduling

## Jet Fuel Prices Per Barrel



## Industry Challenges Over the Past Decade



and vacancy bidding system, layoff/furlough protections, and improvements to the pilots' health and welfare benefits. The most recent Canadian tentative agreement, reached just weeks ago at Air Transat, met the pilots' job security objective of guaranteeing to Air Transat a substantial percentage of the parent company's flying. The pilots also achieved salary guarantees, a 2.2 percent wage increase, and scheduling improvements designed to reduce fatigue.

The post-bankruptcy-era bargaining cycle is now ending strongly with an improved and hard-fought-for contract at Spirit that increased pay significantly and retained important work rules despite management's vigorous efforts to eliminate them. Substantial gains for AirTran pilots are anticipated as they wrap up their Section 6 negotiations. It's widely expected that United/Continental pilots will make substantial gains under their single-agreement talks too.

The 12-year captain rates chart (see page 35) uses Alaska, Delta, Hawaiian, and Spirit pay lines to illustrate the magnitude of these changes.

Still, it's important to understand

the factors that slowed progress during the period between 2006 and 2010. Post-bankruptcy improvements would have taken place even more quickly except for a number of factors beyond ALPA's control. Among others, airlines were affected by SARS and the avian flu, the London and Madrid terrorist attacks, the war in Iraq, and Hurricanes Katrina and Rita. The chart above highlights these multiple industry challenges.

But there were two factors that caused even more vexing problems for airlines. One of the most significant factors was that jet fuel prices jumped to almost \$150 per barrel in 2008 (see fuel chart, page 36), due largely to speculative futures trading. Just as significant was the global economic meltdown that began at roughly the same time. It's not coincidental that the airline industry was profitable only during the years free from the above-mentioned challenges.

Quite simply, it's hard to negotiate improvements and favorable contracts when the industry and airlines aren't making money. Contract gains that were more recently achieved would clearly have happened sooner in the

absence of these complicating external factors.

These negatives appear to be contained, at least for now, which permits the optimistic view that this bargaining cycle (2011–2015/16) will continue the strong gains achieved in the current negotiating period. This conclusion is underpinned by three important factors that have supported positive bargaining results during other periods—at ALPA and outside the airline industry.

- First, the industry consolidation now under way will lead to fewer airlines. Not only should corporate survivors have an easier time making money with fewer competitors, it should also be easier for ALPA pilots to develop and achieve favorable industry contract patterns when fewer separate negotiations are required to complete a bargaining cycle.

- Second, the supply of pilots is decreasing as members leave the industry and qualification levels are raised. Boeing predicts a worldwide need for approximately 500,000 pilots to fly airliners that it expects to be ordered over the next 20 years. At the same time, ALPA, the government, and the public

are all demanding more experience of pilots entering the airline industry. Fewer available workers almost always means that wages increase as employers are forced to compete for qualified applicants.

- Third, the breadth and magnitude of the bankruptcy-era bargaining cycle made this period an extreme aberration

areas and enhance mutual support across pilot group lines;

- “mainstream” retirement and insurance benefit issues and fully coordinate them with other key issues;
- strengthen contract enforcement so that it’s viewed strategically rather than seen as an administrative function; and
- continue to develop and share infor-

of ALPA members’ airlines are acknowledged and rewarded.

What are some of the important “takeaways” from these different bargaining periods?

ALPA members were reminded during the bankruptcy era that life isn’t fair—and neither are bankruptcy courts. They’re in place to protect

**H**ardworking pilot negotiators, with the backing of unified and strong ALPA pilots, the Association’s strategic plan, professional resources, and financial commitments, continue to make progress. We believe that the gains are very likely to continue strongly during the negotiating cycle that is just getting started.

for the reasons mentioned earlier. It’s unlikely to be repeated, especially if bankruptcy reform legislation is ultimately enacted.

Of course, there are caveats to these assumptions. The economy must avoid severe turbulence, fuel prices must remain relatively predictable, and labor policy—now applied more evenly by the National Mediation Board than under the Bush administration—must continue to be balanced (see [“The NMB’s Newest Member: Linda Puchala,”](#) June/July 2009 and [“NMB-Appointed Joint Airline Industry Committee Seeks to Improve Mediation Process,”](#) January/February).

The period between 1985 and 2001 and the current bargaining cycle show that ALPA’s bargaining models work. Negotiating practices are being further refined by the union’s strategic planning initiatives and the work of its Collective Bargaining Committee (CBC) and National Retirement and Insurance Committee.

Negotiation planning for the current bargaining cycle began even before bankruptcy-era negotiations ended. But ALPA’s efforts gained momentum under more formal strategic planning efforts initiated at the 2008 Board of Directors meeting.

In the negotiating arena, the 2008 BOD confirmed certain important principles and practices, saying that ALPA should

- create and bargain for favorable patterns in the “cornerstone” contract

mation regarding enhanced bargaining models, contract ranges, benefit recommendations, and activities that enhance the union’s pattern-setting efforts through the work of ALPA’s CBC.

In October, BOD delegates will review the Association’s work in each area and make further recommendations. Although airlines in this article are mentioned selectively, ALPA’s analyses comprehensively include fee-for-departure and cargo airlines too. The BOD will study these comprehensive analyses and report back on them. But results from ALPA’s earlier strategic planning are notable (see [“Fighting for Stronger Contract Patterns,”](#) August 2009 and [“In the Name of Progress,”](#) October 2009).

The hard work and cooperation of pilot negotiators at different ALPA pilot groups, the CBC’s work to coordinate and provide more information about ALPA bargaining models, the Association’s strategic planning initiatives, and, most of all, the unity and strength of ALPA pilot groups have all contributed to much different and more positive contract outcomes during the current bargaining cycle.

With this constructive backdrop, joint collective bargaining for single agreements will take place in the new negotiating cycle at Atlantic Southeast/ExpressJet and Pinnacle/Mesaba/Colgan. After that, it’s back to FedEx, Delta, and others to complete the union’s work and ensure that its contributions to the survival and success

companies—not pilot contracts or employees’ right to strike. But we also learned that airlines can reach agreement quickly if required, enabling us to better develop and implement bargaining time lines that favor us.

We were all reminded how important it is to coordinate across pilot group lines to set favorable contract patterns. And pilot negotiators realized that there are many opportunities and ways to advance contract provisions—mergers, normal Section 6 negotiations, and more frequent LOA-producing events—but these opportunities are often fleeting and can’t be squandered.

So maybe that old saying is at least partly right. There has been no alchemy or magical overnight transformation. While ALPA contracts have advanced significantly in the post-bankruptcy era bargaining cycle, it took a lot of hard work, and it took too long due to forces beyond the Association’s control. We haven’t yet turned any sow’s ears into silk purses, but ALPA contracts have been broadly improved.

Hardworking pilot negotiators, with the backing of unified and strong ALPA pilots, the Association’s strategic plan, professional resources, and financial commitments, continue to make progress. If we consolidate these lessons and continue the hard work, we’ll be in a good position to continue to make broad and substantial contract gains during the negotiating cycle that is just getting started. 🌟

## Not Forgotten: Part 2

# ALPA's Benefits Beyond Active Member Status

**By Kimberly Seitz**, ALPA Senior Communications Specialist

*Editor's note: This is the second article in a three-part series that highlights the support and services that ALPA staff, volunteers, and others are providing to former ALPA members who have lost their jobs because of furloughs or airline closures.*

**I**t's been more than 4 years since Independence Air pilots lost their jobs because the airline shut down. And though *technically* this means that the pilots' ALPA representation has ceased, in reality this isn't true at all. Here's an example: This summer, former Independence Air pilots received a payout on benefits they had accrued before their airline folded in January 2006. The pilots were awarded slightly more than \$1.6 million for a claim filed on accrued benefits.

Did this happen by chance? Not at all.

The benefits of ALPA membership continue beyond being a member. Regardless of pilots' employment status, ALPA's Legal and Representation Departments work diligently on behalf of the out-of-work pilots—well beyond wrapping up lingering grievances—to ensure that the contractual obligations outlined in their collective bargaining agreements are fulfilled.

In the case of Independence Air, ALPA's Representation Department vigorously pursued the accrued benefits claim and ensured that the pilots received payment.

"This was a big victory for us," says Capt. Terry Fenningham, the Independence Air custodian. "We filed a claim back in 2006. Now, more than 4 years later, we're receiving a portion of what is owed us. A small portion, but a portion nonetheless."

After years of wrangling with the bankruptcy court, the payout came from liquidating all assets, including \$160 million worth of stock in United Airlines. That stock was received after Independence Air prevailed in a lawsuit against United Airlines Corporation for improperly pulling out of a contract for regional feeder service.

The behind-the-scenes effort began immediately after the airline closed its doors. ALPA staff went to work to secure the pilots' rights to reimbursements and to secure preferential hiring agreements with airlines whose pilots ALPA represents and to conduct job fairs. According to Fenningham, "Five hundred Independence Air pilots were hired over the course

**T**he benefits of ALPA membership continue beyond being a member. Regardless of pilots' employment status, ALPA's Legal and Representation Departments work diligently on behalf of the out-of-work pilots—well beyond wrapping up lingering grievances—to ensure that the contractual obligations outlined in their collective bargaining agreements are fulfilled.

of three job fairs, which started a trend of ALPA sponsoring and financially supporting pilots going to job fairs." Fenningham noted that 72 percent of former Independence Air pilots are now flying for other airlines.

Of course, all situations are different, and the way in which ALPA tackles issues differs as well—for example, dealing with airlines that liquidate vs. those that merge.

In the case of Republic Airways purchasing Midwest Airlines, ALPA attorneys and outside counsel have spent countless hours advocating on behalf of the nearly 400 pi-

lots on the seniority list who were affected when the airline closed down in November 2009.

"We are working very hard to try to improve the difficult situation these pilots have been thrown into," says Marcus Migliore, a managing attorney in ALPA's Legal Department.

"The sale of Midwest to Republic has brought about legal concerns we must address," Migliore says, "including the sensitive and complex issue of seniority integration with three other airlines. ALPA is making every effort based on the McCaskill-Bond legislation to ensure that the Midwest pilots' seniority rights are protected."

The McCaskill-Bond provision, enacted in late 2007, ensures that if an ALPA-represented pilot group merges with a non-ALPA-represented pilot group, integrating the seniority lists will be done in a fair and equitable manner. It also requires that any disputes over seniority be submitted to binding arbitration.

Migliore says the four labor groups that represent the pilots of Republic Air Holdings—the Teamsters represent Republic pilots, the Frontier Pilots Association represents Frontier pilots, the United Transport Union represents Lynx pilots, and ALPA represents the Midwest pilots—are all vying for a fair and equitable seniority integration process.

"ALPA continues to work diligently on behalf of the pilots to ensure that their rights are protected," Migliore notes. The pilots' merger fund (established in January 2008 after a rumored takeover by AirTran) was depleted by January 2010, but ALPA continues to fund the Midwest pilots' efforts to protect their seniority rights and their accrued retirement benefits and to process their grievances. The seniority integration arbitration hearings are now completed, and a final decision on seniority integration will likely be announced by mid-November.

The legal landscape is somewhat similar at ATA, according to Andrew Shostack, a supervisor in ALPA's Representation Department who deals with the myriad legal claims for the pilots of this bankrupt airline.

Shostack monitors activities associated with the bankruptcy proceedings and works closely with F/O Don Wurster, the ATA custodian, to maintain and enforce the settlement agreement.

ATA filed for Chapter 11 bankruptcy in April 2008 after the unexpected loss of its military charter business as a subcontractor for FedEx Express. ATA Airlines also flew scheduled passenger flights and chartered military and passenger flights and, along with World Airways and North American, flew under the corporate umbrella of Global Aero Logistics.

As part of ATA's 2008 bankruptcy, ALPA negotiated a 2-year preferential interview process and hiring agreement for ATA pilots at World and North American. Wurster and

A number of checks sent to former Independence Air pilots have been returned to ALPA as undeliverable. Anyone who believes he or she should have received a payout for accrued benefits should send an e-mail to [Terry.Fenningham@alpa.org](mailto:Terry.Fenningham@alpa.org).

Shostack kept a close eye on the job openings at both airlines during the 2-year agree-

ment to ensure that ATA pilots were afforded preferential treatment.

Shostack and Al Terry, ALPA's representative on the unsecured creditor's committee, also scrutinized monetary claims against ATA's residual estate. "If money comes into the estate, ALPA ensures that the estate has accurate information to disburse any applicable funds to former ATA pilots," Shostack says. An additional injection of cash could come from litigation that the ATA bankruptcy trustee filed against FedEx for alleged breach of contract for improperly terminating ATA's military charter contract. FedEx's motion for summary judgment was denied in July, and the case is scheduled to continue through the legal system.

"If ATA receives a payout from that litigation," Shostack says, "former ATA pilots are entitled to a portion of that money," which could be used to reimburse the pilots for benefits accrued before the airline shut down.

Job fairs have also been a key ingredient for helping ATA and Aloha Airlines pilots find jobs. Aloha shut down the same day as ATA. Both airlines provided passenger service between Hawaii and the U.S. mainland. Legal issues associated with the sudden closure of Aloha and pending pilot grievances fell on the shoulders of John Dean, an ALPA contract administrator.

"The majority of Aloha pilots lived on the Islands, so non-domestic flying opportunities would have meant very long commutes. ALPA worked closely with Hawaiian Airlines to place as many as 40 pilots with the airline, but there was still a large contingent of out-of-work pilots," says Dean. ALPA was also instrumental in securing additional federal job retraining funds through contact with Sen. Daniel Inouye (D-HI) and former Congressman Neil Abercrombie (D-HI) to educate pilots and to provide retraining to increase their chances of finding employment. ALPA also worked closely with Governor Linda Lingle to ensure that Aloha pilots received all the government benefits they were entitled to.

"But it doesn't end there," Dean adds. "The bankruptcy is not over. Assets have been sold and funds are being managed by the estate administrator. ALPA has a claim against the estate for monetary distributions to reimburse pilots for unused vacation and sick time. We are also involved in the appropriation of retirement funds from the Pension Benefit Guaranty Corporation to ensure that pilots receive the full benefits they are entitled to."

April 2008 was also the turning point for Skyway Airlines.



Skyway pilots flew their airline's final two flights on April 5, ending nearly two decades of serving passengers in the Milwaukee, Wisc., market.

In the case of Skyway, the airline's shutdown has been slightly easier because the company still exists as a business entity that continues to provide aviation-related services. According to Jody Bettenburg, an ALPA senior contract administrator, when Skyway stopped flying passenger service under the Midwest Connect banner, it continued to operate as a ramp and aircraft ground services operator. "This placed Skyway pilots in a unique position," Bettenburg points out. "The business was still making money, and an entity still existed to pursue for relief." Capt. Rendell Schmidt, the Skyway custodian, and contract administrator Chris Brown worked tirelessly on behalf of the Skyway pilots. Their efforts finally paid off this year when a settlement agreement was reached on several group grievances that will provide payment to the pilots. To ensure that every penny of the settlement reaches the former Skyway pilots, ALPA is confirming addresses and will supervise distributing the company's checks. Even though the amount of money that each pilot receives will be relatively small, the pilots who have called to confirm their addresses view this as a win.

Bettenburg's pride in her work on behalf of all ALPA pilots is clearly evident when she discusses her favorite ALPA "success" story. In December 2001, Sun Country Airlines was one of the first U.S. airlines to file for bankruptcy after the catastrophic events of 9/11 and "virtually everyone was laid off," Bettenburg explains. In January and February 2002 when a new group of investors expressed interest in purchasing the key assets of the airline out of the bankruptcy, "the Association was the only objector to the sale of those assets. We vehemently believed that the pilots and their contract should accompany the sale of the assets," she notes. ALPA's fortitude paid off when the new entity bought the assets and accepted the terms of the pilots' contract, including recalling the pilots in seniority order.

And while Sun Country currently wraps up its second bankruptcy, Bettenburg continues to fight for the pilots' contractual rights. "That is the importance of having a union," she continues. "There are 125 Sun Country pilots who might not have had an airline career—certainly not one at Sun Country—if ALPA had not fought on their behalf. A union provides the pivotal resources necessary to ensure that airline managements don't abuse the system." 🌐

*The November issue will spotlight the efforts of ALPA's Retirement and Insurance and Communications Departments, along with the tireless work of the custodians assigned to manage the day-to-day issues that arise after an airline shuts down.*

“**T**here are 125 Sun Country pilots who might not have had an airline career—certainly not one at Sun Country—if ALPA had not fought on their behalf. A union provides the pivotal resources necessary to ensure that airline managements don't abuse the system.”—*Jody Bettenburg, ALPA senior contract administrator*

# A SHORT HISTORY OF FLIGHT-TIME/DUTY-TIME

**By James Johnson,** Managing Attorney, ALPA Legal Department

**T**he need for reasonable limits on flight time and duty time (FT/DT) plus the need for regulations to ensure adequate rest between duty periods have been concerns for ALPA since the Association was created in 1931.

More than half a century after ALPA's inception and its advocacy on this issue, in July 1985 F/O Bruce Woodruff (Delta), then chairman of ALPA's Flight Time/Duty Time Committee, wrote to ALPA's Board of Directors regarding a final rule that the FAA had issued earlier that month, amending flight-time limits and minimum rest requirements for airline pilots.

"For decades," Woodruff wrote, "ALPA has struggled with interpretation of flight and duty regulations, coupled with noncompliance by the majority of air carriers. In addition, during that period the FAA issued numerous notices of proposed rule-making (NPRMs) which would have been disastrous to ALPA had they gone into effect. Since 1980 alone, ALPA has successfully engineered the withdrawal of three such NPRMs.

"While NPRM 84-3 was basically favorable to ALPA, three proposed changes contained therein were not... [However,] in this final rule all areas of concern outlined by ALPA have been addressed and are favorable to air safety."

Fast-forward 25 years: Since Woodruff wrote the letter quoted

above, ALPA has participated in several major efforts to bring FT/DT limits and minimum rest requirements into alignment with a growing body of scientific knowledge on fatigue.

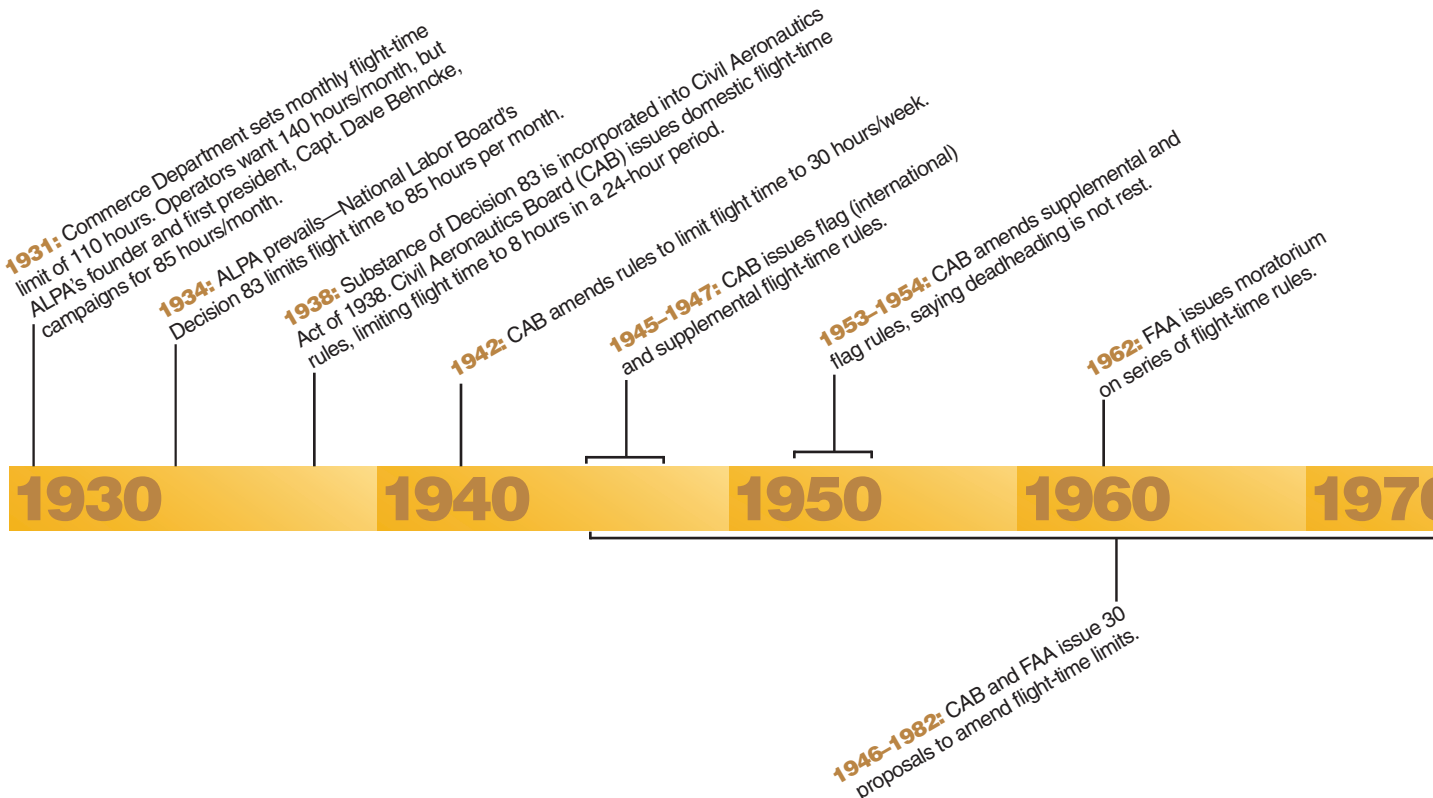
Below are some highlights from recent years.

## **NPRM 95-18**

A decade after the FAA issued its 1985 rule on FT/DT limits and rest requirements, the agency proposed another rule change. Highlights of the 1995 proposal included

- The duty-time limit would be reduced from the current 16 hours to 14 hours for two-pilot flight crews. The proposal would have allowed increasing flight time to 10 hours in the 14 duty hours.
- Additional duty hours would be per-

## MINI-CHRONOLOGY: REGULATORY HISTORY



# THE RULEMAKING

## FAA ISSUES FT/DT NPRM

On September 10, the FAA issued its long-awaited notice of proposed rulemaking (NPRM) to update the flight- and duty-time limits and minimum rest requirements for all FAR Part 121 airline pilots. ALPA is analyzing the lengthy NPRM and will submit a comprehensive and detailed response to the FAA. On September 16, Capt. Prater testified before Congress on the NPRM (go to [www.alpa.org/testimony](http://www.alpa.org/testimony)). ALPA's FT/DT Committee welcomes input from ALPA members to consider when analyzing the NPRM and developing the Association's position. E-mail your comments or questions to [fatigue@alpa.org](mailto:fatigue@alpa.org).

mitted only for unexpected operational problems, such as flight delays. In no event could such delays add more than 2 hours to a pilot's duty day.

- Airlines could no longer schedule pilots in advance in a way that would exceed the duty-time limit.
- Minimum rest would be increased from 8 hours to 10 hours.
- Pilots would have to be given at least one 36-hour off-duty period every 7 days (current rules call for a 24-hour minimum rest).

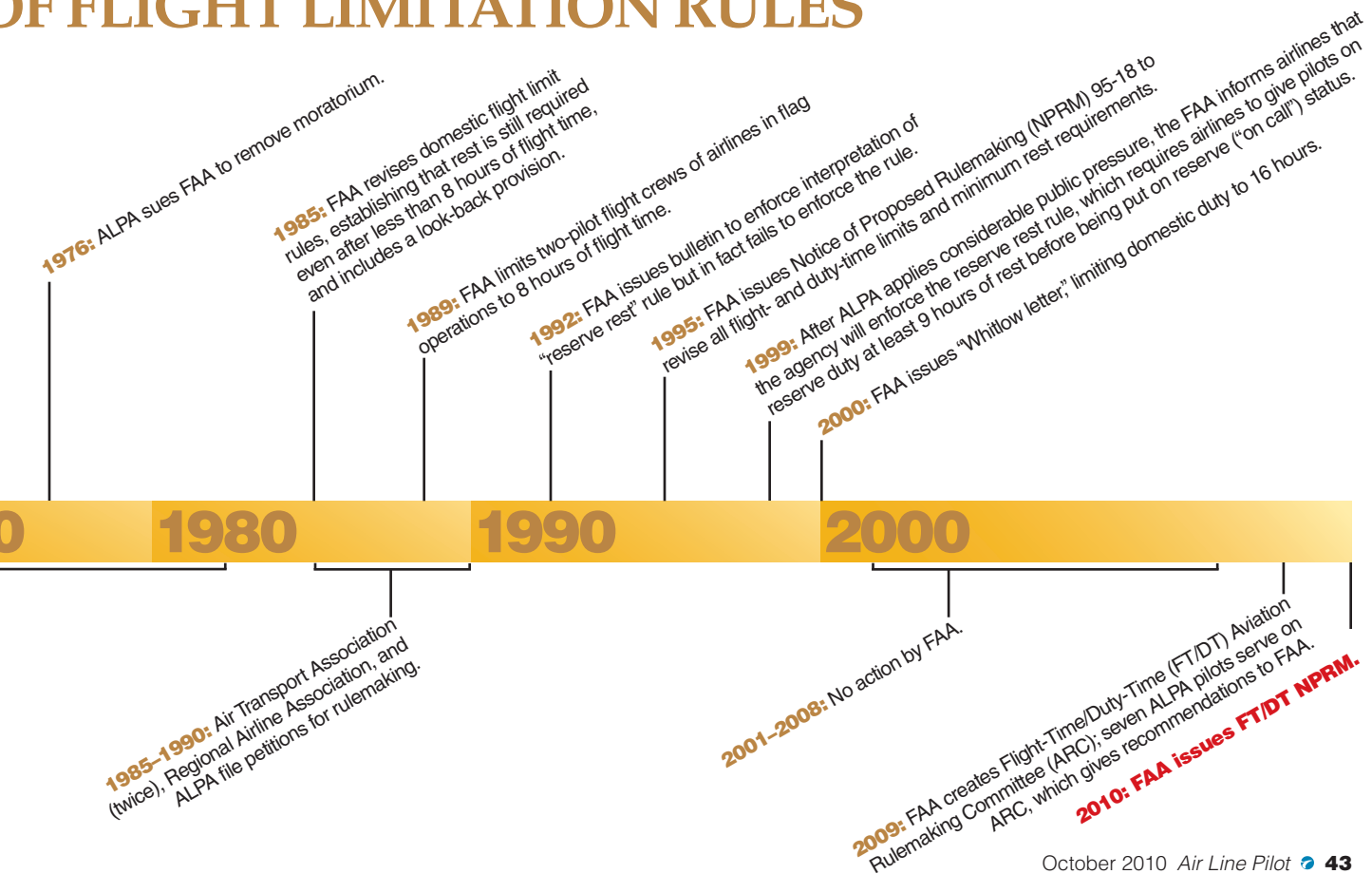
The FAA received more than 2,000 comments on

NPRM 95-18, most of which did not favor the rule as proposed. No clear consensus emerged on what the final rule should say. The result: The agency issued no final rule.

## 1998 ARAC

In 1998, FAA Administrator Jane Garvey asked the Aviation Rulemaking Advisory Committee (ARAC) to work with the airline industry to reach consensus on a revised reserve rest requirement and said that, if no consensus could be reached (and it wasn't), the FAA would subsequently enforce the current regulations. That current regulation required airlines to give pilots on reserve duty at least 9 hours of rest before being put on reserve ("on call") status but was ineffectively enforced. Airlines had been interpreting

# OF FLIGHT LIMITATION RULES



# CONGRESS PASSED H.R. 5900, THE AIRLINE SAFETY AND FAA EXTENSION ACT OF 2010, AND PRESIDENT OBAMA SIGNED IT INTO LAW AUGUST 1. H.R. 5900, WHICH ALPA HELPED CRAFT, DIRECTS THE FAA TO ISSUE A FT/DT NPRM WITHIN 180 DAYS, AND A FINAL RULE WITHIN ONE YEAR, SETTING FT/DT LIMITS AND MINIMUM REST REQUIREMENTS BASED ON SCIENTIFIC EVIDENCE THAT ADDRESSES PILOT FATIGUE.

the rule to say that no specified rest was required before a pilot could be called to fly. ALPA was a major player in the ARAC.

In February 1999, the ARAC reported its lack of consensus.

## **1999: Enforcement of reserve rest rule**

The failure of the 1998 ARAC to resolve the FAA's lack of enforcement of the reserve rest rule for domestic pilots led ALPA to apply pressure to the FAA. In December, the agency informed airlines that it would enforce the rule.

## **2008 FAA Fatigue Symposium**

In June 2008, the FAA sponsored the "Fatigue Symposium: Partnerships for Solutions" to encourage the aviation community to proactively address aviation fatigue management issues. Participants included several ALPA pilot representatives, the NTSB, and many of the world's leading authorities on sleep and human performance.

The Symposium provided attendees with the most current information on fatigue physiology, management, and mitigation alternatives, including fatigue risk management systems (FRMS), perspectives from aviation industry experts and scientists on fatigue management, and information on the latest fatigue mitigation initiatives and best practices.

## **2007-present: Renewed ALPA priority on updating rules to end fatigue**

Beginning in 2007 with the strategic planning session of ALPA's Executive Council, and continuing right through the present, the Association has put renewed emphasis on, and resources behind, bringing flight-time and duty-time limits and rest requirements into the modern age.

In October 2007, ALPA's president, Capt. John Prater, announced the cre-

ation of ALPA's Blue Ribbon Panel on Fatigue, which built on the work done by the ALPA Pilot Fatigue Task Force created in 2005. Prater charged the five-pilot Blue Ribbon Panel with reviewing the science and economics surrounding pilot fatigue and the regulations regarding flight-time and duty-time limits and minimum rest requirements in both Canada and the U.S. The Panel also developed recommendations on actions for ALPA's leaders to take to address these serious concerns.

During the Association's October 2008 Board of Directors meeting, the union recommitted itself to setting flight- and duty-time reform as a top strategic priority.

Acting on these actions by ALPA's top governing bodies, the Association testified before the U.S. Congress several times during 2007-2009 regarding the need to overhaul the FAA's antiquated rules. As a result of these public activities and the diligent behind-the-scenes work of ALPA's Government Affairs Department, the Association

- obtained language in both the Senate and House versions of the FAA reauthorization bill in 2007/2008 requiring the FAA to address flight- and duty-time issues, and kept that language in the 2009 FAA reauthorization bill, and
- got language included in H.R. 3371, the Airline Safety and Pilot Training Improvement Act of 2009 (which the House passed), directing the FAA to update flight- and duty-time rules to incorporate current scientific knowledge about fatigue.

## **2009: Flight-time/ duty-time ARC**

FAA Administrator Randy Babbitt created an Aviation Rulemaking Committee (in which ALPA was a full participant, having seven members from all types of airline flying, including the co-chair) to develop consensus-based recommendations leading to an NPRM by the end of 2009, with a final rule expected by the end of 2010.

## **2010: Congress mandates FT/DT regulatory overhaul**

Congress passed H.R. 5900, the Airline Safety and FAA Extension Act of 2010, and President Obama signed it into law August 1. H.R. 5900, which ALPA helped craft, directs the FAA to issue a FT/DT NPRM within 180 days, and a final rule within one year, setting FT/DT limits and minimum rest requirements based on scientific evidence that addresses pilot fatigue.

Meanwhile, Capt. Dan Adamus (Jazz), president of ALPA's Canada Board, co-chairs the Fatigue Management Working Group of the Canadian Aviation Regulation Advisory Council (CARAC) Technical Committee, with Capt. Martin Gauthier (Air Transat), chairman of the ALPA Flight Time/ Duty Time Committee for Canada, serving as ALPA's member on the group. Capt. Percy Wadia (Jazz), his MEC's FT/DT chairman, and ALPA legal and government affairs representative Al Ogilvie serve as technical advisors to ALPA. 🌐

## History Lessons: ALPA's Air Safety Forums and Award Recipients

### 90 YEARS OF COCKPIT EXPERIENCE

By Ed Modes

Take the operational viewpoint you're bound to get from a group of men who have logged almost 800,000 flying hours, apply them to air safety problems of the present and discernable future, and you have the formula that spelled success for ALPA's Second Annual Air Safety Forum...held at Chicago's Sheraton Hotel April 21, 22, and 23....

President [Clancy] Sayen welcomed the well over 100 pilot, industry, and government officials with a caution that air safety cannot rest on its laurels.

"Many people consider air safety at an acceptable level," he said, "but we're in a potentially hazardous business that requires constant vigilance. Planning must continually be years and years ahead of industry."

Good air safety, he said, is sound economics: "Economics in aviation is dictated by public confidence—a very elusive thing.

"Accidents are obviously expensive," he declared, "some estimates placing the cost to the industry, both directly and indirectly, at \$5,000,000 per accident."

He praised ALPA's air safety chairmen: "They work without compensation; they do a terrific job..."

Finally, he keynoted the job before the Forum, stressing the importance of the operational viewpoint: "The pilot is the last man to put the stamp of approval on a flight. Passengers still reassure themselves with the

thought—'Of course everything is all right—the pilot wouldn't go if it wasn't.' This characterizes the responsibility the pilot assumes and explains the reason, among others, for the Forum..."

*From The Air Line Pilot, May 1954*

### THE CHALLENGE OF AIR SAFETY

By C.V. Glines

You may call this the 20th ALPA Air Safety Forum or the first ALPA Air Safety Workshop, Captain Joe Meek (DAL), former executive central air safety chairman, told the assembled group of area safety coordinators, air safety

technical committee chairmen, and central safety chairmen. "Either way, it is our first meeting since the restructuring of ALPA's air safety organization," he said in his opening remarks. "It is a workshop and it is an attempt to bring you up to date on what's going on in industry and within the Association."

No matter what it is called, the 75 pilots who attended the mid-July meeting went away with an updating on ALPA's air safety concerns and a firmer understanding of what the Association hopes to achieve in the months ahead. In his opening remarks, ALPA First Vice President Roderic Gilstrap said: "It is timely that we meet now," indicating that the assembled group contained real experts and that the regulatory agencies need all the expertise

they can get in the air safety arena. "We appreciate your dedication," he added, "and we make use of everything you produce."

He noted that ALPA pilots are the safety representatives for their passengers as well as themselves. "It is my opinion that ALPA also functions properly as the conscience of our industry," he said. "On major issues we are the ones who say 'No!' to a bad deal."

The first ALPA Air Safety Workshop closed with brief remarks by Captain Meek who complimented the Engineering and Air Safety Department and made a plea for continued efforts by the Association's line pilots and their representatives to improve air safety in every aspect of airline operations.

*From Air Line Pilot, October 1975*



Gathered for a group photo during the 1997 ALPA Air Safety Forum held in August in Washington, D.C., are several members of a distinguished group—recipients of the annual ALPA Air Safety Award, the Association's highest honor for a line pilot volunteer air safety activist. Left to right are Capt. Ray Gerber (Pan Am, Ret.), 1967; F/O Jack D. Howell (Eastern, Ret.), 1983; Capt. Dick Deeds (Delta, Ret.), 1982; Capt. David J. Haase (TWA), 1988; Capt. Paul McCarthy (Delta), 1992; Capt. Ray Lahr (United, Ret.), 1975; Capt. Louis M. McNair (Delta, Ret.), 1976; Capt. Wood Lockhart (United), 1996; Capt. B.V. "Vic" Hewes (Delta, Ret.), 1961; Capt. James McIntyre (TWA, Ret.), 1985; Capt. John J. "Bud" Ruddy (United, Ret.), 1981; Capt. John Stefanki (United, Ret.), 1978; Capt. Dick Duxbury (Northwest, Ret.), 1995; Capt. Bill Melvin (Delta, Ret.), 1977; and Capt. Gene Banning (Pan Am, Ret.), 1971.—*From Air Line Pilot, January 1998*

AIR LINE PILOT ARCHIVES

## National Officers

For complete biographical information on ALPA's national officers and executive vice-presidents, visit [www.alpa.org](http://www.alpa.org).



**Capt. John Prater**  
President



**Capt. Paul Rice**  
First Vice-President



**Capt. William Couette**  
Vice-President-  
Administration/Secretary



**Capt. Randy Helling**  
Vice-President-Finance/  
Treasurer



**Capt. Don Wykoff**  
Executive Administrator

President's Office

## Executive Vice-Presidents

For more information on who executive vice-presidents represent, please visit [www.alpa.org/evp](http://www.alpa.org/evp).



**Capt. Robert C. Dowell**  
Group A



**Capt. Michael Geer**  
Group A



**Capt. Joe Fagone**  
Group A



**Capt. Ray Miller**  
Group A



**F/O Michael Hamilton**  
Group A



**Capt. Edward Lowry**  
Group B1



**Capt. Thomas Maxwell**  
Group B2



**Capt. Tom Zerbarini**  
Group B3



**Capt. John Sluys**  
Group B4



**Capt. Dan Adamus**  
Group C

## EVP Groups and the Pilots They Represent

**Group A:** Continental, Delta, FedEx Express, United

**Group B1:** Air Transport International, Air Wisconsin, Comair, CommutAir, ExpressJet, Trans States

**Group B2:** American Eagle, ASTAR, Compass, Pinnacle, PSA, Ryan

**Group B3:** AirTran, Atlantic Southeast, Capital Cargo, Colgan, Evergreen, Mesa Air Group, Piedmont

**Group B4:** Alaska, Hawaiian, Island Air, Mesaba, North American, Spirit, Sun Country

**Group C:** Air Transat, Bearnskin, Calm Air, CanJet, First Air, Jazz, Kelowna Flightcraft, Wasaya



## Pilot Resources: *Air Line Pilot* Now Available in Digital Format

You're finally at your layover hotel and ready to relax and read the latest issue of *Air Line Pilot*, only to find you've left it at home. Well, that's not a problem any longer.

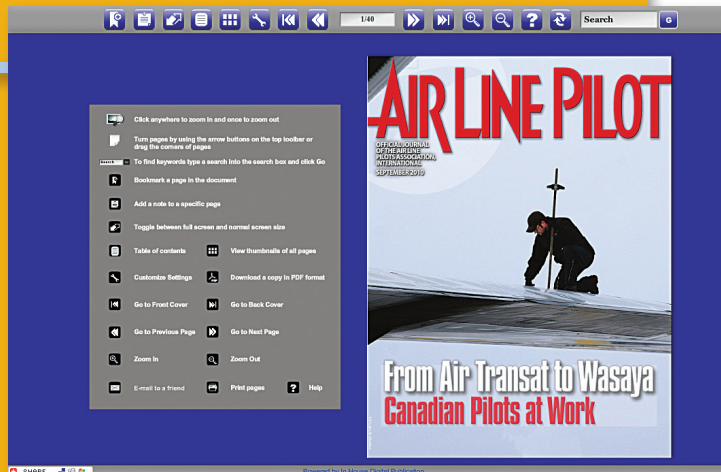
Collaborating with the Association's Information Technology Department, ALPA's Communications Department has developed an in-house publishing process that transforms *Air Line Pilot* to both a digital format and a mobile-phone-friendly option.

Read the magazine online by flipping pages as if you were thumbing through the actual issue. Search the table of contents to get an overview of the issue and to

easily navigate the magazine. View the entire issue in small, thumbnail images or zoom in and out of pages at different magnification levels. Add bookmarks for easy reference and to return to a specific page. Search for specific key words.

Access links within the magazine. Share articles with your friends. Print a specific article or the entire magazine or download the entire issue as a PDF.

View *Air Line Pilot* via a mobile device and the magazine appears in an HTML version that's easy to read.



To access digital versions of *Air Line Pilot*, go to [www.alpa.org/epubs](http://www.alpa.org/epubs).

## 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, dial the last four digits of the number listed below.

**Accident Investigation** ([EAS@alpa.org](mailto:EAS@alpa.org))  
703-689-4312

**Accounting and Finance** ([Finance@alpa.org](mailto:Finance@alpa.org))  
703-689-4144

**Air Line Pilot** ([Magazine@alpa.org](mailto:Magazine@alpa.org))  
703-481-4460

**ALPA main number** 703-689-2270

**ALPA-PAC** 202-797-4033

**ASPEN** 703-689-4220

**Balloting** ([Balloting@alpa.org](mailto:Balloting@alpa.org))  
703-689-4173

**Cashiering** ([Cashiering@alpa.org](mailto:Cashiering@alpa.org))  
703-689-4385

**Communications** ([Communications@alpa.org](mailto:Communications@alpa.org))  
703-481-4440

**Computer help line** ([HelpDesk@alpa.org](mailto:HelpDesk@alpa.org))  
703-689-4357

**Council Services** ([CSC@alpa.org](mailto:CSC@alpa.org))  
703-689-4311

**Disciplinary and discharge**  
703-689-4226

**Economic and Financial Analysis**  
([EFA@alpa.org](mailto:EFA@alpa.org)) 703-689-4289

**Election dates** LEC/MEC 703-689-4212

**Engineering and Air Safety** ([EAS@alpa.org](mailto:EAS@alpa.org))  
703-689-4200

**FAA legal actions** 703-689-4226

**Government Affairs** ([GovernmentAffairs@alpa.org](mailto:GovernmentAffairs@alpa.org))  
202-797-4033

**Human Resources** ([HumanResources@alpa.org](mailto:HumanResources@alpa.org))  
703-689-4262

**Information Technology and Services**  
([Itservices@alpa.org](mailto:Itservices@alpa.org)) 703-689-4223

**Legal** ([Legal@alpa.org](mailto:Legal@alpa.org)) 202-797-4096  
703-689-4326

**Membership Services** ([Membership@alpa.org](mailto:Membership@alpa.org))  
1-888-359-2572 (1-888-FLY-ALPA),  
option 3

**IT Operations and Services** ([ITOS@alpa.org](mailto:ITOS@alpa.org))  
703-689-4245

**Organizing** 703-689-4179

**Publishing Services** ([Publishing@alpa.org](mailto:Publishing@alpa.org))  
703-689-4185

**Purchasing** ([Purchasing@alpa.org](mailto:Purchasing@alpa.org))  
703-689-4319

**Representation** ([Rep@alpa.org](mailto:Rep@alpa.org))  
703-689-4375

**Real Estate** ([Realestatedept@alpa.org](mailto:Realestatedept@alpa.org))  
703-689-4105

**Retirement and Insurance** ([RI@alpa.org](mailto:RI@alpa.org))  
703-689-4115

**System Board** 703-689-4226

## Membership Services

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 [Crewroom.alpa.org](http://Crewroom.alpa.org); or dial the toll-free number 1-888-359-2572 (1-888-FLY-ALPA) and choose menu option 3.

Listed below are the telephone numbers of MEC offices.

**AirTran**—ATN MEC 404-763-5165

**Air Transat**—TSC MEC 1-888-337-2033

**Air Transport International**—ATI MEC  
505-263-8838

**Air Wisconsin**—ARW MEC 757-754-7687

**Alaska**—ALA MEC 206-241-3138

**\*Aloha**—ALO MEC 808-838-0022

**American Eagle**—EGL MEC  
817-685-7474

**ASTAR Air Cargo**—DHL MEC  
859-282-1475

**\*ATA**—ATA MEC 773-284-4910

**Atlantic Southeast**—ASA MEC  
404-209-8566

**Bearskin**—BRS MEC 807-628-5683

**Calm Air**—CMA MEC 204-471-1000

**CanJet**—CJA MEC 1-800-959-1751

**Capital Cargo**—CCI MEC 256-289-0428

**Colgan Air**—CJC MEC 1-877-MEC-CJCI

**Comair**—CMR MEC 859-282-9016

**CommutAir**—CMT MEC 440-985-8579

**Compass**—CPZ MEC 952-853-2373

**Continental**—CAL MEC 281-987-3636

**Delta**—DAL MEC 404-763-4925

**Evergreen**—EIA MEC 503-474-3880

**ExpressJet**—XJT MEC 281-987-3636

**FedEx Express**—FDX MEC 901-752-8749

**First Air**—FAB MEC 1-877-459-3272

**Freedom**—MAG MEC 602-306-1116

**Hawaiian**—HAL MEC 808-836-2572

**\*Independence Air**—ACO MEC  
ASPEN, ext. 6962

**Island Air**—AIS MEC 808-838-0188

**Jazz**—JAZ MEC 1-800-561-9576

**Kelowna Flightcraft**—KFC MEC  
250-878-7950

**Mesa**—MAG MEC 602-306-1116

**Mesaba**—MSA MEC 952-853-2389

**\*Midwest Airlines**—MEA MEC  
508-360-3112

**North American**—NAA MEC 732-778-6969

**Piedmont**—PDT MEC ASPEN, ext. 3274

**Pinnacle**—PCL MEC 901-527-0355

**PSA**—PSA MEC 603-674-9683

**Ryan**—RYN MEC 1-800-292-ALPA

**\*Skyway**—SYX MEC 414-481-1481

**Spirit**—SPA MEC 1-800-662-2572

**Sun Country**—SCA MEC 952-853-2393

**Trans States**—TSA MEC 610-805-5387

**United**—UAL MEC 847-292-1700

**Wasaya**—WSG MEC 807-627-9443

\*Pilot group in custodianship

# AIR LINE PILOT

**Editor** Sharon B. Vereb

**Technical Editor** Jan W. Steenblik

**Associate Managing Editor** Susan Fager

**Design and Production Editor** William A. Ford

**Staff Writer** John Perkinson

**Contributing Writers** Susan Burke,  
Molly Martin, Linda Shotwell

**Web Coordinators** Cicely Jenkins,  
Chris Weaver

**Director of Communications**  
Marie Schwartz

*Air Line Pilot* is not responsible for unsolicited manuscripts, photographs, or other materials. Unsolicited materials will be returned only if submitted with a self-addressed, stamped envelope. Opinions expressed by authors do not necessarily represent official ALPA position or policy.

**Subscriptions:** Subscription rate for pilot members, \$25, included in ALPA membership dues; for students, \$37; for U.S. nonmembers, \$50; for foreign, \$65. Residents of the state of Washington must add 8.8 percent sales tax. To subscribe or to request address changes, call 703-481-4460.

**Address Changes for Members Only:** E-mail to [membership@alpa.org](mailto:membership@alpa.org).



*Air Line Pilot* is printed in the United States and published for professional air-line pilots in the United States and Canada who are members of the Air Line Pilots Association, International.

**ALPA Headquarters:** 1625 Massachusetts Ave., NW, Washington, DC 20036

**Postmaster:** Send address changes to *Air Line Pilot*, PO Box 1169, Herndon, VA 20172-1169.

**Canadian Publications Mail Agreement #40620579:** Return undeliverable magazines sent to Canadian addresses to B & M Mailing Services Limited, 35 Van Kirk Drive, Unit 15, Brampton, ON L7A1A5. E-mail: [bmmail@bellnet.ca](mailto:bmmail@bellnet.ca).

## Other Organizations

ALPA Aeromedical Office 303-341-4435  
ALPA Federal Credit Union 1-800-747-2349  
Association of Flight Attendants 202-434-1300

## ALPA Accident/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/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](mailto:EAS@alpa.org).

## 2010 EBCB Schedule

The Association's Election and Ballot Certification Board's schedule for counting ballots is October 12, November 10, and December 10.

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

**Have You Moved?**

Please call Membership Services at 1-888-359-2572, or e-mail your new address to [membership@alpa.org](mailto:membership@alpa.org), or clip out this form—along with the mailing label on the left—and send it to:

**ALPA Membership Services**  
PO Box 1169, Herndon, VA 20172-1169

Name \_\_\_\_\_  
Member # \_\_\_\_\_  
Airline \_\_\_\_\_  
New address \_\_\_\_\_  
Apt. \_\_\_\_\_ City \_\_\_\_\_  
State \_\_\_\_\_ Zip \_\_\_\_\_

*Help make sure  
their dreams  
can still fly...*

**Long-Term Security**  
*with ALPA Group  
10 & 20-Year Level Term  
Life Insurance*



**1-800-746-2572**

**Or visit [www.alpa.org/mbin](http://www.alpa.org/mbin)**

Ask for your ALPA Insurance Information Kit, which includes features, costs, eligibility, renewability, limitations, and exclusions for this and other plans that interest you.



Underwritten by  
New York Life  
Insurance Company  
51 Madison Ave.  
New York, NY 10010  
on Policy Form GMR

***By Pilots, for Pilots***

A greater measure of security has been added to the ALPA portfolio with the ALPA Group 10 & 20-Year Level Term Life insurance. With a guarantee of 10 or 20 years' level coverage at level premiums—even after retirement—this program could be the product that keeps their dreams aloft if you're not there to support them.

A member service of Air Line Pilot.