



# JetBlue

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# Pilot-to-Pilot

[www.jetblueoc.org](http://www.jetblueoc.org)

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## Marcus McCall



I believe that organizing this pilot group, through ALPA, will provide the empowerment that each of the pilots here deserves. Through

a proper structure, individual pilots will have the ability to ensure that their concerns are addressed. I do not believe that choosing to organize is a choice against the success of JetBlue. On the contrary, I believe that it is up to us to do all we can to ensure our mutual success. I believe that with the right elected officials, JetBlue will not only survive the organization of the pilot group, but also will thrive because of it. We are still the same pilots who are thanked profusely by our leadership for the superb job we do day to day. Why should that change just because we start to speak with one voice?

## Justin Shearer



I am seeking ALPA representation in order to have the ability to negotiate a fair, equitable, and legally binding contract and to put an

end to the never-ending changes via e-mail to our work rules, pay, and benefits.

**ALPA** didn't come looking for JetBlue pilots, we sought the Association's help. As part of our early conversations, we communicated our interests and goals, respect for the Company's values, and our determination to work hard to ensure the Company's success.

ALPA asked many of us to

write down our reasons for seeking representation. This piece is just the first in a series of newsletters that offers personal and diverse views on ALPA representation. We hope that these personal perspectives from a diverse group of JetBlue pilots help us continue our respectful dialogue and advance our unified approach to this important business decision.

— from the JAOC

Why ALPA? As a "citizen" and frontline crewmember of JetBlue, it is very clear to me that

## David Gieseke

it is time for us to have a real legal voice and

truly make JetBlue a career-destination carrier.



## Paul Stuart—ALA MEC Chairman

Our Companies have many similarities, as do our pilot groups. Alaska pilots take great pride in our Company's history, unique culture, respectful relationships with management, and superb customer service,

as do you. Additionally, our companies share promising financial futures. Along with Company pride, we also take great pride in our union, because it is ALPA representation, resources, and support that have been critical not only in helping us to achieve the

contract that we work under today, but also in maintaining the working relationship we have with our management. JetBlue pilots will have greater opportunities to achieve their goals with legal representation and ALPA's resources.



## Marshall Ekstrand

I am looking forward to a successful JetBlue with the additional protections

and benefits that a collective bargaining agreement (CBA) and ALPA's representation will provide.

In addition to the

proven merger and acquisition language a CBA will provide, I believe the ability to collectively negotiate and resolve issues will be a huge improvement over the current process.

## Dimitrii Korionoff

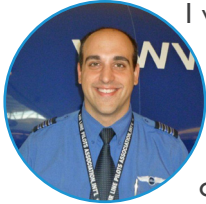
I was a member of ALPA with my last airline, and we had a good working relationship with management, one that resulted in an industry-leading contract. I believe that by partnering with ALPA, our pilot group at JetBlue can have an even better relationship with management.



## Matthew Krakoff

I want to join the ranks of professional airline pilots who have a true voice locally as well as nationally on issues that affect our daily lives as well

as our long-term careers. I see this as a purely business decision that places me and my family in the best position to ensure our long-term success and stability. I believe that with ALPA's resources we can make JetBlue the airline we want it to be and place ourselves in the driver's seat of our own careers.



## Michael Arthurs

As a former Northwest Airlines pilot, I know what ALPA can do for me now as a pilot at JetBlue Airways. With an eye toward the future, we need to strengthen our Company and our pilots' careers by using ALPA resources. Together with JetBlue, we can forge a strong partnership to secure our collective futures from the many threats to our careers looming on the horizon. ALPA resources will secure our future with a CBA we can all be proud of, backed by federal law.



ALPA is an independent job security organization that is worth every penny. I have insurance for all aspects of my life, health, home, and vehicles. ALPA is going to be my career insurance. ALPA will provide me with independent legal support

## Steve Zahler

in the event I am involved in an incident, without any conflict of interest. ALPA will provide me with medical advice and assistance in the event I have a condition that requires FAA involvement. ALPA will provide for me the tools required to mediate any possible merger or acquisition,

without any conflict of interest. ALPA will provide for me an enforceable contract negotiated on a level playing field with JetBlue, one that cannot be amended or modified without pilot approval. JetBlue has not provided any of these things for me. Become an active part of your career and vote **YES** for ALPA.



Why ALPA? Because it's time.

This is not the same JetBlue I joined in 2000, and this is not the same airline industry. The environment inside and outside our Company has

## Paul Agnew

changed dramatically over the years, and it's time to protect ourselves with a legally binding CBA instead of relying on pseudo-enforceable PEAs. For 11 years, I've watched the gap

widen between what is said and what is done. It's time to bring in ALPA as our business partner—one with the depth of experience and resources to help protect our careers and stop the erosion of our benefits and compensation.

Like most JetBlue pilots, I did not see the need for a union when I first came to JetBlue. I quickly changed my mind, not because I was angry with JetBlue, but because I wanted my work rules "written in pen, not pencil." It is my belief that having ALPA helps us represent ourselves;

## Cam Dawson

we can work with our ELT to have a strong, viable Company and still have a collective bargaining agreement for pilots that establishes work rules and benefits that reflect our level of experience and commitment to the airline industry. I would

also welcome having ALPA's Aeromedical and Legal teams at my disposal, as I feel that these two items are very, very important to me, my career, and my family.



I believe it's time for legal representation through ALPA. ALPA has the resources and years of experience to help JetBlue pilots obtain a CBA with great benefits and meaningful job protections. ALPA

## Frank Lennon

is a national union with thousands of members, yet still allows autonomy to structure our organization in a manner that best suits the needs of JetBlue pilots. In my opinion, the key to success in this crazy business is to work for a profitable Company

yet have representation to look after the needs of the pilot group. It's time for JetBlue pilots to take charge of their future. I look forward to the day when our pilot group has a seat at the table and an opportunity to engage with management to keep JetBlue a great Company to work for.



## Chris Forbes

Having spent seven-plus years at ACA/Independence Air, I saw my share of ups and downs. I cannot emphasize enough how important it was to

have ALPA in our corner during negotiations for a new contract at ACA, a concessionary contract (voted by the pilots) to help launch Independence Air, a displacement from my captain's seat, and

ultimately losing my job. Unfortunately, this career does sometimes throw us a curveball, and that is why I believe the pilots and their families will benefit from having ALPA represent us at JetBlue Airways.

There are many reasons I'm voting for ALPA. ALPA structure allows the JetBlue pilots to set up a union that best serves the needs of OUR pilot group. ALPA tools and resources allow JetBlue pilots to be on a level playing field with management, ensuring that we are true business

## Mark Pehrson

partners sharing in the success of our Company. Being a part of ALPA will also allow the JetBlue pilots' voices to be heard in Congress and across the globe on issues that are important to us. Finally, ALPA Aeromedical, Legal, and

Safety are there to back you up and help you along the way if something unfortunate ever were to happen. Add up all these things, and ALPA just makes plain business sense.



## Mark DeSalvo

I am an ALPA supporter for one simple reason: to maintain what this Company has always attempted to give

every employee—a voice. I am willing to pay for my direct representatives. Our current representatives all have an inherent conflict of interest to

represent the Company first, and rightly so—it is their money paying for it. If we want true direct representation, it needs to be paid for by us and that is why I am voting for ALPA.

## Tony Frascino

I support ALPA to represent JetBlue pilots because I spent two years as a PVC member and on the permanent working committees, and I saw that our current process is extremely unbalanced. Presently, nothing compels leadership to collaborate with

the committees; this has been demonstrated time and again in recent years through JetBlue's own alphabet soup. A legally recognized bargaining agent will provide this missing ingredient.

It's time for our business relationship to change, and ALPA can immediately provide the

resources JetBlue pilots need to evolve our jobs into careers by working with JetBlue leadership in a fair and balanced process.

I'm pro-ALPA and pro-JetBlue—they are not mutually exclusive opinions.



## Kevin Kelly

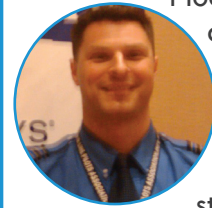
All for one, and one for all.

## Alex Walter

Put pilots in command by voting YES.



## Russell Pomarico



I look forward to the day JetBlue pilots are represented by ALPA so that we can have access to the resources, staff, and structure that allow us to effectively and fairly participate in the business process.

## Michael Riley



As a military officer, I must admit that at first, I found the idea of ALPA a difficult sell. I had always trusted my leaders, and voting for a union seemed disloyal. Then I started to research what was being told to me by my Company. I began to see a failure in word and action agreement, and it became clear to me that what we were being told and what investors were being told were two different things. It was this difference and the lack of a legally binding structure that would link all of the pilots together for any transaction that convinced me that we need a CBA to protect our careers and our families. I am pro-JetBlue and I am pro-ALPA!



## Gustavo Rivera

ALPA will provide the JetBlue pilot group the ability to make decisions through a truly democratic process, which will allow us to decide who will represent us in negotiating and enforcing our contract. Besides the obvious collective benefits gained by belonging to the largest association of pilots in the world, ALPA covers each pilot with a safety net that ranges from medical to legal and representation affairs for the individual and his or her family.

## Jack Lajinian

As the frontline professionals responsible for the safety of air travel, our careers depend on meeting stringent recurring professional and medical standards several times a year. Airline mergers and acquisitions are also a reality in our industry and could threaten our careers if left unprotected. It is necessary for us to have an organization that formally represents the particular interests of our highly scrutinized profession. ALPA has the resources and the expertise to meet those needs. I look forward to a mutually beneficial relationship between us and JetBlue under the protective umbrella of a CBA.



## Miguel Aguirre

I believe ALPA can provide the JetBlue pilot group with independent, high-quality resources to accurately gauge

the contribution we are making to JetBlue's bottom line. This, along with a federally recognized representational status, will provide a fair platform from which to protect and enhance our professional pilot careers as we all build a better, stronger JetBlue!



## Ethan Bendavid

I firmly believe that working together with ALPA would improve retirement benefits and our future needs, such as legal representation and professional negotiators.



JetBlue is a great place to work, and I believe

that if the executive leadership is willing to work with us instead of

## Jerry Hurt

against us, the JetBlue pilots can reach a legally binding beneficial contract that works for us all and keeps our great relationship with the Company. If nothing

else, we will gain a voice with representation from an ALPA attorney in the event there is an accident or incident. We won't be sitting across the table alone, staring at a review board.

I would like ALPA representation here at JetBlue because it has become very apparent that this pilot group



I am proud to be a member of the

JetBlue ALPA Organizing Committee, and I look forward to achieving

## Shane Murphey

needs to pull together to exercise the level of experience and control that we as professional pilots bring to the table,

while utilizing ALPA resources to level the "playing field."



## Rick Ross

true collaborative representation for all JetBlue pilots. It is time for us to level the playing field, and to have a say in our futures.

We owe this to ourselves, and to our families. I am confident that together we can help make JetBlue into an even better place to work.



I love this Company, but like you, I want to fly for a "destination airline" and enjoy the standard benefits and protections that our peers do and have the ability to

## Jason Smith

retire at the end of my 30-year service. I also want to have a say in creating these benefits. But until we are united and represented under

legal and binding means, we have no chance of flying for a "destination airline"—history has proven this.



## Chris Howe

there for me with my sole interests in mind during an NTSB investigation, should the need arise. As it stands now, it would be

a JetBlue lawyer looking out for the interest of the Company and its shareholders—not for me. "Party status" is insurance I am willing to pay dues for.



ALPA representation is that its experts will be

## Bill Turberville

Why ALPA? Because collective bargaining is essential for all

JetBlue pilots and their families.



Having ALPA enables us to present our concerns and

## CJ Ragonese

be treated professionally by using collective bargaining tools to gain some common ground,

as opposed to a collaborative system, which stops just short of a dictatorship, as we have seen through the use of the PVC.