



July 9, 2014

Hello JetBlue Pilots,

To date, more than 84% of JetBlue Pilots have joined ALPA! I want to thank everyone for their support and help while we worked together to achieve our initial goal. The impressive number of pilots who elected membership communicates our eagerness to participate in ALPA's representation process and speak with one united voice.

For the last three months, JetBlue pilots have had an opportunity to join the Association and avail themselves of the many benefits and services available through membership. Beginning August 1<sup>st</sup>, 2014, all active members will be charged monthly dues calculated at 1.90% of their obligated income.

Please note that any JetBlue pilot who applies for membership after August 1<sup>st</sup> will still be obligated for dues beginning August 1. (ALPA's Constitution states that new members are obligated for dues for the entire period of time they were eligible for membership.) In addition, pilots applying after August 1<sup>st</sup> may be assessed an initiation (late applicant) fee: \$200.00 for Captains and \$50.00 for First Officers.

JetBlue pilots who choose not to be members are not required to pay anything now. But that will change when we negotiate a collective bargaining agreement with an agency shop clause. At that point, everyone will be required to pay 1.90% (or whatever the ALPA dues rate happens to be). For members, the payment will be called "dues," and with that payment will come the right to participate in ALPA affairs and the benefits available to ALPA members. For nonmembers, the payment will be called "agency fees."

Unfortunately, payroll deduction of dues is not available at this time. (Your negotiating team is working diligently to obtain this benefit.) For now, everyone will have to estimate and pay ALPA dues each month.

The following information will help you estimate and pay your dues each month. It describes:

- how to calculate your monthly dues obligation
- how to project your annual estimated obligated earnings - the basis for your monthly billing

- how will you receive your monthly statement
- how you can remit your payment

### 1. How do I calculate my dues obligation?

- Attached is a sample JetBlue earnings statement. The statement has three sections; Earnings, Tax Withholdings and Deductions. Focus on the 'Earnings' section and note the column labeled 'Current Amount.'
  - Total the earnings codes that are highlighted in yellow.** This amount equals your total monthly obligated earnings. A list of obligated earnings codes is attached, as well. **Example: \$11,111.97**
  - Disregard the earnings codes highlighted in red as they are NOT subject to dues. A list of earnings codes NOT subject to dues is also attached.
  - Multiply the total earnings highlighted in yellow by .0190. This amount equals your total monthly obligated dues. **Example: \$11,111.97 X .0190 = \$211.13**

### 2. How do I project my annual estimated obligated earnings?

- Because JetBlue members are only obligated from August 1<sup>st</sup> forward, multiply your August obligated earnings by five for the remaining months in 2014. **Example: \$11,111.97 X 5 = \$55,559.85**
  - You may easily monitor your monthly pay statement to ensure you are billed correctly.
  - The Membership Administration department will assist you with any question you may have regarding the calculation and earnings subject to dues. 1-888-FLY-ALPA, option 33.
  - Annually your membership account will be reconciled. Members who have been overbilled will receive a credit adjustment and a refund. Conversely, members who have been under billed will receive a debit adjustment and will need to remit the shortage. In January 2015 you will be required to provide your last earnings statement in July and your final earnings statement in December. This information will allow the department to perform the reconciliation required by the ALPA C&BL.

### 3. How will I receive my monthly statement?

- The Membership Administration department will send you a monthly statement via the U.S. Postal Service that you should expect to receive on or around the 10<sup>th</sup> of each month. **Please calculate your monthly obligated dues from your JetBlue earnings statement and compare it with the monthly estimated billing statement provided by ALPA. If your actual obligated dues, calculated from your earnings**

**statement, are more than your estimated billing, please remit payment for your actual dues obligation. You may elect to remit payment bimonthly after reviewing each pay statement.**

- i. The statement will be accompanied by a self-addressed, return envelope.
- ii. You may view your monthly statement online in the MY ALPA section of the ALPA website Account tab.

#### 4. How do I remit payment for my ALPA dues?

- a. Presently, there are two ways for JetBlue members to make payment to ALPA.
  - i. You may elect to use the return self-addressed envelope provided and include the bottom half of the remittance advice for accurate payment allocation.
  - ii. You may elect to use your financial institutions Bill Payer Service. Each bill payer service will have a unique set of steps to establish the direct payment to ALPA. Enclosed is the information you should use to ensure your payment reaches ALPA. **\*Please note your 7-digit ALPA number is your account number.**

##### 1. Payment Address:

Air Line Pilots Association  
PO Box 1169,  
535 Herndon Parkway  
Herndon, VA 20170-1169

We realize this is not the best scenario to pay dues. Please refer to our website [www.b6alpa.org](http://www.b6alpa.org) and click on yellow tab on the bottom labeled “dues info” to learn more. There is also a ask question link where you can submit a question.

In Unity,



Capt. Chris Kenney  
Interim Membership Chairman  
[Chris.Kenney@alpa.org](mailto:Chris.Kenney@alpa.org)



JetBlue Airways Corporation  
 27-01 Queens Plaza North  
 Long Island City, NY 11101  
 Phone number : 1-800-314-1922

	<b>Filing Status</b>	<b>No. of Exemptions</b>	<b>Additional Withholdings</b>	<b>Type of Pay:</b> Regular <b>Pay period:</b> <b>Pay Date:</b> <b>PTO balance:</b> <small>*PTO balance reflects balance as of the last day of the pay period</small>
	FED NH MA			

Summary	Gross Earnings	Tax Exempt Items	Tax Withholdings	Deductions	Net Pay
Current Amount	11,371.73	0.00			
YTD Amount					

Earnings	Hours	Rate	Current Amount	YTD Amount
<b>Gross Earnings</b>				
Regular Pay	67.72	163.83	11,094.57	
Ground Holding Time	0.87	20.00	17.40	
Premium Pay				
Junior Assignment PL				
Electronic Learning				
Night Override				
Profit Sharing Payout				
Medical Allowance				
Holiday Pay				
PTO				
Adj. Taxable Per Diem				
Taxable Per Diem				
	129.88	2.00	259.76	
<b>Total Gross Earnings</b>			11,371.73	
<b>Tax Exempt Items</b>				
Non Tax Per Diem not taxed				
<b>Total Tax Exempt Items</b>				
<b>Imputed Income</b>				
EE GTLI Taxable			2.50	
LTD/LOL Pilot ER			74.97	

Tax Withholdings	Current Amount	YTD Amount
FED Withholding Tax		
FED EE Social Securi		
FED EE Medicare Tax		
<b>Total Tax Withholdings</b>		

Deductions	Current Amount	YTD Amount
<b>Pre-tax Deductions</b>		
Med Blue cross pre		
Dental EE pre		
Vision EE pre		
401K pct EE pre		
FSA Medical EE pre		
<b>Total Pre-tax Deductions</b>		
<b>Post-tax Deductions</b>		
JCCF		
Supplemental life EE post		
Supplemental AD&D EE post		
Dependent life EE post		
Group Legal EE post		
Voluntary LTD/LOL Pilot E		
STDHI Voluntary EE post		
Blue Pilot Fund		
<b>Total Post-tax Deductions</b>		
<b>Total Deductions</b>		

Payment Details	Account	Check No.	Amount

<b>JetBlue Airways</b>	
<b>Earnings Codes</b>	
<b>Earnings Name</b>	<b>Subject to Dues (Y or N)</b>
<b>Gross Earnings</b>	
Adj. Taxable Per Diem	N
Award Taxes Paid	N
Long Term Disability	N
Medical Allowance	N
Non Taxable Per Diem	N
Short Term Disability	N
Committee	Y
Electronic Learning	Y
Ground Holding Time	Y
Holiday Pay	Y
Junior Assignment PL	Y
Night Override	Y
Premium Pay	Y
Profit Sharing Payout	Y
PTO	Y
PTS	Y
Regular Pay	Y
<b>Imputed Income</b>	
EE GTL Taxable	N
Award	N
<b>* Company Match 401K (Employer Contribution) is NOT subject to dues</b>	

Alr Line Pilots Association, International  
www.alpa.org

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