



THE X-RAY

A LOOK INSIDE YOUR ALPA ARW NEGOTIATIONS

Hello, and thanks for reading the March issue of *THE X-RAY*. There was a lot of activity this month, which we will review here. We will also discuss the current status of negotiations, the MEC committee chair summit, and the new agreements at Piedmont and PSA. If you have any questions or would like additional information about a topic covered in *THE X-RAY*, please contact any member of the Negotiating Committee. As always, fly the contract and fly safe!

—Your Negotiating Committee

Current Status of Negotiations

Since the January issue of *THE X-RAY*, bargaining has been somewhat stalled. Our major obstacles are the same that we delineated in the January issue. In Insurance, however, we have finally gotten to the point where we are bargaining over a complete proposal from the Company. There were a number of mistakes and omissions in their proposal, which we corrected in our last proposal to the Company. The Company did not respond to our last proposal at the March session, but they committed to giving us a complete and well thought out proposal in April.

In Scheduling and Hours of Service, we were able to bargain at last over 25Y and also did a lot of work on our next proposal for 12Y as the FAA published the Flight Time Duty Time interpretations. There were not many surprises to these interpretations; however, they did give us a few new things to consider in the Scheduling and Hours of Service sections. We don't think those sections will take a lot more table time, but it does not look as if we will reach a Tentative Agreement (TA) on them any time soon. The Company seems unwilling to bring this contract into the 21st Century from a technology standpoint and they also seem unwilling to fix junior manning, which we all know is a huge problem for the pilot group.

We continue to be stymied by Section 7 (Vacation). The Company negotiators told us that they were unwilling to bargain Vacation because it is economic and should wait until the "economic" sections open. We are deep into economics, including Retirement and Insurance,

and believe it's time to bargain Vacation. The Company continues to hold that section on their side without a proposal.

We are also somewhat stymied in the Retirement section as the Company is seeking deep concessions in this area. The cut is projected to be \$1.4 million in 2014, and four years from now, it will be over \$2 million per year. They say that this \$2 million will show up somewhere else in the agreement, yet they have not proposed where they would put the money. So on its face, they are asking us to agree to a multi-million dollar cut in our retirement benefits and to "trust them" that they will put the money back into the agreement. We don't believe there are more than a couple of pilots on property that would think trusting the Company to put money back in to the agreement is a good idea.

The one bright spot of the last session was getting a new TA on Section 9 (New Aircraft). Now before you get too excited, we reached no agreement about any new airplanes. The New Aircraft section simply outlines a process to determine new rates on aircraft for which we do not currently have rates.

We are planning monthly rounds of bargaining through the summer. Hopefully, the Company will come to the table more prepared, with complete and well thought out proposals, and willing to reach a deal this summer.

MEC Committee Chair Summit

From Negotiating Chairman Mark Lockwood: I had the opportunity to attend the MEC committee chair summit on March 25 at ALPA's office in Herndon, Va. This was the first time all the chairmen of the various MEC committees have been able to get together in one place. It was a great opportunity to exchange ideas, discuss current projects, celebrate recent victories, and find solutions to challenges. I was truly inspired by the work that is being done by the 21 committee chairs that serve the Air Wisconsin pilot group.

Piedmont and PSA Agreements

Since the last issue of *THE X-RAY*, both PSA and Piedmont recently ratified new contracts with their management teams. We are pleased that two other US Airways Express carriers were able to improve their contracts and commend their efforts.

Piedmont and PSA face many of the same challenges as Air Wisconsin: They operate for the same mainline partner, in the same competitive landscape, flying many aircraft that are often described as “unwanted” in the regional industry. Despite these challenges, both of the new contracts are improvements over their last agreements and provide a future for the pilots at those carriers with a flow to US Airways.

The new contracts at Piedmont and PSA have been attached to this email for those of you interested in learning more about the agreements.