



In the past year, the North American Airlines pilots have followed a steady course toward advancing their goals and preparing for the future. Led by a dedicated Master Executive Council

Gallo, the pilot group's MEC chairman.

While a number of grievances were favorably resolved with assistance from ALPA's Representation staff, others went to arbitration, and the pilot group awaits the outcome of those decisions. Although several additional grievances were withdrawn due to lack of contract language, they did help to highlight areas that the pilots will need to focus on in their upcoming negotiations (their contract becomes amendable this fall).

The Scheduling Committee is also involved in contract enforcement efforts, closely monitoring company policies and practices related to the contract's scheduling section. The MEC is using this information to help develop guidelines and procedures to enforce the contract and to communicate these issues to management. The Committee recently resolved several issues—reserve bypass and trip trade—of importance to the group. In January 2012, the Committee began participating in line/pairing construction to ensure that the company is complying with the "like flying" provision of the contract.

Safety is another priority for the pilot group. The pilots are heavily involved in aviation safety initiatives, both at their airline and on the ALPA international level. Pilot participation in the airline's ASAP has been strong, enabling the Event Review Committee to make recommendations that have resulted in tangible improvements in several areas of operation. As the program matures, the ASAP Committee's goal is to enhance communications to the pilots via timely, substantive reports.

Because North American operates chartered and scheduled service for the U.S. military, fatigue is an issue of critical importance to the pilots. The Association's legislative Call to Action program has provided them with a forum to join forces with other ALPA pilot groups to advocate for science-based flight-time/duty-time regulations that encompass all airline operations.

Through ALPA, the MEC has established a robust committee structure to take better advantage of the resources, programs, and activities provided by the Association to defend their contract and advance the pilot group's goals.

In 2011, the MEC added an Aeromedical Committee, a Flight Standards and Training Committee, and a FOQA Committee. And the Communications Committee established a Twitter account to enable the MEC to communicate in real time with the pilot group.

Last fall, after more than three years since the company's last hiring, the airline brought on four new pilots—a sign that leads the pilots to be optimistic about the future. Looking ahead to their upcoming negotiations, they also see an opportunity to address many of the issues left unanswered in their current contract.

As the pilots prepare for bargaining, they will draw on ALPA's vast experience and expertise to promote their collective interests, just as they have in defending their rights under the current contract.

With such a solid union foundation, the pilots of North American are well equipped to face the future.

North American

Pilots Build on Strong Union Foundation to Prepare for Negotiations

By Barbara Gottshalk, ALPA Lead Communications Specialist

(MEC) and supported by a group of very engaged committee volunteers, the pilots have made great strides in a number of key areas.

A top priority for the pilot group has been contract enforcement. The MEC and Grievance Committee, together with ALPA's Representation Department and members of certain specialty committees, have aggressively challenged several sections of the current collective bargaining agreement, which was negotiated and ratified when the pilots were represented by the International Brotherhood of Teamsters. They have also focused on establishing a relationship with management through the Association that is built on a foundation of respect for their agreement.

These efforts have resulted in several agreed-upon memorandums of understanding (MOUs), such as the Technology Reimbursement MOU, which the MEC and management signed in November 2011. "We recognize the benefits of technology-based training for both pilots and the company—especially given the nature of the airline's worldwide operations and the pilots' lifestyle and schedules—and the MEC worked cooperatively with the Flight Operations Department over many months to formulate this MOU," says Capt. Al



Capt. Selim Wehber prepares for takeoff from Atlanta en route to Leipzig, Germany.

NAA at a Glance

- **Pilots joined ALPA:** 2009
- **Number of pilots:** 190
- **Pilot base:** New York (JFK)
- **Headquarters:** Jamaica, N.Y.
- **Operations:** North American Airlines provides air transportation services throughout the world, operating both charter and scheduled service for the U.S. military, tour operators, government agencies, and sports teams, among others, and as an ACMI carrier for other scheduled airlines
- **Fleet:** 4 B-757-200s, 5 B-767-300ERs