



THE X-RAY

A LOOK INSIDE YOUR ALPA ARW NEGOTIATIONS

October 5, 2015

A Team Effort

As this will be the final X-Ray of the Tentative Agreement ratification process for 2015, I would like to take an opportunity to recognize all the individuals who have lent their expertise to this TA and to the ratification vote. Our goal from the beginning has been to bring the absolute best tentative agreement in our segment of the industry to pilot ratification. Further, our goal has been to bring an informed electorate to the ratification vote. Thanks to the efforts of the individuals recognized below, I believe that that we have achieved both those goals.

Before I recognize all the individuals who have contributed to this round of bargaining I need to acknowledge those volunteers who set us up for success with the 2001 Agreement and the 2003 restructuring. We stand on the shoulders of these giants. The former Negotiating Committee was made up of John Mondus, Mitch Madison and Tracy Smith. Carl Fleming was the MEC Chairman for this period.

I need to recognize the members of the Master Executive Council (MEC). The MEC elects the Negotiating Committee, directs our efforts and ultimately decide if a Tentative Agreement should be sent for ratification. In the six years that I have been Negotiating Committee Chairman we have seen a lot of turnover on the MEC due to normal term limits and resignations. The current MEC is made up of Carl Fleming, Jared Alexa, Matt Chadwick, Will DeShazer, Thorne Saylor and Reed Donoghue. These six individuals work tirelessly in support of the pilot group. I am truly grateful to these guys for their work.

I also need to thank our Committee Chairs and MEC Officers for their support of the negotiating and ratification process. I would like to specifically thank Ken Reinert, our Communications Chairman. His attention to detail, creativity and organization has been an incredible boon to our process. Thanks also to Jared Armstrong, our Pilot-to-Pilot Chairman. Jared's willingness to spend countless hours in crewrooms, ground schools and on airplanes to support the ratification effort is without parallel. I have enjoyed working with three different MEC chairmen during this round of bargaining - Chris Suhs, Richard Swindell and Joe Ellis. Our MEC Vice-Chairman, Jeff Pruett, is a constant support for all of the committees, including this one. We have also had three MEC Secretary-Treasurers who have kept the budget and helped process our needed leaves for this work. Those are John Schumacher, Thorne Saylor and Graham Hoff-Downing.

Our professional ALPA staff has supported us vigorously. I am particularly impressed by our professional staff's expertise and availability. No weekend, night or holiday has ever stood in the way of their availability to us. Our effort has been supported by David Holtzman - Senior

Labor Relations Counsel, Jody Bettenburg - Senior Labor Relations Counsel, Victoria Fortuna - Senior Benefits Attorney, Bruce York - Senior Advisor and Chief Negotiator, Jim Connolly - Senior Benefits Analyst (retired), Marcia Eubanks - Lead Economic Analyst, Cory Tennen - Senior Scheduling and Work Rule Analyst, Barb Schilling - Legal Secretary, Emily Tener - Legal Secretary, Kimberly Seitz - Senior Communications Specialist, and Rusty Ayers - Senior Field Communications Specialist.

As Negotiating Committee Chairman I have been supported greatly by the four members who have served on the Committee and the support we have had from other Committee Chairs. We have had a total of four members over the last six years, who between them have participated in 41 bargaining sessions: Bob Burgess, Bill Patterson, Erik Johnson and Graham Hoff-Downing. Former Scheduling Chair Tybee Halter also supported us for the nearly 45 months of bargaining on Scheduling and Hours of Service.

I need to thank all the pilots from other airlines who, through the Air Line Pilots Association, International, have supported our efforts. This includes current President Tim Canoll (DAL), as well as former presidents Lee Moak (DAL) and John Prater (CAL). We have also received help through the Strategic Preparedness and Strike Committee from Jim Anderson (UAL), Brian Florence (UAL) and Mike Donatelli (DAL).

Last, but certainly not least, I want to take an opportunity to thank the most critical group in this process: the Air Wisconsin pilots, of which I am PROUD to be included. There have literally been thousands of pilots who earned the esteemed title of "Air Wisconsin aviator" over our fifty-year history. Throughout that history Air Wisconsin pilots have been committed to excellence both on the flight deck and outside it. That commitment has led us through good times and bad to continue to enjoy the absolute best pilot contract for pilots in our segment.

Throughout this most recent round of negotiations I have been constantly impressed by the steadfastness and commitment of our group. Our group has not been fooled by our Company leadership's fear-mongering. We have refused to undercut our peers in the pursuit of growth and we have absolutely refused to accept less from our careers.

I have also been impressed by the time that our group has put in to learning about the TA. The hundreds of hours that Pilot-to-Pilot, the MEC and your negotiators have put in to the roadshow process has been incredibly valuable because of your participation.

The arwcontract.org site has been visited more than 2000 times, roughly half of the group has watched the entire video roadshow, more than 100 questions have been asked and answered on the site and we have had great participation on the four all pilot conference calls so far.

I know that it is much easier to not be involved in this process. I am impressed by the time commitment that everyone has put in to be informed.

It is the steadfastness and commitment of you, my colleagues, that give me great hope for our group regardless of the outcome of the vote, which closes Wednesday. I know that everyone casting a vote on the TA has done so with full knowledge of both the upsides and downsides of their particular vote. It is the strength of this group that will continue to keep us at the top whatever the future brings. Thank you all for your support, participation, help, kindness, and patience.

Mark Lockwood