



# THE X-RAY

## A LOOK INSIDE YOUR ALPA ARW NEGOTIATIONS

November 2013

Earlier this month, we had our first mediated session with Mediator Jim Mackenzie. We met with the Company and mediator for three days starting on Nov. 5. The bulk of the time was spent helping the mediator learn about our “case,” as it is referred to by the National Mediation Board, and him explaining the process to us and what his expectations are.

Over the course of the three days, we spent nearly equal amounts of time with the mediator privately, in private caucus with just your ARW negotiators, and in joint session with the mediator and the Company. In our private meetings with the mediator, we worked to help him understand our history (both short- and long-term) and our progress and challenges in the current negotiations. In the joint sessions, the mediator reviewed his expectations and the rules of the road in mediation. Following that, the Association presented all of our tentatively agreed sections in detail. The Company presented all of the open sections, including the agreed to paragraphs and where the parties are apart. This overview gave the mediator a sense of where we may need help coming together, and he asked for supporting documentation on many of the issues where we are apart.

We only did one traditional “turn” of sections on the last day. We passed Section 25, and the Company passed Section 12. Recall that we had negotiated “X” versions of both 12 and 25 to cover the time period between pilot ratification and FAR 117 implementation. Due to the time that was lost between the Company filing for mediation and our first session, it is apparent that there will not be time between those two events. We are therefore proceeding with just the “Y” versions and have renamed the sections to Section 12 and Section 25.

Below are answers to some questions that we have received regarding mediation.

**What will change under mediation?**

The mediator will control how often we meet and when. So far, he has indicated that we will meet once a month for the time being. Mediators average 4-6 cases at any given time, so his time is limited to meet with us. The mediator will also set and enforce deadlines for different items for the parties. For instance, he has asked for a lot of supporting data from both the Association and the Company that needs to be submitted to him before the next session in December.

Something that will not necessarily change is the parties' positions. We still control our positions and what we will agree to, or not. It's the same for the Company. The mediator's role is to try and bring us together, but he cannot force either party to come to an agreement.

#### **How long will we be in mediation?**

It is unclear whether this process will be quicker, slower or the same as it has been for others. The average mediation case takes 29 months. That is in addition to the amount of time that the parties have spent in direct negotiations. The only thing that will speed up this process from our perspective is that the Company needs to realize that the pilots at Air Wisconsin won't roll over and give in to their concessionary demands. We expect more out of our contract, our careers, and our corporate leadership.

#### **What about communications?**

While we are in mediation, our communications may need to change. We plan on communicating with you as regularly as we have in the past; however, we do not want to interfere with the NMB's processes by reporting directly from the table as we have done in the past. This means that the directness of those messages may change. Regardless, any new collective bargaining agreement reached with the Company will first need to be approved by the MEC and then ratified by the pilot group. Anything that results from mediation will be seen by you prior to your having to make a decision.

Negotiations have been ongoing for three years. We hope that mediation will have a positive impact on this process. Our next session will be in San Antonio Dec. 10-12, and the plan is to

continue discussions on Sections 12 and 25.

In the meantime, please take a few minutes to complete the new negotiations survey and tell us about your bargaining priorities. Your feedback throughout this process is crucial. There's also a "comments" form for you to provide us with additional comments on any topics that may not have been covered in the survey questions.

This survey will close on Dec. 18. To participate:

- Click this link to get to the [Air Wisconsin Web Survey 2013](#).
- Login with your ALPA number or alternate login and ALPA intranet password.
- Click on the "ARW Pilot Survey Available" graphic on the screen.

*—Your Negotiating Committee*