



THE X-RAY

A LOOK INSIDE YOUR ALPA ARW NEGOTIATIONS

January 2014

Welcome to 2014. Contract negotiations continue to drag along into yet another year. In this issue of THE X-RAY, we will review some of the results from the recent pilot survey along with some answers to the questions or comments you made in the comment section at the end of the survey.

We should start by saying that specific survey results are not disseminated to the pilot group at large and are only shared with the MEC during a briefing. Your negotiators hold survey results close to the vest and use them to help guide us in negotiations and bring you a contract that meets your expectations. We do not want them used by any other party for less noble purposes. At the conclusion of negotiations, we will be able to share more detailed information when we are describing the new contract and some of the choices that were made.

With that explanation out of the way, we can say that this survey was fairly consistent with previous surveys in terms of participation level. We know these surveys can seem tedious and repetitive, but it is important for us to continue gauging the temperature of the group throughout the negotiations process.

In this survey, we had good showing from all the domiciles. Of note, no one identified ATW as their domicile, but there were two pilots who did so last year. We can assume that those pilots were managers since we have not had an ATW domicile since 2007. We had about an even split between captains and first officers, though there were a few more captains who participated overall. Respondents covered all levels of longevity and age.

For their career expectations, the majority of pilots indicated that they are seeking employment elsewhere, have interviewed elsewhere, or have been hired elsewhere. For

expectations for the next contract at Air Wisconsin, a vast majority indicated that they expect a new contract with improvements to pay, benefits, and quality of life. Less than two percent of pilots indicated that they were interested in a concessionary contract. We asked a question about whether you would accept current book rates or a slight pay cut to secure future flying. Again, the overwhelming majority said “no” to either option.

In response to a question about where pilots get most of their negotiating information, a resounding zero percent indicated that they get most of their information from the Company. Over 90 percent of the respondents indicated that they feel the Negotiating Committee is doing either a good job or great job at keeping them informed. Thanks for the positive feedback! We work really hard at keeping you up to date.

We also asked if the respondents believed the Company’s statement that they are NOT asking for concessions. Over 90 percent of respondents said that they do not believe the Company’s statement.

As far as ranking pay and benefits, we will not go into specifics for the reasons we discussed above. It should go without much explanation that the responses we received from this survey were consistent with previous surveys. Pilots still expect much more out of their careers.

Moving on to the comments, here are some of the questions or comments posed by respondents. Questions or comments have been edited for brevity and content.

Q: Reserve sucks.

A: Yes, it does. In every survey, we get comments like this one. We are working to improve reserve, and to the Company’s credit, they are collaborating with us to make those improvements. Unfortunately, none of those improvements will be realized until a new agreement is reached on the entire contract.

Q: What’s wrong with full pay to the last day?

A: Nothing really. “Full pay to the last day” is a possibility provided management doesn’t do anything to save the Company. Of course, there’s also the question of whether the survival of the Company is actually in jeopardy.

Q: Can we get Company-paid cell phones to call maintenance?

A: Anything is possible in negotiations. Items like this need to be weighed against the priorities of the entire group.

Q: I don't understand—don't we already work under a concessionary contract?

A: Yes, we do. It's also one that a neutral arbitrator ruled was wrongfully gained. Unfortunately, Arbitrator Holden left the 2003 concessions in place and we are stuck bargaining from there. There is no mechanism for us to automatically go back to the 2001 contract if we don't reach a new one in this round of negotiations. No deal means that we would still be left working under a concessionary contract.

Q: Can we see the tentative agreements (TAs) that have already been completed?

A: It is considered a best practice not to share TAs for each section until the entire contract is completed. The whole contract should be considered on its merits not on a piecemeal basis.

Q: I don't care about bigger airplanes.

A: Noted. Thanks.

Q: You asked a lot of questions about flow agreements. Those would only be valuable if the flow is to a carrier with a good contract and good career expectations.

A: You are absolutely correct. In fact, the recent deal at PSA was only effective if US Airways and American merged and their MOU rates went into effect.

Q: What's the deal with hidden open time?

A: There is time the Company can hold back from the open time pot if they choose. As an example, the Company can hold back time planned for OE. A complete list of time that they can "hide" is in Section 25.H.1 and 2.

Q: Why did you ask questions about a National Seniority List and flow agreements? Are those being bargained?

A: There has been some discussion among the fee-for-departure carriers about developing a National Seniority List and/or flow programs for our segment of the industry. These questions were asked simply to gauge your level of interest (or disinterest). They are not being actively bargained or discussed with the Company.

Q: Why can't we get more than 12 days off?

A: First off, we have the most minimum days off of any other carrier in our segment. That said, anything and everything is negotiable. If we were to pursue more minimum days off, we would need to weigh that goal against the priorities of the group based on the survey results and also what effect increasing minimum days off would have on the entire system schedule.

Q: What the heck, why can't we get rid of the hat?

A: Beats us. As long as the Company wants to pay for it, we would be poorly served to try to get rid of it through bargaining.

Q: With the new 117 rules, it seems like our trip rig will be extra important.

A: We see that too. There are a few different ways to make trips more efficient. Having a trip rig is one and a higher minimum day is another; hard limits on time away from base have a positive effect too. We are looking at all those options, among others, to ensure your time away from home is valued.

Thanks for reading. We are only interested in bringing you a contract that you will ratify. Until then, please keep reading and participating.

—Your Negotiating Committee