

# THE WIDGET

DELTA MASTER EXECUTIVE COUNCIL • ATLANTA, GEORGIA

VOLUME 1 • NUMBER 2 • SUMMER 2013



## ACTIVE PILOT MONITORING

GOVERNMENT AFFAIRS  
AND THE IMPACT OF  
THE PILOT ADVOCATE

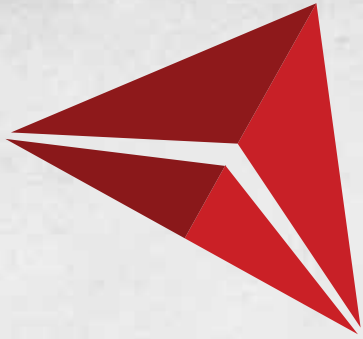
## The Scheduling Bull Pen

DPAC  
Knowing What  
to Look For

*Tips and Services to  
Keep You Prepared*

*Photos from the  
Delta Air Lines Family Album*





Photos from the  
**Delta Air Lines**  
Family Album



See photos from the Delta Air Lines Family Album on pages 20-21 of this issue.

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The photo is of the ramp at Peachtree City's Falcon Field where the Delta MEC and Delta Pilot Network hosted a PUB event for over 200 guests on June 19. Photo Credit: First Officer Iyob Makonnen, ATL.



The *Widget* is an official publication of the Delta MEC. It is intended as a forum for the Delta MEC and its members in good standing in the Air Line Pilots Association, Int'l. Opinions, viewpoints, articles, and photographs are actively solicited from the membership. Materials from other than elected officers represent the view of the writer only. Poor taste will not be considered. Letters to the editor are welcomed and should be submitted in writing to the *Widget* at 100 Hartsfield Centre Parkway, Suite 800, Atlanta, GA 30354, or e-mail to Kelly.Regus@alpa.org. No anonymous material will be considered.



Captain Kingsley Roberts  
DAL MEC Chairman

## The Pilots' Work

By Captain Kingsley Roberts

“Those who cannot remember the past are condemned to repeat it.”

—George Santayana

We all have work to do—the pilots' work, according to the pilots' priorities, is what the union does every day. Some roll their eyes at the phrase “the pilots' work,” but that is exactly what the Association does. Almost every day, your MEC's resources correct scheduling issues, make pilots whole in accordance with the contract, sort retirement and insurance problems, work on hotel, training, jump-seat, safety, and security concerns—and more. Almost all of what we do is under the auspices of our PWA, but not quite everything. It's unceasing, unglamorous, and grueling, but it's often incredibly rewarding.

You see, on the periphery of the contract, we save careers and lives as well. We help fellow pilots through difficulties and give families hope. When disasters strike, our Delta Pilot Network volunteers call hundreds of pilot families and offer assistance, from PWA expertise to Relief Fund aid. When we run these call operations, pilots always step forward to offer whatever help they can. Others place themselves on call all the time: our Pilot Assistance Network, Delta Pilot Assistance Committee, Critical Incident Response Program, and Professional Standards volunteers are just some examples of the ALPA volunteers devoted to helping their colleagues.

This is satisfying work with immediate results, but we are also charged with the broad concerns of our profession: the protection and enhancement of our careers and livelihoods. These are not so easy to identify or act on. It is like a war in which we will not win every battle, but we will certainly strive. The Association and the Delta MEC can fight the war on multiple fronts, but we need your help.

My **chairman's letter in June** framed the issue of unfair foreign competition as an existential crisis for one reason—that is what we face. I am not trying to scare anyone. It seems very simple to me: Our struggle with the globalization of our industry will determine how our careers play out and what our profession becomes. We will adapt or be left by the wayside. There will be pilots at the controls of transport aircraft for many years to come, but their working conditions and employers are anything but certain. If you are on today's seniority list, you are very likely to be affected. This is an important reality for all of us, but even more so for our younger pilots with many years until retirement.

So, while we continue to work toward the contract we deserve, with gains in rates, retirements, hotels, training, rigs, rest, and everything else, we cannot ignore what is on the horizon. While we are ensuring scope compliance today, we must work for protections that will be appropriate

Continued on page 4



**The Pilots' Work** *Continued from page 3*

tomorrow. The pilots' work is not only done in the MEC offices in Atlanta or by your local rep in the lounge or Chief Pilot's Office. That work alone will not fulfill our mission. Contractual gains are less meaningful if the profession is eventually lost for those who earned them. The transportation trades offer cautionary tales and cause for hope.

American seafarers won significant gains in the first half of the twentieth century when their advocacy dovetailed with the successful labor movement of their time. In those years, the largest union's efforts produced the Seaman's Act of 1915,

"open registry" in Liberia. In 18 years, Liberia surpassed Great Britain as the largest maritime registry; Liberia's lax labor laws and favorable corporate environment had made it all but inevitable. Other countries followed suit, and soon shipping simply moved where capital dictated. When the ships left, the jobs left with them. The seamen's strategy had failed in the long run, defeated by global market forces and the mariners' failure to engage and adapt. Their victories at home were overcome by the threat from abroad.

But the transportation industry yields examples of far-sighted gains as well. Today, Norway is a maritime

Today, the United Arab Emirates and its carriers benefit from a strategy based on globalization; their gross domestic product is now 28 percent aviation-related. These small Gulf States derive only 5 percent of their GDP from oil.

Their vision of the future does not include a strong U.S. aviation industry. Our vision is significantly different, but we will all need to work together to achieve it.

This is truly "the pilots' work." We must engage in every arena to ensure our future. You have heard all of this before, but I am asking you again to join us in the struggle. If you are an ALPA-PAC member, discuss it with your peers and consider increasing your contribution. If you are not a member, please join. Take our Call to Action seriously and devote the moments required to make your voice heard along with ours. ALPA is in the halls of government around the world speaking for you every day, but we need your voice as well.

We can fight on multiple fronts, but we need you. **See what a pilot partisan agenda is doing for you**, and consider whether **you can afford a career without borders**.

In the meantime, we will continue to pursue every opportunity to capture gains and protect our contract, and we will adapt as necessary to shape everything that affects our pilots, our profession, and our collective future.

We don't have to watch from the shore as our profession sails away. ▽

“Contractual gains are less meaningful if the profession is eventually lost for those who earned them. The transportation trades offer cautionary tales and cause for hope.”

notably requiring lifeboats, minimum crew qualifications, and a minimum quality of food for the crew. The mariners used legislative and bargaining strategies perfect for their age and negotiated improvements, but also patterned down as hostile managements, economic shifts, and internal labor strife took their tolls.

While the maritime profession focused on local and immediate gains, globalization was at work in their industry. In the 1940s, a former U.S. secretary of state founded the first

power, punching above its weight. This small nation and its shipping industry harnessed globalization and technological shift. In the late 1880s, as the maritime world dismantled itself in the shift to steam, Norway pursued a strategy of tremendous expansion on the back of the "abandoned" sail fleet, while it built a steam fleet in parallel. Norway positioned itself as a transitional maritime power, turning weakness into strength, and has continued to parlay that edge into gains. It can be done, and strategy is key.



Captain Jim Van Sickle  
DAL MEC Vice Chairman

## Be a Part of Delta's Future

By Captain Jim Van Sickle

My article in the Spring 2013 edition of the *Widget* asked you to look back over the past five years with an eye on the future toward our careers and our profession. The MEC is taking similar measures.

Your local representatives met in Washington, D.C., during the first week of May for the quarterly MEC meeting, which included several presentations to help them prepare for a review and update of the MEC strategic plan. The MEC strategic planning meeting occurred during the last week of May—it was a wide-ranging debate by the various

local council representatives focusing on the goals and core values of the governing body of your Association. They will finalize that strategic plan at the August MEC meeting in Seattle. Their discussions clearly reflected that Delta pilots are leaders in our industry and should strive to continue in that role.

I am encouraged by the number of pilots I meet who are willing to share their experience, skills, and time by volunteering to work for this pilot group. Summer 2013 is here and our schedules, both professional and personal, are filling up quickly. Yet we are seeing pilots from all sections of our seniority list step forward to serve in representative positions or on committees supporting communications, safety, and education programs. We need to continue to recruit and train the volunteers who will be our union's leaders. I am asking each of you to continue to support our volunteers and consider how you can help shape the future of our pilot group. ▽

“We need to continue to recruit and train the volunteers who will be our union's leaders. I am asking each of you to continue to support our volunteers and consider how you can help shape the future of our pilot group.”

*Delta Pilots*  
**Charitable Fund**

**Please consider making a donation today!**

Promoting health, education, and welfare of America's most valuable resource—  
***our children.***

For more information visit the Delta Pilots Charitable Fund on the [Delta MEC website](http://Delta MEC website) or e-mail us at [dpcf@alpa.org](mailto:dpcf@alpa.org).





First Officer Kevin Guilfoyle  
DAL MEC Secretary

# The Steps Toward Representation

By First Officer Kevin Guilfoyle

In my last article, I challenged you to become more involved in your union by participating in local council elections. This fall, elections will be held in Seattle, New York, and Cincinnati.

Most Delta local councils have a captain representative, first officer representative, and nonstatus secretary-treasurer—except for Council 44, which has two captain and two first officer representatives, and Council 48, with one instructor representative. Only status representatives (captain, first officer, instructor) are members of the Delta MEC and can vote on your behalf. Secretary-treasurers participate in all other aspects of the MEC, but don't vote unless they carry a proxy to do so from a voting representative.

The first part of the election process is for the LEC chairman to call a regular meeting for the nomination of representatives. Candidates normally announce they are running via an e-mail or letter to the membership—ALPA's campaign mailing rules can be found at [www.alpa.org/campaignmailings](http://www.alpa.org/campaignmailings).

The next step is the nomination of candidates. A blank ballot is mailed to your address on record with ALPA, and you can write in the name of the pilot you wish to nominate for each position. The ballots are tallied at the LEC meeting, and the top two candidates for each position who are also willing to serve become the nominees.

Then an election is held, normally through an Internet balloting system. You will receive notice of the election in the U.S. mail and must log on to the balloting website to cast your vote.

Finally, after you elect your representatives and nonstatus officers, you vote to assign the officers' positions. This is where you elect a council chairman and/or vice chairman and secretary-treasurer, depending on the council.

Typically, only one in five pilots participate in this process. I challenge each of you to reach out, get to know the candidates, and figure out who best represents your interests. Participate in the election process and exercise your right to vote!▼

“Participate in the election process and exercise your right to vote!”



Prior to membership ballots, verify that your information on file is correct by logging on to [www.alpa.org](http://www.alpa.org) and clicking on “My ALPA/Member Account.”





First Officer Bren Fries, Jr.  
DAL MEC Treasurer

# Bang for Your Buck

By First Officer Bren Fries, Jr.

One of the questions I'm often asked concerns the breakdown of your dues dollar. In simple terms, for every dollar generated through dues income, the Delta MEC gets about 36 cents directly back.

Hmm, 36 cents returned on your dollar investment?

Without delving into the various aspects of what that 36 cents does for you through the Delta MEC (and it does plenty), let's take a look at the services ALPA provides your reps, the MEC administration, and you for the other 64 cents. In the end, there's a lot more than meets the eye.

## 1) Daily Operations

Our MEC currently has a programmer and two Information Technology professionals that are paid by National. We have attorneys for representation purposes, contract administration, and retirement and insurance. Even the office space these professionals use is paid for by National.

We use editors, administrative personnel, and graphic artists from National. That's on their tab.

When Delta pilots utilize Aeromedical services, any expenses are billed to ALPA National. When a pilot rides a non-Delta jumpseat, he benefits from the work of the National Jumpseat Committee. Again, no charge to the Delta MEC. In fact, any work done on behalf of the pilots by National committees is paid for by National.

## 2) Negotiations/Strategic Planning

We use dedicated ALPA attorneys assigned to the Delta MEC. They work closely with our negotiating team and

MEC administration in all aspects of contract preparation, tactics, and strategy. ALPA's Economics and Financial Analysis Department reports regularly to the MEC with keen insight to Delta's fiscal specifics and gives us the latest on where our industry is and where it's headed. That's the macro. On a specific note, we leveraged the experience of ALPA's attorneys in Herndon to join with Delta in the appeal of the Ex-Im Bank financing case. The D.C. Court of Appeals agreed and overturned an important decision in our favor, protecting pilot jobs and marking one more step in the fight for a level playing field on a global scale.

## 3) Government Affairs

Together with your MEC's Government Affairs, ALPA's folks are connected to all things on Capitol Hill. From protecting our careers against the continued expansion of the state-subsidized Middle East carriers, to the FFDO program, KCM, and more, we rely on the expanded team ALPA National brings.

*Continued on page 8*





**Bang for Your Buck** *Continued from page 7*

Or we can look at the bottom line: Delta pilots who participated in the amended return of 2007 taxes as a function of the bankruptcy note and claim received over \$50 million in returned tax dollars from the IRS. All due to the hard work of your ALPA team, both locally and in Washington, D.C.

**4) Safety/Security/ Training**

Where to begin? National's Engineering and Air Safety's (E&AS) 25 professionals with backgrounds in aviation safety, security, pilot health, accident investigation, flight operations, and air traffic control, collaborate with government and industry to represent the interests of the membership worldwide. E&AS also provides a support network for pilot representatives working on safety, security, and pilot health issues on the local, MEC, and international level. ALPA is the world's largest non-governmental aviation safety and security organization, and as such is respected around the world.

Also, from advancing NextGen progression for our outdated airspace, to minimum crew qualifications, to FTDT involvement, to viable FOQA/ASAP protections for all ALPA pilots, to the realization of secondary barrier protections near our flight decks—all of these mandates are important to ALPA pilots, and the thrust to their implementation begins in Herndon and Washington, D.C. And how are we doing?

at Delta, one that didn't exist only a few years earlier.

These are but a few of the issues that are ongoing for not only Delta pilots, but for all of us in the profession. In hockey terms, your union isn't skating to where the puck is, we're skating to where the puck is going to be. It will take a collective effort of all ALPA pilots to prevail as we take on foreign ownership, cabotage, and the spread

“ALPA is the world's largest non-governmental aviation safety and security organization, and as such is respected around the world.”

As a result of ALPA's efforts, the House of Representatives recently restored \$25 million in funding to preserve the FFDO program. ASAP and FOQA programs are either implemented or improved at other carriers to the standard we enjoy

of state-subsidized carriers. Their presence is now a reality in both Europe and Australia. It will take a strong, prepared, and funded national union to defend our interests.

In the end, it's 64 cents well spent. ▾

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First Officer Scott Smetana  
ALPA Executive Vice President—DAL

## ALPA's Major Contingency Fund

By First Officer Scott Smetana

In my last article, I mentioned that the executive vice president sits as a member of ALPA's Executive Council. Since the council has a role in the administration of ALPA's Major Contingency Fund (MCF), and I get questions from pilots about it, I thought I'd provide some more information.

In addition to the Executive Council, the Executive Board and ALPA's vice president—finance, Captain Randy Helling, also have important roles in overseeing the MCF. I'm grateful to Captain Helling for his help in preparing this article. The link to MCF Status Reports is on the ALPA members-only home page.

ALPA's MCF plays a key role in our union's success. The MCF has given member pilot groups the financial horsepower necessary to achieve their goals in advanced stages of negotiations and during strikes by providing funding for communications-related activities such as strike preparedness, pilot-to-pilot, and family awareness. The MCF has also been used to fund projects that have been determined by the Executive Board and Executive Council to be in defense of the integrity of the Association, including payment of Kitty Hawk insurance premiums, certain litigation and litigation-settlement expenses, and internal and external organizing activities.

The MCF was created at a special meeting of the Board of Directors in 1985 to "build the financial strength and resources of ALPA to provide the strongest and most effective union . . . on matters of urgent concern to the membership." In the 1990s, the governing bodies expanded the role of the MCF to include "issues of urgent concern that significantly and adversely affect the airline piloting profession and which cannot be funded

by normal Association budgeting practices and policies, including defense of the integrity of the Association." This includes funding for "extraordinary bankruptcy filings" and "litigation brought by or against the Association."

How has ALPA used the MCF in the past? Here are some examples of airline-related MCF expenditures that have exceeded \$5 million:

- The aftermath of the 1983 Continental strike (\$8.5 million)
- 1985 United strike (\$10.6 million)
- 1989 Eastern strike (\$63.3 million)
- TWA's confrontation with Carl Icahn and its three bankruptcies (\$8.4 million)
- The 2001 Delta negotiations (\$6.1 million)
- The current CAL/UAL JCBA negotiations, including separate Section 6 negotiations prior to the merger (\$7.1 million)
- (For those of you looking for the cost of the 1998 NWA strike, it cost \$4.8 million.)

MCF funding is closely monitored, and ALPA has developed a broad scope of administrative procedures to ensure the effective and efficient use of this resource, including:

- For MEC activities and budgets, the simple rule is "help those who help

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**Contingency** *Continued from page 9*

- themselves"—MEC funds must be exhausted before MCF funds are used to reimburse MEC expenses.
- Any request for funding from the MCF should first be reviewed by the Executive Council and then, if approved, sent to the Executive Board for approval and authorization (approval is far from automatic).
  - Establishing maximum MCF allocations by airline size and adoption of MCF expense guidelines regarding FPL, strike centers, road shows, advertising/billboards, picketing, polling, family awareness events, and giveaways.
  - MECs are required to have a strategic and communications plan before the Executive Council will consider for approval an MCF financial operating plan.
  - A Strike Oversight Board works with the MEC to develop MCF budgets that are subject to approval by the Executive Council. The Strike Oversight Board then oversees and approves MEC expenditures being funded by the MCF.
  - MEC financial operating plans for MCF expenditures do not take effect until a pilot group has entered advanced stages of negotiations, which typically

occurs well into mediation or conciliation.

MECs that receive MCF allocations typically don't spend their entire allocation. In fact, over the past 15 years, the average reimbursement from the MCF to MECs has been 25 percent of the aggregate amount authorized from the MCF. Interestingly, larger airlines often spend a greater portion of their authorization.

That's a brief "FL 350 flyover" of some history, purpose, and oversight of the MCF. In future articles I'll try to address some of the other financial aspects of our union that pilots have asked about. ▾



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**Goals of the P2P Program:**

- ▾ Bring ALPA into the crew rooms
- ▾ Educate pilots on union matters
- ▾ Increase pilot participation in our union
- ▾ Help control rumors
- ▾ Enhance two-way communication

E-mail [DALP2P@alpa.org](mailto:DALP2P@alpa.org) for more information.



# CASC: Working Throughout the Company

By Captain Scott Hammond, chairman  
Delta MEC Central Air Safety Committee

Your Delta MEC Central Air Safety Committee is actively engaged in a wide array of efforts. The Event Review Committee recently coordinated with the Company and the FAA to improve the ASAP reporting culture for sole-source events.



Delta MEC Central Air Safety partnered with the Delta MEC Training Committee to assist the Company in developing programs to restore atrophied manual flying skills in our highly automated aircraft. Delta MEC ALPA volunteers have recently been added to the Company's Data Analysis Group, Threat Management Group, and Standard Text Oversight Committee.

Delta MEC Central Air Safety volunteers with the Pilot Assistance Network and Critical Incident

Response Program stand by 24/7 to assist pilots in need of their services. Trained ALPA accident investigators are always on call. FOQA gatekeepers routinely conduct studies that provide insight to Flight Ops and Flight Safety that would otherwise be unavailable. There is a revitalized effort to boost the Delta MEC Central Air Safety's involvement with the Company in the areas of safety management and tech ops. Human Factors, Air Traffic Services, and Airport Ground Environment are

just a few of the areas where ALPA subject-matter experts are value-added to the Company's efforts to enhance air safety. In this issue of the *Widget*, two of our volunteers will introduce you to our efforts regarding manual skill currency and active pilot monitoring.

If there are areas where you wish the Company were doing more to foster a safe work environment, don't be shy about volunteering your services through Delta MEC Central Air Safety! ▼



Central Air Safety chairman Captain Scott Hammond and vice chair First Officer John Klinger present at the Spring Safety Workshop in ATL.



Fotolia.com © FER737NG

## Manual Skill Maintenance

Captain Dennis J. Landry  
Central Air Safety Committee

Before “glass” was introduced, we were all skilled in the art of attitude-instrument flying. Many of us would have questioned the flying skills of our partner had they engaged the flight director and autopilot from takeoff to touchdown. Our perspective has changed; we now question when a pilot does not use automation. A recent FOQA data analysis revealed that typical flights have the A/P off for only five to six minutes each flight. This is a significant change from past practices. Computers now make the complex mental calculations of speed, pitch, power, and flight path that we used to do on every flight.

The FAA recently issued a Safe Aircraft Flight Operations Bulletin (FAA SAFO 13002) addressing the need to maintain manual skill proficiency. This bulletin was prompted by the recognition that we spend less time exercising manual flying skills with today’s flight management systems than was the case with older “analog” aircraft.

take the aircraft into an undesired state, we must intervene. Intervention could merely require a change of mode, but it might demand manual control input. How do we maintain manual skills if we never practice them? Fortunately, Delta and the FAA have recognized this fact.

danger. The level of skill required for this type of intervention is high, but not as demanding as that required to shoot an ILS approach to minimums or fly a “raw-data” NDB. The skill required for an “expected” instrument approach and an “unexpected” loss of automation differs in several aspects. The goal in both cases is to “keep the shiny side up.” Every aircraft has a pitch-and-power setting that approximates level flight. On the 747-400, I know that above 10,000 feet I can set about +3 degrees and 85 percent NI. NI is useful because it is not affected by pitot-static errors. This is the starting point for level flight or the resumption of the climb or descent as required.

### 2: Where is the best opportunity for manual skill maintenance?

A picture is worth 10,000 words.

The best place to maintain these manual flying skills is in the lowest-threat environment you can find: day, VMC, above 10,000 feet, while climbing on a heading/airspeed to a distant point with no aircraft abnor-

“How do we maintain manual skills if we never practice them? Fortunately, Delta and the FAA have recognized this fact.”

The guidance to the FD is reliable most of the time, and we have trained ourselves to follow its commands almost without question. The result is that we have traded the complex mental and muscle skills of ATP-level attitude-instrument flying for the relatively easy task of following the FDs. Unfortunately, there are “automation exceptions” when the FMS flight path is out of sequence with reality. When we experience an automation exception, that means the FD and A/P will

Central Air Safety has been wrestling with this issue for many years. Your line-pilot volunteers have spent countless hours in deep debate over these two questions:

### 1: What level of manual skill must be maintained?

A review of accident data tells us that perhaps the deadliest system loss is a pitot-static malfunction. Several recent accidents (AF447, Bergen Air B-757, AeroPeru B-757) illustrate the

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**Maintenance** *Continued from page 12*

malities or excessive ATC traffic. A good technique is to use all of the automation, or none. When you “de-automate” the A/C, you want to be in complete control. Leaving the autothrottle or FD on can interfere with pure cross-check practice. We know this because of a study conducted by Michael Gillen, where 30 transport pilots volunteered to perform basic instrument functions without the aid of automation. None demonstrated ATP-level skills, and some were at or below the skills required for the basic instrument rating. So here are a few ideas for you to consider:

- Practice your skills in VMC. Brief this effort beforehand. Consider using sterile cockpit procedures during the exercise. I recommend practicing above 10K with climb duties complete. If you don't

already know the basic pitch and power for your aircraft, make note of it while the autopilot is in command. After a very brief time, resume the climb thrust value and pitch attitude required.

- Step one: A/P-OFF.
- Step two: A/T-OFF.
- Step three: Verbally call FDs-OFF. (This should remind the PM to operate the mode control panel.)

As you approach RVSM airspace, you should reset all of the automation. If uncertain about the interrelationship of autopilot, autothrottle, and flight directors, consider researching the answers with your instructor the next time you visit recurrent training.

Descending from RVSM airspace also offers an opportunity to de-

automate the aircraft, but we all need to recognize how quickly the workload increases during arrival. I always plan to re-automate the aircraft well before I reach 10K. Below 10K I seldom de-automate until just prior to landing.

In closing, I offer this analogy: When we were kids we could all ride a bike really well. We often rode with “no hands” and could talk with our friends while navigating streets full of potholes. At that point we were “ATP skilled” bike riders. But when we reached driving age, we found cars to be way cooler. “Glass cockpits” are similar: no more bike riding or “steam gauge” flying for me. We stuck the bike on the roof of the car just in case the car ever broke down. What if, 15 years later on a dark lonely night in bad weather, the car breaks down? No worries: we still have a bike strapped to the roof. Never mind that we have not ridden it for 15 years, we can ride! Well, you start down a steep hill and, as you attempt to turn the bike, the handlebars come off. When you were 16 and an “ATP skill level” bike rider, this would have been fun. But now it's a whole lot less enjoyable.

Our manual flying skills may be a little rusty, but we can carefully and very methodically begin rebuilding them.

Fly safe, fly smart, and always consider the best options available. ▾



*The best place to maintain these manual flying skills is in the lowest-threat environment you can find.*



# Wolfgang Koch Wins Aviation Security Award



Left to right: Capt. Lee Moak, ALPA president; Capt. Sean Cassidy, ALPA first vice president and National Safety coordinator; Capt. Craig Hall, director, Canada Security; F/O Wolfgang Koch (DAL); Capt. Fred Eissler, Aviation Security chair; Capt. Todd O'Brien, Aviation Security vice chair.

MEC Aviation Security Chairman Wolfgang Koch was presented with the Aviation Security Award for 2012 at the 59th Air Safety Forum.

F/O Koch led the Association's efforts in recent years to preserve and promote the Federal Flight Deck Officer (FFDO) program. He serves as the FFDO subject-matter expert on the ALPA Aviation Security Group, and as the ALPA rep-

resentative on the Transportation Security Administration's FFDO stakeholder working group.

His expertise goes beyond security of the flight deck, and he has more than a decade of experience in the security field. He has been involved in several security-advancement projects, including the development of CrewPASS (the precursor to Known Crewmember), and secondary flight deck barriers.

He began ALPA work in 2002 with the Northwest Airlines pilots' Security Committee. He served as Security vice chairman in 2004, and then was elected chairman from 2005 to 2009. Over the next two-and-a-half years, from April 2009 to October 2011, he served as ALPA's Aviation Security Group's Director of Information and Communications. ▾



# Active Pilot Monitoring

By First Officer Helena Reidemar  
Central Air Safety Committee

It's interesting to realize that current aircraft automation does not reflect the reality of human information processing. The engineers who designed our aircraft automation completely ignored the cognitive mechanisms of the human brain. A deeper look is necessary for the following events: loss of control, CFIT, accidents due to automation overreliance, misunderstanding or misinterpretation, and inadequate monitoring. Poor path management has resulted in:



- 84 percent of crew-caused accidents according to the NTSB and NASA.
- 69 percent of undesired flight states according to the LOSA collaborative.
- 63 percent of approach and landing accidents according to the Flight Safety Foundation.

By definition, all CFIT accidents result from failed path management—and we have to ask, where was the pilot monitoring? This isn't all on the pilot flying. Our own data reveals that inadequate monitoring of automation entries has resulted in a large number of altitude deviations every month.

When CRM evolved into TEM, we also adopted a name change—going from PNF (pilot not flying) to PM (pilot monitoring); so we went from not doing something (not flying) to actively having a duty (monitoring). However, the terminology switch did not come with training, and how do you train monitoring anyway? It was a very elusive problem because everything we do in flying involves monitoring something, regardless of whether we are the PF or the PM, and how do you train a pilot to watch things better? After two decades of wrestling with the problem, an industry working group is trying

to answer that question. Additionally, a training aid focused specifically on this issue will be completed by the end of 2013.

“A pilot's definition of monitoring is: watching, observing, keeping track of, or cross-verifying...”

The term “monitoring” comes from the Latin root *monere*, “to warn.” A pilot's definition of monitoring is: watching, observing, keeping track of, or cross-verifying any or all of the following:

- The aircraft's trajectory, e.g., taxi and flight path, speed management, and navigation.
- Automation systems and mode status, e.g., flight management system (FMS) entries, mode control panel (MCP) settings/selections, and awareness of automation mode.

Continued on page 16

**Monitoring** *Continued from page 15*

- Aircraft systems and components, e.g., fuel quantity, aircraft configuration, and system status.

Becoming aware of some barriers to good monitoring is an important step to mitigating them. By definition, monitoring requires multitasking, which is an inherently flawed concept. We can't really perform several tasks simultaneously—what we are really doing is rapidly switching our attention back and forth between

tasks and sources of information. An experienced pilot can make seven to nine task switches per second, but when we move rapidly from task to task, we become vulnerable to errors.

When trying to concentrate on the predictable, even with great will-power, the human brain filters out information it considers unchanging. It is not wired to reliably monitor systems that rarely fail and is poorly designed for sustained vigilance.

other pilot to give monitoring callouts for trends or just information—"Remind me that I'm landing flaps 30" or "Tell me if I get slow"—the key is to ask for the interaction.

- Cultivate a healthy unease or discomfort, particularly of the automation. Be prepared to question, be skeptical—this can create the motivation to stay alert.
- If the altitude alerter chimes for the 1,000 to go before you say, "Out of \_\_\_ for \_\_\_," let that be a sign that you're not monitoring properly—since you missed the call, it's direct feedback. As the PM, repeat configuration changes verbally.
- Brief the arrival and approach prior to top of descent.
- Develop strategies for managing workload in all phases of flight so monitoring is not dropped inappropriately. Treat time-pressured situations as red flags requiring extra caution and think carefully about when to initiate cockpit tasks, including monitoring, to best manage workload.
- Have the PM make all FMS entries in all phases of flight. This will free the PF to manage the cockpit tasks and flight path management through cross-verification.

And, as always, conduct checklists deliberately and mindfully. ▽



“An experienced pilot can make seven to nine task switches per second, but when we move rapidly from task to task, we become vulnerable to errors.”

There is a lack of consequences when we forget to monitor, and without a feedback loop, the pilots may be unaware that their monitoring habits have degraded or are ineffective. Some countermeasures that have had great success in developing a better monitoring mindset are:

- Including monitoring concepts in the WARTS and NATS briefings from the first day of the trip to conclusion. Specifically, invite the



# Knowing What to Look For

By Captain Scott Monjeau, chairman  
Delta MEC DPAC

Your DPAC serves as the HIMS Program for Delta pilots. HIMS is specific to commercial pilots and coordinates the identification, treatment, and return to the cockpit of impaired aviators. It is an industry-wide effort in which companies, pilot unions, and the FAA work together to preserve careers and further air safety.

**D**elta pilots need to know that any conversation with a DPAC volunteer is *safe, private, and confidential*. We are all here to help and to answer your questions. One of the most common questions I get after speaking with a pilot is: "Do you think I have a problem with alcohol?"

First, no DPAC volunteer can make that call. We can only share our experiences and histories. We have an excellent treatment center that can do a thorough assessment and answer this medical question. Second, since denial is a defining characteristic of the disease of chemical dependency, I caution anyone against a self-diagnosis.

For information purposes, I have extracted information from the DSM-IV regarding alcohol abuse and dependence. It should be noted that the FAA basically treats both as equal for treatment and recovery.

## Alcohol Abuse

Alcohol abuse is a maladaptive pattern of drinking, leading to clinically significant impairment or distress, as manifested by at least one of the following occurring within a 12-month period:

- Recurrent use of alcohol resulting in a failure to fulfill major role obligations at work, school, or home (e.g., repeated absences or poor work

performance related to alcohol use; alcohol-related absences, suspensions, or expulsions from school; neglect of children or household).

- Recurrent alcohol use in situations in which it is physically hazardous (e.g., driving an automobile or operating a machine when impaired by alcohol use).
- Recurrent alcohol-related legal problems (e.g., arrests for alcohol-related disorderly conduct).
- Continued alcohol use despite having persistent or recurrent social or interpersonal problems caused or exacerbated by the effects of alcohol (e.g., arguments with spouse about consequences of intoxication).

## Alcohol Dependence

Alcohol dependence is a maladaptive pattern of drinking, leading to clinically significant impairment or distress, as manifested by three or more of the following occurring at any time in the same 12-month period:

- Need for markedly increased amounts of alcohol to achieve intoxication or desired effect; or markedly diminished effect with continued use of the same amount of alcohol.
- The characteristic withdrawal syndrome for alcohol, or drinking (or using a closely related substance) to relieve or avoid withdrawal symptoms.

*Continued on page 19*



FROM THE LINE

## There I Was

*My Experience with the Delta MEC's Pilot Assistance Network*

# Stress? Anxiety? Claustrophobia? You bet.

Return with me to the thrilling days of yesteryear when TV programs were black and white and so were most decisions. In my formative years, Alfred Hitchcock and Rod Serling tried to scare the living daylights out of viewers with their episodes of terror. One such show stands out in my mind—a heinous criminal attempted to escape capture and imprisonment by having a mortician bury him and agree to dig him up later. The climax comes when we are all lying in the casket with him and he's pleading to the mortician: "Come and get me out of here!" In the end, it seems that the mortician had also died and was with him in the casket. **Stress? Anxiety? Claustrophobia? You bet.**

Now, the rest of the story. I was returning from Asia on a 15-hour flight back to home base. When I went to the bunk for my first break, I felt bad, but couldn't pinpoint what it might be. In the bunk, when I turned out the light, I suddenly felt as if the compartment was closing in on me. My body began to tingle, and my chest felt tight. I tried to calm myself, but to no avail. I had to get up, dress, and go downstairs, where I told the purser I felt awful. She and a nurse took my vitals and found my temperature to be low and my blood pressure to be high. At this point, I thought I was going to have to tell the flight crew that we were going to have to make a diversion somewhere because I couldn't stand to be on the aircraft for another 11 hours. This couldn't be happening to me! I am a pilot; we are supposed to be able to respond in many different ways to control those kinds of situations. After some hot tea, I felt better, but still wanted no part of the bunk. We made it to base, and I hurried to catch my flight home, on an RJ!

Once airborne, I again felt like the tiny tube I was riding in was closing in on me. Once I got home, I couldn't sleep in my own bed and was a nervous wreck. My wife took me to the emergency room, where they ran every conceiv-

able test on me and found nothing wrong. I called in sick for the next trip because I wanted to have more tests to determine what was causing this feeling I had never had before. I thought I might have cancer, a brain tumor, or some other disease to explain my feelings. The beginning of the next month, I went back to work because they found nothing wrong with me. The flight to Asia was uneventful, but the five-day layover was miserable. Again, the feeling of anxiety was uncontrollable.

Things at home were difficult for me, with a wife suffering from her own anxiety and depression for which she was taking medication. I lost my mother about eight months prior, as well as some dear friends and two loving pets. My father was in failing health. I began to think this could all be a factor in the feelings I couldn't control. When I finally got home from this trip, I called in sick again. I had the same trip scheduled for the end of the month and knew there was no way I could fly it. The Chief Pilot's Office called me for an explanation.

I had been told for years that if "the Company" calls you in for sick leave, contact ALPA. I did, and was referred to the Pilot Assistance Network (PAN). The PAN volunteer

*Continued on page 19*

**Knowing** *Continued from page 17*

- Drinking in larger amounts or over a longer period than intended.
- Persistent desire or one or more unsuccessful efforts to cut down or control drinking.
- Important social, occupational, or recreational activities given up or reduced because of drinking.
- A great deal of time spent in activities necessary to obtain, to use, or to recover from the effects of drinking.
- Continued drinking despite knowledge of having a persistent or recurrent physical or psychological problem that is likely to be caused or exacerbated by drinking.

This is just some of the information available (specifically the DSM-IV). If you think that you might have a problem with alcohol or drugs, reach out to us for more information. ▾

**There I Was** *Continued from page 18*

reassured me that I was not alone. Other pilots were having the same problems I was. They had received counseling, been given medication, and were back flying. Others had been weaned from their medication and returned to flying status. He referred me to ALPA Aeromedical and guided me through the various agencies that are available to assist pilots with medical or emotional issues. I am now on long-term disability and stable on my medication. I am excited about the opportunity to get back to flying. Unlike the guy in the TV episode, no one could say I deserved any of my symptoms—and I beat them!

None of this would have been possible without the ALPA PAN. There are so many “tools” in our pilot’s toolbox available to help us when “things” get the best of us. I encourage you to take advantage of these tools. Call ALPA. They will direct you to PAN, where you will receive a wealth of information, encouragement, and support. ▾

# Pilot Assistance Network



*The Pilot Assistance Network (PAN) was established to provide a source of support for pilots during difficult times.*

*PAN is available for pilots seeking physiological, psychological, or medical assistance.*

***A pilot volunteer can be reached at***

**1-800-USA-ALPA  
(1-800-872-2572)**

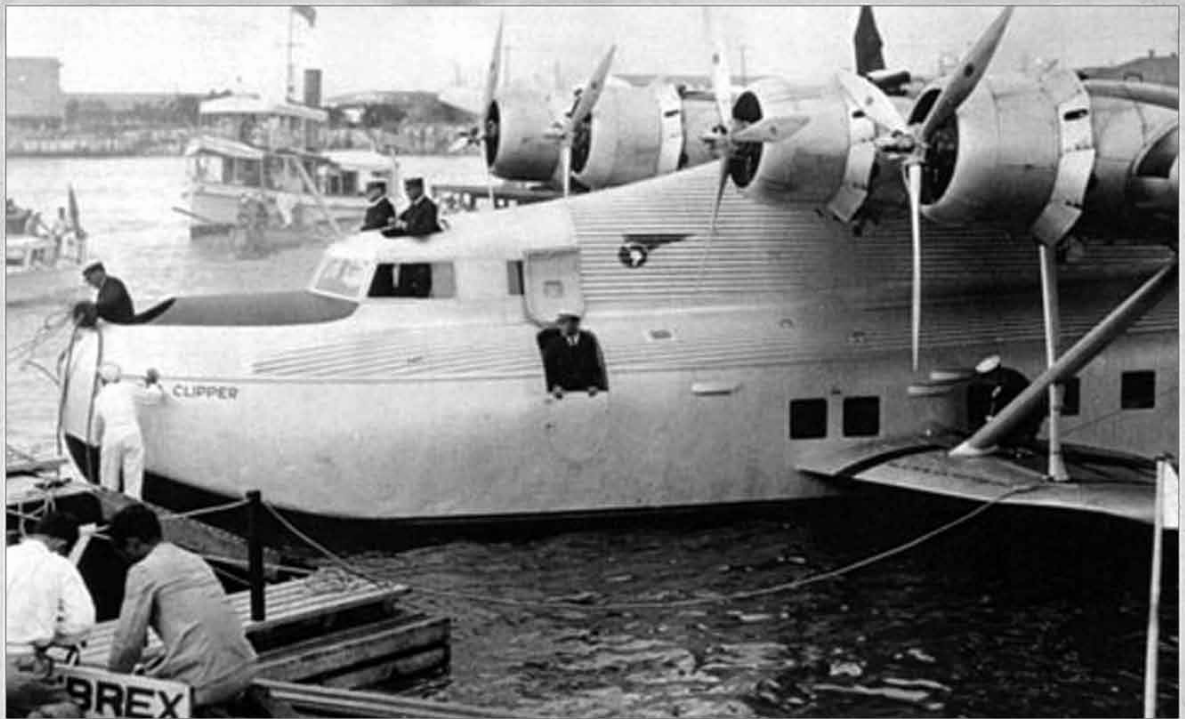
- Ask for a PAN volunteer
- After hours, press 7 at the Main Menu

**ALL CALLS TO PAN ARE STRICTLY CONFIDENTIAL**



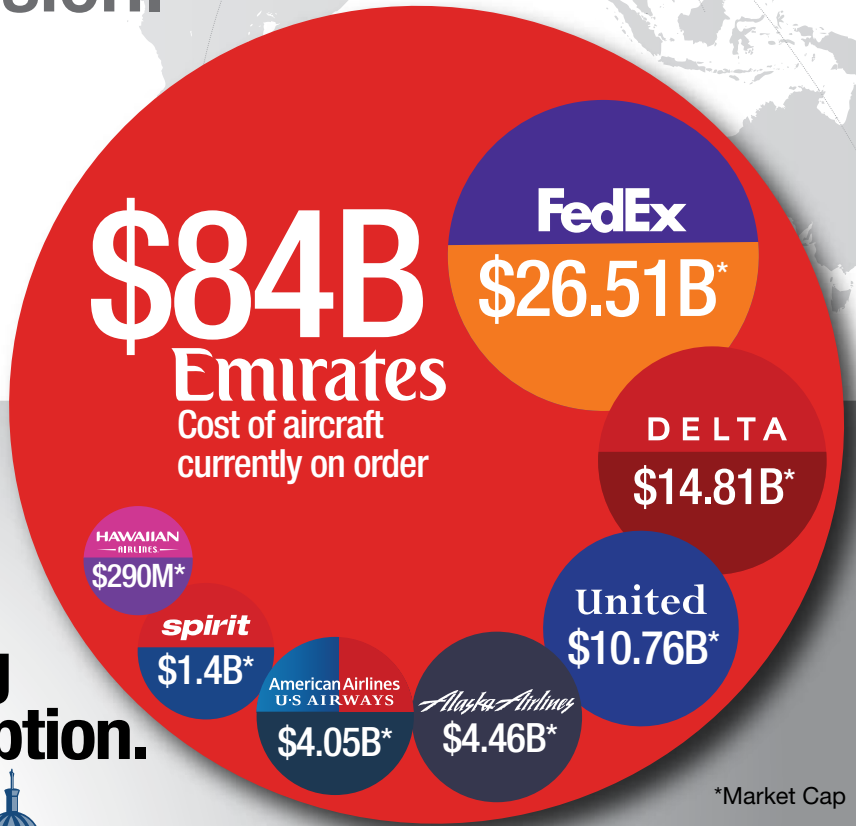
Photos from the  
**Delta Air Lines  
Family Album**





*A product of the Delta MEC Communications Committee.*

We are facing  
one of the  
**BIGGEST  
THREATS**  
to our profession.



Doing nothing  
*is not an option.*



\*Market Cap



# Government Affairs and the Impact of the Pilot Advocate

By First Officer John Flerlage

In 2012, over \$3.3 billion was spent on lobbying in the United States.<sup>1</sup> That does not include the money donated to political action committees (PACs), candidates, and 527 interest groups—Frank Lorenzo alone gave over \$60,000 to various political committees last year.<sup>2</sup> The goal of these special interests is to pass legislation, and all too often this legislation is harmful to pilot careers.

Organizations that cannot afford armies of lobbyists must use every available tool to effectively counter proposals that harm their interests. Fortunately, ALPA has a resource that no other organization can match—tens of thousands of pilots, educated leaders who are respected nationally and throughout the world. Short of actually becoming an elected official or policy maker, our constitutionally guaranteed right to personally lobby our elected officials is the single most effective way we have to influence legislation and public policy, and we have underutilized our best asset for too long.

In the last few years, ALPA, through the Government Affairs Department, has become a force to be reckoned with on Capitol Hill. One of their current initiatives, the district advocate program, is an effort to mobilize our members to meet personally with their representatives. ALPA not only provides training for members who volunteer, it also provides succinct position papers and policy statements that are strictly nonpartisan (e.g., “Leveling the Playing Field”). Meeting with a representative of an opposing party should not deter a pilot from participating in this program.

Most representatives place a great value on personal contacts. They are always impressed by individuals who personally arrange a meeting, take the time to prepare, and are passionate enough to put themselves on the line. Visiting your representative on a regular basis can make you the go-to guy for professional aviation matters. And, of course, these officials need votes. Personally committing your vote to a representative who supports your issues will make a lasting impression (as will bluntly stating the opposite when they don't). Elected officials



meet with paid lobbyists every day. To meet with well-prepared, unpaid citizens advocating for their careers is not nearly as common. Imagine the impact that a dozen or more pilots lobbying for their careers could have on a representative.

The airline industry and our jobs are continuously shaped by the regulatory environment. ALPA, and our careers, can only be successful within the framework and laws governing corporations, ownership, airline operations, and labor-management relations. We have an asset that is the envy, or should be, of any organization, an army of leaders who have legitimate career aspirations and a guaranteed right to influence the laws that govern it. It's time to mobilize this asset to further our own interests and counter those who would harm them. Visit [alpa.org](http://alpa.org) and sign up to become a district advocate today. ▽

<sup>1</sup>Center for Responsive Politics: [www.opensecrets.org/lobby](http://www.opensecrets.org/lobby)

<sup>2</sup>[www.fec.gov/finance/disclosure](http://www.fec.gov/finance/disclosure)



## Tips and Services to Keep You Prepared

By Karen Browne-Fleck  
Delta MEC Senior Benefits Specialist

“In this world, nothing can be said to be certain, except death and taxes.”

Benjamin Franklin penned these famous words in a letter to Jean-Baptiste Le Roy in 1789, and, while some of our teenage sons may have found a way to avoid the latter (namely by refusing to get a job!), even they have yet to find a way to avoid death.

None of us expect to die, but the simple fact is that we all will, eventually. So it is a good idea to organize all of your vital papers and keep them in one place so that your executor can easily handle everything that needs to be done. This author prefers to use a zippered notebook with tabs for life insurance, real estate, bank accounts, advance directives, wills, etc., but how you keep records is up to you. There is a helpful checklist in the **2013 R&I Handbook** that will help you get organized. *Be sure to include me in the list of first contacts, as I am able to reach out to many of the Delta departments to ensure smooth transitions of benefits and payments.*

It is also wise to sit down with your loved ones and discuss finances and final wishes now, so that they are not blindsided in the event that the unthinkable happens. This is frequently what happens with a sudden, unex-

pected death and can make a painful process even more so.

One of the most important things you should do is ensure you have an updated will and that your executor knows where it is kept. Under the basic life policy provided to you through the pilot working agreement, you have access to free will preparation through Hyatt Legal Plans. Estate resolution services are also available, and several pilots have reported even having trust documents done at very minimal cost.

### How to access the free will-prep service:

Contact Hyatt Legal Plans at 800-821-6400, Monday through Friday, 8 a.m.–7 p.m. eastern time.

- A client service representative verifies your eligibility by asking for your company name, group number, and social security number (needed for eligibility processing and kept in strict confidentiality); Delta's group number is 300533.
- The client service representative helps you locate a participating plan attorney in your area, provides you with a case number to give to the attorney you choose, and answers your questions about the will-preparation service.
- Next, contact the attorney's office and make an appointment.
- You also have the flexibility of using a non-network attorney and receiving reimbursement for covered services according

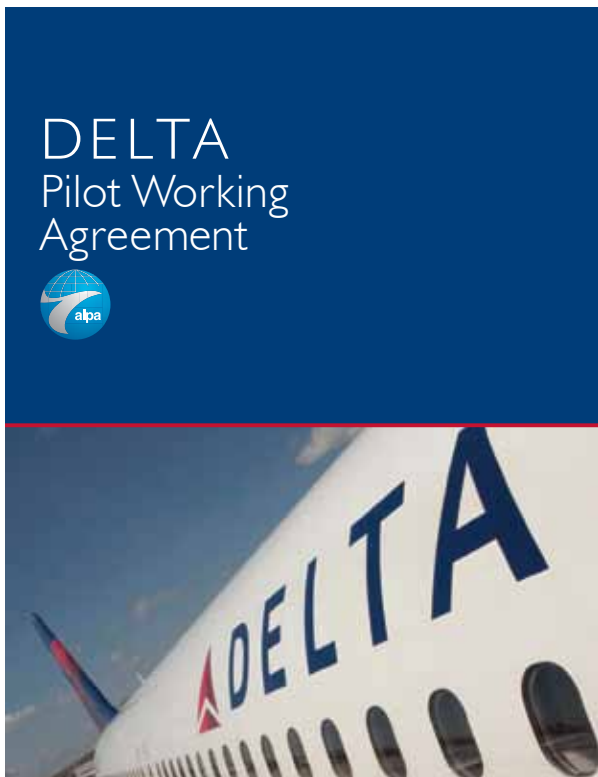
*Continued on page 26*

“One of the most important things you should do is ensure you have an updated will and that your executor knows where it is kept. Under the basic life policy provided to you through the pilot working agreement, you have access to free will preparation through Hyatt Legal Plans.”

# Scheduling FAQs

By First Officer Steve Douds, chairman  
Scheduling Committee

Let's take this opportunity to address two questions that are commonly received by the Scheduling Committee: "How do I file a scheduling grievance?" and "What should I do if my deadhead flight on DCI was late arriving to my layover station?"



## How do I file a scheduling grievance?

We hear this question often, but a grievance is rarely the end result. PWA Section 18 contains all the rules regarding the formal grievance process but the MEC Scheduling Committee has a long-established history of resolving disputes directly with Crew Scheduling, Crew Tracking, or Crew Resources through an informal review process. If you believe the Company has violated a scheduling-related section of the PWA, we encourage you to follow these steps.

1. Maintain copies of your rotation that reflect significant changes, and keep track of when those changes occurred.
2. Read the applicable section of the PWA to determine if a violation occurred. If you are unable to understand the terms or language of the PWA, you can contact the scheduling experts at the MEC Scheduling Committee by calling 1-800-USA-ALPA or sending an e-mail to [DALScheduling@alpa.org](mailto:DALScheduling@alpa.org). You will find an article introducing those gentlemen in this edition of the *Widget*.
3. Compile your facts and contact Crew Scheduling or Crew Tracking and ask them to explain what happened and correct the error, if applicable. Your Scheduling Committee experts can guide you in what the proper correction should be.
4. Ask to speak with a supervisor if necessary. Please remain professional at all times, listen to any explanation given, and keep track of the individual you spoke to and when.
5. If you do not agree with the Company's explanation or action, contact the MEC Scheduling Committee again, and we will review the case on your behalf. We will either:
  - a. determine that the Company was correct and help you to understand what happened, or
  - b. determine there was a violation of the PWA and initiate a review with the Company.
6. A review with the Company can involve listening to phone recordings, reviewing remarks entered in the computer by Crew Scheduling, reviewing DBMS historical data (rotations or pilot schedules), discussions about PWA language and past practice, comparison to similar disputes that have been resolved, etc.
7. A review with the Company typically results in one side or the other changing its position based

*Continued on page 28*

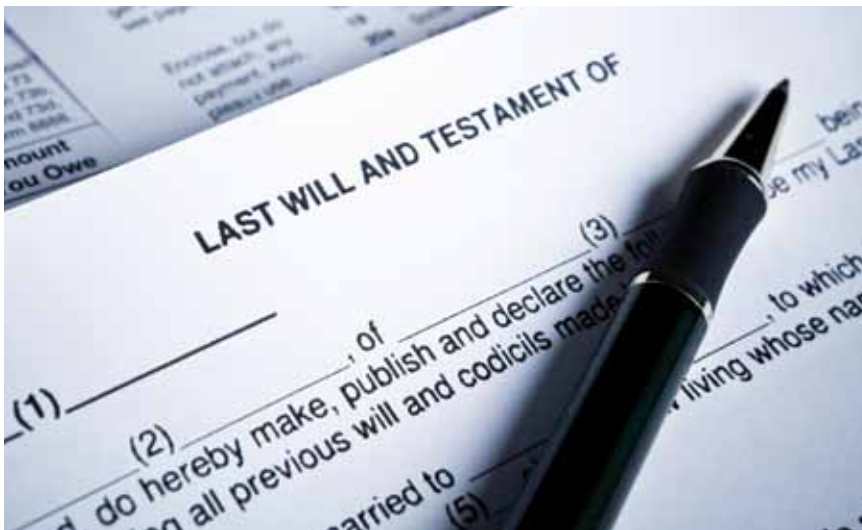
**Tips** *Continued from page 25*

to a set fee schedule—call the Hyatt Legal Plans Client Service Center to request authorization and the fee-reimbursement claim forms. You are responsible for any attorney fees that exceed the reimbursed amount.

If you have questions about the will-preparation service, please contact Hyatt Legal Plans. It is also a good idea to periodically check all of your beneficiaries, and it's no simple task, unfortunately.

- This should cover company-paid life, optional life, optional spouse, and optional dependent life
- 2. Delta Pilots Savings Plan (401[k])
  - Go to the Fidelity website ([www.netbenefits.com](http://www.netbenefits.com)) and log in to your account
  - Select the “Your Profile” link at the very top of the webpage
  - Click the “Beneficiaries” link to view your current beneficiaries

- So, if you have any doubt about what is on file with Fidelity, log on to the Fidelity website, select the DC Plan, then “Plan Information & Documents.”
- Select “Plan Literature,” and then you can request a beneficiary designation form by selecting “DELTA PILOT DC PLAN BENE.” It will be mailed to you within three to five days.
- 4. ALPA life insurance products—Call 888-FLY-ALPA
- 5. Private pilot or Group AD&D
  - Go to the Prudential website ([www.prudential.com/mybenefits](http://www.prudential.com/mybenefits))
  - Sign in (or register) and then follow the prompts
- 6. Personal IRAs—check with your individual financial institution

**How to check your beneficiary designations:**

1. Company-paid life (\$637,000 currently) and optional life:
  - Go to the MetLife website (<https://mybenefits.metlife.com>), and then enter “Delta Air Lines”
  - Sign in (or register)
  - Select the “Group Life Insurance” tab and check your beneficiaries on file
  - Review/update them
- Review/update as needed. There are certain restrictions with this, as you'll need your spouse's permission to appoint anyone but him or her as your primary beneficiary.
3. Delta Pilots DC Plan
  - There is no way to view the DC Plan beneficiary info online. This is a long-standing irritant with Fidelity, but it is what it is, and peripherally related to the fact that DC Plans, due to ERISA, have different rules than 401(k) plans.

It is all too common that, when a pilot dies and I get involved sorting through all of this with the surviving spouse, we find that one or more of these records contains old info. And once the pilot has passed away, obviously, what is on file is what legally governs. In fact, the U.S. Supreme Court recently agreed unanimously with a Virginia Supreme Court ruling in the case of an individual whose ex-wife's name was still shown as his beneficiary of his life insurance, even though he had remarried. He simply forgot to update his beneficiary info. Don't let it happen to you. That's not a pretty phone conversation for the current spouse or me to have . . .

If you have questions on how to get started on the road to planning, feel free to contact the MEC office at 1-800-USA-ALPA. ▾

# Did You Know?

## The Scheduling Bull Pen

With over 30 years of scheduling experience between them, they are an invaluable asset in assisting Delta pilots. Their primary mission is to support the Delta pilots and assist in upholding the PWA as it relates to scheduling.

The Delta MEC is the only ALPA MEC that provides this type of service to its pilot group. The team has read-only access to DBMS, so they see exactly what the crew schedulers see but can't make any changes. Any change a scheduler makes to a pilot's schedule is logged in the schedule history, which they can also see. They can't immediately call across the street to fix an issue, but they will always do what they can to help. Potential FAR violations will always get immediate attention. Ninety percent of the issues pilots call about are resolved without ever having to start a formal file or be entered into the computer for further follow up.

Known as the Scheduling Bull Pen, Jerry, Curtis, and Ward answer phone calls and e-mails from Delta pilots regarding scheduling-related issues.



From left to right: Ward Bott, Jerry Cutter, and Curtis Tarpley.

The types of questions they get usually center around "Why didn't I...?" "Can they do that to me?" "Is this legal?" and "Am I paid correctly?" Ninety percent of calls received relate to Section 23 (Scheduling) of the PWA.

The average number of calls they answer ranges from a low of 12–15 to as high as 30–40 calls per day, per consultant. In an average year, they will help over 2,000 pilots. They log

each call received, and each voicemail always receives a call back.

Hours of operation are Monday–Friday, 8 a.m.–8 p.m. In addition to answering phone calls, Ward, Jerry, and Curtis monitor and reply to e-mails sent to **DALScheduling@alpa.org**. They started preparing for the implementation of the new FAR 117 rest rules months ago so that when you need help, they will be ready to lend a hand. ▽



### Jerry Cutter

With Delta: 32½ years  
Delta Scheduler: 13½ years, 10 as a supervisor  
ALPA Scheduling Consultant since: 2009  
Quote: "Bid what you want, want what you bid!"



### Curtis Tarpley

With Delta: 17 years  
Delta Scheduler: 8 years, 1½ as a supervisor  
ALPA Scheduling Consultant since: 2006 (PT) 2009 (FT)  
Quote: "It's not who's right, it's what's right."



### Ward Bott

With Delta: 32 years  
Delta Training Planner: 1 year  
Delta Scheduler: 9 years  
Quote: "Right is right, wrong is wrong."

**SCHEDULING** *Continued from page 25*

upon the facts presented or arguments made. There are three possible outcomes:

- a. The Company agrees with ALPA and makes the appropriate corrections to the affected pilots' pay and schedules.
- b. ALPA agrees with the Company.
- c. The review ends with the parties still in disagreement.

The Scheduling Committee will communicate all the findings to the affected pilots.

8. If the review ends with the parties still in disagreement, then a formal grievance process can be entered at the pilot's discretion. The Scheduling Committee will transfer the handling of the dispute/grievance to the Contract Administration Committee. Other ALPA resources will be utilized as needed, and the process will follow the rules in Section 18 of the PWA.

It is our experience that the vast majority of all scheduling-related disputes are resolved through the informal process and do not require a formal grievance. The process is typically much faster and less expensive than a formal grievance. We hope that you never find yourself in a position that would require our services, but we stand ready to assist you and defend the contract whenever necessary.

### What should I do if my deadhead flight on DCI was late arriving to my layover station?

It has come to our attention that the Company is not tracking the actual departure and arrival times of flights on DCI or other airlines. If a scheduled deadhead is not on a mainline Delta flight, then a pilot's rotation will reflect the scheduled times associated with that flight. If it turns out that the actual flight time is greater than

scheduled, or that the actual arrival time is later than scheduled, there could be an impact on pay or legalities. Any pilot who is scheduled to deadhead on a flight that is not a mainline Delta flight should make note of the pushback and block-in times of the flight and inform Crew Scheduling or Crew Tracking of the actual times. If the change affects the layover (rest) time and you suspect it will affect legality for the next duty period, alert them to the possible FAR or PWA implications. ▽



**DELTA MEC**  
Air Line Pilots Association, Int'l

*PilotBlast is one more way your union is making it easier for you to stay connected. We remind you about PBS and vacation bidding, preliminary schedule posting, AE/VD/MD bidding and awards, insurance enrollment deadlines and more. Local Councils may also use PilotBlast to communicate IROPS, parking or other local issues.*

## PilotBlast

*Do you wonder when your schedule is out?  
Would you like a heads-up for deadlines?  
Did you ever forget to bid a vacation?*

You are busy. You have a lot to manage. But if you have a cell phone, we can help. PilotBlast allows you to "opt in" to receive targeted text messages that are of particular interest to you.

**[ SIGN UP TODAY! ]**  
<http://bit.ly/18jW8Rt>

*or*

If your smartphone is equipped with a QR code-scanning application, scan this QR code to be directed to the sign-up application,



*or*

Click on the PilotBlast graphic on the Communications Committee page of the Delta MEC website <http://dal.alpa.org>.

PilotBlast is FCC CAN-SPAM compliant. Your information will never be provided to any third party and we will only send reminders and information you request. You may update preferences or opt out at any time. Please remember that message and data rates may apply.

# An Overview of Legal Duty Leave and Transfer Leave

By Captain Hartley Phinney, chairman  
Contract Administration Committee

There are eight Leave of Absence (LOA) options in PWA Section 13. Each is designed to address specific life events and has particular qualification requirements and durations.

Five subsections in PWA Section 13—Leaves of Absence were modified with the implementation of the 2012 PWA. This article is the second in a series that will highlight these modifications and cover legal duty leave and transfer leave.

## Legal Duty Leave (Jury Duty/Witness), PWA Section 13. E Applicable PWA Definitions

**“Legal duty”** means participation by a pilot in a legal proceeding as:

1. a juror, or
2. a subpoenaed witness in:
  - a. criminal litigation, or
  - b. legal or administrative proceedings arising out of his employment with the Company.

Exception: Participation in proceedings under Section 1, 16, 18, 19, or 27 is not legal duty.

**“Scheduled legal duty leave”** means legal duty leave that is reported by the pilot to the Company prior to the close of line bidding for the bid period in which the legal duty leave is scheduled to occur, and that the Company, at its discretion, places on the pilot’s schedule prior to the close of line bidding for such bid period.

**“Unscheduled legal duty leave”** means legal duty leave that the Company does not place on a pilot’s schedule prior to the close of line bidding for the bid period in which the legal duty leave is scheduled to occur.

Once a pilot receives a summons or subpoena requiring his participation in a legal process, he is to immediately



iStockphoto © Silvrshootr

notify the Chief Pilot Support Center (CPSC) and provide a copy of the summons or subpoena.

The pay and credit treatment for a pilot on legal duty leave will occur in one of three ways:

1. Scheduled legal duty leave: If legal duty leave is placed on a pilot’s schedule *before* the close of line bidding, the pilot will receive 5:15 of pay and credit for each day of scheduled legal duty leave. The amount of scheduled legal duty leave that is preposted on a pilot’s schedule, if any, is at the discretion of the Company.
2. Unscheduled legal duty leave: If legal duty leave is placed on a pilot’s schedule *after* the close of line bidding:
  - a. A regular pilot will be paid and credited the value of each rotation or partial rotation dropped.
  - b. A reserve pilot will be paid and credited a reserve pro rata share for each on-call day dropped.
3. A pilot who does not immediately notify the CPSC upon receipt of his summons or subpoena will be placed on unpaid legal duty leave.

Continued on page 30

**Leave** *continued from page 29*

If a pilot is released from his legal duty prior to the end of his paid legal duty leave, he may, with mutual consent of the Company, be removed from the remainder of his legal duty leave. A regular pilot will not receive pay and credit for the portion of the legal duty leave from which he was removed and will be eligible to be awarded open time. A reserve pilot will be assigned a specially created reserve line covering the portion of the legal duty leave from which he was removed.

The Company retains the option of contacting the agency that issued the summons or subpoena in an attempt to release or defer the pilot from his legal duty obligation. A pilot may also seek his own removal or deferral. In such a case, his pay treatment will be as described in the preceding paragraph. In the scenario when the subpoena requires a pilot to be a witness in a proceeding that does not involve Delta Air Lines, he will be granted a personal drop. If he is a reserve pilot, he may, with mutual consent

Line immediately before conversion	Line immediately after conversion	Bid period eligible for transfer leave
Regular	Regular	Bid period with least days dropped
Regular	Reserve	Bid period after conversion
Reserve	Regular	Bid period before conversion
Reserve	Reserve	Bid period before conversion

from Crew Scheduling, move an X-day(s) if the subpoena impacts an on-call day(s).

A pilot who receives a summons for legal duty should keep in mind that the Company is obligated to ensure that he is available to perform his legal duty. As long as the pilot has immediately notified the CPSC upon receipt of the summons, the pilot will be paid as described above and in Section 13. E of the PWA.

**Transfer Leave, PWA Section 13. F**

Transfer leave is an unpaid leave of absence designed to provide a pilot some time to accommodate a transfer between bases when he does not qualify for a paid move under Section 6 of the PWA. Transfer leave will not be less than three days or greater than seven days. To determine the number of transfer leave days within this three- to seven-day range, simply divide the total distance from the previous base and the awarded base by 400 (the number of miles per day allotted for travel between bases) and round up.

Transfer leave will not straddle a conversion date. Transfer leave will either be in the bid period preceding the conversion date or in the bid period subsequent to the conversion date. The table below describes the scenarios and how they are treated.

Pilots utilizing transfer leave must keep in mind that this is an *unpaid* leave of absence and any awarded duty that is dropped when transfer leave is invoked will be treated as follows:

- A regular pilot's line guarantee will be reduced by the value of the dropped rotation(s).
- A reserve pilot's monthly guarantee will be reduced by a reserve pro rata share for each on-call day removed. ▾

“A pilot who receives a summons for legal duty should keep in mind that the Company is obligated to ensure that he is available to perform his legal duty.”



# Network Changes

By Captain Mike Hanson, chairman  
Strategic Planning Committee

*Airline network changes can be analyzed by comparing past schedules with future schedules. In a more detailed manner, airline capacity changes on routes that are in common with other carriers can also be compared. The rise and fall of capacity changes on common overlapping routes can show where an airline is increasing or decreasing its competitive stance against other airlines.*

## Where does Delta fit in this sort of analysis?

Delta is increasing capacity on overlapping routes with a number of carriers, but let's look at American and United, Alaska and JetBlue, and Spirit and Virgin America. They are two large network carriers, two smaller niche carriers, and two small, low-cost carriers. Against American and United, Delta's competitive overlapping capacity increases compared to 2012 are in the 3–6 percent range. Against Alaska, Delta is increasing capacity on overlapping routes in the 8–34 percent range, depending on in which 2012 fiscal quarter the comparison is made. Against JetBlue, Delta is increasing capacity on overlapping routes 10–13 percent. Against Spirit, 4–5 percent compared to 2012, and against Virgin America, in the 12–29 percent range, again compared to 2012. It is worth mentioning that, because the Spirit

and Virgin America networks are relatively small, a large-percentage increase by Delta might be just one flight or a few flights. This is not the case with American or United, and somewhat so with Alaska and JetBlue.

Conversely, what are the capacity changes these carriers are making on overlapping routes with Delta? American is not making significant changes on overlapping routes with

significantly, respectively 12–20 and 26–32 percent, depending on the fiscal quarter comparison to 2012. Keep in mind that Spirit and Virgin America are small carriers, so large-percentage changes in their network can be as simple as the addition of one flight.

The rise and fall of capacity, the advances and retreats of individual carriers on individual routes, is like World War I trench warfare.

Time	Flight	Destination	Gate
12:00	OD 1961	NEW YORK	06
12:15	PN 0034	CHICAGO	18
12:20	T3 0529	LAS VEGAS	32
12:30	PN 2415	HONOLULU	14
12:50	GI 1872	SAN FRANCISCO	09
12:55	T3 0944	WASHINGTON	27
13:20	SF 2778	HOUSTON	20
13:45	OD 0061	MIAMI	31
13:50	BK 1532	BOSTON	04
14:05	OD 3487	NEW YORK	12
14:30	PN 0194	ATLANTA	03
14:35	SF 0028	CHICAGO	08

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Delta. Compared to 2012, United is reducing capacity on overlapping routes by 3–4 percent. For Alaska and JetBlue, the story is different. Alaska is increasing competitive capacity against Delta on overlapping routes 6–12 percent from last year, while JetBlue capacity changes are relatively flat compared to 2012. JetBlue seems to be shifting capacity from JFK to BOS, and the new-market advertising is not accompanied by the advertising of abandoned markets out of other cities. Spirit and Virgin America are increasing their overlapping capacity

Changes are slow and small, with the occasional large advance or retreat. ALPA Economic and Financial Analysis can analyze these future schedule changes and essentially predict an airline's competitive plans.

## Considerations

Hypothetically speaking, what conclusions can we draw from some of the network changes? If a previously stable competitive market were to show a marked increase by competitors, it might indicate profitable routes that others desire to take advantage

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**Network** *continued from page 31*

of. One example might be Alaska expanding into routes to Hawaii, to compete with Hawaiian Airlines. It might indicate a perception of vulnerability to competition. Inversely, an airline voluntarily reducing capacity that overlaps a competitor might show an aversion to competition because the other carrier has a better network and product. In the past, we saw a reduction in AirTran flights on competitive overlapping routes with Delta. The reduction by Southwest in competitive routes with Delta continues, but only by a few percentage points.

Focusing on us, Delta is willing to compete with anyone. We have an excellent product and are as operationally reliable as any airline. Delta seeks to

compete with American and United, but those airlines are either not answering the competitive challenge or are retreating slightly. For the midsize niche-network carriers, Alaska and JetBlue, Delta is increasing competitive capacity, most significantly against Alaska. The capacity increases against JetBlue can be attributed to our strategy in New York and may be reason for JetBlue's shifting focus to Boston. Alaska is more difficult to explain. We are close and important partners. Alaska feeds our international network out of Seattle and, to a lesser extent, out of Los Angeles, and our Pacific international passengers are fed into their domestic network. Concomitant overlapping schedule increases

may be as simple as more demand by passengers in the Pacific Northwest. A broad overview of Alaska Airlines shows American, Delta, JetBlue, and Virgin America all increasing capacity with them. Clearly, other airlines want to carry their passengers.

As a line pilot, one way to place network announcements into your situational awareness is to ask yourself, "Who else flies that route?" Collectively, month after month, it may help you draw some conclusions regarding pilot base growth, shifting emphasis of the corporation, and who our strongest and weakest competitors are. ▽

**DELTAMEC**  
Air Line Pilots Association, Int'l

# Professional Standards Committee



## What does Professional Standards do?

- *Addresses problems of an ethical nature involving pilots*
- *Resolves conflicts between pilots*
- *Resolves conflicts between pilots and other individuals*
- *Resolves conflicts arising out of conduct perceived as reflecting unfavorably upon the profession*
- *Steward of the ALPA Code of Ethics*

**Toll Free:**  
**800-388-1628**

All cases are handled with the utmost confidentiality, and no written records are ever kept of any committee activity. All cases will be handled in a nonjudgmental, nonaccusatory, and nonconfrontational matter.

# Committee Corner

## August 2013



### Central Air Safety Committee

CASC continued to lead in the SkyTeam Pilots Association and attended the latest meeting. The priorities established at the meeting included:

- Safety Management Systems
- FRMS (international version of FOQA)
- Data Sharing
- Loss of Control
- Flight Time/Duty Time
- Runway Excursions
- Potential Abuse of (Inter)national Emergency

ALPA just completed a gatekeeper study for the Company. ALPA representatives are the only ones who can gather this information. We contacted all pilots involved in certain types of events and compiled the data provided from them into a study. We identified that TCAS/RAs were on the rise and we identified the most frequent circumstances that resulted in TCAS/RAs. This compilation of de-identified information was provided to the Company for analysis.

The spring Safety Conference was held in Atlanta April 23–25. Forty-five Safety volunteers attended. Topics discussed included crosswind landing limit increases and preferred back-to-basics flight regimes. A special guest was Dr. Barbara Burian, of NASA's Ames Research Center, who spoke on QRH indexing and memory items.

### Continuing Areas of Concern

**ASAP Reporting Culture:** For the first time since the merger, the entire group of ALPA ERC reps met to discuss ways to improve the reporting culture. Delta's ASAP and ERC processes are very good overall, but ALPA believes pilots would be more willing to submit ASAP reports if the frequency of formal training for pure sole-source events was reduced.

### Automation Dependence/Loss of Control:

During the first quarter of 2013, Central Air Safety has joined forces with the DAL MEC Training Committee

to encourage DAL Flight Ops, Flight Training, and Flight Safety to promote a back-to-basics approach to attitude instrument flying. We see encouraging progress, and anticipate further guidance this year.

### Data Analysis Group (DAG), Threat Management Group (TMG), and Standard Text Oversight:

Flight Ops and Flight Safety continue to develop and refine processes to analyze available data streams. The DAG and TMG are two new groups designed to examine and react to data trends before significant operational deviations occur. We have a presence with these three groups.

**Reduced Taxi Time Initiative:** As the Company strives to improve efficiency through reduced taxi time, we must remain vigilant that this does not become a significant safety issue.



### Communications Committee

#### Electronic Bulletin Board (EBB):

An MOU allowing for installation and management of EBBs in the pilot lounges has been completed and signed. The committee coordinated with Flight Ops for purchase and installation of the EBBs and systemwide installation is under way.

**The Widget:** Are you enjoying the relaunch of the *Widget*? Let us know how we can improve it at [DALComm@alpa.org](mailto:DALComm@alpa.org).

**DPN:** DPN contacted 814 pilots who had incorrect contact information and updated their records accordingly. DPN is hosting PUB events systemwide to allow pilots to get together and meet the ALPA volunteers working for them.

**P2P:** P2P initiated monthly conference calls, webinars, and evening conference calls to promote increased access and participation.

**iALPA:** The Communications Committee is installing an online resource for synching tablets with DAL MEC material.

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## Contract Administration

**Section 5:** Increased flying in the Fort Lauderdale market resulted in the need for more aircrew lodging. The contracted hotels did not have enough rooms to meet the requirement, and the Company utilized hotels that were not reviewed by the Hotel Committee to cover it. The Contract Administration Committee is in discussions with the Company to resolve the issue.

**Section 7:** The Contract Administration Committee answered numerous inquiries about the vacation-bidding process. Discussions with the Company led to an understanding that protects vacations awarded to a pilot who changes categories in the middle of the bidding process, inclusive of going to a non-active status.

**Section 14:** Some of the deferred items from the recent Section 6 negotiations went into effect on January 1, 2013. In summary, all sick leave is paid at full pay rates, a pilot returning from disability can transfer up to 50 hours of sick leave from the next sick leave year into the current sick leave year, and absences of 15 or more days require verification.

On June 1, the final deferred items were implemented. The applicable items provide for increased sick leave accrual, modification to known sick leave bidding/scheduling, required notification requirement, sick bank flyback, and implementation of the verified/unverified sick leave banks.

**Section 23:** The Contract Administration Committee is actively reviewing provisions of the FAR 117 regulations and FAA clarifications with other MEC committees. Particular emphasis is placed upon recognizing provisions of the PWA that are inconsistent with the new FAR and identifying instances where the FAR is more restrictive than the PWA.



## Crew Rest Optimization Team

A CROT work group has been created to monitor crew rest issues. ALPA and Company representatives meet on a monthly basis.



## Government Affairs

Pilots are encouraged to continue enrollment in **ALPA-PAC** and also ALPA Calls to Ac-

tion. Your friends and families can use **POPVOX**, a new tool to write Congress in support of ALPA issues. You will find a link to the new POPVOX page above our Calls to Action on the ALPA **Issues page**.



## CALL TO ACTION

**Call to Action:** As of late July, there were four ALPA grassroots Call to Action issues of interest to the Delta pilots.

1. Stop the creation of a new CBP preclearance site in Abu Dhabi
2. Oppose elimination of funding for the FFDO program
3. The Safe Skies Act of 2013
4. The Saracini Aviation Safety Act of 2013



## Hotel Committee

**Site Inspections:** For the February and through April reporting period, the Hotel Committee completed 27 site inspections; eight were international.

**GRU-L:** We continue to compile data concerning the São Paulo Universe Flat hotel. Please continue to provide feedback on this new property via DALHotel@alpa.org and the Delta FCR system. We are very interested in pilots' opinions of this facility. So far we have received mostly complaints, with very few compliments. We continue to communicate our dissatisfaction regarding this property with Flight Ops.

**Updates:** A listing of all the DAL layover properties, associated amenities, and any changes is posted, monthly, on the MEC website under "Hotel Committee" in the Hotel Amenity Report. Frequent hotel updates are provided to all pilots through ALPA's Delta MEC Hotel Committee updates and are also posted on the MEC website.

**FCRs:** The committee continues to encourage pilots to submit Flight Crew Reports (FCRs) on substandard events and conditions experienced with hotels or hotel transportation. FCRs are the best method for documenting problems encountered by our pilots. This is Delta's only acceptable method to either complain about or compliment hotels and transportation. Send a copy of

*Continued on page 35*

the FCR to [DALHotel@alpa.org](mailto:DALHotel@alpa.org) so our committee can be sure we are receiving all complaints.



### Investor Relations Committee

In the Airlines for America year-end report, the 10 airlines that have reported full-year results for 2012 made a combined profit of \$152 million on revenue of \$143.4 billion. That works out to a profit margin around 0.1 percent. For each passenger they carried, U.S. airlines made 21 cents! By contrast, Apple made \$41.8 billion with a profit margin of 25.35 percent. The airline industry made a profit in 2000 and then lost money in seven of the next nine years. The industry made \$3.7 billion in 2010 and \$390 million in 2011.

The Investor Relations Committee attended several events and meetings in May and June, including the Bank of America/Merrill Lynch Global Transportation Conference, Wolf Trahan Global Transportation Conference, and Deutsche Bank Aviation Conference.



### Merger Committee

The committee continues to monitor industry events, including:

- CAL/UAL update
- The AMR/LCC merger as it develops under the umbrella of the AMR bankruptcy
- Options involving possible scenarios regarding a fragmentation of parts of the AMR operation. We have researched information regarding these scenarios and are prepared to address them if they occur.
- Industry events and all probable partners. We continue to fine-tune and expand on these plans as the landscape changes.



### Negotiating Committee

**Letter of Agreement #15**—Reduced Lower Limit and Blank Regular Lines, New-Hire Pilot 401(k) Contributions & Miscellaneous Clarifications. A *Negotiators' Notepad* was released with details on the LOA.

**MOU #12**—Electronic Bulletin Boards. The MOU will allow for ALPA to install bulletin boards in each pilot lounge. The MEC Communications Committee will administer content on each EBB.

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**W**e are only a year and seven months away from openers for our next contract; however, opportunities do arise that give us a chance to enhance our contract. Your Negotiating Committee continues to stand ready to capitalize on every one of these opportunities to improve the PWA and the lives of Delta pilots.

As of June 1, the majority of Contract 2012's changes were fully implemented. The only exceptions are those provisions that will take effect with the FAR 117 changes in January 2014. In addition to contract-implementation items, over the last several months we have negotiated LOA 13-01, MOU 13-01, MOU 13-02, MOU 13-03, and 13-04. All of these changes have been updated in the live contract, which can be found on the website.

The next several months are shaping up to be very busy. We have been actively working on the Virgin Atlantic joint venture. We are preparing to engage in discussions over Asia-Pacific flying. We expect to receive direction from the MEC on that item in August, and will continue to provide your reps all the tools they need to make the decisions that are right for the Delta pilots.



**MOU #13**—Additional Rest Seat on A330-300 during TOE. The MOU provides for the use of seat 8A in the situations where a TOE requires a fourth crewmember.



### Retirement and Insurance

**NWA Pilot DB Contribution:** All remaining CY2013 pension contributions were paid in early April: \$650 million in total to all four DB plans.

**D&S Trust Contribution:** The bankruptcy contract provided for \$60 million draw and “up to \$60 million” reimbursement, depending on the company’s free cash flow. The calculated 2013 contribution of \$32 million was made by Delta on April 1, 2013. With the elimination of both of these provisions in the C2012 contract, this was the final contribution.

**OptumRx Issues:** The committee is working with Delta for resolution and improvement. They are making slow but steady progress. Continue to report issues to Karen Browne-Fleck, Delta MEC senior benefits specialist ([Karen.Browne-Fleck@alpa.org](mailto:Karen.Browne-Fleck@alpa.org)).

**I040X Filings:** The R&I Committee continues to assist many pilots who have filed a I040X as a result of making an IRA rollover contribution under the FAA Modernization and Reform Act of 2012. Even though the deadline has now passed, if you receive calls/e-mails from pilots requesting assistance with a previously filed return, please have them contact ALPA at [IRSDenials@alpa.org](mailto:IRSDenials@alpa.org).

**2014 Health Plan Rate Development:** The committee met with health-care actuaries from the Segal Company in preparation for the upcoming 2014 Health-Care Rate Development meeting with Delta in June. With the continued escalation of health-care costs, the committee is closely monitoring this issue.



### Scheduling Committee

#### Contract 2012 Implementation:

Yellow slip for additional on-call days—May 1, 2013

Multiple sick provisions—June 1, 2013:

- Sick accrual
- Pay/credit for known sick/accident leave
- Calling in well mid-rotation and bank replenishment

- Sick/well notification requirements
- Sick verification (>100 hours, <100 hours)
- Shadow bidding known sick/accident leave
- Early return from known sick/accident leave

New TLV window 75–80—July 1, 2013

Vacation Any—August 1, 2013

Maximum short calls increased to seven if ALV at or above 77:00—January 1, 2014 (concurrent with implementation of FAR Part 117 and reduction of international short call to 14 hours).

#### PBS Committee 2013 Initiatives:

- 2013 will have three major release cycles
- FAR 117 implementation in PBS
- Off-line bidding tool compatible with most tablets and Mac products
- Enhancements to denial mode process
- Pursuing left-to-right award priority
- “Vacation Any” implementation for the August bid period (regular line only)

**Scheduling Reference Handbook:** The Scheduling Committee is working on a new publication titled *Scheduling Reference Handbook*. It will replace “When Scheduling Calls” and will include any topic that has been previously addressed in a *Scheduling Alert* and is still current. The document will be very similar in format to the PBS Gouge and Live Contract and will include a table of contents with bookmarks for ease of use on mobile devices. We are targeting fall 2013 to publish the first edition.

**Vacation Slide Across Bid Periods:** Implemented in August 2013 concurrent with implementation of Vacation Any. Allows a pilot to slide only the days contained within the same bid period (split the vacation). ▾



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# WHO REPRESENTS YOU



## AGE AND SENIORITY OF YOUR DELTA MEC TEAM

