



# THE X-RAY

A LOOK INSIDE YOUR ALPA ARW NEGOTIATIONS

September 2013

*Although we have not met with the Company for negotiations since May, the last two months have been very busy. This X-RAY will focus on the activities your Negotiating Committee has engaged in since July. These include a conference on the new Flight Time/Duty Time regulations, two ALPA-sponsored conferences with pilot groups in the fee-for-departure industry, and a presentation to the National Mediation Board.*

## **Flight Time/Duty Time Conference**

A conference was held Aug. 6-7 at the Mayflower Hotel in Washington, D.C. to further discussions among pilot groups, the FAA, industry, and support vendors as we approach the implementation of the new Flight Time/Duty Time (FTDT) regulations in January. In attendance from your pilot group were Richard Swindell, Jeff Pruett, Mark Lockwood, Bill Patterson, Bob Burgess and Tybee Halter. Air Wisconsin sent Eddie Leverton and Andrea Jensen. The conference was primarily a forum for questions to be answered. Panelists included members of the Aviation Rulemaking Committee, officials from the FAA, and vendors.

There was some good discussion, and we learned a great deal about the nitty-gritty details of the rule. Of interest were the tools that will become available to help track all of these new legalities. ALPA, for example, is developing a smart-phone app that will be available to all Association pilots free of charge to help ensure that the crew is FTDT legal.

## **Fee-for-Departure Conferences**

Since the last X-RAY, we have participated in two conferences with other fee-for-departure pilot groups. These were held at ALPA headquarters with the goals of coordinating efforts and

developing a combined negotiating strategy as our part of the industry moves toward further consolidation. The first conference was attended only by ALPA pilot groups, and the second one was expanded to include groups from other unions and non-represented carriers. At the first conference, we discussed the tentative agreement that was rejected by the Eagle MEC. The Eagle pilots were asked to provide concessions in exchange for a fleet guarantee. As part of this deal, Eagle and US Airways management had proposed a B-scale for new hires. The MEC rejected the B-scale concept. All of the MEC chairmen from ALPA's fee-for-departure carriers agreed with the Eagle MEC and signed a letter stating in part:

*The Association will not permit whipsawing of its FFD pilot groups. Specifically, the undersigned MEC chairmen affirm that they do not support the creation of different contract provisions that apply in the future only to new pilots (commonly known as "B-Scales"). The undersigned recognize that the prevention of B-Scales has been a top priority of the Association for more than 20 years, and they continue to support the Association's existing policies and elimination of disparate treatment of pilots.*

At the second meeting, one of the primary discussion topics was the recent tentative agreement at PSA Airlines. The leaders of US Airways Group (not PSA) approached the PSA MEC about getting 30 76-seat aircraft. US Airways Group told the PSA MEC that the planes would go to a carrier with lower costs unless PSA could do something to help manage costs going forward.

In order to address US Airways' concerns related to future costs, the PSA MEC Negotiating Committee negotiated an agreement that allows PSA pilots to maintain all of their contractual provisions, including rates and benefits. This agreement includes a 12-year cap on captain pay scales (which are currently at 18); a 4-year cap on first officer pay scales; 1% across-the-board annual pay increases for all pilots; and guaranteed interviews and specific hiring minimums for pilots to move to US Airways.

The PSA MEC passed this tentative agreement and sent it out to their pilot group to decide whether they are interested in this approach to getting new airplanes and jobs at the mainline. At the time of this writing the pilot ratification vote at PSA is still open and will close on Sept. 27.

The other item that was accomplished at this meeting was the creation of a working group to consider a coordinated bargaining strategy for all the carriers. This working group was tasked with developing a bargaining strategy to present to the larger group for consideration.

### **Meeting with the National Mediation Board**

On Aug. 20, we had a productive meeting with members of the National Mediation Board in Washington, D.C. Present for the Association were Bruce York (ALPA's director of Representation), Richard Swindell, Mark Lockwood, Bob Burgess, Bill Patterson, and David Holtzman. Attending for the Board were Chairman Linda Puchala, Member Harry Hoglander, Member Nicholas Geale, Chief of Staff Daniel Rainey, and Senior Mediator Jim Mackenzie. We shared with the Board a brief history of Air Wisconsin and our current negotiations, some of the challenges we have encountered in reaching a new agreement with the Company, and management's stonewalling efforts when we ask for any information pertaining to the Company's plans. We also asked the Board for any assistance that they can offer in persuading the Company to be more forthcoming with the information we need in order to ensure a future for Air Wisconsin and its pilots.

### **Conclusion**

There are many sea-changes with which we are contending. As you can see, despite not actively negotiating, we have been working tirelessly to ensure that we understand the environment as it changes around us and prepare for mediated discussions.

The first mediated negotiating session is scheduled to begin on Tuesday, Nov. 5. It will be held at the National Mediation Board's Washington, D.C. offices under the supervision of Mr. Mackenzie.

*—Your Negotiating Committee*