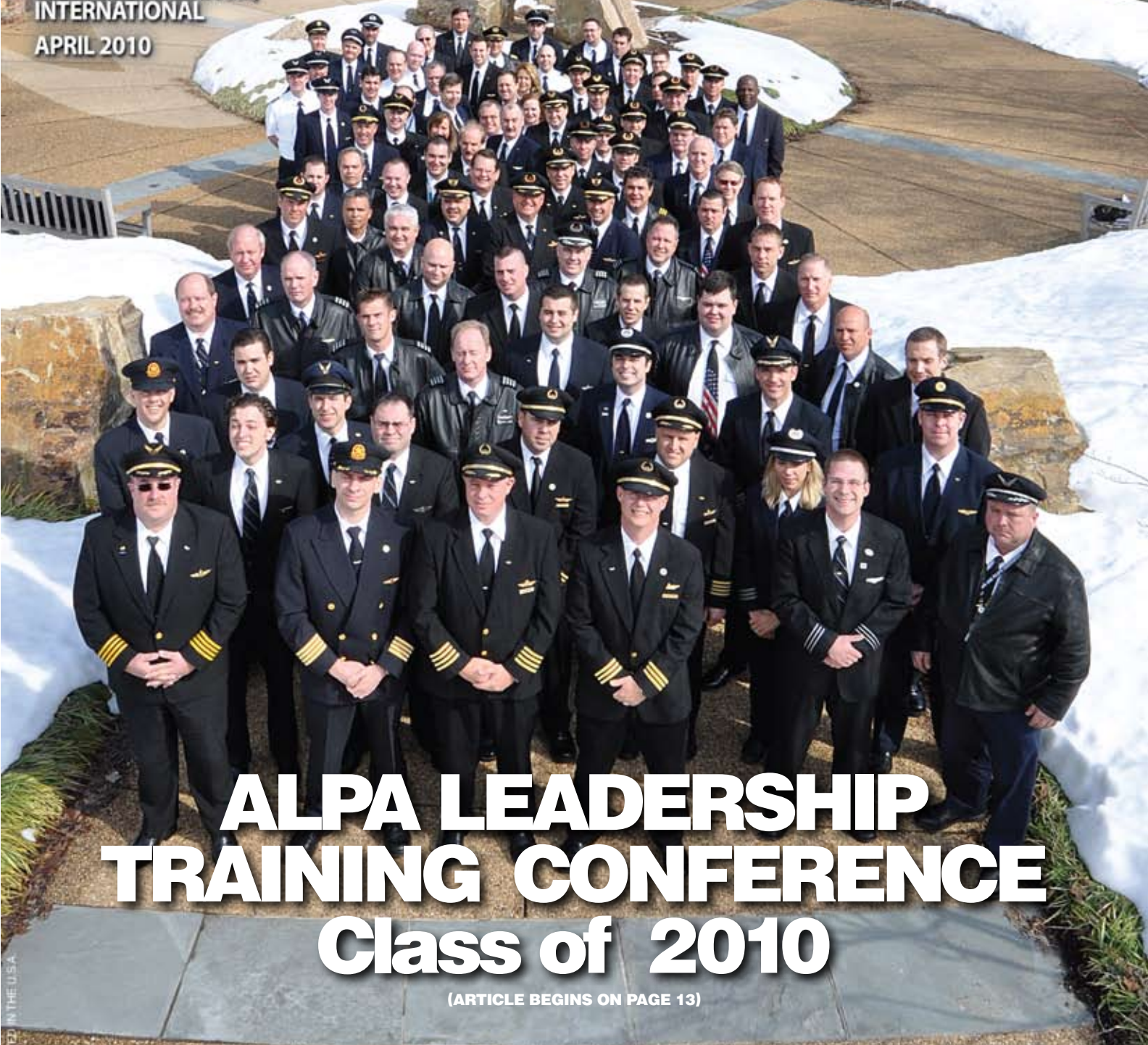


AIR LINE PILOT

OFFICIAL JOURNAL
OF THE AIR LINE
PILOTS ASSOCIATION,
INTERNATIONAL

APRIL 2010



ALPA LEADERSHIP TRAINING CONFERENCE Class of 2010

(ARTICLE BEGINS ON PAGE 13)

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PHOTO BY CHRIS WEAVER

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ALPA's Leadership Training Conference "Class of 2010" assembles by the 9/11 Memorial at the Herndon, Va., offices in this photo by William A. Ford.

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Professionalism

I've read the January/February issue of *Air Line Pilot* and the comments about Northwest Flight 188. I wasn't there and have never flown an Airbus, so I really can't comment other than to say there were many failures from which we need to learn. However, the story always ends with "they made it to... safely." This is very fortunate, since I've personally been on many legs in which fuel on board was such that I probably did not have the capacity to fly an extra 30 minutes, not to mention go around when we got to my destination. With high fuel prices and plunging bottom lines, airline managements have cut to the bone and beyond. This is most definitely true with respect to fuel and flight planning. How often do you fly the flight plan precisely with no deviations? How accurate are those wind predictions from hours ago? Has the weather ever changed at the destination while enroute? I flew a fleet whose fuel-burn model was a predictable high percentage off. After enough complaints, the company began to study it and fixed the discrepancy. Some dispatchers, due to inexperience, I assume, were planning flights with what seemed like little regard to any of those issues and giving a "legal" fuel load. I will say that when I have requested additional fuel, I have never been denied.

I'm not judging anyone here. I *am* saying that "fate is the hunter" and every departure has its opportunities, good or disastrous. Rarely does anyone give a thought to what it took to get to the gate without incident. They can *take your pay, take your benefits, and even take your working conditions, but your professionalism must be given away.* I never want to find myself 15 minutes past my destination staring at a low fuel message!

Capt. Craig Hoyt (Delta)

After watching a documentary, I was reminded of past accidents in the post-deregulation years. The crash near Buffalo made me think of the many similarities to the Air Florida accident [in 1982]. This is history repeating itself all over again. The airline owners, majors and regionals, will never go beyond the concept of the bottom-line dollar. The majors that outsource our flying will not take responsibility for the training and safety of these outsourced operators. It is up to ALPA and the professional pilots of this industry to mentor the "newcomers" to the airline industry. We as a pilot group have one thing in common—we all started from somewhere, either from the military or the general aviation arena. As a Continental pilot, and a former New York Air pilot, from Day 1 I had instilled in me that my No. 1 job was safety. Safety and professionalism will only come from good cockpit discipline and

strong crew resource management. This is still the best job in the world, and in my last years as an over-60 pilot, I am still "living the dream."

The words of Gill Robb Wilson will always stay in my mind: We are "the trusted." This is the legacy that we airline pilots must pass on. Being the trusted is *our* bottom line.

Capt. Doug Colwell (Continental)

Code of Ethics

The March 2010 issue of *Air Line Pilot* was a pleasure to receive, and the "Special Section" of this issue will become a permanent resident in my battered flight bag. A reminder of our ALPA Code of Ethics really hit home, and I reflected upon my professional responsibilities and the image I intend to display. Thank you for these great articles.

Capt. Jim Van Vranken (PSA/USAir Ret.), Boeing Training and Flight Services B-777 Instructor Pilot

International Youth Exchange Program For Families of Airline Employees

Editor's note: In response to the calls, letters, and e-mails Air Line Pilot has received about the International Youth Exchange Program, we're including that information below.



Because Europeans plan very early for the next summer, now is the time to start

thinking about summer plans.

Coordinated by a retired airline employee, IYE has facilitated more than 1,500 exchanges for airline youth since it began in 1995. The costs for the exchange include an application fee of \$265 (refundable if no match is found), an airline pass, and spending money.

For additional information and to receive a brochure, contact Camille Wheeler at cwheeler23@gmail.com or apply online at www.intlyouth.org.



One Set of Union Wings

By Capt. John Prater, ALPA President



When I opened this year's Leadership Training Conference,

I showed our newest union representatives a 25-year-old ALPA Christmas card. It was designed with all of the airline logos of the pilot groups ALPA represented in 1984, and I can tell you that none of them escaped major trials after Congress deregulated the airline industry. When I saw the card, I thought about how much has changed in our industry over the past few decades. But I also think it's a look into the crystal ball of what's happening with our airlines today. I told our leaders to get ready, because it's our duty to manage the changes that lie ahead.

ALPA fought to establish standards for the profession, and we're still fighting to make our members' careers more valuable. We're working with the National Mediation Board to move several of our pilot groups' stalled negotiations. These pilots are fighting for basic quality-of-life improvements like pay, scheduling, retirement, work rules, and job security. Their fight is our fight, and I urge you to support your brothers and sisters in this quest to better the profession. With more than half of our pilot groups in one stage of negotiations or another, your efforts to help other pilots will soon be returned.

We're also working with our governments' agencies to improve our pilots' lives flying the line. First, we're pushing both the FAA and Transport Canada to develop a new set of flight-time, duty-time regulations sooner rather than later. We've waited far too long to update these antiquated rules with hard data that reflect the science available today. We're also working with influential members of Congress to backstop the new rule in order to help the FAA finally get these safety improvements through the process without political or industry interference.

ALPA's ability to effect positive change within our government is closely tied to our roots within the AFL-CIO. This is because ALPA members understand that our futures are inextricably tied with working men and women who have joined unions in spite of hostile managers who will stop at nothing to destroy unions. This past month I met with cabinet members, congressional leaders of both the House and Senate, and the vice-president of the United States to discuss ALPA member issues. At President Obama's request, I received an invitation from the Secretary of Labor to consult with the labor ministers from the G-20 countries to discuss trade and job protection issues. ALPA receives these calls

because your union is involved with the larger labor movement. Do you know how valuable this is for our members? Do you understand that we are afforded these opportunities not because we are airline pilots but because we are ALPA members who care enough to help other workers and their unions?

With the backing of millions of working Americans, we're lobbying hard to protect the health-care benefits that we've rightly negotiated in our members' contracts over the years. We fought for these benefits for our members and their families to ensure that when we need to see a doctor or go to the hospital, we can. We made this choice at the bargaining table, and it is the right choice. With premium increases of

With one set of union wings, our newest ALPA Board of Director leaders will manage today's and tomorrow's challenges partly due to the training and access that only ALPA can provide, but more importantly because when we find consensus, We Are ALPA, and together we will meet any challenges that lie before us.

more than 100 percent over the past decade, it's our job to protect our members and these benefits. With the AFL-CIO, we have millions of workers supporting us in this debate.

ALPA, through your solidarity and your selfless efforts, is leading the profession. But I cannot overstate the importance of our unity. We have more than 100 local councils and 38 master executive councils, but we all share one name: ALPA. We must break down barriers and not focus on the color of our uniforms or how many bars are on our epaulets or who flies for regional, major, or cargo airlines. We must find consensus and move forward as one, not only to protect our profession but to build a better tomorrow for the pilots who will follow in our footsteps.

With one set of union wings, our newest ALPA Board of Director leaders will manage today's and tomorrow's challenges partly due to the training and access that only ALPA can provide, but more importantly because when we find consensus, We Are ALPA, and together we will meet any challenges that lie before us.

NMB May Change Process for Conducting Representation Elections

The National Mediation Board (NMB) is currently assessing comments from airline industry stakeholders to determine if a 70-year-old election process in the Railway Labor Act (RLA) should be amended. The Board is considering a change that would bring union authorization balloting procedures more in line with the election of public officials.

At the urging of ALPA and other airline labor groups, the AFL-CIO Transportation Trades Department (TTD) sent a letter to the NMB on Sept. 2, 2009, advocating that union representation of airline and railroad employees be determined by majority vote. The RLA currently requires that a majority of the affected employee group vote for a collective bargaining agent to give it representational authority.

On November 3, the NMB introduced a notice of proposed rulemaking (NPRM) to update the RLA's representational balloting procedures and request feedback from stakeholders. The NPRM stated, "The NMB believes that this change to its election procedures will provide a more reliable measure/indicator of employee sentiment in representation disputes and provide employees with clear choices in representational matters."

ALPA's president, Capt. John Prater, provided testimony at an NMB public hearing on December 7, saying, "ALPA speaks strongly in support of the Board's efforts to remove the current significant bias against union representation in the balloting rules.

"The Board's proposed rule change is a realistic but important update that ensures basic fairness and recognizes that conditions for voting have changed since the 1930s when employees in remote locations could not quickly or easily get information, communicate their sentiments, or cast ballots. The Board has good reasons to make a change now, and it has the authority to do so."

Prater added, "As the NMB noted in its NPRM, almost 45 years ago the Supreme Court ruled that the Board has very broad discretion to establish appropriate balloting procedures.... ALPA stands united with the Transportation Trades Department of the AFL-CIO and our fellow unions in the rail and airline industries that unanimously support this rule change."

The TTD highlighted in its initial comments that representation elections should be administered in the same manner as democratic elections for positions in

political office. "Nowhere in American democracy—other than during a union election in the airline and railroad industry—does an eligible voter wishing to sit out an election have his or her silence tabulated as a 'no' vote by virtue of non-participation," said the TTD.

The NMB's election procedures are different from the approach used by the National Labor Relations Board (NLRB), which distributes "yes/no" ballots to determine the outcome from the majority of votes cast.

TTD President Edward Wytkind in a recent statement to the news media said, "The deck is stacked against airline and railroad workers when it comes to union elections. That's why airline CEOs are working so hard to defend current election procedures that count all workers who sit out elections as 'no' votes."

As of press time, the NMB has yet to announce any information about implementation of its proposed amendment.

ALPA Takes Part in U.S./EU Air Services Negotiations

ALPA participated in the latest round of U.S.–European Union (EU) negotiations, which took place in Madrid, Spain, on February 15–18, to amend the U.S./EU air services agreement (ASA).

While the talks broke off without a final agreement, the two sides reached tentative agreement on a number of issues. Among them is an agreement to include an article dedicated to labor concerns, which includes the recognition of the value of "high labor standards" and states that the ASA is not intended to undermine labor standards. The article further states that these principles are to guide the two sides as they apply the ASA and commits them to give "regular consideration" of the effects on labor resulting from the ASA. Assuming that the article becomes part of a final agreement, this would be the first time a U.S. air services agreement has included a separate article on labor.

Both before and throughout this round of talks the Association, in coordination with the Transportation Trades Department of the AFL-CIO, conveyed the views of ALPA, and airline labor more generally, to the U.S. government negotiators and other decision-makers. ALPA has also continued to work closely with the European Cockpit Association (ECA) to achieve common objectives. The labor

ALPA Invited to Participate in NextGen Working Group

Last year, ALPA participated in RTCA (formerly Radio Technical Commission for Aeronautics) Task Force 5 (TF5) discussions about developing mid-term (2015–2018) goals for NextGen capabilities. That activity resulted in a report detailing the capabilities that the FAA and the airline industry agreed should be pursued as an interim step toward transforming the national and international airspace systems over the next decades. As a direct result of that activity, the NextGen Implementation Working Group was formed to develop the means to turn the goals defined by TF5 into reality. ALPA was recently invited by the RTCA to participate in the Working Group to ensure that line pilot expertise is used to develop the plans and procedures necessary to implement the TF5 concepts. The Working Group will meet frequently over the next several months. 🌐

article is a direct result of this close cooperation between the pilot associations.

ALPA will continue to coordinate with the TTD, the ECA, and the U.S. government to prepare for the next round of negotiations, the exact date of which has not yet been set.

Prater Meets with FAA on Pilot Professionalism

On February 17, ALPA's president, Capt. John Prater, attended a meeting called by FAA Administrator J. Randolph Babbitt regarding pilot professionalism. The meeting focused on the scope of the "professionalism" issue and the role that unions can play in heightening airline pilots' awareness regarding professional behavior and conduct.

Prater gave a broad overview of the Association's activities to date on this issue and outlined two key ALPA programs, including the professional standards committee in place at each ALPA-represented pilot group and the union's Professional Development Group, which has been active with various colleges and universities to promote professionalism and ethics (see page 20).

Prater also made clear that airline managements play a crucial role. They are responsible for establishing an environment that promotes professionalism, promotes proactive safety reporting, and reinforces professional behavior by supporting captain's authority and decision-making.

Education Committee Visits Embry-Riddle

A group of seven pilots representing ALPA's Education Committee visited Embry-Riddle Aeronautical University in Daytona Beach, Fla., on January 27. The Committee spent time with professors and departmental staff, discussing their flight programs and touring the campus.

The Education Committee conducted a focus group session with approximately 15 students to determine what type of information they would find useful on the Education Committee's website, www.clearedtodream.org, which is being updated to meet the needs of three different audiences—future pilots, young pilots at the collegiate level, and aviation educators.

Also during the day, four committee volunteers—F/O Larry Deist (Delta), F/O Jennifer Zawislak (Air Wisconsin), F/O John Schumacher (Air Wisconsin), and Capt. Seth Heckard (Atlantic Southeast)—visited with hundreds of students as guest lecturers in classroom settings. "Our participation was very well received by the faculty, students, and staff and was, by any measure, overwhelmingly positive," said Capt. Dave Ryter (American Eagle), the Education Committee chairman.

That evening, Embry-Riddle sponsored a pizza dinner for students to meet with the ALPA volunteers. Approximately 125 students attended. After a short presentation from Capt. John Sluys (Alaska), ALPA's Professional Development Group chairman, on the need for a professional approach to the students' college education, the group spent 2 hours in a question-and-answer session in which students asked questions ranging from the airline interview process to balancing family with the demands of the career. 🌐



From left, F/O Jennifer Zawislak, F/O Jeff Browand, Capt. John Sluys, F/O Larry Deist, Capt. Seth Heckard, F/O John Schumacher, and Capt. Dave Ryter answer questions from students at Embry-Riddle's Daytona Beach campus on careers in aviation.

A Professional Workforce Like No Other

By Capt. Randy Helling

ALPA Vice-President-Finance/Treasurer



How many times have you heard or read about ALPA being a union of, by, and for pilots? Do you ever stop to think, especially when you read *Air Line Pilot*, where all these pilot volunteers come from? In this issue alone, approximately 160 pilots are working for their union.

Where they come from is simple. How they get to represent you isn't. They come from our 53,000 members. And for a myriad of personal reasons, they raised their hands and said, "Put me in, coach—I'm ready to help."

Were they *really* ready? Weren't they *just* airline pilots?

How did they come to possess the skills to meet lawmakers face-to-face on Capitol and Parliament Hills or decision-makers in government agencies; talk technical engineering jargon with manufacturers on new aircraft certification; understand the nuances of security and law enforcement; cite chapter and verse about how the current FARs, CARs, and JARs were written and how and why they need to be changed; effectively run a master executive council to provide governance and support for pilots and sit across the table from management to negotiate a new pilot contract; manage a FOQA or ASAP program; represent our members while investigating an accident or incident and determine the causes and the fixes; make the case for ways to improve runway safety to airport authorities; arrive on the scene of an accident or incident and provide critical incident response; represent members with the chief pilot on contract and professional standards issues; intercede in aeromedical and Human Intervention and Motivation Study (HIMS) issues; and so much more.

Are they really ready to be in the game? Are they really ready to represent you? You bet they are, and their union got them ready.

Decades ago, a report was brought to the 1968 ALPA Board of Directors by a special committee chaired by Capt. Chuck Hagen (Northwest). The report, titled "Project Acceleration," argued that the Association should move from Chicago to Washington, D.C., where issues were being decided that affect our members. It also recommended hiring a general manager and a full-time professional staff. But just as importantly, it crafted a staff/pilot team approach with the pilot remaining the voice and face of ALPA. For the same reason, ALPA established an office and professional staff in Ottawa, Ontario, after the CALPA/ALPA merger in 1997.

The wisdom of the 1968 Board of Directors delegates to

adopt and move on this report has been proven a resounding success during the past four decades.

Line pilots possess tremendous knowledge and practical piloting experience. But if this system was to be sustained, we needed to train our volunteers, and to do that, we needed money. In 1988 another BOD report and subsequent Board action codified and funded the recommendations to replace the New Council Officers Training Seminar with the Leadership Training Conference, which today is the centerpiece of ALPA's massive training initiatives.



The Association's combination of trained pilot representatives and staff is by far the best workforce I've ever seen. And from the pilot who is also responsible for ALPA's purse strings, I can assure you that every training dollar is well spent and pays off for all of us every day.

The Association grew into the mantra, "If a pilot is willing to volunteer to do ALPA work, he or she deserves to be trained on how to do it." From my perspective, it's the best money we could spend.

As the national officer in charge of ALPA's safety and security initiatives, I see firsthand every day how those training funds produce polished and experienced pilot representatives who protect pilots on the line and keep our workplace safe and secure. Today ALPA has the second largest safety and security structure in the world, behind only the U.S. government.

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ALPA's and AABI's Long and Productive Relationship

By Dr. Thomas Carney

President, AABI

I am most pleased to have this opportunity to celebrate the long and productive relationship between the Air Line Pilots Association, Int'l and the Aviation Accreditation Board International (AABI, and formerly the Council on Aviation Accreditation). Both of our organizations—and the members we serve—are passionate about “giving back” to our discipline by teaching and mentoring the young aviators who represent the future of aviation. I believe that we are at a critical crossroad in terms of teaching and preparing new aviators to enter the cockpit, and the efforts we expend and the vision we share will have profound and long-lasting effects on the future of civilian aviation in the United States.

AABI was established in 1988 as the Council on Aviation Accreditation (CAA) by the University Aviation Association. CAA held its first meeting in January 1989, and Don Skiados, then director of ALPA's Communications Department, was appointed as an industry representative. With Don's guidance and with the support of a series of ALPA presidents, including current FAA Administrator Randy Babbitt, ALPA has provided enormous contributions to the structural, logistical, and financial support of CAA/AABI. By helping craft the original bylaws, recommending core curriculum, helping establish accreditation standards, serving on accreditation visiting teams, and providing printing services and website creation, ALPA has been a welcome and highly supportive partner in the success of CAA/AABI since its inception.

Why has ALPA's participation and leadership in AABI been so important for the future of aviation in the United States? I believe very passionately in the value of specialized accreditation

and its effect on the quality of educational and professional preparation of students who graduate from AABI-accredited programs. The institutions that have successfully pursued AABI accreditation have demonstrated their programs' compliance with the outcomes-based AABI criteria, which have been developed and kept current through the collaborative efforts of

preparation of those students who graduate from an AABI-accredited program. In turn, ALPA's support of CAA/AABI and participation on its Board, committees, and Industry-Educator Forum have been a key part of our success.

We greatly appreciate the collaborative efforts and dialogue between AABI and ALPA as we have worked through



The combined result [of ALPA's long and substantive support for the Aviation Accreditation Board International]... has been, and will increasingly be, graduates who are prepared for life-long excellence in their chosen aviation careers, leadership roles in their airlines and labor organizations, and commitment to the betterment of the profession.

responses to recent issues related to minimum pilot qualifications for cockpit crewmembers in air carrier operations. As that dialogue continues—and the healthy debate and interaction have been important—I believe that we will move forward toward a final solution that we can all support.

both collegiate aviation educators and industry practitioners.

Their faculties have developed a thorough review and self-study of their programs, and a peer review team of both educators and practitioners performs a site visit to validate the self-study; interview faculty, staff, and students; evaluate the adequacy of facilities; and review evidence of program outcomes.

The AABI Accreditation Committee evaluates the report of the site visit and makes a recommendation regarding accreditation of the programs to the AABI Board. The AABI Board, in closed session, then makes the final decision regarding accreditation of the institution's programs. The result is a rigorous and highly defined process of self- and peer-review that has a significant and very positive effect on the professional

Moreover, the recent work of ALPA's Education Committee in reaching out to colleges and universities with AABI-accredited programs is an important link in helping to educate students and faculty about ALPA positions and its distinguished accomplishments in the area of flight safety.

In closing, I want to again recognize ALPA's long and substantive support for CAA/AABI, and the positive effect that ALPA representatives have had in supporting our efforts to raise the educational standards and program criteria of AABI-accredited aviation programs. The combined result has been, and will increasingly be, graduates who are prepared for life-long excellence in their chosen aviation careers, leadership roles in their airlines and labor organizations, and a commitment to the betterment of the profession. 🌐

AS WE GO TO PRESS

ALPA Calls For Tighter Lithium Battery Restrictions

F/O Mark Rogers (United), director of ALPA's Dangerous Goods Program, presented ALPA's arguments at the U.S. Department of Transportation (DOT) in Washington, D.C., on March 5, for tighter restrictions on the shipment of lithium batteries. His statement was in response to a notice of proposed rulemaking (NPRM) published on January 11 by DOT's Pipeline and Hazardous Materials Safety Administration (PHMSA), in coordination with the FAA, to assess the safety risks associated with the air transport of lithium cells and batteries.

"ALPA has long voiced concern that current provisions in the hazardous materials regulations governing the transport of lithium batteries by air are inadequate to protect crewmembers, passengers, cargo, and the public," said Rogers. "We applaud the Department of Transportation for this proposed rulemaking and recommend that it be adopted largely intact, as it will have significant, positive impact on the safety of the air transportation system.

"When not properly manufactured, packaged, or handled, lithium batteries present a risk of self-combustion, inflight fire, and the loss of an aircraft and its occupants.... ALPA believes that the risk of fire associated with lithium batteries, including lithium batteries packed with or in equipment, is sufficient to justify the elimination of existing regulatory exceptions and their being fully regulated under the Department of Transportation's hazardous materials regulations," said Rogers.



F/O Mark Rogers (United)

Treating lithium batteries as dangerous goods, for shipping purposes, has been slow going for the air cargo industry. Rogers testified in November 2009 before the U.S. House Subcommittee on Railroads, Pipelines, and Hazardous Materials, supporting stricter controls through proposed legislation, specifically the Hazardous Material Transportation Act of 2009, but no action has been taken yet.

In 2004, the DOT prohibited shipments of lithium metal batteries on passenger airliners. However, lithium batteries can still be transported in unlimited quantities and without being fully declared aboard all-cargo aircraft. Two years ago, the National Transportation Safety Board issued recommendations to PHMSA to remove regulatory exceptions for lithium batteries.

Tran States Pilots Return To Negotiating Table

The National Mediation Board (NMB) has scheduled 11 days of mediated talks in Washington, D.C., March 22 through April 1, with Trans States pilots and management.

The pilots' Negotiating Committee met with the NMB in November 2009 to give its views on the status of negotiations. Management was also scheduled to meet with NMB members that month, but the meeting was postponed until Jan. 12, 2010.

In early December, ALPA requested that the NMB issue a proffer of arbitration to the parties to submit all open issues to binding arbitration. If either side declines to arbitrate, the parties enter a 30-day cooling-off period, after which time they are free to engage in self-help (e.g., strike or lockout) if no agreement has been reached.

The NMB has no deadline for responding to requests for proffers. The Board frequently responds to such requests by scheduling additional meetings, sometimes with one

TAKE ACTION NOW: Urge Your Senators To Oppose Legislation to Monitor Cockpit Voice Recorders



Sen. Jim DeMint (R-S.C.) has introduced a bill in the U.S. Senate (S. 3048) to authorize airlines to monitor cockpit voice recorders and flight data recorders for the explicit purpose of evaluating pilot performance. The bill allows airlines to use CVR and FDR data to discipline or fire pilots or to require a pilot's submission to a proficiency check or line check. Capt. John Prater, ALPA's president, has declared that "The DeMint proposal will threaten aviation safety, compromise the accident inves-

tigation process, and squander financial resources that could make proven aviation safety programs even more effective. We will use every tool at our disposal to prevent this from becoming law."

ALPA members are strongly encouraged to contact their U.S. senators through the Association's new Call to Action to express their opposition to this misguided monitoring proposal. Log on to the members' only site of www.alpa.org and click on the Legislation & ALPA-PAC tab on the menu bar to view Call to Action: U.S. Senator Introduces Legislation to Monitor Cockpit Voice Recorders. [▶](#)

of three Board members in attendance, before deciding whether to grant a proffer.

"While the NMB has neither granted nor denied our proffer request, we view the scheduling of 11 days of negotiations in the Board's Washington, D.C., headquarters as a positive sign that the NMB is committed to aggressively pursuing a settlement in this case," said Capt. Jason Ruszin, the pilots' Master Executive Council chairman.

Pinnacle Talks Resume

The current Pinnacle pilots' collective bargaining agreement became amendable in May 2005. After more than 5 years of direct negotiations, mediation under the auspices of the National Mediation Board (NMB), and the pilot group rejecting a tentative agreement, pilot leaders and Bruce York, director of ALPA's Representation Department, recently met with NMB representatives to seek the Board's assistance to resume talks between the parties.

The NMB suggested that the pilots and management first meet to clarify and narrow outstanding issues. After that, the Board will review unresolved items to determine whether additional mediation would be productive. The pilots and management are currently scheduled to meet through the beginning of April.

"We appreciate the NMB's suggestions and hope that the Board will continue to help the parties resolve this long-standing dispute," said Capt. Scott Erickson, the pilots' Master Executive Council chairman. "We are prepared to roll up our sleeves and work hard for a contract that meets our pilots' needs. The new contract should reflect our company's success and the pilots' enormous contribution to it. We hope this process will prove successful."

Pilots Picket as Strike Looms

A number of ALPA pilots, including those from Alaska, Comair, Continental, and Delta, turned out to support Spirit Airlines pilots on the picket line at Spirit's corporate headquarters and training facilities in Miramar, Fla., in late February. Pilots from other ALPA-represented pilot groups

joined more than 40 Spirit pilots to support their contract negotiation efforts and quest for a fair contract.

The last scheduled day of mediated negotiations between the pilots and management concluded on February 18 without any progress toward a settlement. The airline has been profitable for four consecutive quarters, enjoys the lowest cost per block hour in the airline industry, and claims that it is growing. However, after more than 3 years of negotiations, management is demanding a 5-year contract with \$31 million in concessions, including work-rule changes that would result in more than 54 pilots being furloughed. Management has also requested changes to the contract that directly jeopardize the quality of life, health, and safety of its pilots.

"The picture is painfully clear," said ALPA's president, Capt. John Prater. "After everything our Association has done to try to recover from a lost decade in this industry, Spirit management is trying to restart the race to the bottom. I am proud of our Spirit MEC leaders and members for standing up to absurd and grossly unfair demands and for insisting that they receive compensation appropriate to pilots flying Airbus aircraft at a major carrier. Every ALPA member and every professional pilot needs to understand that management's approach represents a threat to all of our careers and that our Spirit pilots are standing up for our entire profession."

Evergreen Crewmembers Scrutinize Management's Request for Help

The Evergreen Master Executive Council has demanded financial and operational information from the company to evaluate whether management's recent request for contract concessions is appropriate. This action was prompted by management's financial presentation to the MEC Negotiating Committee during the January bargaining session in which it stated, for the first time, that it was seeking concessions from the crewmembers in order for the company to survive.

As We Go To PRESS

The MEC's decision to seek this information does not commit it to concessionary bargaining, but allows the MEC to secure important information from management to make data-based decisions regarding its concession requests.

In accordance with ALPA's collective bargaining policies, the MEC has demanded confidential company financial data as well as short-and long-term recovery plans. Management has agreed to open its books to ALPA's Economic & Financial Analysis Department, whose analysts are reviewing the data and will brief the MEC on its findings before the next round of bargaining. Mediation is scheduled to continue the week of April 12 at the National Mediation Board in Washington, D.C. The MEC will then provide direction to the Negotiating Committee about future bargaining.

Mesa Bankruptcy Update

The Mesa Air Group made clear in its recent Chapter 11 filing that excess aircraft—not labor—was the problem. After nearly 8 weeks, everything that the company has filed in bankruptcy court seems to be consistent with that position and with its stated desire to exit bankruptcy in a reason-

able time frame. In what appears to be an early step in the company's restructuring plan, it is expected to reject aircraft associated with some CRJ200 leases. This is a result of the code-share agreement with United in which these aircraft leases will not be renewed past May 2010; however, Mesa's code-share agreement with United provides for continued CRJ700 flying through at least 2013.

As for the code-share agreement with Delta, litigation concerning ERJs and claims about rate disputes and a most-favored-nation clause will be transferred to bankruptcy court, and a trial is scheduled to begin July 12. The litigation concerning ERJs and claims about alleged performance will remain in the Georgia court, where a trial is scheduled for April 20. The company also reached a settlement agreement with Raytheon covering the return of 20 Beech 1900s parked since Air Midwest shut down. This agreement removes approximately \$32 million of debt from Mesa's balance sheet.

On the labor front, management has not indicated that it plans to seek concessions from the pilots or reject their labor agreement; nevertheless, the pilots' Master Executive Council is fully prepared for such actions. The MEC is also actively negotiating with management to secure additional contract improvements and reach advantageous grievance settlements. The MEC recently settled three pay-related grievances that—combined with the pilots' new, progressive contract—will generate nearly \$3.2 million in value for the pilot group each year (as compared to pilot pay calculated without scheduled/actual and without line guarantees). This agreement is subject to approval pursuant to certain general settlement procedures that were just approved by the bankruptcy court. ☛

In Memoriam

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

1989						
Capt. Julian B. Bennett	TWA	May	Capt. Mark P. Freeman, Jr.	Delta	December	
			F/O T.H. Frye	Braniff	December	
2008			Capt. R.B. Hill	Eastern	December	
Capt. P.D. Whitehouse	Delta	January	F/O Mark C. Jennings	Delta	December	
Capt. Charles J. Barclay	United	December	S/O Gene C. Johnson	TWA	December	
2009			Capt. J.J. Koskovich	Northwest	December	
Capt. Gordon R. Kartrude, Jr.	US Airways	January	Capt. Thomas C. Lambrick	United	December	
Capt. Samuel J. Lee	Continental	February	Capt. Norman J. Lehocky	TWA	December	
F/O Carlton C. Small	Airlift	June	Capt. Ralph S. Matthews	United	December	
Capt. C.G. McCullough	Delta	July	Capt. James P. McBride	United	December	
Capt. Edmond H. Mitchell, Jr.	FedEx	July	Capt. E. M. McGoey	Delta	December	
Capt. G.H. Quantz	Delta	September	Capt. Herman B. Melton	Continental	December	
S/O George E. Clements	TWA	October	S/O Lee A. Neifert	Delta	December	
Capt. William F. Nixon	US Airways	November	Capt. Edwin M. Newton	Delta	December	
Capt. Gene Pagley	Flying Tigers	November	Capt. Gregory G. Ossana	Delta	December	
F/O Mark M. Pendley	United	November	Capt. V.H. Petrie II	United	December	
Capt. Saul R. Perez	Gemini	November	Capt. John F. Rigan	United	December	
F/O Kim E. Post	Kitty Hawk	November	Capt. E.G. Rouse	Pan American	December	
Capt. Stephen G. Pothier	Delta	November	F/E Charles D. Simpson	Kitty Hawk	December	
Capt. J.R. Robinson	US Airways	November	Capt. Edward J. Toner, Jr.	TWA	December	
Capt. Michael E. Ruddy	US Airways	November	Capt. James B. Wallace	Delta	December	
S/O Shaun M. Sheble	Gemini	November	Capt. Hugh W. Weaver	Eastern	December	
Capt. James T. "Terry" Shedd	FedEx	November	Capt. Frank L. Wilcox	United	December	
Capt. Stephen M. Smoker	Delta	November	Capt. Arnold A. Wilken, Jr.	TWA	December	
Capt. Delbert K. Steele	Continental	November				
Capt. William C. Whiteside	TWA	November	2010			
Capt. M.G. Cardozo	Braniff	December	Capt. James S. Gibson	Reeve Aleutian	January	
Capt. Stuart M. Carlson	United	December	Capt. William J. "Jack" Groves	Delta	January	
Capt. A.S. "Smitty" Clevenger	Braniff	December	F/O George L. Haselman	Northwest	January	
Capt. Gary W. Coleman	Delta	December	Capt. James W. Moffit	Alaska	January	
Capt. G. Darnell	Delta	December				
Capt. C.C. Evans, Jr.	Eastern	December				

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

New Faces Bring Fresh Ideas to ALPA's Pilot Leadership Cadre

By **Rusty Ayers**, ALPA Senior Communications Specialist, and **John Perkinson**, Staff Writer

Pick up any newspaper or turn on the television and you're likely to run across a story about airline pilots. The issues that surfaced in the aftermath of the Colgan Flight 3407 accident and other recent incidents have raised the public's awareness of the realities pilots have been forced to endure with globalization, bankruptcies, mergers, and other industry challenges during the last decade.

To prepare themselves to confront these realities and the demands of representing their pilots, the largest class of newly elected ALPA representatives in recent history gathered in Herndon, Va., for the Association's annual Leadership Training Conference. The 4-day event exposed the latest generation of ALPA leaders to the wide array of tools and resources available through the Association, with presentations from every ALPA department and briefings

"It's really good to come for all the teambuilding and unity exercises with your fellow crewmembers, and to see what the Association is doing to benefit pilots in the industry as a whole."

—Capt. Susie Latvala (FedEx Express)

on the hot-button issues affecting the airline industry. The Conference also included discussions on leadership, fiduciary responsibility, the duty of fair representation, and local council officers' upcoming role as strategic planners at this fall's ALPA Board of Directors meeting.

The Conference participants' personal experiences and expectations reflect a changing workplace and the stress associated with a profession drawing so much news media attention, public scrutiny, and challenging labor-management relations. And yet, the ALPA member representatives who attended the Conference revealed a deep-seated desire to improve the profession and to secure better work rules and compensation to more accurately mirror the proficiency, expertise, and enormous responsibility that every airline pilot brings to the job.

Taking the lead

"The onus is on all of us as individuals to be leaders," said MD-11 Capt. Susie Latvala, the new chair of FedEx



Capt. Susie Latvala
FedEx Express

Express Local Council 79 in Anchorage, Alaska. "We can all personally be better mentors for our profession as well as for our Association."

Latvala brings previous ALPA experience as the vice-chair of her council and as a former member of the pilots' Jumpseat Committee. This was the second Leadership Training Conference that she has attended.

The FedEx 15-year veteran said, "Since I've been involved in the union, more

of the information presented to us makes sense because I can better correlate the references when discussing various terms and concepts. It's not the fire hose of information you might expect, and I see a lot of correlation.

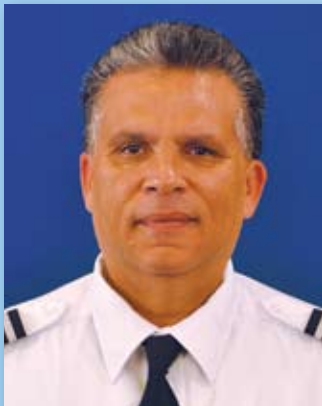
"I have a better understanding of things I had been somewhat familiar with, particularly legal issues, which is so important in the grievance arena. We have a lot of questions and some misunderstandings about the grievance process at our council," Latvala noted. "It's really good to come for all the teambuilding and unity exercises with your fellow crewmembers, and to see what the Association is doing to benefit pilots in the industry as a whole."

Setting a high standard

"You are going to set the initiatives that we carry out," ALPA's president, Capt. John Prater, told the new officers about their strategic planning duties, as part of his opening remarks. "You won't get off the hook by rubber-stamping something set in front of you. You'll be making the decisions that move this union forward."

Prater spoke with attendees about their new roles and the importance of relationships, particularly the Association's ties with the AFL-CIO. He talked about ALPA as a member of the International Federation of Air Line Pilots' Associations and the union's recent support of the Lufthansa pilot strike to help attain better job security (see page 36). "Let's face facts, we're part of the labor movement," he said, adding, "Are you prepared to be leaders of the union?"

Prater also talked about the need for unity to wield the



Capt. Jeffrey Sanchez
American Eagle

leverage necessary to protect and promote the airline pilot piloting profession.

“We need to keep a unified group,” agreed Capt. Jeffrey Sanchez, the captain rep for American Eagle Miami Council 126. “The industry’s changed, and it continues to change,” he said. “We need to keep focused and remember that it’s not the legacy carriers versus the regionals. We’re all in this together.”

Sanchez, who flies ATR 72s to destinations around the Caribbean, started with New Air in New Haven, Conn., in the 1980s. He later flew for Pilgrim Airlines, which was bought by Business Express, which was later absorbed by Eagle, so Sanchez knows something about airline mergers and acquisitions.

Since this was his first Leadership Training Conference, Sanchez said, “I hope to help my pilot group a little more. Everything that I’ve done has been on instinct. I’ve always been able to call the people in the master executive council office or in Herndon if I had questions. But this is a more formal education on some of the processes.” He said that Miami is a small base and that the pilots have a good rapport with management, but he wants to be prepared if circumstances change.

Serving others

Capt. Denis Prefontaine, a Jazz CRJ pilot and the new secretary-treasurer for Council 223 in Toronto, was attending the Conference to help his pilot group with its current collective bargaining efforts. “I wanted to get more involved,” he said, explaining why he ran for office. “I have tremendous respect for my local officers right now and the Jazz MEC. I really feel these pilots are going to put a great contract out and that it’s going to be good. I want to be on the ground floor and help spread the word.”

The 10-year Jazz veteran,



Capt. Denis Prefontaine
Jazz

“I wanted to get more involved. I have tremendous respect for my local officers right now and the Jazz MEC. I really feel these pilots are going to put a great contract out and that it’s going to be good. I want to be on the ground floor and help spread the word.”

—*Capt. Denis Prefontaine (Jazz)*

who gave the Conference high marks, said, “I’m learning quite a bit, and I found that the most useful part right now is the communications available to ALPA officers—newsletters, videos, all those tools. It’s very interesting.”

Looking beyond Jazz, Prefontaine’s greatest concern for the profession is “the race to the bottom—everybody willing to fly certain equipment cheaper than their brothers at another airline. I hope it will stop.”

He added, “A lot of people say it’s our own fault; pilots are our own worst enemies. You have one company that wants to fly cheaper, and people there go along. But I think a lot of it has to be placed on the airlines themselves. They charge the cheap fares that aren’t really enough to sustain the airline, but they don’t worry about it. They figure there’s always bankruptcy protection or a bailout. It’s kind of a scary thought, and I really hope that we as ALPA can help people see the light.”

Maintaining a professional image

Professionalism was highlighted in several of the presentations during the Conference. Larry Deist, who recently became Delta’s Atlanta Council 44 F/O rep, shared his concerns.

“Individually, we all have a responsibility to create the most professional image possible—the way we interact with our customers, the way we interact with each other, the way we present ourselves. It starts with each individual and progresses into the local council and the master executive council. At the national level, every department has its own share of responsibility. Government Affairs needs to be knocking on doors. Engineering & Air Safety needs to be knocking on doors. Anybody in an activist role within ALPA needs to be aggressively pursuing the improvements that they are charged with,” he said.

The former U.S. Air Force pilot stressed that airline pilots need to make their occupation a profession again. ▶▶



F/O Larry Deist
Delta



ALPA's Annual Leadership Training Conference

Just as a new-hire pilot isn't expected to sit down in an unfamiliar cockpit and immediately go to work without advanced preparation, ALPA recognized long ago that newly elected union representatives require special training to prepare them for the unique demands of their elected positions. That recognition led to the creation of the Association's annual Leadership Training Conference, a 4-day forum for new local council representatives.

Held every year in February, the Conference is designed to give ALPA leaders a detailed education on the services ALPA has to offer and what's expected of pilot reps. It's an intense ground-school-type environment in which attendees receive numerous briefings during the day, then work to build relationships with their fellow reps and officers from their network systems and from across ALPA at scheduled evening events.

The curriculum and format continue to evolve to meet the needs of the pilot reps, but the week typically begins with welcomes from ALPA's president and other national officers, an overview of the Association's strategic planning process, and discussions on leadership and ALPA structure. Much time is devoted to effective leadership characteristics and communication skills. The new reps learn that effective communication begins with listening—listening to their fellow pilots in the crew rooms and flight decks. There's also a half-day session on collective bargaining in which ALPA staff members play the roles of master executive council officers to demonstrate how—and how not—to conduct oneself during a tense meeting. Day 1 ends with an address by a national labor leader. This year Elizabeth Shuler, the new secretary-treasurer of the AFL-CIO, spoke to attendees.

On Days 2 and 3, the new reps receive in-depth briefings on the Communications, Government Affairs, Economic & Financial Analysis, Representation, Legal, Engineering & Air Safety, Finance, and Membership and Council Services Departments and on aeromedical issues, the Canada Board, and the Fee-for-Departure Task Force. The reps are taught how to help their fellow pilots who call with questions regarding aircraft accidents, medical questions, grievances, and more. They tour the ALPA offices in Herndon, Va., and are equipped with cell phones, laptops, ALPA e-mail addresses, and other physical tools needed to do the job.

Day 3 ends with the annual National Officers' Forum, where individual reps take the floor and exchange questions and comments with ALPA's president, first vice-president, vice-president-administration/secretary, and vice-president-finance/treasurer, and on the final day of the Conference, ALPA experts advise the new reps and officers on legal and lobbying disclosure requirements. They also hear presentations on membership and organiz-

ing efforts, and wrap up their week with veteran pollster Phil Comstock, whose "Know Your Members" session uses nationwide polling data to help the leaders understand what their members are thinking.

More than 120 pilot volunteers from 28 of ALPA's 38 pilot groups attended this year's Conference, including eight pilots from AirTran and North American Airlines, two of ALPA's newer pilot groups. These pilots will make up more than a third of the Association's leadership, when the ALPA Board of Directors holds its regular meeting in Florida this October.


In addition to its training function, the Conference also provides representatives of non-ALPA pilot groups an excellent opportunity to learn about the Association's many programs



Brendan Kenny, Government Affairs director, gives a legislative overview. Capt. Prater is on his right; Kelly Hardy, senior government affairs specialist, is on his left.

and services. In past years, the majority of these non-affiliated groups have mounted ALPA organizing campaigns soon after leaving the Conference. The non-union pilots agreed it was an eye-opening experience, coming from airlines where they are used to flying with no union benefits or protections.

"We've been so impressed that ALPA is not being pitched to us. We're here as observers to see how ALPA operates," said one non-ALPA pilot. "We've been very impressed with the training these reps receive. Everything that ALPA has to offer has been explained very well," he said. "We would absolutely love to be here [as members] a year from now."

The Leadership Training Conference, a staple for new ALPA local council officers, is hosted by the Association's Leadership Conference Committee, led by Capts. David Farmer (Delta), Mark Moore (Delta), and Tom Wychor (Mesaba). The Leadership Conference Committee falls under the auspices of ALPA's newly formed Leadership Committee, which is chaired by Capt. Bill Dressler (ExpressJet). 

WILLIAM A. FORD



Capt. Brett Walker
Continental

“Pilots, from top to bottom, have taken a big hit since 9/11 in pay, retirement, work rules, and working conditions. My hope is that we can have a positive effect, going forward, to make this the profession it once was and the profession it should be.”

Capt. Brett Walker, a B-737 pilot and Continental’s Houston Council 171 captain rep agreed. “When you put the uniform on and go to work, you’ve got to represent your airline and

ALPA and do the best you can. The union must get out there and let the public know about our impressive safety record and the training we go through and the professionalism we display every day.”

Walker, a former striking Eastern pilot, has flown for a wide variety of airlines during his pilot career before he started with Continental 13 years ago.

Recently, he’s concentrated his free time on raising two sons. “Now that they’re older, it’s time to step up and do something for our pilots,” he said.

Making the most of the Conference

“I have been learning a lot about leadership skills and how to create unity within the pilot group,” said Diana Feddersohn, the new Council 146 F/O rep at Island Air as well as the new MEC chair.

“As a smaller council pilot group, wearing multiple hats has its challenges; however, it also provides us the opportunity to be more nimble and to get things done quickly and efficiently,” said Feddersohn.

This is Feddersohn’s first airline pilot job, but she previously flew for a charter operation in California, doing aerial mapping and marine mammal survey work. Feddersohn also brings previous union experience to the table as an assistant to the shop steward for the International Association of Machinists when she



F/O Diana Feddersohn
Island Air

“I have been learning a lot about leadership skills and how to create unity within the pilot group.... I think ALPA is doing a great job—keeping the pilots and the public informed about all the issues at hand and ensuring that we provide quality and safe service for our airlines and the public, our customers.”

—*F/O Diana Feddersohn (Island Air)*

worked as a city ticket office agent for United Airlines.

The Honolulu-based Dash 8 pilot remains optimistic about the future of the profession and the work that the Association’s pilots are doing to support it. “I think ALPA is doing a great job—keeping the pilots and the public informed about all the issues at hand and ensuring that we provide quality and safe service for our airlines and the public, our customers.”

Keeping a balanced perspective

F/O Tom Nelson, Air Wisconsin Norfolk, Va., Council 50 secretary-treasurer, has personally experienced the instability in airline pilot ranks from fee-for-departure airlines attempting to undercut one another for legacy-airline contracts. Originally hired at Midwest Airlines regional subsidiary Skyway, Nelson was soon furloughed while still in training. He moved on to Mesaba, but was furloughed there as well after just a year on the job, when Mesaba declared bankruptcy.



F/O Tom Nelson
Air Wisconsin

Like several of his fellow status reps at the Conference, Nelson was initially asked by someone in his MEC to run for office. “I’ve been a rep for about a month, so I’m brand new at it. There was an opening at the local council; a previous secretary-treasurer had found a different job. One of my roommates is an F/O rep, and he said I should do it, so I’m giving it a shot to see what it’s like.”

Nelson talked about the struggles of entering the current airline profession. “It’s difficult to survive making \$16,000 a year F/O pay. Some people assume you’re unprofessional because you make so little money, and that’s not the case at all. It’s insulting. I’m 29 years old and I get called on it every day. People enter the airplane and say, ‘You’re so young!’ I *am* young, but I’m just as professional as anybody else.”

The 29-year-old typifies the new breed of ALPA leaders: tempered by career adversity but determined to work cooperatively with his pilot group and other MECs to improve the piloting profession. 🌐

Perspectives on Professionalism

Since ALPA's formation in 1931, professionalism has been a key ALPA tenet, the foundation of everything the Association and its members say and do. But with the profession under intense news media and public scrutiny, ALPA has placed new emphasis on pilot proficiency, conduct, and training, creating a new Professional Development Group (see page 20)

and encouraging individual master executive councils to improve their mentoring of younger pilots. We asked a number of new and veteran ALPA leaders attending the Leadership Training Conference for their perspectives on what it means to be an airline pilot and what, if any, improvements need to be made.

Capt. Bob Ward (United)



“Professionalism should be a constant drumbeat for airline pilots, but we’ve allowed ourselves to be distracted by other issues—career survival, putting food on the table, and keeping our airlines operating. We haven’t had the time to keep beating that drum. Recent events, however, have forced us to rethink what being a pilot professional means, and now we’re coming back to it. We can’t allow ourselves to be distracted again. Professionalism must be a constant concern, just like safety.”

Capt. Rich Castle (ExpressJet)



“I think it’s a global picture of managing expectations. We’re the only industry in the United States where every 6 to 12 months you go for a jeopardy event that measures your skills and your proficiency. There isn’t any other industry that does that or meets that level of professionalism. The professionalism is there—perceptions aren’t always what they seem.”

Capt. Dennis Vanatta (Sun Country)



“Really it’s an issue of remembering that at all times, you represent the profession—when you’re talking to your neighbors, when you’re talking to your family. Keep foremost in your thoughts that you are a professional pilot and represent yourself that way because the offhand comments you make can easily show up in a newspaper the next day.”

Capt. Al Gallo (North American)



“I think it’s a professional commitment that one has to make, both mentally and physically, to participate in your profession and to take advantage of all the opportunities, not only what ALPA offers but also what the company you work for offers.”

ALPA

YOU'NIV

ALPA'S TRAINING FOR PILOT VOLUNTEERS SPANS A BROAD SPECTRUM OF SUBJECT AREAS TO EQUIP THESE REPRESENTATIVES TO BEST SERVE THEIR FELLOW LINE PILOTS

On Thursday evening, April 12, 2007, Pinnacles Airlines Flight 4712 overran the end of Runway 28 at Traverse City-Cherry Capital Airport in Michigan. F/O Shannon Connolly (then Pinnacle, now Delta) was in Herndon, Va., attending the annual ALPA Accident Investigation Course.

Connolly didn't go home after the course ended; she stayed in Herndon, where an ALPA staff engineer gave her additional training on participating on the CVR (cockpit voice recorder) Group in an NTSB accident investigation. When the NTSB CVR Group convened in Washington, D.C., a few days later, Connolly was there, representing the interests of her fellow pilots and the traveling public in what would be a year-long investigation.

On the Safety Board's PCL 4712 CVR Group, Connolly was *the* face and voice of ALPA. As one of hundreds of line pilots the Association trains every year to serve their fellow pilots, she joined a distinguished group—the pilots who've attended what could be called "ALPA 'You'niversity."

Why "You"?

Because whether *you* decide to give back to your Association and your profession by volunteering your time and participation as an ALPA rep, a portion of your dues dollars goes directly to supporting ALPA's extensive training for those who have already stepped up to do so—the line pilots who make

up your master executive council negotiating committee, maintain your MEC's website, write and edit your local executive council and MEC newsletters, represent your interests on national television, take your safety issues to the FAA, Transport Canada, manufacturers, the NTSB, the TSC, and so much more.

ALPA reps don't often find themselves propelled into using the special training they've received from their Association as quickly as F/O Connolly was. But when it's their time to roll up their sleeves and do ALPA work, they're prepared.

Tailored training

ALPA offers training to those who actually need it and will use it—e.g., newly elected LEC officers, MEC secretary-treasurers, accident investigators, MEC R&I Committee members, and other ALPA reps performing specialized work. The format of the training ranges from large, multi-day courses and conferences to informal, one-on-one training by ALPA pilot representatives or members of the Association's professional staff.

The frequency of the courses and training venues varies considerably to meet the needs of individual pilot representatives and pilot groups—ranging from monthly to every other year. A number of types of training are provided on an "as needed" or "by request" basis.

For example, Steve Hodgson, manager of ALPA's Retirement and Insurance (R&I) Department, explains, "The R&I field representatives will periodically hold 'ground schools' on benefits and related issues for MEC R&I committees and negotiating committees. Our MEC benefits specialists will also hold pre-retirement planning sessions for individual pilots or groups of pilots who are nearing retirement; they'll explain pilot benefits accumulated under the working agreement

and also bring in financial planning experts from Charles Schwab & Company, which is ALPA's preferred financial services provider."

The method of communicating the availability of training also varies. Some departments notify only those who would directly need and benefit from the training. The ALPA Air Safety Committee, on the other hand, posts information on its complete course offering on the Committee website: On the members' only site, click on Committees and then Air Safety Committee. From there, click on the Safety Training tab and then Course Catalogue, which lists the dates and location of each course; course con-

ALPA TRAINING

COMMUNICATIONS: Leadership



Communications Training, Family Awareness, Media

Training, Pilot-to-Pilot, Public Speaking, Strategic Initiatives Training, Leadership Training Conference

ENGINEERING & AIR SAFETY: Basic



Safety School, Basic Safety School "Air Drop" Course,

Safety Two School, Accident Investigation Course, Bloodborne Pathogen Training, Advanced Accident Investigation Course, Airport Safety Liaison Training, Regional Safety Chairman Training

UNIVERSITY

By Jan W. Steenblik

Technical Editor

tent; prerequisites (e.g., the Advanced Accident Investigation Course requires, among other things, successful completion of the Accident Investigation Course); target audience; expected knowledge and skills upon completion; course contacts; and registration information.

Whenever possible, the courses involve pilots teaching pilots (with staff support) so that ALPA members can pass on to each other their expertise and experience from the unique perspective of line pilots. This is particularly true in safety, security, pilot support, R&I, and representation; in other subject areas, such as IT, the instructors come exclusively from the

ranks of ALPA's professional staff.

Courses are constantly upgraded and refined, based on changes in the operating environment and recommendations from pilot participants. For example, ALPA's safety and security schools have added courses for security coordinators in SMS in recent years; the Representation Department has created more roundtables to bring pilot reps together to learn from each others' experiences in negotiations, grievances, and contract enforcement.

"The pilot volunteer is at the heart of our ability to influence government, management, and industry," says ALPA's president, Capt. John Prater. "Training our volunteers is the best

investment we can make to ensure that our profession is represented in all aspects of the airline industry. The training courses available to our pilot volunteers are the finest we have ever offered, and this dynamic aspect of representing our members continues to increase in its effectiveness."

So become the geek—or the tinkering sleuth or insurance expert or contract negotiator—you've always wanted to be. Contact your LEC or MEC elected leaders to find out how you can get into a school whose training offers a chance to make a positive difference in an area that directly affects you, your family, your fellow pilots, and your profession—ALPA "You"niversity. ☺

TRAINING AVAILABLE TO PILOT REPS

(under development), Security Training Course, Security Forum, Critical Incident Response Program (CIRP) Basic, CIRP Recurrent, Pilot Assistance (Canada) Training, Professional Standards Training, Pilot Assistance Forum, Aeromedical Conference, HIMS (substance abuse detection and treatment) Seminar

FINANCE: LEC Officer Orientation, MEC Officer Orientation, MEC Secretary-Treasurers Conference, PRISM (Pilots Release Information System Management) Training,



Concur Expense Online Expense Reimbursement and Approval Application, ALPA Budgeting and Financial Reporting

GOVERNMENT AFFAIRS: MEC Legislative Coordinator Seminar

HUMAN RESOURCES: General Overview of HR Issues

INFORMATION TECHNOLOGY: IT Conference, Concur Online Expense Report, Windows 7 (Business version), OCS Instant Messaging, SharePoint, Document Management, Microsoft Office 2007, Excel 2003 Introduction, Excel 2003 and 2007: Level 2, Excel 2003: Charting a New Course, Excel 2003: Pivot Tables, Excel 2007 Introduction, Excel 2007 Advanced, Outlook 2003 and 2007 Introduction, Outlook 2003/2007: Managing Outgoing E-mail Messages and Working with Categories, Outlook 2003/2007 Advanced Features, Outlook Web Access, PowerPoint 2003,

SPACS (Strategic Preparedness and Communications Sites on ALPA Intranet) Training

REPRESENTATION: Bargaining Conferences and "Roundtable"



Discussions, Grievance Seminar, Contract Enforcement

"Roundtable" Discussions, Negotiations Training Seminar, IFALPA Negotiations Training Seminar, Strategic Planning

RETIREMENT & INSURANCE/ REPRESENTATION/ECONOMIC & FINANCIAL ANALYSIS: Joint Training Seminar ☺

The right organizational restructuring streamlines, reduces duplication of effort, and achieves synergies among its components. That's what ALPA's Executive Board aimed to do last October when it affirmed the creation of the Professional Development Group (PDG). Capt. John Prater, ALPA's president, appointed, and the Executive Board confirmed, Capt. John Sluys (Alaska) to lead the Group.

The PDG provides coordinated services and benefits to ALPA members through education, leadership, and membership programs, including special programs for furlougees and military veterans. The PDG enhances ALPA partnerships with academic institutions and illustrates how the union is every member's one-stop shop for services and benefit plans that are tailored to pilots' needs. The PDG chairman serves at the discretion of ALPA's president and works in close coordination with the vice-president-administration/secretary.

Three committees are the main emphasis of the PDG:

Education Committee

Capt. Dave Ryter (American Eagle) is chairman of the Education Committee, which provides information about the airline piloting profession to young men and women who are interested in aviation careers. ALPA pilot volunteers regularly conduct presentations at flight schools and universities. The Committee also provides educational outreach via the Internet, printed educational materials, and through involvement in developing university curricula.

While providing information about an airline piloting career, the ALPA representatives encourage the next generation of pilots to develop the same dedication to safety, solidarity, and professionalism that ALPA members share.

The Education Committee is also charged with providing continuing education for ALPA members. To that end, the Education and Membership Committees are collaborating to create educational presentations for new members so that they gain further knowledge of their union and understand how ALPA is here to help them throughout their careers. This project highlights the synergies that the PDG has created.

Leadership Committee

Capt. Bill Dressler (ExpressJet) chairs the Leadership Committee, which delivers comprehensive training for pilot representatives. The Committee's responsibilities include

- explaining ALPA leadership roles and responsibilities to new master executive council officers, national committee chairmen, and leaders of new-member pilot groups and
- educating pilot representatives about ALPA and the services, resources, and support available to them, emphasizing union leadership skills for the particular office or representative position so that every ALPA representative can provide effective representation to his or her pilots, achieve member unity, make the best use of available ALPA resources, and effectively interact with airline management personnel.

The Leadership Committee works closely with the ALPA Communications Department to host an annual Leadership Training Conference (see page 13).

Membership Committee

F/O John Schumacher (Air Wisconsin) is chairman of the Membership Committee, whose responsibilities include

reviewing ALPA policies and procedures relating to membership issues and recommending changes as necessary; ensuring accurate member classification, status, and standing so that each pilot's associated rights, privileges, and benefits are available at all times; and reviewing monthly membership inventory to detect issues among member pilot groups. The Committee also supports MEC/local executive council Membership Committees to help accomplish these goals.

The Committee welcomes all new members to the Association in a thorough and professional manner and coordinates members' services with other ALPA committees and departments to ensure that all members receive the proper attention they need from the correct ALPA source.

PROFESSIONAL DEVELOPMENT GROUP


ALPA's new Professional Development Group provides harmonized services and benefits to members

By Jan W. Steenblik
Technical Editor

Furlougees and veterans

Two special programs come under the oversight of the Membership Committee:

- The Furloughed Pilot Support Network provides a primary point of contact for furloughed pilots to ALPA by maintaining a website through which furloughed members can access job, insurance, financial assistance, and other information. F/O Larry Deist (Delta) is the Furloughed Pilot coordinator.
- The Veterans Affairs Committee provides support for ALPA members who are currently reservists or guardsmen, recalled to active duty, or retired from military service. Through the Committee website, these members can access information, government policies, and regulations that address reserve and veterans' issues and local MEC contacts. F/O Wes Reed (FedEx Express) is the Committee's chairman.

Sluys says, "On any given day, so much goes *right* in the airline industry—in large measure, as a result of pilots' professionalism. ALPA is here to help—no matter where you are in your career. And that's what the PDG is all about." 

Professional Development Group: Committees that Support ALPA Members Throughout Their Careers



Building the Brand from the Beginning

Education Committee

Informs high school, college, and flight school students, as well as new members, about ALPA's benefits *



*** Develops/expands partnerships with industry educators: the Univ. Aviation Assoc., the Aviation Accreditation Board Int'l, etc.**



Membership Committee

Coordinates member services with other ALPA committees and departments

Organizing Task Force

Informs interested pilot groups about the benefits of joining ALPA, tailoring the base message with the groups' top issues and concerns *



*** Develops a transition program for new member pilot groups, complete with checklists and ALPA guides/training**

Leadership Committee

Welcomes and trains newly elected leaders, instilling ways to best serve ALPA members *



Furloughed Pilots Support Program


Provides support for furloughed ALPA members



Veterans Affairs

Provides support for ALPA members who are reservists and veterans

*** Develops a best-practices guide and training for elected representatives and ALPA volunteers**

To learn more about the PDG and its components, visit the members' only side of the ALPA website, www.alpa.org; click on the Committees tab; click on View All Committees and Departments; under the Committees column, scroll down to Professional Development and click on Learn more. 

**SERVING
OUR MEMBERS'
NEEDS**

INDICATORS SHOW IMPROVEMENT

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

There is no question that the airline industry is unique, compared to other industries such as manufacturing and the services sector. Although the U.S. airline industry was deregulated in 1978, it still is heavily regulated in many areas and faces increasing government taxation on an almost yearly basis. What also makes the airline industry unique is the diverging view that airlines are public utilities expected to provide transportation at low fares as well as being for-profit companies expected to provide real returns to their shareholders. In addition, over this past decade the effects of outside factors, some of them beyond the industry's control, have been devastating. Increased terrorism, the downturn in the economy, the decreased level of passenger and cargo demand, higher fuel costs, and SARS and H1N1 have taken a toll on the industry and, particularly, on its employees. While 2009 was another challenging year, the dark clouds seem to be lifting, and the industry appears to be on the road to recovery.

Economy showing signs of improvement

To start to assess the current and future state of the industry, it's first necessary to analyze the demand engine that drives airline revenue: the economy.

The U.S. economy entered into a deep recession in late 2007, facing the worst economic downturn since the Great Depression. This downturn affected every level of the U.S. economy, as well as economies around the globe. Thankfully, the worst seems to be in the past, and we are now seeing signs of improvement. After four consecutive quarters of negative growth, the U.S. gross domestic product grew 2.2 percent in the third quarter of 2009 and is estimated to have grown 5.7 percent during the fourth quarter. Recent signs

of stability and growth have been driven largely by government intervention aimed at bolstering the housing market, consumer spending, and financial markets. Current projections are for the U.S. economy to grow by approximately 3 percent in 2010.

Dampening the tentative signs of economic recovery, the U.S. unemployment rate remains high. The unemployment rate fell slightly from 10 percent in December 2009 to 9.7 percent in January 2010 but is expected to remain high throughout 2010. Many forecasters predict a slow "job-less" recovery in which the economy grows without a substantial increase in the employment rate.

Given that this industry is a globalized one, it's affected by global economic performance as well. Fortunately, signs of world economic growth and renewed stability in demand also point to recovery. After an estimated 6.5 percent decline during the first quarter of 2009, the global economy began to improve and is expected to decline by only 0.8 percent for all of 2009. The global economy's turnaround has been driven by robust growth in Asia and by stabilization or moderate recovery in other countries. However, the economic recession in Europe has affected certain countries more than others, resulting in a mixed outlook for this part of the world. The global economy in aggregate is expected to grow moderately (roughly 3 percent), according to the International Monetary Fund.

Recession eases grip on airlines

As a result of the economic downturn, the airline industry was severely affected as corporate budgets tightened, consumers spent less, and demand for air travel and freight weakened. The recession touched every sector of the

industry, as evidenced by significant revenue and traffic declines.

System passenger traffic for the U.S. airline industry in 2009 fell nearly 6 percent on a year-over-year basis. Airlines implemented fare sales to buoy recession-weakened demand, but this was not enough to stimulate traffic, and airlines were forced to cut their

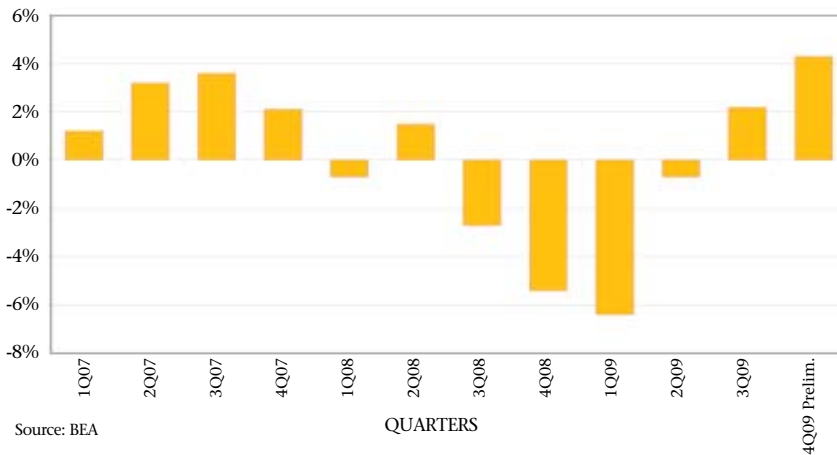
WHILE 2009 WAS ANOTHER CHALLENGING YEAR, THE DARK CLOUDS SEEM TO BE LIFTING, AND THE INDUSTRY APPEARS TO BE ON THE ROAD TO RECOVERY.

capacity even further. "Premium" passengers, who generate approximately 20 percent of an airline's revenue, were affected by shrinking corporate budgets and either postponed travel or purchased economy tickets. As a result, estimated 2009 system passenger revenues fell even more than passenger traffic, down roughly 18 percent year-over-year—a steeper downturn than what the industry suffered in 2001. Lackluster passenger demand and lower passenger revenues led to a continued focus on "other" or ancillary revenues, including fees for checked luggage and preferential seating. The global economic recession also affected trade and shipping demand, causing system cargo traffic to fall nearly 11 percent in 2009 over 2008 levels.

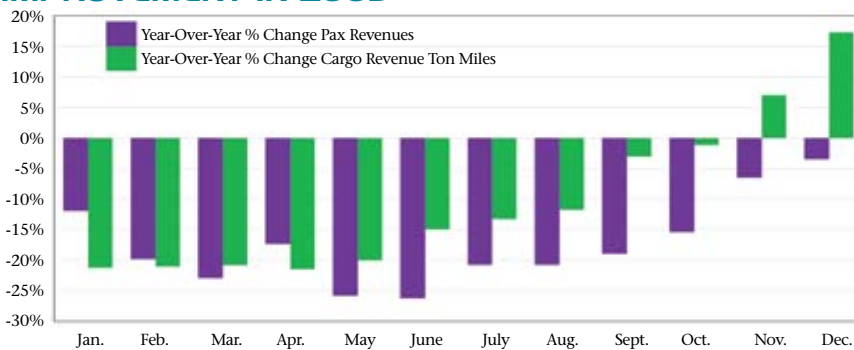
The "Passenger Revenues and Cargo Traffic" chart depicts the significant declines in year-over-year passenger revenues and cargo demand through summer 2009. However, the chart also indicates the positive effect that strengthening domestic and global

THE BEGINNING OF ECONOMIC RECOVERY

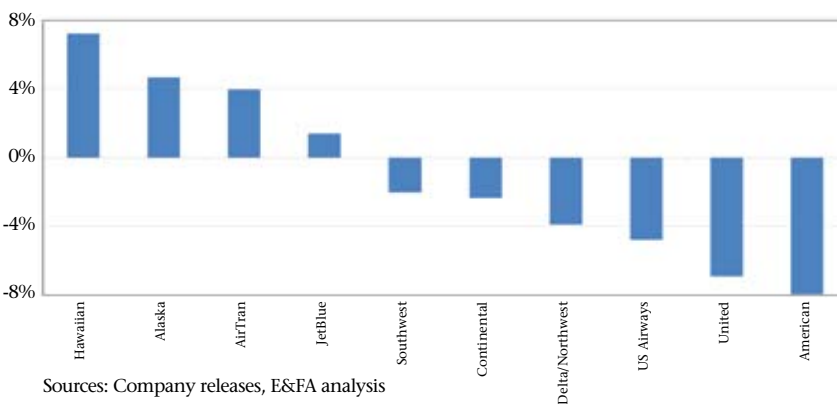
Real Gross Domestic Product Percent Change



PASSENGER REVENUES AND CARGO TRAFFIC BEGIN TO SHOW SIGNS OF IMPROVEMENT IN 2009



2009 PRE-TAX MARGINS, EXCLUDING SPECIAL ITEMS



economies, as well as continued capacity constraint, had on demand in the second half of the year. System passenger revenues, while still negative year-over-year, have steadily improved. In June, system passenger revenue was down roughly 26 percent over June 2008 levels. By December, system passenger revenue was down roughly 4 percent over December 2008. System passenger traffic has seen consecutive improvements since May's 10 percent

year-over-year decline to a roughly 1 percent decline in December. System cargo traffic has improved significantly since hitting a floor of approximately a 22 percent decline in April to more than 17 percent in growth for December 2009. This large boost in traffic was brought on by increased demand for air cargo over other modes of transport, as shippers require faster transport of goods due to economic revival. Year-over-year comparisons

in passenger revenue are expected to follow cargo's trend and turn positive within the coming months.

While recent improvements in demand and revenues have been encouraging, they were unfortunately not enough to overcome the significant declines earlier in the year. As a result, most airlines reported pre-tax losses for all of 2009. The "2009 Pre-Tax Margins" graph depicts pre-tax margins for U.S. airlines, excluding special items. Several of the airlines that posted the largest negative margins are the airlines that were exposed to the most recession-affected revenue types—international and premium travelers. Early indicators suggest that the business passenger is returning. Booking data are looking more positive and providing a clearer picture of revenue trends as more passengers are booking further in advance than last year.

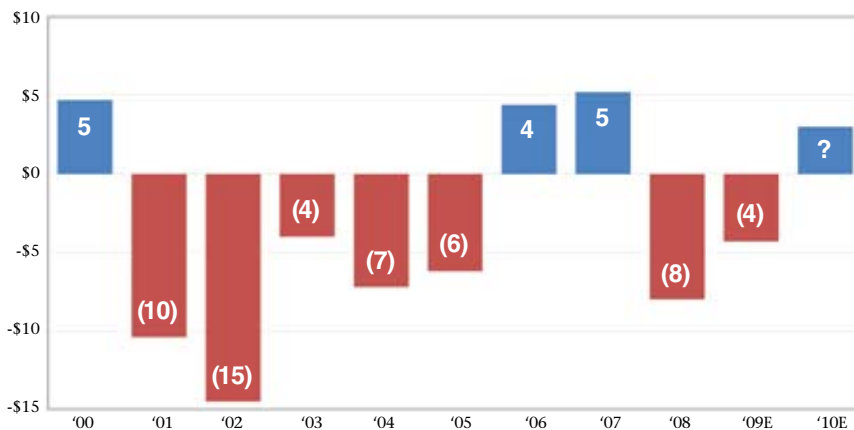
Not surprisingly, the other large factor affecting profitability in 2009 was the cost of fuel. Though still volatile throughout 2009, crude oil prices averaged about \$62 per barrel, well below 2008's average of nearly \$100 per barrel. However, the effect of 2008's record fuel prices lingered into 2009 in the form of "harmful" fuel hedges. These hedges were put in place at the height of fuel prices in 2008 and became a drag on earnings after fuel prices fell. During 2009, realized hedges (operating and non-operating) were a large component of airline pre-tax losses and added roughly \$3 billion in losses for mainline airlines, compared to approximately \$1.2 billion in gains in 2008. As this article is written, crude oil prices are approximately \$80 per barrel, and its volatility continues to be of great concern to the industry.

As this issue goes to press, many of the express airlines have not yet released their 2009 full-year results. Typically, due to the structure of their contracts

LIQUIDITY AS A PERCENTAGE OF 2009 REVENUE



INDUSTRY PRE-TAX PROFITS (LOSSES) IN \$BILLIONS



with their major partners, most express airlines experience less volatility in their earnings. This, however, does not mean they have been immune to industry problems. In prior economic downturns, express airlines benefitted from the transfer of capacity from mainline to regional jets. During this downturn, however, many express airlines saw their flying reduced and faced increased competition from their legacy partners as well as from other express partners flying under the same brand. As a result of mainline industry challenges, legacy partners scrutinized their express airline contracts in 2009. Some agreements that allowed express airlines to post better margins than their legacy partners morphed into deals that added risk (including fuel) to the express sector.

Airline financial stability was also affected by a tightening credit market, and some airlines faced the possibility of violating financial covenants or even

declaring bankruptcy due to liquidity concerns. However, as 2009 progressed the capital markets started to improve, and airlines were able to raise capital, renegotiate some debt agreements, and increase liquidity during the second half of the year. Since August 2009 AirTran, American, Continental, Delta, Southwest, United, and US Airways have raised roughly \$12.3 billion in liquidity, and many of these airlines were able to “take the liquidity issue off the table.” As the “Liquidity” chart shows, almost all of the airlines had year-end liquidity balances of at least 15 percent of 2009 revenues (the ideal target is between 15–20 percent of revenues), and a few of the airlines have raised even more cash since yearend.

Outlook

In all, 2009 was a challenging year as the recession, weak demand, and fare sales caused more than \$4 billion

in pre-tax losses. However, economic growth, revenue improvements, and stronger demand are forecast to lead to pre-tax gains of nearly \$3 billion for U.S. airlines in 2010.

In 2010, mainline passenger revenue trends are forecast to grow between 8 and 12 percent over 2009 levels, with international trends outpacing domestic. Business travel demand, which dropped dramatically during the recession, is expected to slowly strengthen with the improving economy and world trade. Cargo demand is also set to improve, as global inventories fall and purchasing managers look to increase orders.

While the airline industry is expected to almost certainly perform better in 2010 than 2009, there are risks to the strength and pace of that recovery, including capacity and fuel prices. Capacity is expected to increase slightly (flat to a 1 percent growth) in 2010, as the demand for air travel rises. However, airlines aiming to increase their market share could impede the recovery if they increase capacity too quickly. Fuel prices could also affect profitability if the recent rise continues and outpaces economic growth or increases in passenger and air cargo demand. In 2009, low fuel prices helped to offset weak demand, but in 2010 the opposite is expected to happen, and higher fuel prices could affect demand and revenue recovery.

Despite the possible risks to the industry’s recovery, if the budding growth in the industry and the U.S. economy continues, most U.S. airlines should have a profitable 2010. More importantly, economic recovery is expected to continue and strengthen even further into 2011, resulting in a favorable environment to achieve ALPA’s contract negotiation goals and enable the industry to weather additional challenges that come its way in this new decade. 🌐

Benefit issues and collective bargaining over them continue to gain importance—both for employees in the airline industry and in the broader workplace. ALPA's 2008 strategic plan not only recognized this change, but also set the stage to successfully implement improvements to the way the Association approaches these cornerstone contract issues.

ALPA's National Retirement and Insurance (R&I) Committee, along with the Collective Bargaining Committee, has been tasked with identifying and helping to achieve more favorable contract benefit patterns across pilot group lines. More retirement and insurance information is being distributed and is available to ALPA members in the form of quarterly *R&I Updates* that the R&I Department distributes, seminars for ALPA leaders and committees, and *Air Line Pilot* articles. The negotiation of benefit provisions in pilot working agreements has taken a more prominent role in ALPA's various training programs. Internally, ALPA's R&I and Representation staff members interact to coordinate and enhance the work that both Departments are doing in the areas of negotiations and contract enforcement.

ALPA has focused substantially more attention on benefit issues in recent negotiations at Delta/Northwest, Alaska, and Hawaiian, and is continuing this focus in other ongoing negotiations with outstanding results (see "Fighting for Stronger Contract Patterns," August 2009).

ALPA's R&I commitment and infrastructure

The Association has always been acutely aware of the importance of negotiated workplace benefits and the personal "safety net" that these benefits provide ALPA members. This recognition and commitment led to the development of R&I educational programs and a structure that provides value to members and continues to be fine-tuned today.

Like most areas of ALPA, the R&I infrastructure is made up of dedicated, informed, and well-trained pilot volunteers on master executive council committees working hand-in-hand with experienced staff in ALPA's R&I Department. ALPA's National R&I Committee provides oversight and guidance by developing broad benefits policy. The Committee is ably advised and assisted by two highly experienced benefits professionals—Steve Hodgson, manager of the R&I Department, and Liz Kobay, senior managing attorney in the Department—who together have nearly 55 years of combined ALPA benefits experience.

Under this effective structure, pilots at each airline develop and negotiate benefits for their pilot group with the backing, resources, and assistance from other pilot groups that can only be found at a strong national union. The confluence of these resources, knowledge, and experience typically provides an edge to ALPA pilots during contract negotiations.

Benefit trends

Following are summaries of recent trends in employee benefits. ALPA is monitoring all of these trends and can provide more information to interested pilots.

Health-care cost increases are not climbing as steeply

While economic data show that health-care cost increases are not climbing as steeply as in the last several years,

New Thinking But Same Great Retirement And Insurance Resources and Products

**ALPA's 2008 strategic plan—
mainstreaming benefit issues**

By ALPA R&I and Representation Staff

they are still higher than non-health-care cost inflation. Unfortunately, many economists and experts believe that the reduction in the rate of health-care cost increases may result from individuals deferring or eliminating health-care treatment due to financial pressures.

Retirement benefits must be improved, and retirement security must be enhanced

Retirement security for many employees and for ALPA members has been weakened with plan terminations, freezes, and modifications. Negative financial market performance, primarily in 2008, has set back defined-contribution plan accumulations. Participants who expected to retire in the near future are particularly affected. Existing account balances, along with future contributions and investment return, may be adequate for pilots in the early stages of their careers. But pilots who lost defined-benefit plans late in their careers expect that particular attention will be paid to their retirement needs during the ongoing bargaining cycle. Increased defined-contribution allocations are being negotiated, and various ALPA-represented pilot groups are studying more rational defined-benefit plan arrangements. Airlines need to provide more, not less, assistance to help employees meet retirement goals.

More 401(k) fee disclosure

Various financial entities service defined-contribution plans along with related services, programs, and options like target

date funds, brokerage windows, and (participant) advisory and managed account services. In many of these plans, participants pay far more for the vendor's services than they realize, and those fees can be a major drag on overall investment performance. That investment performance, along with contribution rates, ultimately determines a plan participant's account balance. R&I Department staff members focus increased attention on uncovering hidden plan costs and negotiating the lowest possible plan fees. As plan participants, ALPA members need more transparency from plan sponsors and providers to make better fund choices and enhance retirement benefits.

Heightened scrutiny of 401(k) plan target date funds is required

The growing use of target date funds within 401(k) plans is extraordinary. Many ALPA pilot group defined-contribution plans now offer target date funds as an investment option. Target date funds mix professionally managed stock, bond, and money market investments that seek to match a participant's expected retirement date with investment return. But target date funds differ substantially and are complex. Design, management, and cost issues need to be carefully reviewed and monitored. ALPA R&I staff members are available to help evaluate existing or potential target date fund managers and products.

Increased emphasis on wellness programs and "consumer driven" health plans requires participant study and understanding

New consumer-driven health plans and the increase of these offerings were noticeable at ALPA pilot groups during the 2010 open-enrollment season. While still relatively new, these plans are growing steadily as plan participants become more comfortable with them. ALPA is not opposed to these plans to the extent that they are offered as additional options and alternatives to traditional health-care plans. But ALPA and its pilot groups must exercise caution to prevent such plans from being used as a way to force more health-care costs on pilots.

Unbiased financial advice and guidance are needed in the workplace

As pilots and their families are required to assume more control of retirement through the use of defined-contribution plans, they will need more information and advice. ALPA has long recognized this need and now enlists the services of Charles Schwab & Company as the preferred financial services provider for its members. Members can call Schwab's dedicated ALPA team at 1-888-600-8905 for more information.

Outliving your retirement resources

The trends referenced above and others cause many participants to fear that they will outlive their retirement resources. The Department of Labor is now requesting comments on its plan to facilitate access to lifetime income payments or annuity products within defined-contribution plans. ALPA's National R&I Committee and staff are hard at work studying the DOL's publication and will comment appropriately to government agencies that oversee rulemaking in this area.

More voluntary benefits can supplement contractual benefits

Board members of ALPA's VEBA (Voluntary Employees' Beneficiary Association), a tax-exempt entity created to fund life, sick, accident, or certain other benefits for members, their dependents, or their designated beneficiaries, are investigating potential new membership insurance programs to supplement existing product offerings for members. Additional ALPA resources have been provided to this area with the recent appointment of a senior advisor to the VEBA and its Board.

Optimizing benefits

ALPA will need to continue to allocate available resources efficiently to maximize direct and indirect pilot compensation. Mainstreaming benefit issues and negotiating them

National R&I Committee Members

Capt. Bryan Green (Continental), Chairman
F/O Ronald Barnett (Delta)
Capt. Robert Brand (United)
Capt. Martin Gallagher (FedEx Express)
Capt. David Peyton (Jazz)

VEBA Board Members

Capt. Randy Helling (Delta), Chairman
Capt. Bryan Green (Continental)
Capt. Scott Stratton (FedEx Express)

Collective Bargaining Committee Members

Capt. Timothy S. O'Malley (Delta), Chairman
Capt. Timothy D. Brown (United)
Capt. Andrew M. Nordgren (American Eagle)
Capt. Paul R. Peace (Jazz)
F/O Phil Lomness (Continental)
Capt. Sean Sullivan (AirTran)
F/O Paul Stuart (Alaska)
Capt. John Gustafson (FedEx Express)

FedEx Pilots Transfer Administration of Independent Insurance Plans to ALPA

After months of preparation, the FedEx Express pilots' Master Executive Council on February 1 transferred the administration of its self-sponsored life and long-term disability (LTD) insurance plans from Harvey Watt & Co. to ALPA's Membership Services Department.

"The decision to change administrators was made to consolidate work that was being done in part at ALPA and in part at Harvey Watt, so that record-keeping will be simplified and additional efficiencies can be achieved," said Capt. Mike Broome, the FedEx MEC Retirement and Insurance (R&I) Committee chairman, in a Dec. 31, 2009, letter to his fellow FedEx pilots.

Broome added, "By February 1, we expect the transfer of paper and electronic files to be complete, and administrative support for these plans will be provided entirely from ALPA's Herndon, Va., offices."

The plans, the only current MEC-sponsored insurance programs offered through ALPA, are in addition to the benefits outlined in the current FedEx pilot labor contract. They are also separate from the coverage the Association offers to all ALPA members. The FedEx pilots brought the two plans with them when the FedEx Pilots Association merged with ALPA in 2002.

The FedEx MEC's life insurance plan will continue to

be underwritten by the Unum Life Insurance Company, an organization that provides benefits for 42 percent of today's Fortune 500 companies. The MEC's LTD plan is underwritten by Aetna, another national leader of health insurance programs and related benefits.

The aftermath of the FedEx MD-11 accident at Tokyo's Narita Airport in March 2009 revealed some challenges in spreading the administration of the two independent insurance plans between Harvey Watt and ALPA. Broome and the previous MEC R&I chairman, Capt. Scott Stratton (the pilot group's current MEC chairman), worked together with other members of the pilots' R&I Committee and ALPA Membership Services, R&I, and Communications Departments staff to assess the pilot groups' options. They decided that consolidation would simplify administration and that bringing the plans under the ALPA umbrella would enhance record maintenance, access, and overall control for members.

"The move makes sense," says Capt. Martin Gallagher, a member of the FedEx MEC R&I Committee and ALPA's National R&I Committee. "The FedEx pilots are receiving a streamlined, competitive product and ALPA will have closer contact with the plans' end-users."—*John Perkinson, Staff Writer*

with the same urgency and attention as other compensation and work rule issues will provide more opportunities to balance the distribution of available monies to serve the overall interests of pilots.

Existing benefit programs for members

The following are a few of the existing voluntary benefit products available to ALPA members:


- Group term life insurance: Priced in 5-year age brackets and available to members and spouses (to \$250,000) and child(ren) (\$5,000 each). A \$10,000 certificate is provided to new apprentice members of ALPA at no cost to them; it rolls up to \$50,000 of premium-based coverage on entry into active membership.
- Ten-year and 20-year level term life insurance: \$300,000 to \$1,500,000 for members and spouses; child(ren) coverage of \$5,000 each. Premiums are level from inception, for 10 years, and then are reestablished for 10 more years if the member is still under the maximum entry age of 65 for the 10-year plan; for 20 more years if the member is still under the maximum entry age of 55 for the 20-year plan.
- Loss of license (monthly or lump sum): Coverage for own-occupation disabilities, payable after a 12-month wait. Benefits are available from \$600 to \$4,200/month, upon insurer approval, under the monthly plan, for up to

48 months while disabled. Benefits range from \$25,000 to \$150,000 under the lump-sum plan. New apprentice members are provided with no-cost \$1,200/month coverage and a \$25,000 no-cost lump-sum certificate; coverage continues on entry into active membership, on a paying basis. (Lump-sum coverage increases to \$50,000 at this time.)

Short-term disability: Benefits from \$500 to \$3,000 per month; coverage is for own-occupation disabilities. For a disabled member under age 40 at the start of a disability resulting from illness, the waiting period is 180 days. Benefits for a disability from illness for members age 40 and over, or disability from an accident at any age, begin 90 days from the date of disability. Benefits are paid for up to 12 months after satisfaction of the waiting period (benefit duration is based on age when disabled).

• Accidental death and dismemberment: Benefits from \$50,000 to \$350,000 upon selection by the member (coverage is guaranteed to eligible members). Coverage terminates at age 70; spouses and children can also be covered.

Long-term care: Available directly through John Hancock Life Insurance Company at daily maximum benefit levels of \$115 to \$305. Spouses, parents, parents-in-law, and children can be covered.

More information on these and other plans is available by calling 1-800-746-ALPA or by visiting the Association's R&I web page at www.alpa.org/mbin. 

@ALPA WORK

Advancing the Profession...Pilots & Staff

ALPA to Congress: Pilots Need Better Tools to Deal with Icing

We still do not fully understand the nature of icing in the atmosphere, how to assess the risk of a specific icing encounter from the flight deck, and most importantly, we do not yet have the means necessary to avoid operating in conditions that exceed the capabilities of the aircraft's ice protection system."

That's the message Capt. Rory Kay (United), ALPA's Executive Air Safety Chairman, delivered to the House Aviation Subcommittee in late February during a hearing the Subcommittee held on aircraft icing. He joined five other experts—from the FAA, the NTSB, the U.S. Government Accountability Office (GAO), and the Airports Council International-North America—on the witness panel.

Kay said ALPA wants

- new aircraft certification methods that require either additional testing or better simulations of icing conditions that set clear limitations on icing operations;
- all airliners equipped with automated ice detection systems that would provide pilots with specific information about the type of icing and the rate of accumulation, and clearly define the action(s) the flight crew should take to continue to operate safely;
- development and use of new technologies that would help pilots avoid entering hazardous icing conditions in the first place; and
- the FAA to encourage airlines to use new weather forecasting tools to improve operational safety.

Rep. Jerry Costello (D-Ind.), chairman of the subcommittee, noted that, after the 1994 crash of an ATR 72 (Simmons Flight 4184) in Roselawn, Ind., which killed 68, the NTSB added icing to its "Most Wanted" list of safety improvements in 1997. Since then, the Safety Board has issued 82 recommendations to the FAA aimed at reducing risks from icing. The FAA implemented 39 and made acceptable progress on another 25.

However, Costello emphasized, "Despite the FAA's work to date, two critical NTSB recommendations from the 1997 Most Wanted List have not been addressed. [The week of February 15], the NTSB adopted its Most Wanted List for 2010, which includes four recommendations to reduce the hazards to aircraft flying in icing conditions."

Costello added, "The length of time it has taken to complete these icing rules is unacceptable...13 years have passed since the NTSB made recommendations to change the way aircraft are designed and approved for flight in icing conditions, and these recommendations are still open with unacceptable responses."

Deborah Hersman, NTSB chairman, said that, as a result of the Roselawn accident and the 1997 crash of a Comair



Capt. Rory Kay (United), ALPA's Executive Air Safety Chairman, delivered ALPA's views on aircraft icing to the House Aviation Subcommittee during a hearing.

JAN W. STEENLIK

Embraer EMB-120 while on approach to Detroit, the Safety Board “became concerned about airplanes that fly in supercooled large droplet (SLD) conditions, and that use pneumatic boots to deice the airplane in flight.” Regarding the 15 NTSB recommendations to the FAA on icing that are still open, Hersman noted, “In particular, the NTSB has recommended that the FAA use a full range of icing conditions, including SLD, for icing certification testing. This would include freezing rain, freezing drizzle, and freezing mist.” She cited several accidents and incidents that, she asserted, “reinforce the need for the FAA to address SLD in icing certification.”

John Hickey, FAA deputy associate administrator for aviation safety, said that inflight “icing conditions are extremely common,” but that only about 1 percent of icing encounters involve SLD.

The FAA issued a notice of proposed rulemaking (NPRM) in November 2009 that would require airlines to either install ice detection equipment or change procedures for activating the airplane’s ice protection system to ensure that pilots do so soon enough. The proposed rule would apply to all current and future airliners with a maximum takeoff weight of less than 60,000 pounds.

The FAA also is developing an NPRM, which Hickey said the agency expects to issue in June 2010, to address SLD icing, which is outside the icing envelope covered by

current icing certification requirements. The proposed rule would take SLD icing conditions into account for transport-category airplanes most affected by these icing conditions; mixed-phase and ice-crystal conditions for all transport-category airplanes; and SLD, mixed-phase, and ice-crystal icing conditions for all turbine engines. Hickey said he expected the FAA to issue a final rule in late 2011.

One congressman said to Kay, “Some have said that having frequent encounters with inflight icing leads pilots to complacency; do you agree with that analysis?” Kay said he did not agree.

Asked what pilot unions are doing about icing, Kay replied, “Our Association takes this issue very seriously. Right now, our focus is on training for pilots. I am deeply concerned about the reduction in airline training footprints. This would be high on my list. Nothing beats good training and a fundamental understanding of the subject. I want good training, and in the cockpit, I want the best onboard information I can get.”

To view complete coverage of the hearing, visit <http://transportation.house.gov/Default.aspx> and click on the “Hearings” tab; click on “2/24/2010 Aircraft Icing”; and select from “Fully Summary of Subject Matter,” “Video of the Hearing,” written statements of Reps. James Oberstar (D-Minn.) and Jerry Costello, and the written testimony of all of the witnesses.—*Jan W. Steenblik, Technical Editor*

ALPA Safety Chairs Gather At OpsCom Meeting



JOHN PERKINSON

Central air safety chairmen (CASCs) from the 37 ALPA member pilot groups assembled February 17–18 for the ALPA air safety structure’s 34th Operations Committee (OpsCom) meeting. These semiannual meetings provide central air safety chairs a chance to share lessons learned, recommendations, and best practices about what’s happening at their airlines with each other, the national air safety structure, and ALPA national officers.

Capt. John Prater, ALPA’s president, and Capt. Randy

Helling, ALPA’s vice-president–finance/treasurer, addressed the meeting participants, who also listened to timely presentations from ALPA pilot safety leaders about current projects and initiatives.

With lawmakers and regulators contemplating new rules for training standards, minimum hiring requirements, and other related pilot issues, pilot professionalism was a recurring theme during the 2-day meeting. “Our profession has been under a microscope recently,” said OpsCom chairman Capt. Steve Ormsbee (Piedmont), who chaired the event. “Too much attention is paid to the rare instances in which there is a problem. Somehow, we need to figure out how to glorify the routine—the average line pilot who, day in and day out, simply does the job.”

The group talked at length about the scrutiny facing pilots, conveying their frustrations about public perception versus the daily reality of airline operations. One attending pilot shared an anecdote about a captain who experienced a health problem during flight and became incapacitated. His first officer quickly took control of the cockpit and safely landed the airplane to the roaring applause of his passengers. His was one of several stories shared about pilot heroism and safety that rarely make their way into the news media.

OpsCom presentations focused on pilot collaborations and special programs that have advanced safety at an airline or particular industry segment. Capt. Nick Seemel, the Jazz CASC, explained his pilot group’s partnership with Jazz corporate safety and walked the meeting attendees through



a presentation that he, his ALPA safety volunteers, and his airline's corporate safety department gave throughout last year at recurrent cockpit resource management training classes at his carrier. "As part of the discussion, we talk about the ALPA Code of Ethics and how it applies to flight safety and command decision-making," said Seemel.

Several of the ALPA air safety structure technical group chairmen attended the OpsCom meeting and reviewed the status of current and ongoing projects. Capt. Chuck Hogeman (United), the Human Factors and Training Group (HFTG) chairman, discussed concepts like automation addiction, a project that his Group is working on with the Aircraft Design and Operations Group (ADO). The HFTG is also developing policy for simulator motion and upset recovery training and continues to be active in ALPA's initiatives on professionalism. Capt. Bill de Groh (American Eagle), the ADO Group chairman, talked about recent information-sharing sessions with representatives from Bombardier, noting, "We want to inject ourselves into aircraft design."

Capt. Rory Kay (United), ALPA's Executive Air Safety Chairman, and Capt. Linda Orlandy (United), the vice-chair, attended the event and listened intently to reports and feedback from the CASCs. Kay also led the group in a discussion about fatigue call-in policy.

"I take this group very seriously; you are our customers," Kay said, emphasizing the air safety structure's reliance on

OpsCom. "This is your opportunity to bring your pilot group's voice to the table. We are here to support you."

F/O Louise Cullinan (Mesa), ALPA's Critical Incident Response Program (CIRP) chairman, gave an overview of her committee's work and response to situations like the Mumbai terrorist attack in November 2008. CIRP uses a curative care system to address the stress reactions that accidents or incidents may trigger in pilots, their family members, and accident investigators. Cullinan said, "A pilot doesn't need to be part of a fatal accident to require CIRP," emphasizing that the threat of a seemingly innocuous event can sometimes have surprising repercussions.

Capt. Bern Hughes (United), his pilots' CASC, reviewed their committee's federal aviation regulations approach to captain's authority issues and his airline's attempted policy changes for declining aircraft, which were unacceptable. He explained how, through working with the company and through established safety assurance meetings with FAA personnel in the room, his committee was able to show the company (with an actual process map) the most regulatory-compliant process for dealing with a captain's concerns at dispatch regarding suitability of an aircraft for a given segment. This information was shared, in part, as a template for other CASCs who are facing company efforts to establish a comparable policy at their airlines. The group also heard detailed presentations about the Commercial Aviation Safety Team (CAST) and the Aviation Safety Information Analysis and Sharing (ASIAS) programs and their continuing efforts.

OpsCom represents the safety interests of ALPA's master executive councils and their pilot members. Discussion among CASCs helps cultivate the work of the ALPA Executive Air Safety Committee. However, the real advantage of this air safety governing body is the opportunity for member pilot groups to pool resources and to learn as well as borrow from each others' experiences. The next OpsCom meeting is scheduled for August in Washington, D.C., in conjunction with the Association's Air Safety Forum.—*John Perkinson, Staff Writer*

ALPA Promotes Shift to Trust-Based Aviation Security

A profoundly important gift was given to [the airline industry] on Christmas Day 2009 when a failed terrorist attack against Northwest Flight 253 provided a wake-up call. We were reminded, yet again, that highly determined radicals and extremists continue to plot new and different ways to inflict great economic harm on an airline industry that has yet to fully recover from the staggering costs inflicted on Sept. 11, 2001."

So begins ALPA's latest white paper on security, "Meeting Today's Aviation Security Needs: A Call to Action for a Trust-Based Security System," which the Association released on January 19. The white paper frames a new approach to enhance aviation security and improve travelers' experience by allowing trustworthy passengers to be promptly cleared through security while focusing much greater resources on those whose trustworthiness is unknown or in doubt.

"We've learned that if there's a will, there's often a way to do harm, yet we still screen essentially everyone the same way and spend most of our security resources looking for objects, not indications of hostile intent," said ALPA's president, Capt. John Prater. "Identifying trustworthy individuals is critically important, so that more time and scrutiny can be given to those passengers about whom little is known and to those who may intend to do us harm."

"The objects that can be used to cause harm are constantly changing, but the intent to do harm remains constant," said Capt. Robb Powers (Alaska), chairman of the Association's National Security Committee. "A trust-based approach will, most importantly, create an even more secure air transportation system, but it will also limit privacy intrusions, leverage existing resources, and make security screening more efficient."

ALPA's latest white paper on security, "Meeting Today's Aviation Security Needs: A Call to Action for a Trust-Based Security System," frames a new approach to enhance aviation security and improve travelers' experience by allowing trustworthy passengers to be promptly cleared through security while focusing much greater resources on those whose trustworthiness is unknown or in doubt.

Collaboration among government agencies, airlines, and ALPA is essential to determining the specific means of putting a trust-based system in place. Actions must include

examining ways to incorporate security into airport facility design, protect airport entrance points, address the "insider" threat, and guard against aircraft sabotage.

Powers, Prater, and Association staff members promoted trust-based security in mid-January to key congressional contacts, senior members of the Homeland Security directorate, and the Transportation Security Administration. On February 10, ALPA's Canada Board participated in a "Roundtable Forum on Aviation Security" on Parliament Hill to discuss the current state of aviation security methods and equipment, and what should be done to improve them. Capt. Nick Rapagna (Air Transat), an ALPA Canada Board officer, represented the Association at the Forum and promoted the recommendations contained in ALPA's white paper to the 19 members of Parliament and 6 senators who attended.

To read the white paper, visit the Association's website, www.alpa.org, click on the Safety & Security tab, and scroll down to the January 19 item, "Pilots: U.S. and Canada Must Shift to Trust-Based Aviation Security," which contains a link to the white paper.—*Jan W. Steenblik, Technical Editor*

ALPA PCFC Initiates First-Ever Cincinnati Users' Group

The ALPA President's Committee for Cargo (PCFC) conducted the first-ever Cincinnati Users' Group meeting on February 18. Patterned after ALPA's highly successful Wilmington and Toledo Users' Groups, the event provided a forum for air freight stakeholders at the Cincinnati/Northern Kentucky International Airport to consider ways to improve operations on and around the cargo ramp area.

"The meeting was a great opportunity to bring everyone under one roof to talk about what we do well and what we can improve on at this facility," said Capt. Bill McReynolds (FedEx Express), PCFC chairman. "Cincinnati Airport Police Chief Kevin Murphy has worked with ALPA in the past, and we were pleased to have Director of Airport Operations Chad Everett and Aircraft Rescue and Firefighting (ARFF) Capt. Randy Godsey join us and actively participate.

"We see a real value in this kind of gathering and plan to have future Users' Group meetings in Cincinnati," said McReynolds.

Thousands of tons of air freight are loaded and unloaded at the Cincinnati airport each year, transported by ALPA-represented pilots from ASTAR Air Cargo, Air Transport International, and Capital Cargo. Recently, these crewmembers have communicated concerns about ramp conditions, potential traffic hazards, and other operational challenges.

The meeting attendees discussed issues like Security Identification Display Areas (SIDAs) and their requirements; Federal Flight Deck Officers and their role in airport security; dangerous-goods carriage, including the bulk shipping of lithium batteries; and first response to incidents, accidents, and security events. They also discussed facility processes and procedures and how they compare to policies at other airports. Meeting participants will use this information to



ALPA's President's Committee for Cargo conducted the first-ever Cincinnati Users' Group meeting February 18.

improve safety and security at the Cincinnati airport and develop relationships from this dialogue to help them better work together.

Capt. Harry "Boomer" Bombardi (Delta), ALPA's airport safety liaison for the Cincinnati airport, also attended the meeting to gather feedback and provide his support.

ALPA's PCFC has successfully used the Users' Group model at Airborne Airpark in Wilmington, Ohio, and at Toledo Express Airport in recent years to form partnerships. The Association works with ARFF personnel, local law enforcement, Transportation Safety Administration and FAA officials, and management representatives to establish priorities and develop solutions to effectively address safety and security concerns and to enhance cooperation.—*John Perkinson, Staff Writer*



ALPA Tab: Online Directory for Committees, Departments

Abaker's dozen of ALPA committees launched new websites at the Leadership Training Conference this February, providing members with a clearinghouse of information about the union's many resources and services. Addressing an initiative from the 2008 Board of Director's Delegate Committee 5—Communications, Education, and Public Relations—these new sites build consistency by using the same easy-to-read format, designed especially for line pilots who want to learn more about how to tap into ALPA's resources and get involved with their union.

"These sites build on ALPA's brand because they continue the same look of our public and members' only websites," said Capt. John Prater, ALPA's president. "They illustrate how we, as a union, can produce consistent products that reflect our core values in some way, shape, or form so that our members can immediately recognize them as ALPA committee sites."

The committee sites feature, at the very minimum, an About Us section, which describes what each committee is charged with providing to either the union or members, and contact information so that if members are interested in learning more, they know who to call or e-mail. More-active committees also include Services and Resources pages that highlight the committees' work in their field and on behalf of airline pilots and the profession.

New committee sites include the newly structured Professional Development Group, which includes the Education Committee, the Leadership Committee, and the Membership Committee and its subgroups—the Furloughed Pilot Support Program and the Veterans Affairs Subcommittee. All presidential and standing committees are also now represented, either in the new format or with existing committee sites, including the Collective Bargaining Committee, the Flight Time/Duty Time Committee, the National Retirement & Insurance Committee, the

Fee-for-Departure MEC Working Group, the Information Technology Advisory Committee, the International Affairs Committee, and the Organizing Task Force.

Three special committees—the Election and Ballot Certification Board, the President's Task Force on Aviation Sustainability & the Environment, and the Strategic Preparedness and Strike Committee—also have websites. While not all committees follow the new format, ALPA staff is available to redesign each site using this structure, building uniformity among all committee sites. Some committees, including the Executive Air Safety Committee and its subgroups, are eager to take advantage of this opportunity.

Featuring every ALPA department and now all but three ALPA committees, the directory tab—simply labeled ALPA—can be accessed by logging onto the members' only site. Once on the main page, look for the ALPA tab directly under the Welcome YOUR NAME on the far right (see below).



Or look for View All Committees and Departments under the Committee drop-down menu at the top of the screen. Click on the Learn more... links after each short description to read more about every department and most committees (see below). ALPA will continue working on this initiative to



deliver the best information possible for members, so stay tuned for more newly formatted sites to come online.—
Molly Martin, Contributing Writer

ALPA Urges Congress to Move on Bankruptcy Reform Bill

By John Perkinson, Staff Writer

ALPA and the AFL-CIO have lobbied aggressively for new legislation that reestablishes collective bargaining as the principal means to amend a labor contract and clarifies that a union may seek damages from the employer, or strike, if the bankruptcy process results in forced changes to the labor contract. For the airline industry, battered by bankruptcies during the post 9/11 era, the February 24 announcements of both U.S. Senate and House of Representatives bankruptcy reform bills could not come soon enough. This legislation curbs abuses that unfairly deprive both workers and retirees of their earnings and retirement savings when businesses file for bankruptcy protection.

"Since 2001, pilots have given tens of billions of dollars in concessions, sacrificing enormously to save our airlines and our jobs," said ALPA's president, Capt. John Prater. "This comprehensive reform legislation promotes fairness and shared sacrifice during economic crisis and brings needed transparency to the bankruptcy process to the benefit of all U.S. workers."

The Protecting Employees and Retirees in Business Bankruptcies Act of 2010 (S. 3033 and H.R. 4677) promotes worker interests, clarifying the standards that bankruptcy courts must apply to determine the outcome of a case. The bill restricts the scenarios in which collective bargaining agreements can be rejected, tightens the criteria by which labor contracts can be amended, and encourages negotiated settlements. Most importantly, it clarifies that a primary purpose of the Chapter 11 bankruptcy process provisions dealing with labor agreements is the preservation of existing jobs and working conditions and the promotion of collectively bargained, rather than

imposed, solutions to corporate financial crises.

The legislation also directs the court to weigh in its deliberations the effect a reorganization plan will have on wages, job security, health-care benefits, pension and other retirement plans, and the legal requirement for adequate notice of job termination.

"ALPA commends [assistant Senate majority leader] Sen. Dick

"This bill says that if a company goes bankrupt, employees and retirees won't take a back seat to creditors and executive bonuses in getting fair treatment..."

—Sen. Dick Durbin

Durbin (D-Ill.) and [House Judiciary Committee chairman] Rep. John Conyers (D-Mich.) for introducing this legislation to put transparency back in the process, stop companies from rewarding executives for declaring bankruptcy, and ensure that any cuts to workers' pay or benefits are truly needed and fair in comparison to sacrifices by other stakeholders," said Prater.

"American workers and retirees who give their lives to a company are too often treated like strangers when their employer files for bankruptcy," said Durbin after the announcement of the Senate bill. "This bill says that if a company goes bankrupt, employees and retirees won't take a back seat to creditors and executive bonuses in getting fair treatment.... It is time for a more balanced and just approach."


Bankruptcy filings have been particularly devastating for airline employees. Between 2000 and 2010, the following airlines experienced bankruptcies: Aloha, American Trans Air, Atlas Air/Polar Air Cargo, CCAir, Champion, Comair,

Delta, Emery Worldwide, Gemini Air Cargo, Hawaiian, Independence Air, Kitty Hawk Air Cargo, Mesa Air Group, Mesaba, Midway, Northwest, Pan American, Piedmont, PSA, Skyway, Sun Country, TWA, United, and US Airways. Air Canada Jazz and Canada 3000 also sought bankruptcy protection, but these Canadian airlines are subject to a different legal framework.

The current bankruptcy process enables employers to exact contract changes through the court, as opposed to the normal collective bargaining process. Recent bankruptcy court decisions have made it easier for employers to impose economic concessions on their workers. As a result, managements have been able to violate employee labor contracts with impunity with grossly unfair results.

The most significant recent change to U.S. bankruptcy rules has been the Bankruptcy Abuse Prevention and Consumer Protection Act of 2005. Passed by the 109th Congress and signed into law by President George W. Bush, the bill was enacted to make it more difficult for businesses to file for bankruptcy but did little to further the protections for affected employees and retirees.

"History shows that managements exploit the bankruptcy process to get the economic changes they want from employees, rather than the changes that are truly needed for the survival of the company," said Prater. "This legislation will restore balance to the bankruptcy process and with it an incentive for management to bargain in good faith.

"Managements must work fairly with their employees as partners to restore the health of their company during a financial crisis," added Prater. "Congress owes it to workers across this country to swiftly pass this comprehensive reform legislation and restore basic fairness for workers in the bankruptcy process." 



ALPA Answers Call from Lufthansa Pilots for Support

By John Perkinson, Staff Writer

The ALPA slogan, “Pilots Helping Pilots,” recently took on broader connotations, prompted by a special request from the International Federation of Air Line Pilots’ Associations (IFALPA). Following a Federation call to ALPA for assistance, pilot from United and Continental Airlines rapidly deployed to join their fellow Association of Star Alliance Pilots (ASAP) members at Lufthansa in Frankfurt, Germany, for the largest strike ever declared in the history of the airline.

Vereinigung Cockpit (VC), the union that represents nearly 4,500 pilots at Lufthansa, Lufthansa Cargo, and germanwings, was set to call for a 4-day strike, just after midnight, on Monday, February 22. The VC declared the work stoppage over looming job-security and scope-related concerns.

Lufthansa pilots are in negotiations, seeking contract language that prohibits management from using lower-paid crews from newly acquired airlines to operate mainline flights. Last fall, Deutsche Lufthansa AG—the parent company for Lufthansa and the largest airline in Europe in terms of total passengers carried—purchased major stakes in Brussels Airlines, Austrian Airlines, and BMI, and also set up Lufthansa Italia. In addition, the parent company holds interests in a variety of other aviation operations, including a 19 percent stake in U.S.-based JetBlue.

“Our flight arrived at 9:30 a.m., on Monday. We cleared customs and walked directly to the gathering site,” said Capt. Brian Bagenski (Continental), Communications Committee chairman for the Continental pilots. He and his fellow ALPA representatives were impressed with the 400-plus pilots who attended on that cold, rainy morning in Frankfurt for a demonstration to communicate their resolve.

“From the airport, we marched to the Lufthansa Aviation Center,” said Bagenski, where VC and other labor representatives talked to the pilots and the news media about their concerns. “During the speeches, the Continental and United pilots were recognized and given a vigorous round of applause. They really appreciated our participation,” he added.

Lufthansa has announced that it plans to cut costs by 1 billion Euros by 2011, and has hinted that it may expand foreign units and shrink the mainline operation because crews of the former carriers make lower wages.

“Their battle is our battle,” F/O Jerry Leber (United), a member of his pilot group’s Communications Committee, told a CNN reporter. “We’ve seen this from our management, trying to outsource our jobs, pitting one pilot group against the other, and to get the lowest priced pilots they can find to take our flying.

“These Lufthansa pilots are fighting for all pilots to try to stop the trend of outsourcing. Management needs to

focus on running a great airline and stop focusing on outsourcing jobs,” said Leber.

The German pilots’ fight continues. Later that day, a Frankfurt labor court called on the VC to suspend its strike until March 8, requiring both sides to return to the negotiating table. The strike date was reset after the court ruled against a claim by the union that Lufthansa was obliged to apply German labor law to all of its employees, including those who work outside of Germany.

A couple of calls set the ALPA response in motion. Capt. Joost Van Der Meer (Lufthansa), Federation director and VC Board member, contacted Capt. Chris Lynch (Continental), IFALPA director U.S.-ALPA, to initiate the request for assistance. Lynch then alerted ALPA’s National Strategic Preparedness and Strike Committee (SPSC), which communicated details of the situation throughout its network of pilot volunteers, and contacted crewmembers who were working trips with layovers in Frankfurt. The SPSC received generous offers from numerous pilots willing to house stranded Lufthansa crewmembers at various cities around the U.S. if the need arose.

“Supporting our fellow pilots in Germany was the right thing to do,” said ALPA’s president, Capt. John Prater. “The Lufthansa strike demonstrates to both ALPA and VC members that the challenges we confront as airline pilots, regardless of location, are the same.”

In addition to Bagenski and Leber, F/O Doug Marotta (Continental), Master Executive Council vice-chair; Capt. Marty Miller (Continental), interim SPSC chair; and F/O Ron Abel (United), chairman of the MEC’s International Code Share Committee, addressed the rally and received rousing applause from the Lufthansa pilots. Many other pilots also attended the demonstration. 🌐



History Lessons: Educating Future Pilots

ALPA REACHES OUT

By Capt. John LeRoy

The general public has always accorded airline pilots a high degree of respect. The traveling public in particular has in the past had a clear idea of what a pilot does. It has recognized an airline pilot as a highly skilled professional to whom they are willing to entrust their lives. Over the years airline pilots earned that respect. Indeed their companies helped to foster such an image. There was no need for pilots to promote themselves.

In days gone by, the worth of the pilot to the airline was obvious, and it was recognized in negotiations. On the other hand, the Air Line Pilots Association was relatively unknown to the general public, except for the infrequent scene of airline pilots walking a picket line.

The people who started our airline held pilots in high regard. The people who manage many of the airlines today do not....

The time has come when ALPA will have to make itself ready for a real fight.... It will have to gain support from all aspects of the aviation community. To gain that support ALPA will have to establish its credentials; the rest of the aviation community knows very little about ALPA and what it does.

These are the reasons ALPA formed the Aviation Community Relations Committee, which was conceptualized by Northwest First Officer Steve Billings and Second Officer O.C. Miller. At its organizational meeting the committee formulated the following mission statement: "The

Aviation Community Relations Committee was established to promote better understanding of ALPA's historic and future roles within the aviation community. As an initial thrust the committee expects to develop, maintain, and improve relations with various segments of this community to include academic, corporate, general, and military."...

The Aviation Community

Relations Committee will report to the ALPA Board of Directors in November and recommend that funding be increased and that an effort be made to recruit, through the individual master executive councils, volunteers to present ALPA's story to schools and other organizations across the country....

From Air Line Pilot, September 1986



AIR LINE PILOT ARCHIVES

Capt. John LeRoy reaches out with ALPA facts to University of North Dakota students and to other visitors to the EAA convention in Oshkosh, Wisc.

THE CASE FOR AIR SAFETY EDUCATION

By Les Blattner

Aviation officials representing a broad spectrum of the industry are discussing Transportation Secretary Federico Peña's goal of zero accidents....

To achieve an organizational safety philosophy, an airline must embrace the concept of aviation safety throughout its entire structure.

Examples of this are rare in the industry. That's why ALPA thinks reaching a zero-accident rate is a tough challenge and will require a broad effort in aviation safety education.

One good way to accomplish this, says Capt. Frank Mayne

(Delta), chair of the Association's Education Committee, is to "teach future industry leaders about aviation safety before they get out of college."

That way, he says, "the seeds for future aviation safety accomplishments have been planted when the students reach their jobs in government or industry."

ALPA has long worked in communities selling the idea of aviation safety. In 1985, the Association's Board of Directors created the Aviation Community Relations Committee, subsequently renamed the Education Committee. The Committee's

original goal was twofold, says Capt. Mayne. "ALPA saw the Committee as a goodwill vehicle for the general aviation community and as a way to provide information for all pilots and future pilots about the Association and its objectives."...

He says that, at present, the Education Committee is still working through the Pilot Information Program, which was designed for and targeted to high school and college students and other young aviation enthusiasts.

"The Pilot Information Program," Capt. Mayne says, "gives participants information about ALPA, the airline industry, and other educational opportunities.

"Now, however, we are also taking a more focused approach—especially toward colleges and their curricula," he adds.

"This part of ALPA's educational effort involves some 110 volunteers, plus evaluators from the Council on Aviation Accreditation, which reviews curricula and training courses of college and university aviation departments," Capt. Mayne says.

"In the interest of aviation safety and promoting the Association's philosophy," he says, "ALPA supports the National Intercollegiate Flying Association (NIFA) and the University Aviation Association.

"In the future," Capt. Mayne says, "ALPA will be getting more involved in what colleges and universities are teaching because we think this is important not only to the Association, but also to the entire industry."...

From Air Line Pilot, September 1996

National Officers

For complete biographical information on ALPA's national officers and executive vice-presidents, visit 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

Executive Vice-Presidents

For more information on who executive vice-presidents represent, please visit Crewroom.alpa.org/evp.



Capt. Robert C. Dowell
Group A



Capt. Michael Geor
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, 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, Bearskin, Calm Air, CanJet, First Air, Jazz, Kelowna Flightcraft, Wasaya



Pilot Resources: Member Benefits

Belonging to ALPA has its privileges, and the Member Benefits tab on the Association's website links to several sites that spotlight advantages extended solely to ALPA members.

▶ The **Aeromedical** website contains important information related to health and medical certification. The site gives information about ALPA's Aeromedical Office, services provided to ALPA members, and how the consultation process works. The site also provides answers to frequently asked questions.

▶ The **Furloughed Pilots** website provides ALPA/FltOps membership information, resources and information on medical benefits, information on how and where to file



services designed to help with financial hardships.

▶ The **Insurance Programs** website includes a variety of disability and life insurance plans for Association members, including loss of license, group term life, accidental death and dismemberment, and long-term care.

▶ The **ALPA Shopping Mall** website lists companies that provide special

prices to ALPA members, including Dell computers, Sennheiser, and Amazon.com.

▶ The **ALPA Federal Credit**



Union website contains information on the not-for-profit, member-owned financial institution serving airline pilots and their families.

For more detailed information on each of these resources, log on to the members' only site of www.alpa.org and click on the Member Benefits tab on the menu bar.

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)
703-689-4312

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

Air Line Pilot (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)
703-689-4173

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

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

Computer help line (HelpDesk@alpa.org)
703-689-4357

Council Services (CSC@alpa.org)
703-689-4311

Disciplinary and discharge
703-689-4226

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

Election dates LEC/MEC 703-689-4212

Engineering and Air Safety (EAS@alpa.org)
703-689-4200

FAA legal actions 703-689-4226

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

Human Resources (HumanResources@alpa.org) 703-689-4262

Information Technology and Services
(Itservices@alpa.org) 703-689-4223

Legal (Legal@alpa.org) 202-797-4096
703-689-4326

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

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

Organizing 703-689-4179

Publishing Services (Publishing@alpa.org)
703-689-4185

Purchasing (Purchasing@alpa.org)
703-689-4319

Representation (Rep@alpa.org)
703-689-4375

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

Retirement and Insurance (R&I@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; 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 902-830-7228

Capital Cargo—CCI MEC 360-930-2789

Colgan Air—CJC MEC 1-877-MEC-CJC1

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

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