

January-February 2017

AIR LINE PILOT

Official Journal of the Air Line Pilots
Association, International 

ALSO IN THIS ISSUE:

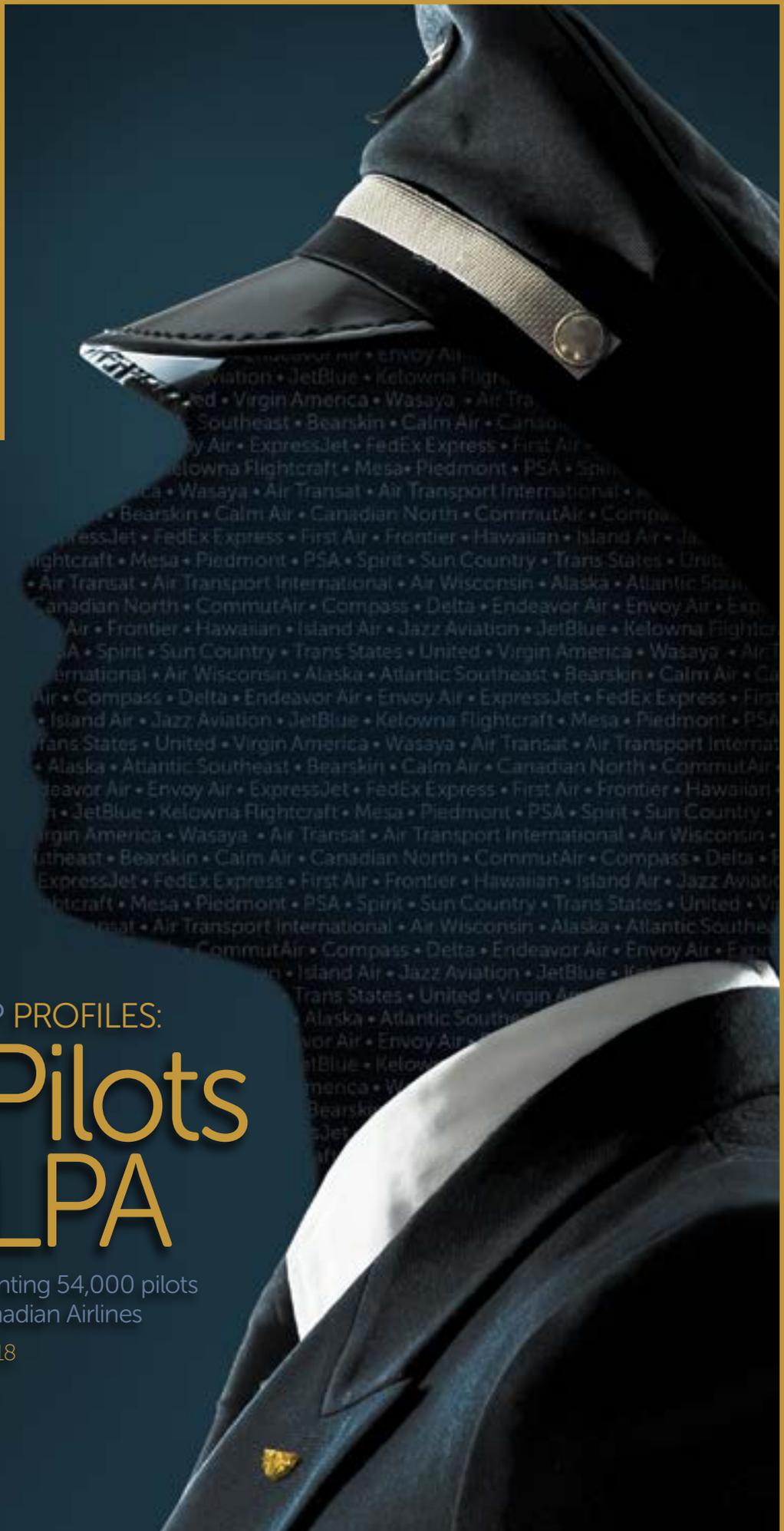
- » **20-Year Anniversary of the CALPA-ALPA Merger** page 50
- » **Pilot Commentary** page 6
- » **The Landing** page 61

PILOT GROUP PROFILES:

2017 Pilots of ALPA

ALPA priority: Representing 54,000 pilots
at 31 U.S. and Canadian Airlines

Page 18





High altitudes.
Higher financial
goals.
Lower trade fees.

As an ALPA member, you aim high. You chart a path to your destination. You take charge of your journey. Now, thanks to ALPA's exclusive agreement with Charles Schwab, you can get a special discount on online equity trades while navigating toward your financial future. With your ALPA membership and a Schwab account, you can:

- Take advantage of even lower fees for Schwab online equity trading—just **\$4.95 per trade** (previously \$6.95).
- Access Schwab's state-of-the-art investing technologies and trading tools.
- Choose from a wide range of low-cost investment products to fit your needs.
- Enjoy award-winning services and support.

To learn more about how Schwab can help you save money on trade commissions and stay on track to meet your financial goals, visit schwab.com/alpa or call **1-877-648-4719**.



Own your tomorrow.

Brokerage Products: Not FDIC-Insured ■ No Bank Guarantee ■ May Lose Value

Restrictions apply: The \$4.95 commission does not apply to foreign stock transactions, large block transactions requiring special handling, or restricted stock transactions. All broker-assisted and automated phone trades are subject to service charges. A minimum deposit of \$1,000 is required to open most Schwab brokerage accounts. Waivers may apply. See the *Charles Schwab Pricing Guide* for full fee and commission schedules.

JANUARY-FEBRUARY 2017 CONTENTS

VOLUME 86, NUMBER 1

COMMENTARY

5 OUR UNION

A Position of Responsibility

6 PILOT COMMENTARY

20 Years of Advancing
Canadian Aviation

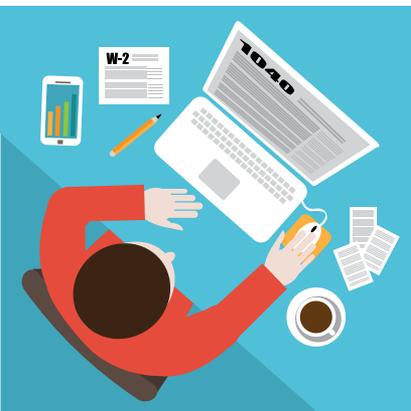
FEATURES

18 PILOTS OF ALPA 2017

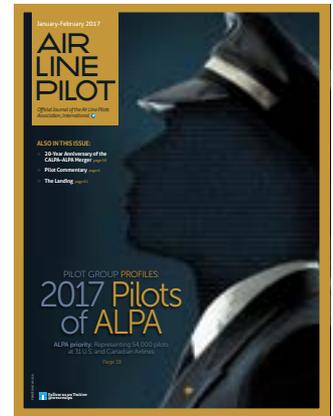
50 CALPA-ALPA MERGER + 20: GROWING STRONGER IN CANADA

52 PREPARING YOUR 2016 TAXES

55 FUME EVENTS: ALPA DEVELOPING INDEPENDENT STUDY



Air Transat
Air Transport International
Air Wisconsin
Alaska
Atlantic Southeast
Bearskin
Calm Air
Canadian North
CommutAir
Compass
Delta
Endeavor Air
Envoy Air
ExpressJet
FedEx Express
First Air
Frontier
Hawaiian
Island Air
Jazz Aviation
JetBlue
Kelowna Flightcraft
Mesa
Piedmont
PSA
Spirit
Sun Country
Trans States
United
Virgin America
Wasaya



ABOUT THE COVER

Cover photo illustration by
Susan Boulter

Air Line Pilot (ISSN 0002-242X) is published monthly except for combined January/February and June/July issues by the Air Line Pilots Association, International, affiliated with AFL-CIO, CLC. Editorial Offices: 535 Herndon Parkway, Herndon, VA 20170. Telephone: 703-481-4460. Fax: 703-464-2114. Copyright © 2017—Air Line Pilots Association, International, all rights reserved. Publication in any form without permission is prohibited. *Air Line Pilot* and the ALPA logo Reg. U.S. Pat. and T.M. Office. Federal I.D. 36-0710830. Periodicals postage paid at Herndon, VA 20170 and additional offices.

Postmaster: Send address changes to *Air Line Pilot*, 535 Herndon Parkway, Herndon, VA 20170.

Canadian Publications Mail Agreement #40620579

Canada Post: Return undeliverables to P.O. Box 2601, 6915 Dixie Rd, Mississauga, ON L4T 0A9.

•••••

DEPARTMENTS

7 PREFLIGHT

57 ALPA@WORK
ALPA's EVPs—What They Do

58 HEALTH WATCH
ALPA Actively Supports NTSB
Health Priorities

59 OUR STORIES
Fair Winds and Following Seas

60 RECENTLY RETIRED
See Who's on the List



61 THE LANDING
F/O Karen Lacy Shatters Glass
Ceiling

62 WE ARE ALPA
ALPA Resources and Contact
Numbers

55

59

Beyond the Page

Look for these icons throughout the magazine to get access to even more information, including additional content, videos, and audio clips—or to get feedback on a question.



Read More



Web Address



Video Link



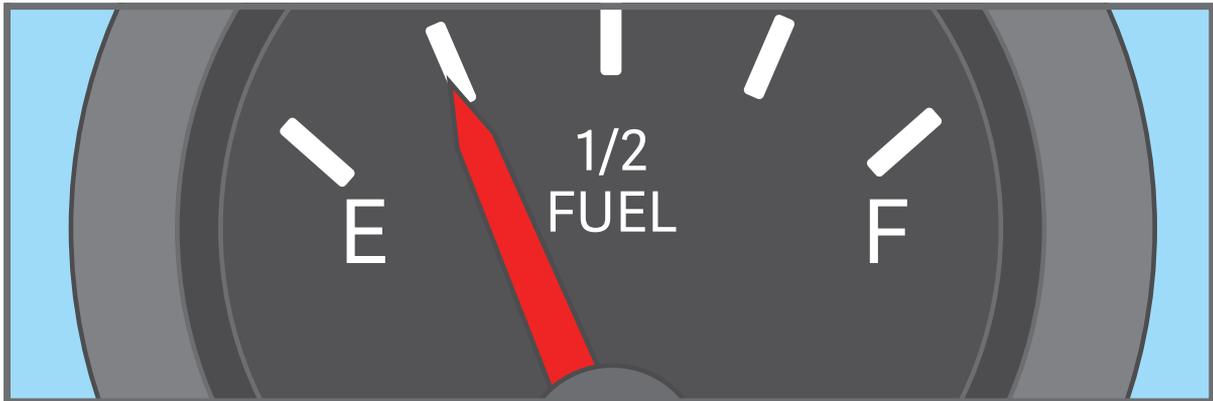
Audio Link



E-mail Address

ALPA-PAC

Advancing the Interests of ALPA Pilots



Fuel ALPA-PAC

We have **24%** of members supporting our efforts, but we need to do better.

ALPA-PAC is fueled by voluntary contributions from line pilots. **24%** of ALPA pilots have made a commitment to protect their careers by giving to the PAC. Imagine how much further we could fly with more fuel in our tank.

Back the PAC Today! www.ALPA-PAC.org



Disclaimer: The descriptions of the Air Line Pilots Association PAC are not a solicitation to contribute to the PAC. Only ALPA members, ALPA executives, senior administrative and professional staff personnel, and their immediate family members living in the same household are eligible to contribute to ALPA-PAC. ALPA-PAC maintains and enforces a policy of refusing to accept contributions from any other source. ALPA members may learn more about ALPA-PAC and about contributing to ALPA-PAC by entering the members-only portion of www.alpa.org.



20 Years of Advancing Canadian Aviation

By Capt. Dan Adamus (Jazz Aviation), ALPA Canada Board President

This year marks the 20th anniversary of ALPA's Canada Board. For two decades, ALPA pilots in Canada and the U.S. have been working together to advance safety, security, representational, and legislative issues that affect and advance our careers. Through these contributions, we have helped to ensure that North American aviation continues to lead the world in excellence.

While each year provides new challenges and new opportunities, this year has the potential to be a notable one for Canadian aviation. Since our new government took office a year ago, we've had a number of productive meetings with Members of Parliament and senators, as well as with representatives of the Trudeau government, and regulatory agencies that have provided us the opportunity to discuss issues affecting ALPA members.

One of our top priorities for 2017 is the long-overdue passage of new flight- and duty-time regulations. In August 2010, Transport Canada convened a working group to review and propose amendments to the regulations related to managing flight crew fatigue. Six years later, in June 2016, that agency finally announced that new regulations will be moving forward.

Since the onset, ALPA has been actively engaged on this issue. Our next action will be to provide comments to the proposed rules once they're published this summer. We're thankful to the current administration for making improvements to aviation safety, but more work needs to be done to ensure that a single, timely implementation process exists for all Canadian carriers. Updating flight-time/duty-time and minimum rest requirements has been one of the most important aviation safety initiatives for flight crews in Canada, and we'll continue our efforts to implement a process that ensures Canadian pilots have access to these science-based fatigue rules within a timely manner.

Another initiative of the Canada Board's pro-pilot agenda is continuing to ensure that Canadian pilots have first choice at pilot jobs. Over the years,

ALPA has been successful in effecting change regarding the various ways that airlines have the opportunity to use temporary foreign workers. A number of our furloughed members are once again flying for Canadian airlines, and we remain committed to continue working with officials on reviewing the various programs that permit some Canadian airlines to use foreign pilots on a seasonal basis.

For Canadians, this topic sparked public outrage in early January after issues regarding an individual foreign pilot again brought these programs under scrutiny. ALPA's work on the issue of foreign pilots operating in Canada is ongoing, and we continue to advocate for the government to adopt ALPA's policy recommendations regarding wet-leasing and other programs.

ALPA pilots work tirelessly to advance aviation, and these efforts are the sole reason that since 1997, the Canada Board has been a respected voice for our nation's aviation industry. The benefits of ALPA representation are the reasons that pilots across the U.S. and Canada continue to join our ranks. And for 2017, we're well positioned for growth.

After a brief campaign driven by pilots at Air Georgian Limited, we're currently awaiting the Canadian Industrial Relations Board to certify ALPA as the collective bargaining representative for the 230 pilots. Additionally, pilots at WestJet have made significant steps toward ALPA representation by building and training their Organizing Committee and are now in the process of signing membership cards. Our vision of representing all airline pilots in Canada and the U.S. remains strong, and we continue to have a dialogue with several other pilot groups in Canada to gauge their interest in joining ALPA.

As the voice of airline pilots in Canada for 20 years, the Air Line Pilots Association, International will continue to advocate for real change that is necessary for Canadian airlines and their workers to maintain the highest standards of safety and thrive in the global marketplace. I'm proud to be a part of this great union and look forward to our continued success. ✈

"ALPA pilots work tirelessly to advance aviation, and these efforts are the sole reason that since 1997, the Canada Board has been a respected voice for our nation's aviation industry."

Preflight

Airline Industry News

> DOMESTIC NEWS

✈ On January 6, a mass shooting occurred at Fort Lauderdale–Hollywood International Airport near the baggage claim in Terminal 2. Five people were killed, and six others were injured in the shooting. Approximately 36 people suffered injuries in the ensuing panic.

✈ A four-hour failure of a processing system used by U.S. Customs and Border Protection (CBP) caused delays at airports across the country on January 2, reported *The New York Times*. The failure, which lasted from about 5 to 9 p.m. and caused long lines, missed flights, and delays for thousands of travelers arriving into the U.S., did not appear to be caused by a malicious act, the agency said. "Travelers at some ports of entry experienced longer than usual wait times as CBP officers processed travelers as quickly as possible while maintaining the highest levels of security," the CBP said.

✈ The FAA announced that it's opened a new structures and materials laboratory at the agency's William J. Hughes Technical Center in Egg Harbor City, N.J. The facility will be used to test composite materials used in manufacturing airplanes.

✈ *The Street* reported that Delta's profit in 2017 should reach \$6 billion,

the third year in a row the carrier has reached this level—"something the

industry has never seen before," said Ed Bastian, the airline's CEO.

✈ According to *The Denver Post*, Denver International Airport is planning

a \$120 million renovation to improve underground areas where checked bags receive final screenings. The Transportation Security Administration is providing \$50 million for the project,



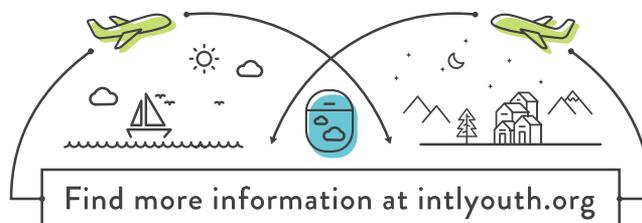
A program for airline employees.

We match your family with an airline family abroad so your teen can travel in the summer.



Our program connects teens ages 14 to 19 with a similar-aged teen from an airline family abroad. The teen uses his or her family's flight privileges to travel. They spend two weeks together in each of their homes, for a total of four weeks. During the exchange, your son or daughter has the opportunity to explore another country, learn about another culture and improve his or her foreign language skills from someone their same age.

The program costs \$300 USD for the application fee, which is 100% refundable if a suitable match family is not found.



© 2016 International Youth Exchange Program, LLC

with the rest of the funds coming from the airport's capital improvements fund.

✈ Per *USA Today*, **American Airlines was recently fined \$1.6 million by the Department of Transportation for leaving dozens of airplanes on tarmacs for more than three hours without allowing passengers to leave.**

The fine involved several flights at Charlotte Douglas International, Dallas-Fort Worth International, and Shreveport Regional Airports from 2013 to 2015.

✈ Per CNN, **LiLou, a Juliana pig, recently joined San Francisco International Airport's Wag Brigade, a team of animals all certified by the San Francisco SPCA's Animal Assisted Therapy program to soothe the anxious passengers.** The Wag Brigade carefully selects animals like LiLou for their "temperament and airport suitability," and all wear vests that read "Pet Me!"

> INTERNATIONAL NEWS

✈ According to Reuters, the **International Air Transport Association (IATA) is calling for a new system to provide airlines with real-time warnings about conflict zones and other security threats that could endanger aircraft.** The current system, put in place after the 2014 downing



↑ LiLou's Instagram feed:

Top photos: "lilou_sfpig Shooting in my new volunteer dress for #sfspca."

Above: "lilou_sfpig Pilot LiLou reported to her first duty at San Francisco International Airport as part of the San Francisco SPCA's. #wagbrigade Got to cheer up the passengers on this rainy day!"

of a Malaysian airliner over Ukraine, is "woefully inadequate," said Nick Careen, IATA's senior vice president for airport, passenger cargo, and security.

✈ *The New York Times* reported that **Iran signed a deal with Boeing worth \$16.6 billion for 80 airplanes—including 50 B-737s and 30 B-777s.** The first airplanes are scheduled for delivery in 2018, with the entire order being fulfilled over 10 years.

✈ *Arabian Business* reported that **Middle Eastern airlines are forecast to see their prof-**

its drop by \$600 million to \$300 million in 2017, according to the International Air Transport Association (IATA). IATA said the region's carriers will report a net margin of 0.5 percent and an average profit per passenger of \$1.56 next year, both lower than the global average.

✈ Per *The Wall Street Journal*, **TransAsia Airways closed operations in November after the company failed to restore passenger confidence in the wake of two fatal incidents.** The airline had been profitable until it suffered two crashes in the space of seven months—the first in July 2014, when an ATR 72 crashed on the island of Penghu while attempting to land in bad weather, and the second in February 2015, when another ATR 72 plunged into Taipei's Keelung River after clipping an elevated highway.

✈ **The Australian government has approved building a second international airport in Sydney,** reported Reuters. The airport, expected to cost \$3.7 billion, is slated to be completed in the mid-2020s.

Front Lines

➔ **U.S. Aviation Workers Sue Obama Administration to Reverse DOT's NAI Decision**
On January 12, ALPA, along

with other organizations representing more than 100,000 aviation workers, filed a petition in the U.S. Court of Appeals for the District of Columbia Circuit as a first step to overturn the Obama administration's decision to permit Norwegian Air International (NAI) to fly to and from the U.S. under a business plan that runs counter to U.S. Open Skies agreements and threatens U.S. jobs.

Filed by ALPA; the AFL-CIO; the Association of Flight Attendants—CWA; the Transportation Trades Department, AFL-CIO; and the Allied Pilots Association, the petition calls for review of the U.S. Department of Transportation's (DOT) determination late last year that approving the NAI foreign air carrier permit was consistent with U.S. aviation statutes and the U.S.-EU Air Transport Agreement (ATA).

U.S. aviation workers and others have been clear that the NAI application and business model, which is designed to undermine labor standards, run counter to the ATA and that the airline should not gain the access to U.S. markets that the agreement provides. While this legal action is focused on the Obama administration's failure to uphold the labor provisions of the ATA, U.S. aviation workers pledge to continue the fight against NAI and its business model until the decision is reversed or the business model is changed.

"U.S. aviation workers need a U.S. administration that enforces our nation's trade agreements and safeguards fair competition for U.S. com-

panies and their workers," said Capt. Tim Canoll, ALPA's president. "Since the Obama administration didn't enforce the U.S.–EU agreement, working men and women in the aviation industry have no choice but to take legal action to safeguard our jobs against unfair foreign competition."

NAI's business plan has also generated an outpouring of concern from Congress. Bipartisan legislation (H.R. 5090) has been co-sponsored by 175 Members of Congress. The bill would have prevented NAI from operating in the United States under its current business model by ensuring that grants of operating authority to European airlines under the air transport agreement be consistent with the intent of Article 17 *bis* of the agreement.

"ALPA will take every appropriate action to overturn this decision and block the NAI business model from spreading. While NAI is the first, it is not likely to be the last attempt to flout U.S. policy and labor standards

to gain an unfair competitive advantage."

➔ ALPA Urges DOT to Deny Norwegian UK Application Now

In a filing on January 3 with the U.S. Department of Transportation (DOT), ALPA and other labor organizations did not oppose a Norwegian Air UK (NAUK) request for expedited processing of its application to fly to and from the United States, but the union continued to maintain that the DOT must reject the application because it fails to explain how the airline's crews will be employed or how its business model will affect U.S. jobs.

"ALPA is not surprised by the timing of Norwegian Air UK's request, given the DOT's recent decision to undermine strong labor protections and U.S. trade agreements by granting a permit to Norwegian Air International, which has a business plan expressly designed to erode labor standards," said Capt. Tim Canoll, ALPA's president.

Unlike its sister carrier—

Irish-flagged Norwegian Air International—NAUK is a UK airline. What NAUK's employment structure will be for its long-haul pilots and flight attendants is unclear, as are its potential effects on U.S. jobs and the international airline industry.

"The DOT can't ignore the fact that Norwegian Air UK's foreign air carrier permit application fails to provide even basic information about how flight crews will be employed or how U.S. jobs will be affected—factors that are essential to determining whether the business model satisfies the U.S.–EU Air Transport Agreement," continued Canoll.

In a June 2015 public statement, former Deputy Secretary of Transportation John Porcari, the senior DOT official who oversaw the U.S.–EU negotiations, affirmed that the labor provisions of the U.S.–EU Air Transport Agreement (ATA) apply to NAUK's foreign air carrier permit application and stated that, "[A] decision whether or not to grant operating authority based on compliance with these provisions is at the heart of implementation of the ATA."

"As it stands, NAUK's application raises serious questions, and the DOT should seek the information necessary to make certain that Norwegian UK will not do business with an unfair economic advantage over U.S. airlines and threaten U.S. aviation workers' jobs," said Canoll. "If Norwegian Air UK needs a response today regarding its application, then the answer

Read a Good Book Lately?

Have you read a book that you'd like to review for *Air Line Pilot*?

To have a review published in the magazine, you must be a member in good standing, and you cannot be the author of the book you're reviewing. Reviews should be no longer than 350 words and should include the

number of pages, publisher, and where the book can be purchased. Reviews should be e-mailed to Magazine@alpa.org. If *Air Line Pilot*'s editorial review board approves the review, your review could appear in a future issue of the magazine.

Happy reading!



New ALPA Reps

As of Dec. 9, 2016, the Election Ballot and Certification Board certified elections results for the following local councils:

- Canadian North F/O Brenen Sorokan, Vice Chairman (F/O Rep)
- Envoy 133 Capt. Ryan "Charley" Babcock, Chairman (Capt. Rep)
- Envoy 133 F/O Andrew Ross, Vice Chairman (F/O Rep)
- ExpressJet 179 Capt. Jon Athans, Chairman (Status Rep)

As of January 10, the Election Ballot and Certification Board certified elections results for the following local councils:

- PSA 70 F/O Marc Gonzalez, Vice Chairman (F/O Rep)
- Virgin America 181 Capt. Duncan Wooster, Secretary-Treasurer
- ExpressJet 175 F/O Lindsey Van Beusekom, Vice Chairman (F/O Rep)
- ExpressJet 176 F/O Stacey Warner, Secretary-Treasurer

To read the latest issue of *On Investing* from Charles Schwab, go to www.schwab.com/on-investing. It's an added benefit for members through ALPA's partnership with Charles Schwab & Co., Inc., as the Association's preferred financial services provider.

must be 'denied.'"

➤ Charleston International Added to KCM Program

The Charleston International Airport (CHS) in Charleston, S.C., became the 67th Known Crewmember (KCM) airport on Dec. 19, 2016. The KCM program recently surpassed the mark of 60 million screenings since risk-based security screening of crewmembers began in 2008. Fifty-eight airlines now use the system, and more than 400,000 screenings are conducted at a total of 154 checkpoints each week.

For additional information

regarding KCM, visit www.knowncrewmember.org or contact ALPA's Engineering & Air Safety Department at EAS@alpa.org or 1-800-424-2470.

➤ ALPA-PAC Reaches 2016 Goal; Sets Bar Higher for 2017

ALPA would like to thank the more than 11,000 pilots who backed ALPA-PAC in 2016. Due to this massive support (including 1,900-plus new pilot contributors), the PAC reached its goal of 24 percent participation across the Association.

Because a strong political voice is essential to promot-

ing ALPA's pilot-partisan message, for 2017 the PAC has set a goal of raising \$2.25 million and increasing the participation rate to at least 27 percent.

For more information on ALPA-PAC and how to contribute, go to www.alpapac.org.

➤ WestJet Pilots Take Step Toward Securing ALPA Representation

Capt. Tim Canoll, ALPA's president, recently kicked off the card-collection campaign for WestJet pilots in Calgary, Alb., after addressing more than 60 pilots at the WestJet ALPA Organizing Committee's informational meeting. Canoll

reviewed ALPA resources and services, detailed the benefits of a certified union, and answered questions from the pilots on a number of issues. "I would love for WestJet pilots to become ALPA pilots," he said. "When the unified WestJet pilots join ALPA, it makes us all stronger."

Canoll congratulated the committee on taking this important step and encouraged the pilots to maintain the highest level of professionalism throughout the card drive. "Keep the respect you earned as the leaders of the company and remain cool, calm, and collected when we're collecting cards," he said.

Taking Off

Representing Airline Pilots



Representing airline pilots is what this union was created to do, and it's what we do better than anyone in the world. Our original mission, self-

imposed by ALPA's founders some 86 years ago, was to give those in command of the cockpit a voice and a vote in ensuring their own safety. This union embraced a simple goal: Keep airline pilots alive and "Schedule with Safety."

This principled goal remains today, of course, and our industry's enviable safety record is evidence of ALPA's commitment to it. Hundreds of pilot representatives dedicate their time and knowledge to ensure that flying remains the safest mode of travel. They're surrounded by a staff of safety professionals who are second to none. Both ALPA pilots and staff have

emerged over the years as highly-sought-after subject-matter experts in every aspect of safety, security, and pilot assistance.

Given our success, we've seen over time the scope of our advocacy evolve to include not only the physical safety of our members but also the safety of their careers and the future of the profession. It's a transformation that reflects, and results from, advancements in technology, the changing dynamics of the North American economy and political climate, and the globalization of our industry.

As such, all staff members employed at ALPA, regardless of whether they've worked with us for 30 years or one month, are charged with a job responsibility that is woven into the overall mission of representing airline pilots to the best of our abilities.

ALPA's strategic goals, adopted by the union's Board of Directors, build

on this union's original duty of safety—keep aviation the safest, most secure form of travel; ensure the future of the airline piloting profession; and negotiate and enforce the strongest possible contracts. As with the success of our efforts in safety, ALPA has generated similar achievement through our engagement to protect the profession as well as our efforts to represent pilots during contract negotiations.

This issue of *Air Line Pilot* tells the story of each of the 31 pilot groups from the U.S. and Canada that today make ALPA 54,000 members strong. With the assistance and support of a robust professional and reputable labor relations staff and support from across the organization, ALPA's pilot leaders and negotiators recommit every day to this union's call to do what it does best: represent airline pilots.

Lori Garver, General Manager
Lori.Garver@alpa.org



ALPA TESTIFIES BEFORE CANADA'S HOUSE OF COMMONS ON UAS SAFETY

Capt. Dan Adamus (Jazz Aviation), president of ALPA's Canada Board, recently testified before the Transport, Infrastructure, and Communities Committee, detailing the union's approach to safely integrating unmanned aircraft systems (UAS) into Canada's airspace system through

education, registration, technology, and penalties and enforcement.

"Canada has seen a rapid rise in reported UAS occurrences, with a tenfold increase in drone encounters year over year," Adamus said. "The safety of the national airspace must be maintained to deliver the safest and most efficient air transportation services in the world." His testimony included several recommendations for Parliament and Transport Canada to consider, including

definitive authority in naming the government arm responsible for regulating UAS, regardless of size or end user.

"Government and industry must take a longer view of this present state of technology to ensure that robust safety systems, in tandem with Transport Canada-certified redundant systems of UAS, are developed," Adamus concluded. "UAS must completely integrate with commercial airline operations and, above all, do so safely."

Solution to this month's ALPA sudoku on page 62.

8	2	9	1	7	4	6	5	3
7	4	1	5	6	3	8	2	9
5	3	6	2	8	9	4	1	7
6	8	7	9	4	5	2	3	1
4	5	2	6	3	1	9	7	8
9	1	3	8	2	7	5	6	4
2	7	5	4	1	8	3	9	6
1	9	4	3	5	6	7	8	2
3	6	8	7	9	2	1	4	5

In Memoriam

"To fly west, my friend, is a flight we all must take for a final check."

—Author unknown

2016

Capt. Bryan W. Szatkowski	Envoy Air	August
Capt. Gary N. McCausland	ATA	September
Capt. William Baxter	Eastern	October
Capt. A. Fernandez	United	October
Capt. K. Karl Krout	Flying Tigers/ FedEx Express	October
Capt. Alvin F. Oien, Jr.	Delta	October
Capt. Russell E. Worth	Delta	October
Capt. Monty K. Blatt	United	November
Capt. Charles W. Brown	Delta	November
Capt. Marty D. Byrd	Eastern	November
Capt. Richard L. Dillman	Delta	November
Capt. David R. Henry	United	November
Capt. Lawrence Kensick	United	November
Capt. Wallace G. McPherson, Jr.	Delta	November
F/O David D. Oeberst	United	November
Capt. Stephen M. Reep II	Eastern	November
Capt. Terry L. Ridenour	United	November
Capt. Bernard D. Sterner	United	November
Capt. Albert C. Weaver, Jr.	Eastern	November
Capt. James D. Whitlatch	United	November
Capt. Steven M. Allen	Northwest	December
Capt. William B. Bradford	Delta	December
Capt. Roscoe G. Elliott	Delta	December
Capt. George L. Sandstrom	Northwest	December
Capt. Tom E. Sheppard	Delta	December

Compiled from information provided by ALPA's Membership Administration Department

Education Committee Update

ALPA Engages Collegiate Aviators in Advocacy Efforts

It was standing room only at a recent meeting of ALPA's Aviation Collegiate Education (ACE) Club, a professional development and mentoring program, at Embry-Riddle Aeronautical University-Daytona Beach (ERAU-DAB). More than 75 collegiate aviators came out to learn about the Association's legislative efforts to protect and advance the airline piloting profession. Zack Mooneyham, a manager in ALPA's Government Affairs Department, gave an overview of the Asso-

ciation's current issues and activities, while ALPA Education Committee member F/O Costas Sivyllis (United) and committee volunteers Capt. Justin Dahan (PSA), F/O Casey DiGaudio (JetBlue), Capt. Fred Kopec (Delta), Capt. Bill Kurz (Delta), and F/O Brent Grumbine (PSA) discussed how those issues affected their careers.

A similar presentation was given to aviation students at the ERAU campus in Prescott, Ariz. Feedback from the students at both campuses was overwhelmingly positive.

They appreciated learning about ALPA's advocacy efforts and expressed interest in getting involved.

Working under ALPA's Professional Development Group, the Education Committee promotes the piloting profession, mentors aspiring aviators, and prepares future generations of pilots to join the ranks of ALPA members. For more information or to get involved, log on to www.alpa.org/member to access the ALPA Education Committee webpage or send an e-mail to Education@alpa.org.



From left, Zack Mooneyham, Capt. Fred Kopec (Delta), F/O Brent Grumbine (PSA), Capt. Justin Dahan (PSA), F/O Costas Sivyllis (United), and F/O Casey DiGaudio (JetBlue) talk with ACE Club students at Embry-Riddle Aeronautical University-Daytona Beach about ALPA's legislative efforts.

ALPA Negotiations Update

The following is a summary of the status of ALPA contract negotiations by airline as of January 6:

Air Transport International—A Section 6 notice was received on Dec. 5, 2014. Negotiations continue February 7–9 and 21–23, March 14–16 and 28–30, and April 18–20.

Air Wisconsin—A Section 6 notice was filed on Oct. 1, 2010. Air Wisconsin filed for mediation on June 17, 2013. Pilots and management reached a tentative agreement on Aug. 4, 2015. The pilots rejected the tentative agreement on Oct. 7, 2015. Mediation is under way.

Canadian North—A notice to bargain was filed on Sept. 30, 2016. Negotiations continue February 21–24.

Frontier—A Section 6 notice was filed on Dec. 3, 2015. The pilots filed for mediation on Sept. 22, 2016. Mediation is under way.

Hawaiian—A Section 6 notice was filed on Feb. 17, 2015. An application for joint mediation was filed on Oct. 23, 2015. The National Mediation Board has indicated no additional mediation sessions will be scheduled.

Jazz Aviation—A notice to bargain was filed on March 28, 2016. Negotiations are under way.

JetBlue—A Section 6 notice was filed on March 2, 2015. Negotiations are under way.

Mesa—A Section 6 notice was filed on Sept. 10, 2010. Pilots and management reached a tentative agreement on July 23, 2015. The pilots rejected the tentative agreement on Oct. 2, 2015. Negotiations continue.

Spirit—A Section 6 notice was filed on April 28, 2015. Mediation continues February 22–24.

Virgin America—A notice to bargain was filed on Jan. 11, 2016. Negotiations were suspended due to the merger with Alaska Airlines. Negotiations for a joint collective bargaining agreement continue January 30–February 1, February 14–16, and March 7–9 and 28–30.



ASO Update

ASO Leaders Meet to Chart Future



More than two dozen ALPA Air Safety Organization (ASO) representatives assembled in Herndon, Va., in December to review and discuss the ASO's activities and plans for 2017 at the biannual ASO Steering and Oversight Committee (SOC) meeting.

In his remarks, Capt. Tim Canoll, ALPA's president, spoke about the growth of the Association and the importance of the ASO's safety initiatives, while Lori Garver, ALPA's general manager, outlined the Association's 2016 strategic plan adopted by ALPA's Board of Directors.

Capt. Joe DePete, ALPA's first vice president and national safety coordinator, discussed recent successes in advancing safety, security, and pilot assistance initiatives, such as closing loopholes in lithium-battery carriage regulations and expansion of the Federal Flight Deck Officer program. He also stressed the challenges of continued threats, including those posed

by unmanned aircraft systems and efforts to reduce crew training and experience standards.

Capt. Rich Hughey (FedEx Express) of the President's Committee for Cargo presented opportunities for advancing safety and security in cargo operations, and Capt. Peter Black (First Air) discussed the unique challenges faced by pilots north of the 60th parallel in the report of the President's Committee for Remote Operations. Presentations from ALPA's Engineering & Air Safety staff showcased the department's diverse range of expertise.

ASO Honors Hogeman



Keith Hagy, left, director of ALPA's Engineering & Air Safety Department, congratulates Capt. Charles Hogeman (United).

At the December meeting of ALPA's Air Safety Organization (ASO) Steering and Oversight Committee, Capt. Tim Canoll, ALPA's president; Capt. Joe DePete, ALPA's first vice president and national safety coordinator; and many of the pilots in attendance recognized the significant safety advancements that have been achieved under the six-year tenure of Capt. Charles Hogeman (United) as ALPA's Aviation Safety chairman.

Canoll recognized Hogeman for his leadership, citing his experience and "calm, cool,

and collected demeanor" as instrumental in the ASO's success. DePete praised Hogeman saying, "The members of our profession and the traveling public owe you an eternal debt of gratitude for your years of service and dedication to making the North American air transport system the safest in the world."

Hogeman, who stepped down at the end of 2016 after serving in ALPA safety work for more than 20 years, acknowledged the safety improvements that ALPA has helped to accomplish over the years: "It was not by mistake—but by sheer will—and that is thanks to the strength of our 400 volunteers."

ASO Welcomes New Aviation Safety Chairman



Capt. Steve Jangelis (Delta), ALPA's new Air Safety Organization Aviation Safety chairman.

On January 1, Capt. Steve Jangelis (Delta) became ALPA's Air Safety Organization Aviation Safety chairman.

Capt. Tim Canoll, ALPA's president, said about Jangelis, "As an ASO representative, Steve's worked tirelessly on behalf of ALPA members and the airline piloting profession to promote aviation safety. I look forward to working with him in his new role as ALPA's Aviation Safety chairman."

Capt. Joe DePete, ALPA first vice president and national safety coordinator, noted, "Steve's experience and guidance have advanced airport and runway safety in numerous ways. In his new role as Aviation Safety chairman, I know that he will continue his work to advance airline safety for our members and passengers alike."

Remarking on his new role, Jangelis stated, "It's truly an honor to be chosen to lead the finest pilot volunteers in the aviation safety business. 'Schedule with Safety' is not just a motto, it's what drives the ASO. Working together, we make a positive difference for our members and the industry."

As an active ASO representative, Jangelis most recently served as the ASO Airport and Ground Environment Committee chairman and received an ALPA Presidential Citation in 2014 for his work to minimize runway incursions and excursions. An outspoken advocate for aviation safety, Jangelis has also co-chaired the FAA's Runway Safety Council and was the designated pilot representative to the agency's Research, Engineering, and Development Advisory Committee, Subcommittee for Airports.

Taylor Returns as Aeromedical Chairman

F/O John Taylor (United) has been reappointed chairman of ALPA's Air Safety Organization Aeromedical Group. Taylor previously served in this capacity as an ExpressJet pilot but was compelled to vacate the position to focus on training when he transi-

tioned to United.

Taylor received an ALPA Presidential Citation in 2012 for his efforts in coordinating with his fellow pilots at Atlantic Southeast Airlines to develop training, protocols, and procedures to meet the medical and professional standards needs of the combined pilot group, after ExpressJet and Atlantic Southeast merged.

Capt. Patrick Cowle (United) served as the prior Aeromedical Group chairman.



F/O John Taylor (United), ALPA's Air Safety Organization Aeromedical Group chairman.

ALPA Addresses Class Of New TSA Security Screeners

In December, Capt. Wolfgang Koch (Delta), ALPA's Air Safety Organization Aviation Security chairman, met with and made remarks to a graduating class of more than 200 new Transportation Security Administration (TSA) transportation security officers (TSOs). The commencement exercise was held at the Federal Law Enforcement Training Center (FLETC) in Glynco, Ga., where TSOs are trained for two weeks.

In his remarks, Koch, the first nongovernmental speaker to address a graduating class of TSOs, urged the new graduates, who will be employed at airports around the country, to

"model excellent behavior and trustworthiness in your work environment and hold yourselves and your colleagues to the highest possible level of professionalism, accountability, and integrity."

Koch and a representative of ALPA's Engineering & Air Safety Department were also given a tour of the massive training facility, which is used by dozens of federal law enforcement agencies to train new officers.

ALPA ASO Reps Recognized



Capt. Louise Cullinan (Mesa) receives the 2016 Friend of the Society Award from the Society of Experimental Test Pilots.

Two members of ALPA's Air Safety Organization (ASO) have been recognized outside the union for their contributions to aviation safety and the airline piloting profession. Capt. Steve Jangelis (Delta), who recently assumed the role of the ASO's Aviation Safety chairman, was praised for his valued input at the CANSO (Civil Air Navigation Services Organization) Latin America and Caribbean Conference held late last year in San Jose, Costa Rica.

Jangelis served as a panelist commenting on the importance of collaborating with aviation industry partners to improve runway safety. Kimberly Pyle, the CANSO safety

program manager who acted as panel moderator, noted, "His ability to articulate the particular challenges of runway safety and his willingness to share his personal experiences in the cockpit added greatly to the day's discussion."

Pyle added that Jangelis "has consistently enhanced the conferences in which he has participated with his public speaking skills and credibility as an ALPA pilot."

An active ALPA rep, Jangelis recently served as the ASO Airport and Ground Environment Committee chairman. In 2014, he received an ALPA Presidential Citation for his work to reduce runway incursions and excursions.

Jangelis, known as an outspoken advocate for airline safety, has co-chaired the FAA's Runway Safety Council and was the designated pilot representative to the agency's Research, Engineering, and Development Advisory Committee, Subcommittee for Airports.

On Aug. 19, 2016, the Society of Experimental Test Pilots (SETP) selected Capt. Louise Cullinan (Mesa), ALPA's ASO Critical Incident Response Program (CIRP) chairman, as the 2016 Friend of the Society. This prestigious honor was attributed to her work with CIRP at SETP as well as at Boeing. At Boeing, Cullinan provided her CIRP knowledge and expertise following several incidents that occurred during the past year. Boeing's test chief pilot made a special announcement about Cullinan's achievement at a Boeing-sponsored recep-

Continued on page 15

Continued from page 13

tion last summer during ALPA's Air Safety Forum.

CIRP is a peer-based support network trained to address the stress reactions that accidents or incidents may have on pilots and their families. Cullinan has been an invaluable ALPA resource, serving as ALPA CIRP chairman since 2008. She has also been the point person for CIRP activities at the International Federation of Air Line Pilots' Associations and has assisted airlines around the world in developing their own critical incident response programs. In addition, she provides consulting and training in critical incident stress management.

The Lonely Sky: The Personal Story of America's Pioneering Experimental Test Pilot

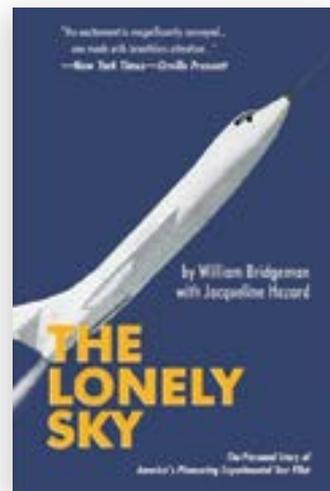
By William Bridgeman with Jacqueline Hazard

The *Lonely Sky* tells the story of William Bridgeman, an aviator from the "greatest generation" and his journey from World War II bomber pilot to the cockpit of the Douglas D-558-2 Skyrocket experimental rocket plane. The book provides detailed historical and technical accuracy and is an easy read due to its wonderful writing and action-packed pace. This story is unique in that Bridgeman had only flown propeller-driven aircraft when he was offered the chance to fly the Skyrocket.

The reader can't help but feel the suspense as the

author is given an extremely short period of time to make the leap from breaking in prop fighters to experimental testing of the first aircraft that exceeded Mach 2. Anyone interested in this period of history will be riveted by Bridgeman's experiences as he takes part in bombing raids, becomes an airline pilot, falls into production flight testing, and then is chosen as the unlikely candidate to fly one of the most high-performance and challenging aircraft of its era.

—Reviewed by Capt. Gabriel I. Engle
(Virgin America)



Number of pages: 295

Publisher: iUniverse

Available at: Amazon.com

MARKETWATCH

AIRLINES	PARENT COMPANY	STOCK SYMBOL	12/31/2015	12/30/2016	% CHG.
Atlantic Southeast, ExpressJet	SkyWest, Inc. ¹	NASDAQ: SKYW	\$19.02	\$36.45	91.64% ▲
Hawaiian	Hawaiian Holdings, Inc.	NASDAQ: HA	\$35.33	\$57.00	61.34% ▲
Air Transport International	Air Transport Services Group, Inc.	NASDAQ: ATSG	\$10.08	\$15.96	58.33% ▲
Virgin America	Virgin America, Inc. ²	NASDAQ: VA	\$36.01	\$56.98	58.23% ▲
Bearskin, Calm Air	Exchange Income Corporation ³	TSX: EIF	\$28.51	\$41.75	46.44% ▲
Spirit	Spirit Airlines, Inc.	NASDAQ: SAVE	\$39.85	\$57.86	45.19% ▲
United	United Continental Holdings, Inc.	NYSE: UAL	\$57.30	\$72.88	27.19% ▲
Jazz Aviation	Chorus Aviation ⁴	TSX: CHR.B	\$5.75	\$7.23	25.74% ▲
FedEx Express	FedEx Corporation ⁵	NYSE: FDX	\$148.99	\$186.20	24.97% ▲
Envoy Air, Piedmont, PSA	American Airlines Group, Inc.	NASDAQ: AAL	\$42.35	\$46.69	10.25% ▲
Alaska	Alaska Air Group, Inc. ²	NYSE: ALK	\$80.51	\$88.73	10.21% ▲
JetBlue	JetBlue Airways Corporation	NASDAQ: JBLU	\$22.65	\$22.42	-1.02% ▼
Delta, Endeavor Air	Delta Air Lines	NYSE: DAL	\$50.69	\$49.19	-2.96% ▼
Air Transat	Transat A.T., Inc.	TSX: TRZ	\$7.35	\$5.51	-25.03% ▼

¹ SkyWest declared a quarterly dividend of \$0.05 per share on Nov. 11, 2016.

² On Dec. 14, 2016, Virgin America, Inc. and Alaska Air Group closed their merger. Virgin America is now a wholly owned subsidiary of Alaska Air Group.

³ Exchange Income Corporation declared eligible dividends totaling \$0.175 per share for the month of December on Dec. 16, 2016. On December 12, Exchange Income Corporation entered into an agreement to sell, on a bought-deal basis, 2,003,000 common shares from treasury to a syndicate of underwriters. The shares will be offered at a price of \$42.45 per share, for gross proceeds of approximately \$85 million.

⁴ Chorus Aviation, Inc. announced a monthly dividend of \$0.04 per Class A and Class B shares for December on Dec. 19, 2016.

⁵ FedEx Corporation declared a quarterly dividend of \$0.40 per share on Nov. 18, 2016.

“We need governments to innovate their thinking about the industry and the impact of high costs from taxes and charges. Airlines are catalysts for economic development, delivering about a third of goods traded internationally by value. . . . And employment levels associated with aviation have reached almost 69 million jobs. Global connectivity promotes prosperity, but charges and taxes dampen demand and there is an economic cost to that.”

—Alexandre de Juniac, director general and CEO of the International Air Transport Association

“I urge you and your administration, in your opening days as POTUS, to research the happenings that have led up to this unprecedented and damaging decision, and do all in your power to reverse it. It is the first of its kind, is very damaging to the U.S. airline industry, and will most certainly not be the last decision of its kind if left unchallenged.”

—A #DenyNAI supporter’s letter to Congress

“With this combination now cleared for takeoff, we’re thrilled to bring these two companies together and start delivering our low fares and great service to an even larger group of customers.”

—Brad Tilden, chairman and chief executive of Alaska Air Group, after the Justice Department approved the airline’s merger with Virgin America

The quotes on this page are compiled from congressional testimony, speeches, news clips, and other public documents. ALPA does not necessarily endorse these views but rather is informing members of recent statements by significant industry stakeholders.

“In the past few years, the use of drones in Canada has increased tremendously, and it’s a good time to be working with this industry. Transport Canada is taking a number of steps to improve safety and innovation in this sector, including engaging retailers so new drone users are aware of the rules from the start, introducing an efficient tool for Canadians to report safety issues, and helping drone users test new technology.”

—The Honourable Marc Garneau, Canadian minister of transport

Capacity Outlook

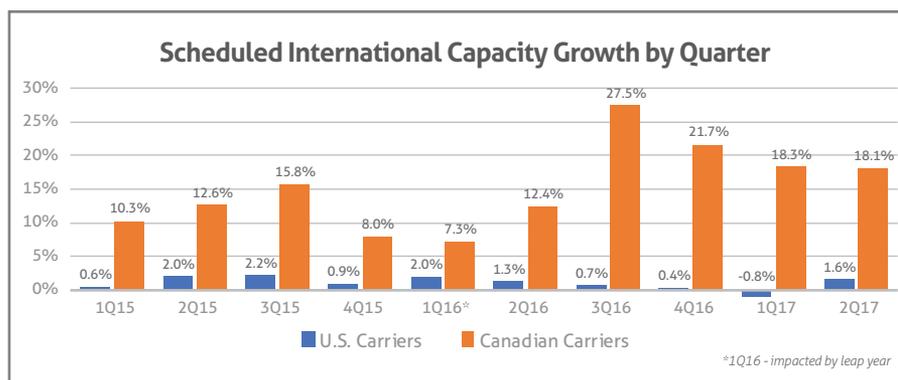
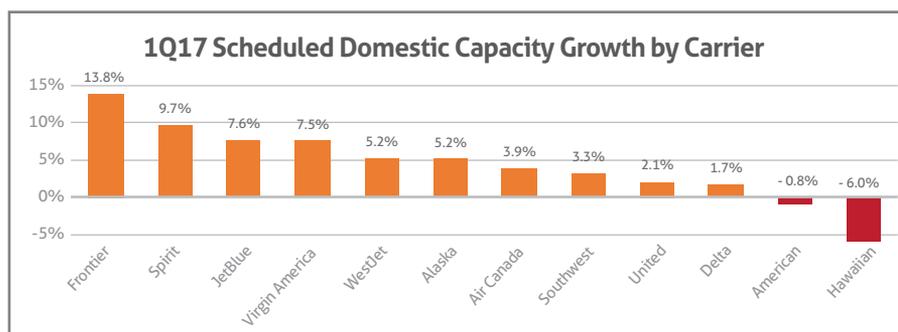
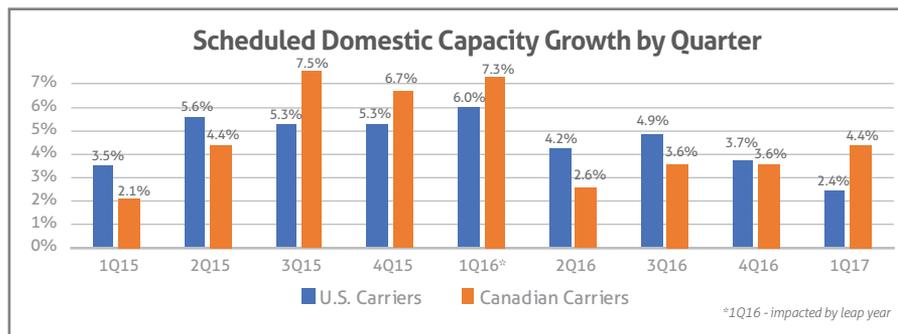
The airline industry is highly sensitive to economic changes, and a strong correlation exists between gross domestic product (GDP) growth and demand for air travel. With the anticipation that U.S. GDP growth will accelerate in 2017, one of the key airline metrics to keep an eye on is capacity. While strong GDP growth might signal strong capacity growth, airlines will need to balance this with the effect of higher fuel and labor costs. In 2017, oil prices are expected to be higher year over year for the first time since 2012. In addition, many employee groups will see higher wages in 2017. As a result, U.S. carriers' capacity is expected to grow at a slower rate than in the past two years.

In Canada, the outlook for Canadian GDP growth is more moderated. It's expected that capacity growth will continue to outpace the GDP. This excess capacity growth, especially in international markets, will put pressure on load factors and yields.

Based on published schedules, U.S. mainline carriers are expected to moderate domestic capacity growth during the first quarter of 2017. Domestic capacity growth for U.S. mainline carriers is expected to slow from 3.7 percent in the fourth quarter of 2016 to 2.4 percent in the first quarter of 2017. However, domestic capacity growth for Canadian carriers will remain elevated in the first quarter of 2017, increasing from 3.6 percent year-over-year growth in the fourth quarter of 2016 to 4.4 percent in the first quarter of 2017.

Within the U.S., the three legacy carriers, American, Delta, and United, are expected to decelerate domestic capacity growth during the first quarter of 2017, growing just 1.0 percent on average. While legacy carriers are moderating capacity growth, low-cost carriers will continue to increase capacity in excess of the industry and are expected to grow domestic capacity by 8.6 percent in the first quarter of 2017. In Canada, first-quarter domestic capacity is scheduled to grow 3.9 percent at Air Canada and 5.2 percent at WestJet.

International capacity growth by U.S.



Source: OAG and ALPA E&FA Department

carriers will continue to be subdued in 2017 compared to domestic capacity growth. International capacity growth for U.S. mainline carriers is expected to slow from 0.4 percent in the fourth quarter of 2016 to -0.8 percent in the first quarter of 2017. Capacity from U.S. carriers to the Asia Pacific region is slowing amid continued growth by Chinese airlines. Capacity to Europe will continue to moderate due to the uncertainty of Brexit, geopolitical events, and the depreciation of Eurozone currencies. While demand has picked up in Latin America, capacity continues to be reduced due to the difficult macroeconomic environment in the region. Capacity growth to the Middle East will increase slightly due to demand for travel to Israel.

Canadian carriers are continuing their

rapid international growth into the first quarter of 2017. International capacity growth for Canadian carriers will moderate slightly in the first quarter of 2017, decreasing from 21.7 percent in the fourth quarter of 2016 to 18.3 percent in the first quarter of 2017. Transatlantic capacity is scheduled to grow 20.6 percent in the first quarter of 2017 compared to 17.8 percent in the fourth quarter of 2016. Additionally, a rapid acceleration of capacity growth of as much as 42.1 percent to the Asia Pacific region is expected based on published schedules for the first quarter of 2017. Capacity growth to Latin America and the Middle East will be relatively moderate compared to growth in the other regions but will still be well into the double digits. ✈



PILOT GROUP PROFILES:

2017 Pilots of ALPA

Negotiations and agreements, mediation and mergers, challenges and opportunities all underscore the atypical industry that is the airline piloting profession. Yet despite all the change that occurs in the airline industry, for more than 85 years the hallmark of this union continues to be an unmatched dedication of advocating on behalf of airline pilots.

The motto "Schedule with Safety" continues to shape the union's priorities and has paved the way for ALPA's unrivaled leadership role in the aviation industry as a whole.

The collective resolve and unified voice of the 54,000 airline pilots representing the U.S. and Canada have been a critical component to keeping aviation the safest, most secure form of travel; negotiating and enforcing the strongest possible contracts for ALPA members; and ensuring the future of the airline piloting profession.

The following pages capture a snapshot of the individual 31 pilot groups that make up the Air Line Pilots Association, International.



AIR TRANSAT

UNITY AND COMMITMENT PAY OFF WITH NEW FIVE-YEAR CONTRACT

BY JULIA MAYES, ALPA SENIOR COMMUNICATIONS SPECIALIST

In 2016, the Air Transat pilot group was poised to begin a strike after having been at the bargaining table for more than a year. However, the pilots' Master Executive Council (MEC) leaders and Negotiating Committee were able to come to terms with management to reach a fair contract and avoid a strike just days before the height of Canada's spring break travel season that begins in February. Following a successful ratification vote, the MEC is now hard at work implementing the new five-year collective agreement.

"Despite the positive outcome of our new contract, there's continued work that needs to occur to better address some of the concerns our pilots are voicing," said Capt. Patrice Roy, the pilots' MEC chairman. "But we're confident that a stronger and successful relationship between our pilot group and management will develop following this successful pilot ratification, as our collective goal is bettering our airline."

When the airline industry went through financial turbulence in 2012, the pilot group proved its commitment to the company by agreeing to a pay freeze in exchange for profit sharing. Crewmembers took a leap of faith, hoping that with management and labour working together, the carrier could reverse its misfortune. This hedging paid off as parent company Transat A.T., Inc. announced revenues of \$3.8 billion for 2014 and \$3.6 billion for 2015.

"The airline needed money, and management came to the employees for assistance," Roy said. "With our help, Air Transat remained profitable through the tough times the company faced. In turn, we demanded that management invest in our crewmembers the same way it's invested in other Air Transat employees and executives by bringing us to parity within the industry and at levels comparable to our direct competitors."

Air Transat recently added two new A330s and plans to add two more this summer. In addition, the airline maintains three A330s on wet- and damp-lease in Warsaw, Poland; Paris, France; and Fort de France, Martinique. Management is also in talks to purchase between 9 and 12 A321neoLRs to replace aging A310s. And with the addition of another B-737, the airline now operates a total of seven permanent B-737s, with 12 more operating during

the winter season.

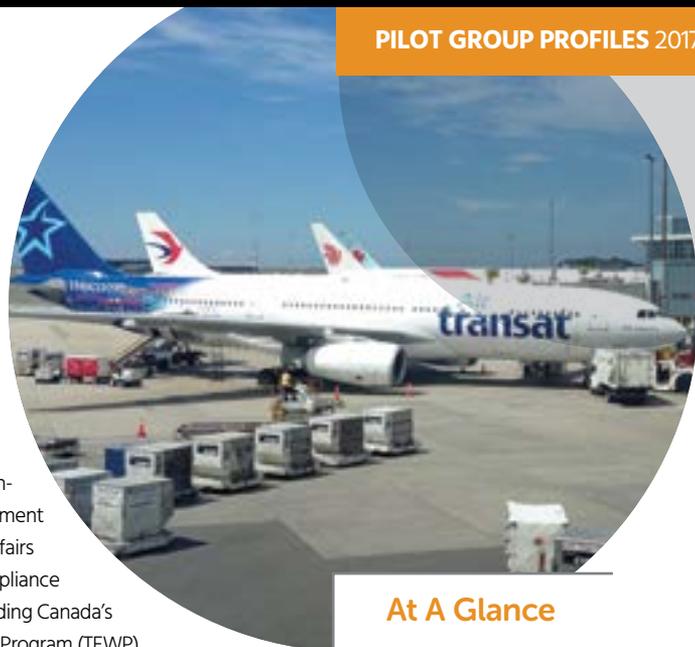
In 2017, the pilots will continue to work with management and ALPA's Government Affairs Department to ensure compliance with the new rules surrounding Canada's Temporary Foreign Worker Program (TFWP). Due in large part to ALPA's efforts, Parliament mandated

in 2014 that Canadian airlines would no longer be allowed to staff seasonal variations in fleet capacity with foreign pilots when unemployed Canadian pilots are available for hire. The TFWP had allowed Air Transat's direct Canadian competitors to deploy temporary foreign workers to meet seasonal demands.

"We will also continue to push for new rules regarding the issuance of foreign license validation certificates, which pilots working in Canada are required to have if they don't possess a Canadian pilots license," remarked Roy, who's optimistic that Prime Minister Justin Trudeau and the present Liberal government will be more respectful of Canadian workers' rights than the previous Conservative government under Stephen Harper.

Regarding the outlook for the coming year, Roy acknowledged that "with 30 additional pilots being hired, the pilot group is optimistic and looks forward to working with management to help the airline prosper and grow." ✉

"Despite the positive outcome of our new contract, there's continued work that needs to occur to better address some of the concerns our pilots are voicing."



At A Glance

PILOTS JOINED ALPA: 1999

NUMBER OF PILOTS: 541

PILOT BASES: Montreal, Que.; Toronto, Ont.; and Vancouver, B.C.

OPERATIONS: The airline provides scheduled and charter flying, transporting more than 2.5 million passengers to nearly 60 destinations in 30 countries each year

FLEET: A310-300s and A330-200s and -300s, plus B-737-700s and -800s

TOP: An Air Transat A330-200 at Vancouver International Airport is loaded for its flight to Amsterdam Airport Schiphol.

BELOW: An A310 at Québec City Jean Lesage International Airport.





At A Glance

CREWMEMBERS JOINED ALPA: November 2009

NUMBER OF CREWMEMBERS: 173 active; 1 furloughed on a training contract conflict

PILOT BASES: Home-based

CORPORATE HEADQUARTERS: Wilmington, Ohio

OPERATIONS: Combi passenger, military, and cargo operations around the world

FLEET: Currently operates eight B-757s, four of which are freighters and four are combis, and nine B-767 freighters

AIR TRANSPORT INTERNATIONAL

LASER FOCUS ON NEGOTIATIONS PROPELS PILOTS

BY KIMBERLY SEITZ, ALPA SENIOR COMMUNICATIONS SPECIALIST

The announced five- to seven-year deal with Air Transport Service Group, Inc.—the parent company of Air Transport International—to operate an air cargo network to serve Amazon Fulfillment Services, Inc. provided just the kick start needed for the Air Transport International pilots’ Section 6 negotiations.

“Our contract became amendable in May 2014,” said Capt. Tom Rogers, the pilots’ Master Executive Council (MEC) chairman, “and while our Contract Negotiating Committee and management made significant progress on a few administrative sections in 2014, negotiations on the more challenging operational and economic topics stalled in 2015. This deal with Amazon gave management the incentive to reopen and fast-track negotiations after our mutually agreed-upon pause.”

The negotiations “restart” kicked off with a pilot poll to ascertain where the Contract Negotiating Committee should allocate its negotiating capital, as well as a six-part educational campaign to reacquaint the pilots with the vast resources that ALPA provides and with the Railway Labor Act’s Section 6 negotiations process. “We felt it was necessary to get the pilots back in the negotiations game frame of mind,” Rogers indicated.

Once the survey was complete and the pilots were fully educated on the negotiations process, the Contract Negotiating Committee shifted into high gear, developing a game plan with management to fast-track the negotiations into four phases:

PHASE I—administrative sections of the agreement, such as uniforms, management rights, Association business, ALPA-PAC checkoff, agency shop and dues checkoff, workers’ compensation, etc.

PHASE II—sections that are more substantive and contentious, e.g., investigation and discipline, nondisciplinary grievances,



system board of adjustment, and mediation, etc.

PHASE III—sections that are more complicated and highly contentious, such as scheduling and economic issues.

PHASE IV—“cleanup” that ties up any loose ends such as definitions.

“It’s important that we have a game plan and stay focused,” Rogers added, “so that our forward momentum keeps carrying us to a successful conclusion.”

Negotiations resumed in early August, and seven additional sessions were conducted through the end of the year. After each negotiating session, the Contract Negotiating Committee provided the pilots with a summary of the negotiations that included an updated Phase Order Status document and a Contract Sections Order of Business.

The committee met with ALPA staff from the Retirement & Insurance, Economic & Financial Analysis, Representation, and Legal Departments in November to discuss scope, retirement and insurance, and other issues and to establish a baseline for the economic sections of the contract. “The continued support we receive from ALPA provides us

with the information needed to focus our negotiations based on industry averages,” Rogers said.

The MEC has also been focused on correcting an editing oversight regarding first-year pay rates that was found in the pilots’ current contract. “When conflicting or omitted information is discovered in a contract, that conflict or omission has to be rectified,” Rogers said. To resolve this situation, the MEC obtained the second-year pay rate as the new first-year pay rate, and proposed a new second-year pay rate that was an even split between the contract’s second- and third-year rates. This solution had the added benefit of helping to attract new-hire pilots.

In addition to kick-starting negotiations, the deal with Amazon necessitated the recall of all furloughed crewmembers and a flurry of activity to increase staffing. According to Rogers, the MEC negotiated preferential hiring for ALPA members, and up to (if not more than) 50 percent of new hires could be ALPA members. (The application on the airline’s website includes a space for applicants to add their ALPA number.)

“We’re definitely moving in the right direction,” Rogers concluded, “and it appears we’ll continue moving forward in 2017.”

“The continued support we receive from ALPA provides us with the information needed to focus our negotiations based on industry averages.”

TOP: An Air Transport International B-757-200 at Lajes Airport.

BELOW: Capts. Bo Stanley, right, and Nancy Turgeon at Seattle-Tacoma International Airport.



AIR WISCONSIN

SENDING OUT AN SOS

BY RUSTY AYERS, ALPA SENIOR COMMUNICATIONS SPECIALIST

Air Wisconsin pilots are sending out an SOS, proactively planning to save as many pilot careers as possible in the event the airline can't deliver a future beyond February 2018.

It's been known for some time that Air Wisconsin doesn't have any flying opportunities on the horizon after its contract with American Airlines expires in February 2018. Although the pilots' Master Executive Council (MEC) expected that management would share its plans with employees, no information has been forthcoming. So with the airline potentially shutting down by early 2018, the MEC, with the assistance of ALPA national's Strategic Preparedness and Strike Committee, launched in April 2016 a new campaign called "2018: Sunrise or Sunset?"

"We realized that while we couldn't force the company to make a corporate plan, we definitely could educate and encourage our members to execute personal career plans based on the facts," said Capt. Chris Suhs, the pilots' MEC chairman. "One of the MEC's goals has been to educate pilots on the reality of our situation, because at this point there's nothing to suggest that management has any plans for us beyond February of next year. In fact, everything suggests management does not."

Air Wisconsin's operation has been in steady decline over the past 12 months. Almost a quarter of the airline's pilots have left, and the trickle of new hires has not been nearly enough to replace those who've left. The airline has retired six CRJ200s and will continue downsizing the fleet in 2017.

With attrition increasing and management struggling to maintain its schedule with fewer crews, contract violations have been on the rise. Management is encouraging line check airmen to fly as first officers and also wants to hire nonseniority list instructor management pilots and pay them more than regular new hires, which the pilots have vigorously objected to.

The airline's stormy skies darkened significantly in September when American Airline's wholly owned fee-for-departure subsidiaries Envoy, PSA, and Piedmont unveiled substantial new pilot pay increases and signing bonuses. Envoy also announced a new pilot base at LaGuardia International Airport (LGA), and soon after

Air Wisconsin revealed it would be closing its small LGA domicile. PSA is also opening a new base in another Air Wisconsin domicile: Ronald Reagan Washington National Airport.

In October, the MEC stepped up its campaign "2018: SOS," broadcasting the urgency for pilots to make alternate plans, and also compelling the company to have an honest conversation with its employees about whether the airline has any hope of a new deal with American.

"The support and the resources we've received from the Association and our peers has been encouraging, but the company needs to have a substantive discussion with the MEC about how it will keep this

"We realized that while we couldn't force the company to make a corporate plan, we definitely could educate and encourage our members to execute personal career plans based on the facts."

airline in business or begin an organized, phased shutdown of the airline that will provide safe landings for as many employees as possible and protect American Airlines customers," Suhs commented.

In an attempt to hire and retain pilots, management recently agreed to a recruitment and retention letter of agreement (LOA) that provides a \$5,000 bonus to new hires and a \$1,500 bonus for current pilots. Pilots who stay with the airline until October 2017 may also receive retention payments of \$5,000 or more for captains and \$8,000 or more for first officers. "Although this is a step in the right direction, the payments must be increased in order for the LOA to be effective," said Suhs.

"The MEC leaders are not giving up," acknowledged Suhs. "They're fighting to represent the best interests of the profession and the Air Wisconsin pilots, just as other pilots before us have done for decades. That is the legacy the Air Wisconsin pilot group will leave behind if our airline does unfortunately go out of business." ✉



At A Glance

PILOTS JOINED ALPA: 1982

NUMBER OF PILOTS: 600

OPERATIONS: Air Wisconsin carries nearly 6 million passengers each year via nearly 500 daily departures to 70 cities in 26 states and 3 Canadian provinces

HEADQUARTERS: Appleton, Wisc.

DOMICILES: Norfolk, Va.; Philadelphia, Pa.; and Washington, D.C.

FLEET: 67 CRJ200s

TOP: Capt. Graham Hoff-Downing, the former Master Executive Council (MEC) secretary-treasurer, left, and Capt. Chris Suhs, MEC chairman, participate in the #DenyNAI event at the White House.

BELOW: Air Wisconsin pilots at a Coffee and Conversation event at Ronald Reagan Washington National Airport.



At A Glance

NUMBER OF PILOTS: 1,842 as of January 1—up from 1,730 on Jan. 1, 2016

DOMICILES: Alaska Airlines operates four bases in Anchorage, Alaska; Los Angeles, Calif.; Portland, Ore.; and Seattle, Wash. Seattle remains Alaska's busiest hub, and the airline offers more nonstop flights than any other carrier

OPERATIONS: Alaska Air Group serves 116 destinations with 990 daily departures in the U.S., Mexico, Canada, Costa Rica, and, as of January 2017, Cuba. This includes 44 markets flown by Horizon Air, which is owned and operated by Alaska Air Group as a mainline feeder using small aircraft

FLEET: 154 B-737s, including 10 -400s, 5 -400 combis, 1 -400 freighter, 13 -700s, 61 -800s, 12 -900s, and 52 -900ERS

TOP: Seattle-based F/O Chazmin Peters, left, volunteers at Aviation Day.

BELOW: Capt. Mark Skibinski in Kodiak, Alaska.



ALASKA

PREPARING FOR THE FUTURE

BY JENN SUTTON, ALPA SENIOR COMMUNICATIONS SPECIALIST

For most of 2016, the Alaska Airlines pilots have found themselves walking a path that many other ALPA pilots have tread before—a merger with another airline. In April, Alaska Air Group, the parent company of Alaska Airlines, announced that it was acquiring Virgin America and that management intended to merge Alaska Airlines and Virgin America.

The Alaska Master Executive Council (MEC) began preparing for the possibility of a merger in 2011, when it wrote and adopted the first version of the current strategic plan. One of the seven goals in that plan was to “prepare for the future,” including tasking the MEC’s Merger Committee with studying past mergers so that it could identify best practices. As a result of its strategic plan, the MEC built up its merger fund and retained merger counsel. It also negotiated job-security provisions into the contract ratified in 2013 that included protections in the event of a merger or acquisition.

Three years later when the MEC updated its strategic plan, it retained the goal of preparing for the future, again recognizing that consolidation occurring around the industry meant that mergers and acquisitions remained a possibility for the Alaska pilot group.

“While you’re never fully prepared for the uncertainty created by a merger, we were as prepared as we possibly could have been when Alaska announced that it was buying Virgin America and that we would be merging,” said Capt. Chris Notaro, the pilots’ MEC chairman.

One of the first steps following the merger announcement was for the MECs



to reach out to one another and begin talking. Since then, the Alaska and Virgin America pilot leaders have continued to work collaboratively—using ALPA merger policy as a guideline—to make this merger as successful as possible for the pilots. This work has included identifying goals and strategies to negotiating a joint collective bargaining agreement that maximizes gains.

In December, the Alaska and Virgin America MECs reached agreement on a transition and process agreement that, among other things, outlines a protocol and process for negotiating a joint collective bargaining agreement. As a result of the transition and process agreement, negotiations for a joint contract began on January 23.

“Our focus right now is on negotiating a joint collective bargaining agreement that includes significant improvements in key areas for the combined pilot group,” Notaro said. “The MECs provided that strategy and direction to our Joint Negotiating Committee based on input from phone polls, online surveys, direct feedback from our pilot group, an analysis of what is occurring with the industry and economy and with other pilot contracts, and looking at examples provided by other pilot mergers.”

While the path to reaching a transition and process agreement and entering joint contract negotiations took longer than the pilots expected, the Alaska pilots remain ready to face the tasks associated with the merger head-on and committed to the Alaska MEC’s goals and objectives of improving and protecting the wages, benefits, work rules, and job security of all Alaska Airlines pilots past, present, and future.

“This year will continue to usher in change for us, as a pilot group and for our airline,” said Notaro. “But I have every confidence that this pilot group will be resolute and united in pursuit of our goals and a contract that places our combined group on par with our industry peers. Our preparation and unity will be the keys to our success.”



Top photo: F/O Sara Wilson (Alaska), bottom photo: F/O Ryan Sis (Alaska)



ATLANTIC SOUTHEAST

FACING THE CHALLENGES AHEAD

BY THE ATLANTIC SOUTHEAST MASTER EXECUTIVE COUNCIL
COMMUNICATIONS COMMITTEE

On Dec. 14, 2016, SkyWest, Inc., the parent company of Atlantic Southeast, announced plans to phase out the 52 CRJ200s from the Atlantic Southeast fleet by the end of 2017. This devastating phaseout nearly halves the airline's current fleet and brings into question the careers of hundreds of pilots. The pilots' Master Executive Council (MEC) responded quickly to the news, providing information within hours of the announcement. As this issue goes to press, additional plans for a cohesive response to the phaseout are in the works.

"Although we're troubled by the announcement, in no way does this change or lessen our commitment to our pilots," said Capt. Tony Middendorff, the pilot group's MEC chairman. "The MEC will continue to press for a secure future for our pilots. We've overcome many challenges in our long history of service to this airline, and we'll do the same here."

During 2016, the pilots weathered a continued period of uncertainty with the utmost level of dedication and professionalism—and achieved some notable success. In February, the MEC presented Letter of Agreement (LOA) 15 to the pilot group for ratification. This LOA was the result of an agreement between the Atlantic Southeast and ExpressJet MECs and management to temporarily suspend negotiations for a joint collective bargaining agreement and instead pursue individual extensions of each pilot group's collective bargaining agreements. LOA 15 brought numerous improvements to pay, scheduling, and quality of life for Atlantic Southeast pilots but still left much to be determined regarding the pilots' long-term future.

The largest threat to the future success and stability of the pilot group continues to be competition from SkyWest, Inc., which in addition to Atlantic Southeast and ExpressJet also operates the nonunion carrier SkyWest Airlines.

In 2016, Atlantic Southeast continued to shrink in both number of pilots and aircraft, while SkyWest enjoyed unprecedented growth. SkyWest continues to aggressively hire pilots, while Atlantic Southeast fails to fill classes and cannot outpace attrition. SkyWest enjoys new, next-generation aircraft and overall fleet growth, while

Atlantic Southeast aircraft are swapped for older airplanes or exit the fleet entirely, only to be reacquired and operated by SkyWest. Atlantic Southeast pilots also painfully witnessed firsthand as SkyWest simultaneously opened a pilot domicile and maintenance facility in Detroit, Mich., directly competing with an established Atlantic Southeast pilot domicile while reducing the airline's flying out of Detroit and closing the station's line maintenance. This coincided with the airline's flying out of Detroit being pushed to New York's

LaGuardia International Airport or eliminated altogether. The pilot group continues to be alarmed by the continued growth of SkyWest at the expense of any growth or future opportunity for Atlantic Southeast pilots.

"The Atlantic Southeast MEC and pilot group continue to be concerned by the threats presented by SkyWest," noted Middendorff. "The disproportionate hiring at SkyWest is especially worrisome. While we struggle to add new pilots and keep up with our attrition rates, SkyWest continues to fill new classes. We also watch our aircraft growth stagnate as SkyWest acquires our planes, and we get older aircraft. Our growth and future prospects are being diminished—and sometimes altogether eliminated—by SkyWest."

Although Atlantic Southeast pilots have seen marginal gains in pay, scheduling, and quality of life through continued negotiations with management, the largest issue facing the pilot group is an uncertain future, according to Middendorff. The continued loss of aircraft, challenges in pilot recruitment, and full-scale corporate neglect from SkyWest, Inc. present an unsustainable future for the Atlantic Southeast pilot group. The MEC continues to engage the company on a multitude of paths to provide a stable, long-term future for the dedicated and professional pilot group.

"This MEC has made a commitment to every pilot on this property, whether they've been here for decades or are new hires," Middendorff said. "It's a commitment that we'll continue to uphold. Despite the challenges, we're working tirelessly to ensure a future for this pilot group." ✈

"The MEC will continue to press for a secure future for our pilots. We've overcome many challenges in our long history of service to this airline, and we'll do the same here."



TOP: An Atlantic Southeast CRJ900 sits at the airline's hangar in Atlanta, Ga.

At A Glance

PILOTS JOINED ALPA: 1987

FIRST ALPA CONTRACT: 1989

NUMBER OF PILOTS: 1,400

PILOT BASES: Atlanta, Ga.; Dallas, Tex.; and Detroit, Mich.

HEADQUARTERS: Atlanta, Ga.

FLEET: 52 CRJ200s, 36 CRJ700s, and 28 CRJ900s



At A Glance

PILOTS JOINED ALPA: 1997 (became an ALPA-represented pilot group when the Canadian Airline Pilots Association [CALPA] merged with ALPA)

NUMBER OF PILOTS: 45

PILOT BASES: Thunder Bay, Ont., and Winnipeg, Man.

HEADQUARTERS: Thunder Bay, Ont.

OPERATIONS: Scheduled and charter passenger service

FLEET: 12 Fairchild Metro-liners

BEARSKIN

THE CHALLENGE OF ATTRITION

BY JEN LOFQUIST, ALPA SENIOR COMMUNICATIONS SPECIALIST

For the past year, Bearskin has been a constant in almost every area, including fleet size and routes. But this is not the case with pilot retention, which has taken a new face.

“Our airline hasn’t seen this amount of pilot turnover since the mid-90s. In 2016, Bearskin had an attrition rate of just above 50 percent—80 percent of that attrition being first officers,” said Capt. Dan Parnham, the pilots’ Master Executive Council (MEC) chairman.

Attrition is not new to Bearskin—the airline used to see 80 percent of its attrition come from the ranks of captains, who were leaving for jobs at regional and mainline carriers. However, two contracts ago, the company and pilot group started to address the serious issue of captain retention by ensuring that a pilot at Bearskin could see the airline as a career and not just a career path. Rather than losing four out of five captains to other airlines, Bearskin now loses one out of five, and generally only those captains at the lower end of the

seniority list.

“We’ve built a place where a pilot can build a life, raise a family, and have a very good standard of living,” noted Parnham. “Moving to the bottom of the seniority list at another airline and taking a significant pay cut just aren’t worth it for the majority of our captains.”

Bearskin is based in Thunder Bay, Ont., where the cost of living is significantly lower than that of most other regional and mainline carriers’ domiciles. Moving from Thunder Bay to Toronto, one could expect the cost of rent and housing to be as much as 70 percent higher. Thunder Bay also boasts commute times of 15 minutes or less from just about anywhere in the city.

For first officers, there has never been a better time in

the last three decades to be quickly hired by one of Canada’s regional, large charter, or mainline carriers. Pilots coming into Bearskin are typically in their early to mid-20s and are predominantly former flight instructors with about 1,000 hours of flight time. The majority of new-hire first officers also come from southern Ontario. According to Parnham, while Bearskin can be a good starting point, the lure of bigger, more

“We’ve built a place where a pilot can build a life, raise a family, and have a very good standard of living. Moving to the bottom of the seniority list at another airline and taking a significant pay cut just aren’t worth it for the majority of our captains.”

modern airplanes; fast upgrades; lucrative career paths; and simply being back in the area where one is from are too hard for most to pass up. With aggressive hiring at regionals and mainlines, it’s now easier for a young pilot to move to another airline in less time than in years past.

“In 2015, the Bearskin seniority list saw almost a 100 percent turnover of its first officers,” Parnham said. “They left to fly bigger planes, at bigger airlines, making more money, and more often than not living in their home cities. We had five captains leave in 2015, and all were captains for five years or less.”

The crunch for new pilots is felt at many airlines, especially at those that have aircraft with 19 or fewer seats that are feeding larger operators. Parnham noted that it’s estimated that this year the Canadian airline industry will need between two and three times the number of pilots who currently graduate from flight schools annually just to fill the void at regional and mainline carriers—so there hasn’t been a better time in recent history to become a pilot for a Canadian airline.

“Attrition is a common problem for all airlines with aircraft with fewer than 19 seats,” acknowledged Parnham. “While Bearskin has been able to meet the hiring demands of the current attrition rates, I believe we will see the quantity and experience level of prospective new hires drop significantly, if the hiring predictions of the industry are proven correct.”

BELOW: A Bearskin Metroliner on the runway in Dryden, Ont.



Photo: Capt. Dan Parnham (Bearskin)

CALM AIR

PILOTS CONTINUE TO SERVE ISOLATED CANADIAN COMMUNITIES

BY KIMBERLY SEITZ, ALPA SENIOR COMMUNICATIONS SPECIALIST

The pilots of Calm Air take great pride in the work they do. The airline, which started out in the 1960s with one small floatplane purchased to ferry passengers and supplies to the then-owners' isolated fishing camp and surrounding areas in northern Saskatchewan, has grown into a thriving business with a fleet of 13 aircraft moving passengers and cargo around Manitoba and Nunavut.

From its operational bases in Thompson and Winnipeg in Manitoba, along with a hub in Rankin Inlet in Nunavut, Calm Air provides scheduled passenger service to 17 communities in northern Manitoba and Nunavut. It's the only carrier that provides direct service from Manitoba's northern cities to Winnipeg and also provides daily service to communities in Nunavut as far north as the Arctic Circle. Most of Calm Air's flights also carry groceries and supplies—including all types of off-road vehicles, building supplies, and bulk gas—to isolated communities that can't receive shipments via the traditional method of semitrailer trucks.

"Calm Air has quite an interesting history serving remote areas of northern Canada, and it continues to serve hard-to-reach communities that have no road access," observed Capt. Dan Cowan, the pilot group's Master Executive Council (MEC) chairman. "Calm Air pilots take a great deal of pride in operating safely and efficiently in some of the harshest and most inhospitable environments on Earth.

"In addition to our scheduled passenger service, we also have freight contracts with the major supermarket chains to provide service to 11 communities in northern Manitoba, which we serve with our freighters, and 11 communities in Nunavut, which we serve with our combi aircraft as well as our freighters.

"Several times a week, pallets of fruits, vegetables, and other groceries and supplies necessary to sustain life are delivered to one of Calm Air's warehouses located in Winnipeg, Thompson, and Churchill," said Cowan. "The pallets are loaded onto Calm Air aircraft that have been retrofitted to accommodate the loads, and the supplies are shuttled to their destinations. It's a lot of out-and-

back flying."

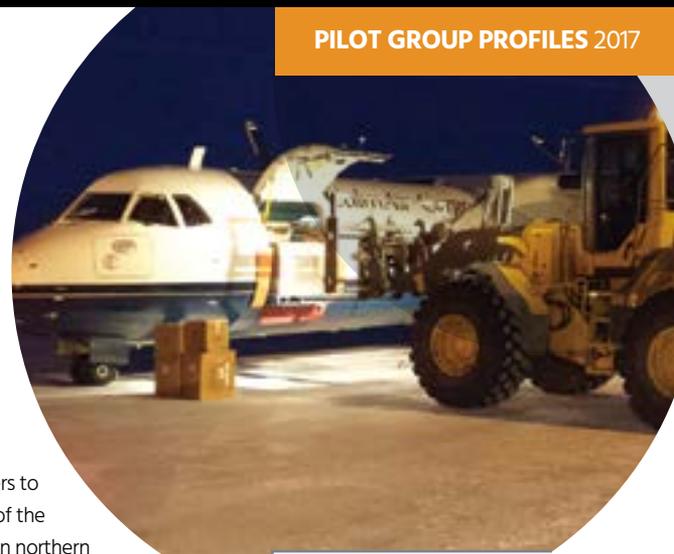
When they aren't moving passengers and essential goods into inaccessible regions of central Canada, the pilots transport workers to hydro plants, ferry tourists to one of the many fly-in fishing lodges located in northern Manitoba or to Churchill to view polar bears and beluga whales, or convey the American Hockey League's Manitoba Moose on one of the team's many road trips.

Cowan acknowledged that the pilots successfully navigated the transition to a revised flying schedule crafted in late 2015 that created a hub-and-spoke network centered in Rankin Inlet, a move designed to strengthen Calm Air's presence in the Arctic and to provide much-needed passenger service for the smaller Nunavut communities that line the Hudson Bay.

The end of the year saw the election of Winnipeg status reps Capt. Corey Strachan and F/O Joel Lautenschlager, whose terms will begin March 1. MEC officer elections, for the term beginning May 5, will be conducted this spring.

The pilots' collective agreement will open for negotiations in 2018, so "the MEC and ALPA staff are starting the preliminary process of strategic planning designed to assist the Negotiating Committee as it prepares for collective bargaining," Cowan said. He also noted that the MEC continues to monitor any possible changes to Canadian flight- and duty-time regulations and rest requirements that Transport Canada's Aviation Regulation Advisory Council Flight Crew Management Working Group might bring about in order to move quickly with the report's recommendations. [✈](#)

"Calm Air pilots take a great deal of pride in operating safely and efficiently in some of the harshest and most inhospitable environments on Earth."



At A Glance

PILOTS JOINED ALPA: 1997

NUMBER OF PILOTS: 81 active and 1 on furlough

PILOT BASES: Thompson and Winnipeg, Man.

HEADQUARTERS: Winnipeg, Man.

OPERATIONS: Scheduled passenger and cargo service throughout northern Manitoba and Nunavut, including destinations along the western shore of Hudson Bay and into the high Arctic

FLEET: Seven ATR 42s (one freighter and four cargo/passenger combi), two Fairchild Dornier 328JETS, and four ATR 72s (two freighters)

TOP AND BELOW: An ATR 72 filled with groceries is unloaded in Kugaaruk, N.U.





At A Glance

PILOTS JOINED ALPA: 2011

NUMBER OF PILOTS: 109 active, 11 on furlough, and 14 on leaves of absence

PILOT BASES: Edmonton and Calgary, Alb.

OPERATIONS: Scheduled passenger and cargo service throughout Nunavut and the Northwest Territories, as well as chartered operations throughout Canada, the U.S., Mexico, the Caribbean, and Europe

FLEET: 2 active B-737-200s, 10 B-737-300s, and 2 Dash 8-100s

TOP: F/O Cody Berry on descent into Norman Wells, N.W.T.

RIGHT: A Dash 8-106 in Igloolik, N.U., north of the Arctic Circle.

BELOW: A Canadian North airplane over Cambridge Bay, N.U.



CANADIAN NORTH

FRUSTRATION, EVACUATION, AND NEGOTIATION: HALLMARKS FOR CANADIAN NORTH PILOTS IN 2016

BY KIMBERLY SEITZ, ALPA SENIOR COMMUNICATIONS SPECIALIST

The Canadian North pilots spent much of 2016 on a roller coaster as their airline continued to search for its place in an erratic market caused by the drop in oil prices, which, unfortunately, negatively affects their company's operations. Despite the ups and downs, the pilots provided emergency evacuation services during a massive wild fire in Fort McMurray, Alb., while preparing for collective bargaining that opened the end of 2016.

The year kicked off with an increase in charter flying that led to a recall of furloughed pilots. "I'm confident that the professionalism and high level of customer service provided by our flight crews played a crucial role in why we saw vacation charters become a larger portion of our flying," said F/O Brenen Sorokan, the pilots' Master Executive (MEC) vice chairman.

However, by early spring the airline's vacation flying had slowed and charter flying had decreased due to Alberta oil companies' scaling back their demand for service to the oil sands, so many of the recall notices were rescinded. "It was at that point that we realized the Layoff and Reduction section of our collective agreement needed to be addressed," Sorokan acknowledged, "and that's something we plan to discuss during these negotiations," which started this past November.

Despite the ups, downs, and uncertainty, the pilots forged ahead. After Canadian North experienced a dramatic increase in school field trips to its hangar in Edmonton, Alb., the pilots' MEC Education Committee was recruited by the airline to manage the influx of school students coming to tour the facility. "It's so important that we engage future pilots while they're still young and wide-eyed about flying," Sorokan said. "This is one component of our work that is very enjoyable."

"It's so important that we engage future pilots while they're still young and wide-eyed about flying."



In early May, Canadian North pilots and staff were mobilized to safely and efficiently transport people and pets from Fort McMurray after a wildfire destroyed more than 1,700 homes and buildings. More than 80,000 residents were evacuated—the largest mass evacuation in the history of Alberta. "I'm extremely proud of the professionalism and compassion Canadian North pilots showed during this extremely stressful time," said Sorokan. "Our pilots and planes were flying 24 hours a day transporting families, their pets, and all the belongings they could manage to save from Fort McMurray to Edmonton. Between May 4 and May 8, Canadian North evacuated more than 16,000 people on 294 charter flights, all while maintaining its normal scheduled operations."

As summer progressed, the MEC began preparing to negotiate a new collective agreement. The MEC and Negotiating Committee met with ALPA staff to prepare for negotiations and develop a strategic plan to ensure that the pilots have the resources in place to bring important issues to the table, advance negotiations, and effectively position the pilots should negotiations end without an agreement.

This strategy included a negotiating survey to ascertain where the pilots want the Negotiating Committee to expend its negotiating capital and a multipart educational campaign that details how the bargaining process works in Canada.

In November, the company announced it was canceling a code-share agreement with First Air, which had the two carriers partnering on three-quarters of the airlines' scheduled flying. "This agreement between both companies seemed to stabilize the scheduled air service market in the north," said Sorokan, "but now that the agreement terminates in May, it may provide our pilot group with increased flying on the northern scheduled routes."

Also during 2016, the MEC began to live stream its MEC/town-hall-type meetings on the Internet for those pilots who were unable to attend in person, continued to hold pilot unity-building events, and conducted an ALPA Family Fun Day.

"Despite the challenges we face, the support we continue to receive from ALPA as we enter negotiations is invaluable," Sorokan said. ☒



Top left photo: Chris Kampen (Canadian North), bottom photo: F/O Brenen Sorokan (Canadian North)



COMMUTAIR

GROWING PAINS

BY CAPT. TREVI JENKINS (COMMUTAIR), MASTER EXECUTIVE COUNCIL COMMUNICATIONS CHAIRMAN, AND KATY ADAMS, ALPA SENIOR COMMUNICATIONS SPECIALIST

In 2015, the pilots of CommutAir overcame significant challenges when the group negotiated and signed a new collective bargaining agreement.

Early that year, the regional airline—which operates Dash 8 turboprops for United Express in Cleveland, Ohio; Newark, N.J.; and Washington, D.C.—experienced the largest pilot exodus in recent history as pilots opted to leave for better opportunities at other carriers or other positions within the airline industry. However, things started looking up in August when the pilots' Master Executive Council (MEC) negotiated a new contract, well in advance of the previous agreement's amendable date of Dec. 1, 2016. That milestone led to significant increases across the board in pilot compensation and quality-of-life improvements.

In addition to the new contract, CommutAir also signed a five-year capacity-purchase agreement with United Airlines to operate a fleet of Embraer 145 Regional Jets (ERJs). With these newly secured agreements, the pilot group saw class sizes increase to more than 25 pilots per month for the first time in its history.

"As a result of CommutAir's new agreement to operate ERJ 145s as United Express in 2016, we had to exponentially grow our Training Department to facilitate this large step forward for the airline," said Capt. Jeffrey Ciarcia, the pilots' MEC chairman. Fourteen captains were selected for the initial cadre of pilots who would complete certification runs to bring the ERJs onto the property and train CommutAir's pilots. On July 1, 2016, with an ERJ 145 flight from Washington Dulles Airport to Albany International Airport, CommutAir proudly joined the jet age.

Later in the year, CommutAir introduced the United Airlines Career Progression Program (CPP). "Our biggest highlight at CommutAir for 2016 was the implementation of our CPP to United. It's very exciting to have so many of our friends and colleagues progressing in their careers," said Ciarcia. "The CPP provides a career path to the flight deck of a United aircraft for CommutAir pilots who pass an interview and have the required time of service at CommutAir," he added.

CommutAir's first 10 pilots transitioned to United through the CPP in November and December last year.

And through the CPP, 40 pilots will transfer to United in 2017, with 10 qualified pilots who meet the program's requirements transitioning to United per quarter.

"We're currently looking to the future to provide direct interview preparation for our members for their upcoming interviews with major airlines or for any other future career advancement," said Ciarcia. "We want to provide the assistance that's appropriate for our pilot group."

"As a result of CommutAir's new agreement to operate ERJ 145s as United Express in 2016, we had to exponentially grow our Training Department to facilitate this large step forward for the airline."

CommutAir's recent rapid growth has resulted in challenges for the pilot group, including the need for additional training. "But we've met these challenges head-on," Ciarcia said. "We've been an extremely busy group, and we're fortunate to have a new aircraft type as well as a growing pilot group." In 2016, the pilots also brought their mentor program to a new level, "particularly with regard to our new members. We want to ensure that our growing group maintains our culture and works well together," remarked Ciarcia.

Looking ahead, the MEC expects the airline to experience hiring challenges in 2017. "It's a reality we face, but we believe through continued improvements to our pilots' quality of life and compensation, along with a positive career-progression mechanism, more pilots will hire on at CommutAir," Ciarcia noted. "We also hope to maintain our culture and do everything we can to represent our pilots to the best of our ability." ✈

At A Glance

PILOTS JOINED ALPA: 2008

NUMBER OF PILOTS: 278 pilots

HEADQUARTERS: South Burlington, Vt.

OPERATIONS: CommutAir operates in more than 30 cities in the Midwest, Northeast, and Canada under a capacity-purchase agreement with United Airlines

FLEET: 7 ERJ 145s, 18 Dash 8-Q200s, and 5 Dash 8-Q300s

BELOW: A CommutAir Bombardier Dash 8 sits on the tarmac at Washington Dulles International Airport.



At A Glance

PILOTS JOINED ALPA: 2007

NUMBER OF PILOTS: Approximately 850

PILOT BASES: Minneapolis–St. Paul, Minn.; Los Angeles, Calif.; and Seattle, Wash.

MANAGEMENT: Founded in 2007, Compass is one of three airlines owned by Trans States Holdings, Inc., including Trans States and GoJet

OPERATIONS: Compass flies more than 4 million passengers annually for Delta Connection and American Eagle, averaging 180 flights daily to 50 destinations in the U.S., Canada, and Mexico

FLEET: 6 Embraer E170s and 56 Embraer E175s



COMPASS

HOLDING STEADY DESPITE TURNOVER

BY JOHN PERKINSON, SENIOR STAFF WRITER

Like many of their peers in the fee-for-departure sector, the pilots of Compass Airlines are experiencing a state of transition. While the carrier's fleet and route structure remain essentially stable, the airline continues to witness a revolving door of new-hire pilots coupled with veteran aviators moving on to mainline carriers.

"There are very few 'lifers' in our pilot ranks," said Capt. Anthony Zerafa, the pilots' Master Executive Council (MEC) chairman. "It seems as if most of our pilots are intending to leave at some point."

Not surprisingly, pilot turnover has influenced the very nature of the MEC's work, from its successful campaign to convert first-year hiring bonuses into pilot pay rates in December 2015 to cosponsoring mainline pilot hiring workshops.

The workshops are an important aspect of career progression for the members of the pilot group and a priority for the MEC, noted Zerafa. "During the last six months, Capt. Tim Davis, the MEC vice chairman, has worked closely with Capt. Paul Ryder [ExpressJet] and F/O Karen Lacy [ExpressJet] from ALPA's Fee-for-Departure Committee to coordinate five days of workshops for our members." Zerafa, who's been with Compass for four and a half years,

added, "We're doing our best to ensure that our members are properly prepared to take that next step."

As further evidence of the change at Compass, the MEC, which operates with a single-council, seniority-block representation structure, has been attempting to expand from three to five block reps for almost two years. "We're supposed to have 600 pilots off of probation before we can petition ALPA's Executive Council to change our number of block reps, but we have yet to

"We're doing our best to ensure that our members are properly prepared to take that next step."



get there," Zerafa remarked. To share some of the interim workload, the MEC created an executive administrator position and Zerafa, as the MEC chairman, quickly moved to appoint Capt. Graham Bostrom. However, Bostrom transitioned to Delta, and Capt. Thomas Vanden Berg is currently filling the role.

Turnover has also hampered the pilot group's ability to maintain a consistent volunteer structure at times. Fortunately, new-hire pilots have stepped up to fill these vacancies. "Our new volunteers have made a tremendous difference," Zerafa said.

To meet the staffing needs of the airline's operation,

Compass is holding one to two new-hire classes a month with 15 to 20 individuals per class. Most of these pilots end up living out of domicile, so to make their commutes easier to manage, the MEC negotiated a commuter hotel program.

"Every pilot gets four hotel rooms a month in base, as long as the use of the room touches a day of work," Zerafa explained.

To bring additional stability to the Compass pilot ranks, the MEC has engaged in a wide variety of projects and initiatives to improve the working lives of its members. Among these efforts, pilot volunteers have been testing a new Navtech preferential bidding system, and, in an effort to meet the unforeseen needs of its members, the MEC has been working on a Compass Pilot Relief Fund. Once established, the fund will serve as a resource members can turn to when faced with financial challenges that are the result of a life-altering event. Capt. Ryan Hollenbeck, the MEC secretary-treasurer, has been spearheading this process.

Compass has recently been advertising the success of its pilots in securing mainline jobs as a means to attract potential recruits. The company website notes that 100 of its pilots, within a year, successfully transitioned to Delta, FedEx Express, JetBlue, United, and other carriers. While this is good news, "the MEC continues to urge management to focus on quality-of-life issues for pilots flying for Compass as well as a more defined career path as keys to attracting new pilot candidates," acknowledged Zerafa. ✉

TOP: Pilot volunteers attend the Compass Master Executive Council committee chairman's meeting.

BELOW: Capt. Anthony Zerafa, Master Executive Council chairman, right, and Capt. Thomas Vanden Berg on the ramp at Yampa Valley Regional Airport.



DELTA

A VERY BUSY YEAR

BY KELLY REGUS, ALPA SENIOR COMMUNICATIONS SPECIALIST

The Delta Master Executive Council (MEC) logged hundreds of meeting hours over the course of 2016 as it negotiated a strong tentative agreement that advanced the careers of not only Delta pilots but airline pilots as a whole. On Dec. 1, 2016, the pilots ratified the agreement by a margin of 82 percent, a record-setting percentage for the pilot group.

Displays of pilot unity escalated throughout Strategic Preparedness and Strike Committee (SPSC) efforts. Harnessing the capabilities and efficiencies of technology, the SPSC organized virtual base strike centers, and successfully managed an unprecedented eight-base single-day picket event that garnered maximum news media exposure. The virtual strike center concept significantly curbed expenses related to a brick-and-mortar center with little to no noticeable reduction in event planning and execution.

The committee also coordinated several other informational and family/pilot unity events.

The ratified contract delivers 30.5 percent in compounded pay raises over four years and retroactive pay for 2016, protects profit sharing, and provides work-rule improvements that recognize the contributions of the pilots to the historically profitable airline.

During 2016, the pilots' MEC committee structure achieved extraordinary results in protecting and defending the contract and the careers of Delta pilots. Following are a few of the notable highlights.

F/O John Klinger, the pilots' Central Air Safety Committee (CASC) vice chairman, received ALPA's Air Safety Award, the Association's highest individual safety honor, for his body of work spanning two decades of volunteer service.

The CASC worked with the airline's Flight Safety Department, implementing CrossTalk, a groundbreaking initiative to unlock the potential of safety data by permitting the comingling of ASAP and FOQA data. This was accomplished while retaining all pilot-protective provisions previously afforded to Delta crews.

Additionally, the CASC is leading an effort to change the way the airline industry looks at standard operating procedures (SOPs). Although SOPs have succeeded in improving safety metrics, they haven't been fundamentally changed in decades. By starting their design with human factors, updated SOPs can simultaneously make

pilot jobs easier, more efficient, and safer. The pilots and the company have worked together to serve as an example of what can be collaboratively accomplished to run an operation with wide safety margins.

The pilots' Contract Administration Committee also forged new ground with Memorandum of Understanding 16-01, which modified the pilot working agreement maternity leave language to match federal law.

OTHER HIGHLIGHTS INCLUDE

- + enforcing staffing and rest-seat requirements,
- + continuing pilot access to upgraded seats while on deadhead travel,
- + developing procedures for pilots who request removal from flights to Zika destinations, and
- + formalizing the process for pilots presenting information to their chief pilots after calling in unfit for duty or fatigued.

Delta continues to aggressively hire new pilots, which has impacted all of the MEC committees. The Membership Committee hosted a record 33 new-hire orientations for 1,240 pilots.

The Retirement and Insurance Committee was also kept busy with the new-hire orientations, presenting preresirement and open enrollment webinars for several hundred pilots.

The Government Affairs Committee and Delta pilots continue to maintain their robust presence on Capitol Hill, advocating on behalf of pilots and furthering the pilot-partisan strategy on issues that impact aviation safety and pilot careers.

This past December, the MEC elected new leaders: Capt. Bill Bartels, MEC chairman; Capt. Ryan Schnitzler, MEC vice chairman; Capt. Tom Brielmann, MEC secretary; and Capt. Tom Bell, MEC treasurer. The officers will serve a two-year term, which began on January 1.

The MEC and Delta pilots are committed to working together, unified as a powerful team, to achieve record contractual gains, defend the pilot working agreement, and uphold ALPA's mission of safety. ✈

“During 2016, the pilots' MEC committee structure achieved extraordinary results in protecting and defending the contract and the careers of Delta pilots.”



At A Glance

NUMBER OF PILOTS:
13,658

JOINT VENTURES AND ALLIANCES: SkyTeam Alliance and joint ventures with Air France—KLM, Alitalia, Virgin Australia, and Virgin Atlantic

OPERATIONS: 312 destinations in 54 countries on six continents

PILOT BASES: Atlanta, Ga.; Cincinnati, Ohio; Detroit, Mich.; Los Angeles, Calif.; Minneapolis—St. Paul, Minn.; New York City, N.Y.; Salt Lake City, Utah; and Seattle, Wash.

HUB CITIES: Amsterdam; Atlanta, Ga.; Boston, Mass.; Cincinnati, Ohio; Detroit, Mich.; Los Angeles, Calif.; London—Heathrow; Minneapolis—St. Paul, Minn.; New York—JFK; New York—LaGuardia; Paris—Charles de Gaulle; Salt Lake City, Utah; Seattle, Wash.; and Tokyo—Narita

HEADQUARTERS: Atlanta, Ga.

FLEET: 830 mainline airplanes, including A319s, A320s, A321s, A330s, B-717s, B-737s, B-747s, B-757s, B-767s, B-777s, MD-88s, and MD-90s

TOP: Delta pilots picket at Minneapolis—St. Paul International Airport.

BELOW: In December, Delta received its first A321 assembled at the Airbus facility in Alabama.





At A Glance

PILOTS JOINED ALPA: 1988 (as Express Airlines) before its name change to Pinnacle in 2002 and Endeavor Air in 2013; purchased Colgan Air in 2007; purchased Mesaba Airlines in 2010

NUMBER OF PILOTS: 1,700

PILOT DOMICILES: Detroit, Mich.; Minneapolis, Minn.; and New York (John F. Kennedy International Airport and LaGuardia Airport)

OPERATIONS: More than 650 daily flights as Delta Connection to more than 130 cities across the U.S. and Canada

FLEET: 56 CRJ200s and 81 CRJ900s

TOP: Capt. J.J. Sweetser, left, and F/O Jessica England, who is now flying for Delta Air Lines.

RIGHT: An Endeavor Air CRJ900 departs Minneapolis—St. Paul International Airport.



ENDEAVOR AIR

GROWTH AND CONTRACT GAINS STEM FROM OPERATIONAL PERFORMANCE

BY JOHN PERKINSON, SENIOR STAFF WRITER

The pilots of Endeavor Air continue to build upon recent gains, improving their contract through midterm collective bargaining while working with the company to maximize operational efficiencies. Steady growth over the last year and a constructive rapport with management point to a bright future for this pilot group.

“We grew by 20 CRJ200s in 2016, and more planes are on the way starting in the first quarter of 2017,” remarked Capt. Jonathan Allen, the pilots’ Master Executive Council (MEC) chairman for most of 2016, who also noted that Endeavor is expanding its presence at New York’s John F. Kennedy International and LaGuardia Airports. The airline is welcoming two training classes of new-hire pilots a month, and Allen pointed out that “hiring continues to outpace attrition” at this wholly owned subsidiary of Delta Air Lines.

Endeavor Air’s ability to attract new pilots was enhanced with the negotiation of Letter of Agreement (LOA) 71 in December 2015. The pilots secured important scheduling and pay improvements, including a provision that has resulted in line holders having one extra day off per month on average. The LOA also set a floor of 150 percent pay for pilots picking up open flying.

Additionally, deadhead pay improved from 75 to 100 percent. The pilots also enhanced their retention payment program. Created in late 2014, the original two-year deal offered \$15,000 per year in three installments. This amount was later increased to \$20,000 per year; and thanks to LOA 71, pilots now receive payments amounting to \$23,000 a year, for four years, in addition to their salaries and other negotiated benefits.



Endeavor’s operational successes, which resulted in 135 days without a controllable cancellation (e.g., maintenance, crew-related issues, or other reasons under the airline’s control), have also kept management focused on addressing the pilot group’s operational needs. For example, in LOA 71, new rules now provide monthly parking stipends for pilots who live out of domicile and company-paid hotel rooms for pilots rescheduled to overnight in their domiciles, both of which help maintain operational reliability.

Allen acknowledged that the Endeavor Air MEC files very few grievances, thanks in part to the airline’s Remedy Request Process. The MEC’s representatives meet monthly with management to promptly address member concerns and pilot issue forms.

“We’re able to resolve and remedy most issues before they become formal grievances,” said Allen.

Mid-term negotiations continue at Endeavor, and one of the most important issues for the pilot group is converting the retention payment program into an hourly wage rate. This would result in making more of a pilot’s wages 401(k) match eligible and substantially increasing the pay of pilots who fly a greater number of hours or who pick up open time—along with ensuring that vacation and sick leave are paid at the higher rate. The pilot group is also giving particular attention to the needs of the carrier’s instructor and most senior pilots. According to Allen, “They haven’t recovered what they lost in the bankruptcy to the extent that the rest of the pilots on our seniority list have.”

Although Endeavor Air pilots have a Guaranteed Interview Program with Delta Air Lines, the MEC is advocating for a more robust program for career progression. The MEC leaders are also in the process of hammering out the final details of an electronic flight bag program, which will be implemented in early 2017.

“It’s a positive story, and we’re pleased with the progress we’ve made. But we want to make sure we cover all of our bases and look out for everyone,” said Allen. ✈

“It’s a positive story, and we’re pleased with the progress we’ve made. But we want to make sure we cover all of our bases....”





ENVOY AIR

ON THE ROAD TO RECOVERY

BY CAPT. ANDY FIERRO (ENVOY AIR), MASTER EXECUTIVE COUNCIL COMMUNICATIONS COMMITTEE CHAIRMAN

Last year marked a long yet promising year for the Envoy Air pilots. By the end of 2016, Envoy—a subsidiary of American Airlines Group—took delivery of 25 Embraer 175s, with 15 more slated for delivery by this summer. Aircraft previously parked in the desert were brought back into service, and airplanes previously sent to other carriers will begin returning early this year. In addition, the movement of aircraft off Envoy Air's operating certificate has been delayed, affording the pilots increased flying, additional upgrade opportunities, and more new-hire positions.

The pilots' flow-through agreement with American Airlines continues to march ahead. Since American resumed hiring in late 2013, more than 600 Envoy Air pilots have begun the next chapter of their careers at Envoy's mainline partner. "As our most senior pilots move to American, our long-deserving first officers are upgrading in ever larger numbers," said Capt. Sam Pool, the pilots' Master Executive Council (MEC) chairman. "Envoy's upgrade time has dropped from more than eight years to six and continues to fall toward industry averages. Being the largest wholly owned carrier for American and having a robust flow-through program will only continue to drive pilot upgrades and decrease flow-through time."

By far, 2016's biggest nonbargaining cycle contract gain was compensation. "Earlier in the year, American management restored profit sharing, giving our pilots an additional 5 percent of earnings when American shows a profit," noted Pool. "Moreover, the Envoy MEC and committee volunteers worked tirelessly to secure substantial compensation increases and bonuses for first officers. In doing so, they were able to gain financial improvements for captains as well." Today, a new-hire pilot at Envoy Air can expect to earn more than \$50,000 per year, a 46 percent jump over first-year earnings just a year ago.

"By combining our industry-leading flow through, enhanced pilot compensation, and the quality-of-life improvements our MEC continues to advocate for, I believe new hires will find working for Envoy the best possible career choice," said Pool.

While 2016 saw monumental gains, it wasn't without its challenges. "Arguably, the single-most important aspect of a pilot's job is quality of life," remarked Pool. "Unfortunately, the past 12 months have seen a degradation in time off and an increase in unplanned junior manning and extension events. We continue to proactively seek mutually beneficial solutions with management; but until those solutions are achieved, our quality of life isn't as good as I know it can be."

As a result, the pilots' Scheduling and Negotiating Committees, along with MEC leaders, continue to push for improvements through constant dialogue with management from both Envoy and American Airlines Group.

"We remain focused on continually improving the schedules and quality of life for our pilots, both existing and future," Pool acknowledged. "With economic issues now in place, these improvements are at the forefront of everything we do."

Envoy pilots are hopeful that their darkest days are behind them. "This year holds promise for our pilots as we continue to flow through to American and upgrade and the company hires at rates not seen in nearly 10 years," said Pool. American has indicated its hiring needs will increase in the next 12 months—affording even more opportunity for Envoy and its pilots. Envoy's New York LaGuardia domicile will reopen in the first part of the year, and pilot leaders continue to look for additional ways to contribute to American's success as the ERJ 175 fleet continues to grow, the ERJ 145 and CRJ operations are strengthened, and the pilots' industry-leading performance holds steady.

Whatever the challenge, Envoy pilots remain ready to handle tomorrow's triumphs and challenges with the same enthusiasm as in the past. ✈

"We remain focused on continually improving the schedules and quality of life for our pilots, both existing and future."



At A Glance

PILOTS JOINED ALPA: 1995 (although Simmons had been an ALPA member since 1986, after the National Mediation Board's ruling that the four airlines serving American Airlines—Executive, Flagship, Simmons, and Wings West—constituted a single airline, the American Eagle pilots established a single MEC). In 2014, the company name was changed from American Eagle to Envoy Air

NUMBER OF PILOTS: 1,801

PILOT DOMICILES: Chicago, Ill.; Dallas-Fort Worth, Tex.; and New York, N.Y.

HEADQUARTERS: Irving, Tex.

FLEET: 90 ERJ 140/145s, 26 ERJ 175s, and 35 CRJ700s



TOP: Capt. Andy Fierro, Envoy Air Master Executive Council Communications Committee chairman, in the cockpit.

LEFT: F/O Stephan Ramos, second from right, and the Envoy Air Master Executive Council (MEC) present Capt. Sam Pool, MEC chairman, fourth from right, with a Sisyphus sculpture for his work on behalf of the Envoy pilots.



At A Glance

PILOTS JOINED ALPA:
2004

NUMBER OF PILOTS: 1,815

PILOT BASES: Chicago, Ill.;
Cleveland, Ohio; Dallas–
Fort Worth and Houston,
Tex.; and Newark, N.J.

OPERATIONS: Flying as
United Express and
American Eagle, Express-
Jet serves destinations
in the U.S., Mexico, and
Canada

FLEET: 168 Embraer
E145/135s

EXPRESSJET

A BRIGHTER FUTURE ON THE HORIZON

BY F/O JAKE BELL (EXPRESSJET), MASTER EXECUTIVE COUNCIL COMMUNICATIONS COMMITTEE

The ExpressJet Master Executive Council (MEC) ushered in 2016 with a flurry of activity when it engaged in expedited negotiations for a short-term contract extension. At that time, the 2011 merger between ExpressJet and Atlantic Southeast Airlines had been progressing at a sluggish pace—the combined company’s financial situation produced a difficult negotiating environment for both MECs. In October 2015, the company approached both MECs with the desire to produce short-term, nonconcessionary separate contract extensions in lieu of a joint collective bargaining agreement.

After careful analysis of the opportunities and disadvantages associated with pursuing a contract extension, the ExpressJet MEC decided to move forward with that plan and launched into intense negotiations with the company. Negotiations quickly produced an agreement in principal that contained modest financial and quality-of-life improvements for the pilot group.

Once the MEC voted to send the extension to the pilots for ratification, the MEC’s Communications,

Pilot-to-Pilot, Strategic Planning, and Negotiating

Committees developed a detailed plan for presenting the extension to the pilots. The education campaign

included road shows in each crew base, all-pilot conference calls, tailored written communications, and Pilot-to-Pilot volunteers and MEC representatives visiting crew rooms.

In February 2016, 83 percent of ExpressJet pilots voted to ratify the contract extension, which continues the pilots’ contract through February 2018. As part of the extension agreement, joint negotiations with Atlantic South-



east have ceased until October 2017, by which time the company anticipates returning to profitability.

“It’s difficult to negotiate an acceptable contract when your company isn’t profitable,” explained Capt. Dave Allen, the ExpressJet MEC chairman. “Fortunately, ExpressJet’s performance and efficiency have dramatically improved in recent years, and the company is trending toward profitability. Signing an extension that will allow us to return to joint negotiations at a time when we expect the company to be profitable was the best option considering the negotiating environment we were in.”

Soon after ratifying the contract extension, the pilots were presented with news that the company had

developed a Career Pathway Program (CPP) with United Airlines that offers ExpressJet pilots a guaranteed interview opportunity with United. More than 90 percent of ExpressJet pilots have opted in to the CPP, which allows pilots who successfully complete the United human resources interview process to move to United in seniority order.

“The CPP will increase attrition off the top of our seniority list, decrease upgrade time, and help us recruit and retain qualified pilots.”

Under the agreement, a minimum of 25 percent of all United new-hire pilots will be ExpressJet CPP participants. ExpressJet pilots began moving to United through the CPP in late 2016.

“Announcement of the CPP came at a time when our pilot group desperately needed good news,” said Allen. “The CPP will increase attrition off the top of our seniority list, decrease upgrade time, and help us recruit and retain qualified pilots.”

In September 2016, the company announced that its flying contracts with United had been extended through 2018 with the intention to extend the contracts through 2019. This announcement came as a relief to many pilots, as the company’s current contracts with United are set to expire at the end of 2017. However, this news came after an earlier announcement that ExpressJet would be closing its Dallas–Fort Worth, Tex., base during the first half of 2017, when the 16 airplanes ExpressJet operates there will be returned to American Airlines. ExpressJet opened the base in March 2015 when those airplanes were accepted as part of a short-term flying agreement.

The ExpressJet MEC closed out 2016 on a quiet note but is hopeful that as events affecting the operation of the airline unfold in 2017, the pilot group can look forward to a bright future full of opportunity. ✈

TOP: F/O Thiess Cunningham, left, and F/O Kent Cunningham, father and son pilots.

BELOW: Savannah Bernier, left, and her brother Elliott, right, pose with F/O Tennessee Garvey in Ottawa, Ont., after the children and their parents returned from Walt Disney World.



Top photo: Capt. Jim Campbell (ExpressJet)



FEDEX EXPRESS

NEW YEAR PRESENTS CHALLENGES AND OPPORTUNITIES

BY COURTNEY BLAND, ALPA SENIOR COMMUNICATIONS SPECIALIST

With the FedEx Express pilots ratifying a new six-year agreement in October 2015, 2016 began with a flurry of activity as the FedEx Master Executive Council (MEC) worked through implementation and enforcement of the new agreement. "With the implementation of any new agreement, especially one that is heavily laden with work-rule changes, there are challenges along the way," said Capt. Chuck Dyer, the pilot group's MEC chairman. "Our dedicated volunteers and ALPA staff have been working steadily throughout the various implementation phases to ensure that the new agreement is enforced." To boost this effort, the MEC hired an additional contract enforcement specialist to support the pilot group.

In addition to focusing on contract implementation and enforcement, the MEC was also busy with other issues affecting the pilots, including the air transport of lithium batteries, environmental conditions in the workplace, and inflight and operational security concerns.

Early in 2016, the MEC called on the pilots to participate in ALPA's Call to Action regarding lithium batteries as Congress considered amendments to the FAA reauthorization bill. "As regulations currently stand, many lithium batteries are exempted from some of the most important dangerous goods safety procedures that apply to other dangerous goods," Dyer explained. "With that being said, we are very pleased that FedEx Express management has elected to no longer accept Section 2 lithium battery shipments, relegating lithium battery shipments exclusively to those contained in equipment to Section 1. This decision affords the additional safety of hazardous material designation and the attendant handling procedures." While a temporary ban has been placed on the shipment of lithium batteries as cargo on passenger airplanes, there has yet to be a similar ban established for all-cargo airplanes. "We'll continue our efforts to advocate for improved transport requirements for bulk shipments of lithium batteries on all-cargo operations," said Dyer.

The Environmental Standards Committee, established by the MEC to focus on acceptable hygiene, health, and environmental safety standards in the workplace, ramped up its work in 2016. "The committee's specific mission is to research, report on, and positively impact cleanliness,

sanitation, and health- and safety-related threats and issues that exist in our work environment," said Capt. Bob Avery, the committee's chairman. "Through this committee, the MEC has been given the opportunity to present current health-related issues to management in an effort to find solutions and resolve these issues." As a result, FedEx management is currently changing a number of policies and operations to address the pilots' many environmental concerns.

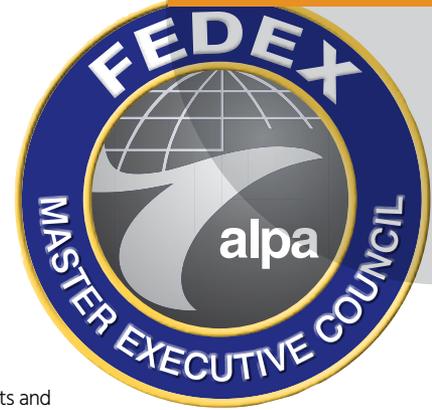
"As we move into 2017, we'll continue to engage management on a number of issues and seek the support of our pilots as we further the pursuit of one level of safety both inflight and around our areas of operation."

While each new year presents its own challenges, the MEC sees each year as an opportunity to further its mission.

"As we move into 2017, we'll continue to engage management on a number of issues and seek the support of our pilots as we further the pursuit of one level of safety both inflight and around our areas of operation," noted Dyer. "We look forward to building on our past successes to enhance the profession we love."

The 4,391 FedEx Express pilots are spread across the globe, with eight councils located in four domiciles as well as pilots assigned to foreign duty in Hong Kong and Cologne, Germany. Understanding the communications challenges that this global group faces, the MEC continues to engage its members through a variety of communication methods designed to better reach pilots, including its MEC website, interactive conference and video calls, video messages, e-mails, and text messaging.

With more than 375 airports served worldwide, the airline has an extensive and varied fleet. The pilots deliver approximately 3.9 million packages and 11 million pounds of freight daily to more than 220 countries and territories, including every address in the United States. ✈



At A Glance

PILOTS JOINED ALPA: June 1993–1996; rejoined ALPA in June 2002

FIRST ALPA CONTRACT: October 2006

NUMBER OF FLIGHTCREW MEMBERS: 4,391

HEADQUARTERS: Memphis, Tenn.

FLEET: 114 B-757s, 29 B-767s, 27 B-777s, 71 A300s, 17 A310s, 46 MD-10s, and 59 MD-11s

BELOW: A FedEx Express MD-10 on the ramp at Minneapolis–St. Paul International Airport.





At A Glance

PILOTS: 108

HEADQUARTERS: Kanata, Ont.

BASES: Ottawa, Ont.; Yellowknife, N.W.T.; and Iqaluit, N.U.

OPERATIONS: First Air serves 34 communities in Nunavut, Nunavik, and the Northwest Territories

FLEET: 4 B-737-400s (3 combi, 1 passenger) and 10 ATR 42s

FIRST AIR

PILOTS RATIFY CONTRACT, CELEBRATE HISTORY

BY KATY ADAMS, ALPA SENIOR COMMUNICATIONS SPECIALIST

There was no shortage of success in 2016 for pilots at Canadian carrier First Air. “The Airline of the North” not only ratified a four-year tentative agreement with its pilot group, but also celebrated its 70th anniversary.

“Both achievements make a First Air pilot proud to be a part of this aviation history,” said F/O Charlene Hudy, the pilots’ Master Executive Council (MEC) chairman.

First Air has come a long way and gone through numerous challenges and changes throughout its 70-year history, including a fleet-renewal program for its B-737s and ATR fleet. “The longevity of our employees is truly amazing and speaks to the character of our pilots and why we will be the reason First Air celebrates 75 years,” Hudy noted.

Last summer, the pilot group ratified a collective agreement that equalized the playing field for all flightcrew members across all bases. Approximately 86 percent of eligible pilots participated in the ballot, and 79 percent voted in favor of the agreement. “Prior to this collective agreement, it always seemed like we had numerous mini-contracts within our larger contract,” said Hudy.

The new agreement unifies the group and better sets us up for future pattern bargaining, where the goal will be to continue to standardize the contract with those of pilot groups at other carriers in the industry. “This was one of the most efficiently negotiated contracts, and the MEC is very proud of that,” remarked Hudy.

“The MEC is thankful to ALPA



because without the never-ending support we received from the Representation, Economic & Financial Analysis, Legal, and Communications Departments, it would not have been possible.”

During the summer, the pilots also hosted Capt. Tim Canoll, ALPA’s president, on a tour of the Great White North to see the airline’s operation firsthand. Canoll met with crewmembers at some of First Air’s remote bases in Iqaluit, Pangnirtung, Qikiqtarjuaq, and the eastern side of the Baffin Island in the Canadian territory of Nunavut. “It

was a great opportunity to have Capt. Canoll experience First Air’s Baffin Island ATR 42 operation, visit with the crewmembers, and experience Canada’s north,” Hudy said.

But 2016 also had its challenges—the biggest were the closure of the pilot base in Edmonton, Alb., and the removal of B-737-200s from the First Air fleet. The closure resulted in numerous

layoffs within the already small pilot group. “Thankfully, throughout the contract negotiations, we maintained our strong layoff, severance, and displacement language, thereby ensuring protections for our Edmonton-based pilots when they needed it,” explained Hudy.

As the newly elected MEC chairman, Hudy’s goal is to continue to represent the best interest of the pilot group and protect the standards of the airline piloting profession while promoting a collaborative relationship with management. “Our former MEC chairman, Capt. Peter Black, left us in a great position moving forward with a strong working relationship and open communications with the company,” acknowledged Hudy.

Moving into 2017, the new MEC plans to continue to build and improve that relationship through open communications with the company and within the pilot group. Hudy also plans to grow the First Air pilot volunteer base and promote interest in ALPA at the local level, saying, “Part of this is continuing to improve our communications and actively engaging with our pilots through meetings, our new MEC website, e-mails, and face-to-face talks. When people feel like they are truly a part of something, they will be more encouraged to take a more active role. After all, our union is only as strong as the members we have participating, so one of my goals is to increase that participation.”

TOP: Capt. Peter Black (First Air), left, his pilot group’s former Master Executive Council chairman, and Capt. Tim Canoll, ALPA’s president, visit Pangnirtung, Nunavut.

BELOW: A First Air ATR 42-300 combi and a B-737-400 at Iqaluit Airport.



FRONTIER

CLIMBING INTO THE PATTERN

BY RUSTY AYERS, ALPA SENIOR COMMUNICATIONS SPECIALIST

As ALPA's newest pilot group, Frontier pilots are banking on combining the Association's resources with their collective solidarity to successfully replace their bankruptcy contract with a new, industry-competitive agreement. The carrier's outstanding profit margins and planned fleet growth point to a bright future—but only if the company can foster a more constructive relationship with its employees.

Although Frontier's profits rank near the top of the airline industry, those numbers stand in stark contrast to its operating performance, which is at or near the bottom of the industry.

"As the lowest-paid A320 pilots in the country, our top priority is getting a new contract that is competitive and comparable to that of our peers," said Capt. Brian Ketchum, the Frontier Master Executive Council (MEC) chairman. "Our new hires are paid less than many first officers at fee-for-departure carriers, and our average compensation is half of what a comparable pilot receives at Delta, United, or Southwest."

Receiving the compensation and quality of life that they deserve was a driving force that led the pilots to approve a merger between the Frontier Airlines Pilots Association (FAPA) and ALPA in June 2016. The merger passed by an overwhelming 93 percent margin. Less than one year before, FAPA signed a service agreement with ALPA to provide expert assistance for the group's upcoming contract negotiations.

"It was immediately clear that we had made the right decision to retain ALPA once we saw the enormous resources the union brought to bear in support of our negotiators," said Ketchum. "It was a short step from signing the service agreement to recognizing that we wanted to be full members of the union."

FAPA's six-person board of directors transitioned into a nine-member MEC, with three new ALPA councils in Denver, Colo.; Chicago, Ill.; and Orlando, Fla. Several members of the incumbent FAPA board became MEC members and officers, and a full slate of newly elected MEC and Local Executive Council leaders took office in March simultaneously with the opening of contract negotiations.

The beginning of negotiations saw management

stalling for months before finally offering an unprecedented proposal to raise rates but create two separate pay scales based on whether a pilot was flying or performing other work, which the pilots strongly objected to. The pilots remain steadfast in their demand for the favorable pay, benefit, job-security, and work-rules patterns that exist for other pilots and are determined to be brought "into the pattern" of contracts at other carriers. The two sides are now in federal mediation.

The airline and the pilots are gearing up for arbitration over a 2011 letter of agreement in which the pilots sacrificed \$55 million in concessions as part of a bankruptcy restructuring. In return, the company agreed to open talks on higher pilot pay when it regained financial stability. But now that the airline is exceptionally profitable, management says "business conditions" prevent it from fulfilling its promise.

"As the lowest-paid A320 pilots in the country, our top priority is getting a new contract that is competitive and comparable to that of our peers."

After being acquired by Republic Air Holdings in 2009, Frontier was bought in 2013 by Indigo Partners, the same investors that once owned Spirit Airlines.

Indigo is transforming Frontier into a Spirit-style ultra-low-cost carrier, has installed former Spirit executive Barry Biffle as the airline's chief executive, and has plans to more than double Frontier's fleet and hire 300 new pilots in 2017 alone.

But to make those plans work, the airline will need pilots—and Ketchum warns that the intensifying market for pilots will make it hard for Frontier to retain even its current crews if the airline's wages stay stagnant.

"Frontier should be paying close attention to the prevailing industry wage patterns. Our outdated contract offers little to attract new pilots and currently offers equally little incentive for our existing pilot workforce to stay," he said. "The only way that Frontier can accomplish its growth plan will be to achieve a new pilot contract commensurate with our peers—and to do that as quickly as possible." ✈



At A Glance

PILOTS JOINED ALPA: The Frontier Airlines Pilots Association merged with ALPA on June 1, 2016

NUMBER OF PILOTS: More than 1,100

OPERATIONS: Frontier operates more than 275 flights daily to 55 destinations in the U.S., Mexico, Dominican Republic, and Cuba

HEADQUARTERS: Denver, Colo.

DOMICILES: Denver, Colo.; Chicago, Ill.; and Orlando, Fla.

FLEET: 65 Airbus A319s, A320s, and A321s, with options for 85 A319s, A320s, and A321neos from 2016 into the future



TOP: F/O Scott Brice in the cockpit.

LEFT: F/O Charlie Zebeau at John Wayne Airport.



At a Glance

NUMBER OF PILOTS: 644

HEADQUARTERS: Honolulu, Hawaii

OPERATIONS: More than 160 daily flights connecting six Hawaiian islands and more than 200 flights systemwide from Hawaii to 11 gateway cities on the U.S. mainland and to American Samoa, Tahiti, Australia, New Zealand, South Korea, Japan, and China

FLEET: 20 B-717-200s, 1 B-767-300, 7 B-767-300ERs, 23 A330-200s, 3 ATR 42-500s, and 2 ATR 72-212Fs. On order: 1 A330-200, 6 A330-800neos, and 18 A321neos

TOP Capt. Randy Taintor, front, the pilot group's Strike Preparedness Committee chairman, walks the picket line in Honolulu, Hawaii.

BELOW F/O Drew Everett, the Hawaiian pilots' Membership Committee chairman, at the Organization of Black Aerospace Professionals Convention.

HAWAIIAN

FIGHTING FOR FAIRNESS

BY RUSTY AYERS, ALPA SENIOR COMMUNICATIONS SPECIALIST

In the Hawaiian language, the word “pono” means righteousness or doing the right thing. As 2016 came to a close, resolute Hawaiian Airlines pilots were demanding pono from their management team, and warning future passengers that their upcoming travel could be at risk if pilots can't reach an agreement with the company on a new contract.

Even as the airline enjoys one of the highest profit margins in the industry, the company insists that, as a “leisure” carrier, pilots must work for less than other pilots, despite growing competition for aviators and recent jumps in pilot compensation at Hawaiian's key competitors.

“Our CEO is delusional. He believes we will accept a contract inferior to other professional pilots and wait another year to get it,” said Capt. Hoon Lee, the pilots' Master Executive Council (MEC) chairman. “The only thing that seems to have an effect on him is the threat of a looming work stoppage.”

Hawaiian reported record earnings in 2015; and through the third quarter of 2016, the company's results were even better. Over the last five years, the company has boosted its share price by more than 500 percent and more recently is one of the few airlines to improve its PRASM (passenger revenue per available seat mile) numbers.

The pilots and the company began talks on a new contract in May 2015. The pilots' goal was to conduct a streamlined negotiation with a limited number of issues in order to achieve an agreement by the contract amendable date of Sept. 14, 2016. The company, however, had other ideas.

Management sought dozens of changes—including concessionary proposals that it couldn't achieve during the



carrier's 2005 bankruptcy. Mediation began shortly after the contract became amendable, and by June 2016 the two sides were still so far apart that Capt. Tim Canoll, ALPA's president, requested the pilots be released from mediation.

In August, Linda Puchala, chairman of the National Mediation Board (NMB), began attending mediation sessions. In November, the NMB announced that further sessions wouldn't be productive and recessed talks to consider disposition of the case.

In December, Hawaiian pilots surprised management by picketing the company's Investor Day presentations in New York City and by meeting with investors and analysts in attendance that day. At the same

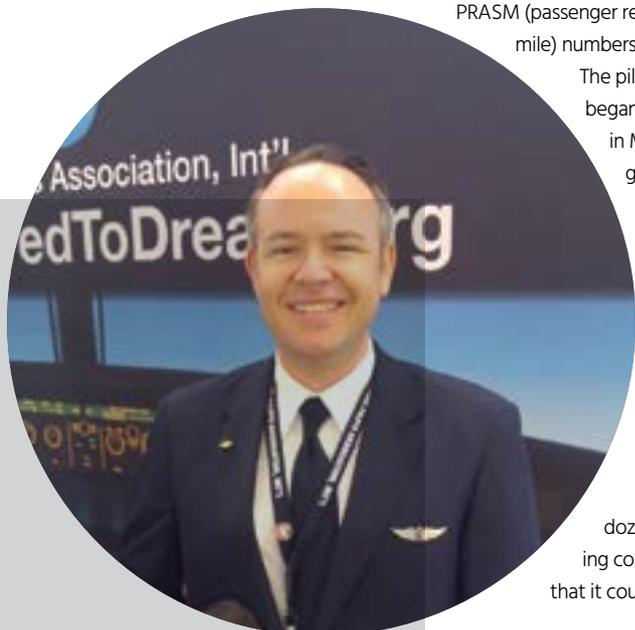
time, the MEC launched a new website, social media campaign, and online ad buys that have gotten millions of views and thousands of clicks and shares.

Hawaiian's almost 650 pilots have proven they're fully committed to striking if they're legally allowed to do so. Ninety-nine percent of the pilot group has voted in favor of a strike, and hundreds of pilots have shown their solidarity at informational picketing events in Honolulu, Hawaii, in March, May, and July. Armed with a \$2 million grant from ALPA's Major Contingency Fund, the pilots' Strike Preparedness Committee has had a strike operations center open in Honolulu since September.

Hawaiian will need to hire hundreds of new pilots over the next few years to replace retiring pilots and crew the new Airbus 321neos that are scheduled to arrive late in 2017. Without pay increases to keep pace with competitors who face the same hiring challenges, the MEC warns that Hawaiian will find it increasingly difficult to attract new hires, especially with Hawaii's high cost of living.

“There's no logical reason why our CEO refuses to compensate Hawaiian's pilots at the same level as our counterparts at other airlines who fly the same aircraft on the same routes,” Lee said. “The company pays market rates for aircraft, fuel, and gates; so particularly in a time of record profits, the airline will also have to pay market rates for its pilots.” ✈

“There's no logical reason why our CEO refuses to compensate Hawaiian's pilots at the same level as our counterparts at other airlines who fly the same aircraft on the same routes.”



Photos: Rusty Ayers



ISLAND AIR

REGAINING STABILITY

BY RUSTY AYERS, ALPA SENIOR COMMUNICATIONS SPECIALIST

The promise of “a new day at Island Air” finally started to become a reality in 2016 after several years of ongoing disappointment.

The regional carrier once known for its revolving door of executives—it’s had five CEOs in the past six years—has finally gained management stability, begun repairing its broken relationship with pilots, and is on the verge of a major expansion that will substantially improve its fleet and potentially double the size of its pilot workforce in 2017.

“It’s been a momentous year for sure,”

said Capt. James Morris, the pilots’ Master Executive Council (MEC) chairman. “We enthusiastically support 100 percent the path our new management is taking, and we’re looking forward to continuing the turnaround and growth of our airline in 2017.”

Island Air was on the verge of shutting down in 2013, when software billionaire Larry Ellison bought the carrier with an eye toward using it to shuttle guests from Oahu to his upscale resorts on the island of Lanai. Ellison’s managers abandoned virtually all of the carrier’s other routes, and Island Air racked up huge losses.

Ellison’s plan to replace the airline’s old and unreliable fleet of ATR 72s stalled, with a pair of Bombardier Q400s sitting unused in a hangar on the mainland even though some of the pilots had already been trained to fly them. Management tried to back away from the pay raises it had promised in the letter of agreement (LOA) that brought the new aircraft onto the property, and grievances started to pile up. Morale plummeted, and the MEC began encouraging pilots to explore moving on.

“Sixty percent of the group departed in just six months, and we were well on our way to going out of business,” Morris said.

Then in January 2016, Ellison sold a majority interest in the airline to a group of local investors. Three months later, CEO David Uchiyama, a former executive with the Hawaii Tourism Authority, was hired and immediately began mending fences with employees. The new owners began to refocus the airline and began rebuilding service to its core markets on Kauai, Maui, and the island of Hawaii.

Under Uchiyama, the company reached agreement on a contract extension that significantly increased

pilot pay while favorably settling all grievances and pending arbitrations. Island Air now has the fifth-highest starting pay among the 18 regional carriers operating in the U.S. In accordance with the pilots’ contract, the airline offers substantial retention bonuses for existing employees as well as relocation and retirement bonuses that boost new-hire total pay to more than \$47,000 per year.

In July, another major piece of the airline’s renaissance fell into place when the pilots and

the company agreed to a new aircraft transition LOA that will replace Island Air’s five ATR 72s with at least seven Q400s by mid-2017.

The newer, larger fleet should almost double the size of the pilot group and allow the airline to continue expanding its service. And thanks to CEO

Uchiyama’s investment in his pilot group,

Morris believes Island Air can be a competitive player in the tightening pilot marketplace.

“Our new contract is already paying dividends with pilot retention and recruitment, and we expect more good things to come,” commented Morris. “Our new owners have done a complete 180 from the past 18 months, and it’s amazing what wonderful things can happen when pilots are treated as part of the team.” ✈

“Our new owners have done a complete 180 from the past 18 months, and it’s amazing what wonderful things can happen when pilots are treated as part of the team.”



At A Glance

FOUNDED: 1980

PILOTS JOINED ALPA: 1989

NUMBER OF PILOTS: 35

OPERATIONS: Hawaii’s second-largest and second-oldest airline, Island Air operates more than 155 weekly flights between Honolulu International Airport and Kahului Airport on the island of Maui, Lihue Airport on the island of Kauai, and Kona Airport on the island of Hawaii

FLEET: Currently five 64-seat ATR 72s; the airline plans to replace the ATR fleet with seven 74-seat Bombardier Dash 8-Q400s in 2017

TOP: An ATR 72 on the Hawaiian island of Maui.

BELOW: An Island Air ATR 72-212 on final to Kahului Airport.





At A Glance

PILOTS JOINED ALPA: 1997

NUMBER OF PILOTS:
1,400—ALPA's largest Canadian pilot group

PILOT BASES: Vancouver, B.C.; Calgary, Alb.; Toronto Ont.; and Montreal, Que.

HEADQUARTERS:
Dartmouth, N.S.

OPERATIONS:
Approximately 10.2 million passengers annually, with 658 daily flights to 68 destinations across Canada and the U.S.

FLEET: 39 Q400 Next-Gens, 14 CRJ200s, 16 CRJ705s, 19 Dash 8-100s, and 28 Dash 8-300s

JAZZ AVIATION

GROWING AND BUILDING RELATIONSHIPS

BY CHRISTOPHER FREEZE, ALPA SENIOR AVIATION TECHNICAL WRITER

When the pilots of Jazz Aviation voted overwhelmingly to accept a new tentative agreement in early 2015, they secured a stable, long-term contract and with it a strong relationship with management.

The pilots' current agreement contains a career-progression mechanism that allows for Jazz pilots hired before the contract was ratified to move to Air Canada through the pilot mobility agreement; the agreement also includes improvements and protections for those pilots who choose to remain at Jazz. Also included is a flow incentive payment that compensates for the difference in pay between a Jazz captain and Jazz senior first officer and an Air Canada first officer for the first four years by supplementing the pilot's Air Canada salary. If the pilot declines the employment offer but agrees to retire from Jazz, the pilot can take the pay as a retirement bonus.

Although 250 pilots moved from Jazz Aviation to Air Canada through the pilot mobility agreement, the pilot group increased in size in 2016 due to the airline growing its capacity and introducing Q400s to its bases in Montreal, Que., and Vancouver, B.C., as well as returning CRJs to Vancouver. And in 2017, five more Q400s will be transferred to Jazz to cover Air

Canada Express routes.

"We gained 120 pilots even in the wake of closing the Toronto CRJ base and reducing the size of our Calgary operations, as growth in Montreal and Vancouver offset these unfortunate losses," said Capt. Claude Buraglia, the pilots' Master Executive Council (MEC) chairman. "However, we've lost some of our committee volunteers as pilots transition to Air Canada, and it's been difficult to replace them, but we're managing."

Due to a stable contract and growth of the airline, the pilots have strengthened their relationship with management and the Air Canada Pilots Association, the union that represents Air Canada pilots. In addition, the MEC continues to support ALPA's Canada Board and the Association's efforts to organize pilots who fly for Canadian carriers.

Buraglia commented that the pilots "are working on growth opportunities with the company and are hopeful that they will materialize." He also noted that "the MEC continues to work on strengthening communications with the pilot

group, including building a new, user-friendly MEC website and promoting our very active Family Awareness Committee activities."

Building a robust outreach program to reach younger generations, the MEC created Jazz Pilots For Kids, which is active in the Toronto, Ont., community. Pilot volunteers have been working with the Toronto Children's Breakfast Clubs, a charitable organization that believes every child is entitled to a nutritious breakfast, and were instrumental in organizing a successful winter coat collection drive, with other Jazz employees donating to the effort. These initiatives, due to their success in Toronto, are being duplicated and expanded to Montreal; Vancouver; Calgary, Alb.; and Victoria, B.C., where Jazz also has pilots.

In 2017, the MEC will reevaluate the pilots' strategic plan. "Our initial plan was created in 2011; and while we've done some maintenance over the years, we're in a different place now. It's time to reexamine our priorities and direction," said Buraglia.

Jazz Aviation pilots are hopeful that the airline will continue to grow and prosper in 2017. And from the looks of things, they have every reason to be optimistic. "I'm confident 2017 will be a good year," Buraglia stated. ✕

"Our initial plan was created in 2011; and while we've done some maintenance over the years, we're in a different place now. It's time to reexamine our priorities and direction."

BELOW: F/O Katie Mikkelsen stands in front of a Jazz Aviation Dash 8 at Montreal-Pierre Elliott Trudeau International Airport.





JETBLUE

UNITY SOARS AS PILOTS PURSUE FIRST CONTRACT

BY JULIA MAYES, ALPA SENIOR COMMUNICATIONS SPECIALIST

The pilots of JetBlue remain unified as they continue to negotiate their first contract since joining ALPA in 2014. With an average of 900 daily flights transporting more than 35 million customers annually, the airline's focus on customer service and on-time performance has helped JetBlue earn its twelfth consecutive customer satisfaction award from the J.D. Power 2016 North America Airline Satisfaction Study.

JetBlue serves nearly 100 cities and continues to grow its presence through the addition of partnerships with foreign carriers and new routes to Cuba, Latin America, and the Caribbean. In an environment of low oil prices and declining ticket prices, in 2015 JetBlue generated more than \$6.4 billion in revenue and reported pretax income of \$1.1 billion, excluding special items. Wall Street projections estimate that 2016 earnings will be near those for 2015.

But despite record profitability, in 2016 management imposed a reduction in the pilots' profit-sharing formula under the purview of the individual pilot employment agreements that each pilot currently has with the company. The move did, however, come with several negotiated tradeoffs in the form of a letter of agreement (LOA)—including an 8 percent pay rate increase, which was given to all other JetBlue employees, as well as additional holidays. Another key item in the LOA also stipulates that no additional modifications can be made to the profit-sharing formula outside of negotiations.

In the end, the pilots voted 97 percent in favor of ratifying the LOA without waiving any positions or rights in collective bargaining. In spite of the overwhelming support for the LOA, the company's unilateral change to profit sharing underscores the need for the pilot group to achieve a negotiated contract.

"Our pilots have earned a contract that reflects our contribution to JetBlue's success," said Capt. Patrick Walsh, the JetBlue pilots' Master Executive Council (MEC) chairman. "We're seeking significant improvements to pay, benefits, work rules, and job security."

Since the start of bargaining on March 31, 2015, the pilots' Negotiating Committee has pursued an aggressive negotiating schedule with the company that's led to tentative agreements on two-thirds of the contract. As they move into the final and most crucial contract sections,

the pilots have been engaging in extensive polling to guide the efforts of ALPA's negotiators.

Additionally, an interim agreement reached between the pilots and the company that allows for the enforcement of the pilot employment agreements under a Railway Labor Act system board process (a process that normally doesn't exist prior to reaching a full collective bargaining agreement) has allowed the JetBlue MEC Grievance Committee to secure a number of positive arbitration awards and settlements.

The MEC also continues to work with the airline to integrate select MEC committees into the company's day-to-day operation while fostering a professional working relationship with JetBlue's senior management—an important step in ensuring that the Association can play a role in providing the best future for JetBlue and its pilots.

While MEC leaders continue to focus on achieving the pilots' first contract, the airline expects to hire 400 additional pilots in 2017. Because the company has identified pilot recruitment as a potential future issue, it's launched a new recruitment and pilot training program called Gateway 7. "The MEC opposes the program on the grounds that the company receives thousands of applications from qualified pilots who have thousands of hours of experience. The solution to attracting and retaining pilots at JetBlue is a good contract, not special training," said Walsh.

But with their continued unity and perseverance, JetBlue pilots are optimistic that their goal of attaining a fair contract that reflects their contributions to the airline is on the horizon. ✈

"Our pilots have earned a contract that reflects our contribution to JetBlue's success. We're seeking significant improvements to pay, benefits, work rules, and job security."



At A Glance

PILOTS JOINED ALPA: April 2014

NUMBER OF FLIGHTCREW MEMBERS: 3,338

PILOT BASES: New York, N.Y.; Boston, Mass.; Fort Lauderdale and Orlando, Fla.; and Long Beach, Calif.

HEADQUARTERS: Long Island City, N.Y.

FLEET: A320s, A321s, and E190s



TOP Two JetBlue A320s at Ft. Lauderdale-Hollywood International Airport

LEFT An A320 taxiing at Los Angeles International Airport.



At A Glance

PILOTS JOINED ALPA: 1997 (became an ALPA-represented pilot group when the Canadian Air Line Pilots Association [CALPA] merged with ALPA)

NUMBER OF PILOTS: Approximately 70

PILOTS BASES: Vancouver, B.C., and Toronto, Ont.

HEADQUARTERS: Kelowna, B.C.

FLEET: Convair 580s and McDonnell Douglas DC-10s

KELOWNA FLIGHTCRAFT

PILOTS FINALLY EXPERIENCE POSITIVE TREND

BY KIMBERLY SEITZ, ALPA SENIOR COMMUNICATIONS SPECIALIST

The tumultuous uncertainty Kelowna Flightcraft pilots experienced in 2015 after the loss of their only flying contract finally began to dissipate during 2016 after their company secured a new cargo contract.

"Things have definitely stabilized from this time last year because of the new flying with Solar Cargo," said F/O Nathan Lewis, the pilots' Master Executive Council (MEC) custodian. KF Aerospace (formerly Kelowna Flightcraft Ltd.) signed a contract with the U.S. division of Solar Cargo that puts two of its McDonnell Douglas DC-10 freighters back to work in Miami, Fla.

In 2014, the airline lost its bid to retain its Canada Post Group of Companies service agreement to transport one million pounds of air freight each night across Canada with the exception of limited regional flying in British Columbia using the Convair 580. In November 2015, the company announced it would discontinue scheduled service with the DC-10 freighter and move to a strictly ad-hoc business model.

"At the time, we were told this was a profitable business plan and that our aircraft fit a 'niche' market that would prevent any layoffs," Lewis explained. However, in early

March 2016 the pilots received notification that the company had determined the DC-10 freighter program was no longer sustainable and that it would be suspending operations effective immediately, closing the Toronto, Ont., operations and parking the aircraft in Hamilton, Ont.

"It was a devastating loss that caused undeniable chaos," Lewis said, acknowledging the significant impact the situation had on the pilots.

"There will be growing pains with any new flying, but now that our flying is relatively stable, we'll begin working to rectify some operating issues in the new year. The MEC and management recognize that more operational issues may arise as we move forward, so both sides remain open to ongoing negotiations."

However, just one month later, the company announced it had signed an agreement with Solar Cargo to operate return flights two to three times per week to Lima, Peru; Bogota, Colombia; and Caracas, Venezuela.

According to Lewis, "That initial one-year contract was recently renewed for another year," which provides a degree of stability the pilots haven't experienced lately.

"Despite the turmoil and uncertainty that's plagued us during the past two years, the pilots continue to forge ahead flying with the utmost professionalism, focused on safety and efficiency," Lewis stressed.

To accommodate the new flying contract, Letter of

Understanding 3 addressed the company using previously qualified DC-10 pilots from the pilot seniority list out of seniority order until the airline's DC-10 simulator is operational.

"There will be growing pains with any new flying," Lewis added, "but now that our flying is relatively stable, we'll begin working to rectify some operating issues in the new year. The MEC and management recognize that more

operational issues may arise as we move forward, so both sides remain open to ongoing negotiations." According to Lewis, the new flying eliminated the need for additional furloughs, and the addition of a DC-10 simulator at the Kelowna, B.C., facility will result in recall notices being issued early this year and will resolve the out-of-seniority-order issue that arose with the new flying.

Due to the instability of the airline and issues with maintaining elected representatives, the MEC has been operating since October 2015 under ALPA custodianship, which is designed to allow the MEC the breathing room it needs to rebuild its volunteer infrastructure. In October 2016, the Executive Council passed a resolution to dissolve Council 212, so all of the pilots are now in Council 206. As this issue goes to press, the pilot group remains in custodianship, and no elections for new officers have been held.

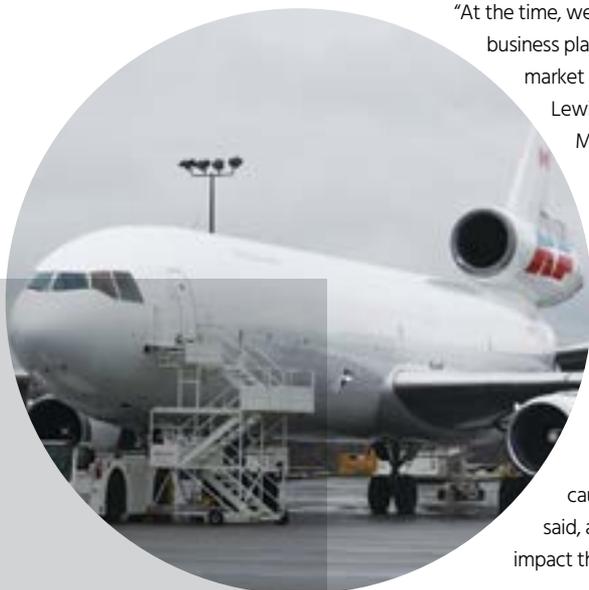
"Soliciting volunteers can be difficult during the best of times," commented Lewis, "but it's downright daunting when pilot group numbers plummet. Now that flying has stabilized and pilots can see a future with the airline, I expect the MEC may exit custodianship during 2017.

"We've experienced quite a bit of turbulence during the past two years as the company continues to find a sustainable business model for its aircraft division," Lewis concluded, "but I think it's finally on the right path." ✉



TOP: A night view of Bogota, Colombia, from a Kelowna Flightcraft flight to Miami, Fla.

BELOW: A Kelowna Flightcraft DC-10F at Hamilton John C. Munro International Airport.



MESA

TIRED OF WAITING

BY JEN LOFQUIST, ALPA SENIOR COMMUNICATIONS SPECIALIST

For any pilot group, contract negotiations can be a grueling, exasperating process. Each year without a contract is another year on the same pay scales with the same benefits. It's especially frustrating when other pilot groups are negotiating new agreements and expanding the pay gap even further. For the past six years, Mesa pilots have been trying to achieve a contract that would provide them with the security and pay rates that would ensure their future at the airline. Unfortunately, 2016 was just another year of waiting.

"We've now been in contract negotiations for six years despite one failed tentative agreement," said Capt. Andy Hughes, the pilots' Master Executive Council (MEC) chairman. "While other airlines are getting agreements, we're still waiting for a fair and equitable contract."

In early December, the pilots held their first picketing event since contract talks resumed almost one year ago at George Bush Intercontinental Airport in Houston, Tex., a hub of operations for United Airlines whose express routes Mesa flies. More than 70 pilots picketed both outside airport property and inside the terminals to demand a new contract now. Accompanied by an aggressive communications campaign and a grant from ALPA's Major Contingency Fund, pilot leaders are putting pressure on the company to come to the table with a ratifiable agreement.

Mesa pilots are some of the lowest paid in the fee-for-departure segment of the industry. In fact, some Mesa pilots make only half as much as pilots flying the same routes on the same types of aircraft. The pilots' benefits also significantly lag behind those of other fee-for-departure pilots. A first officer with a family of four can spend the vast majority of his or her pay simply paying for company-provided health care, so many pilots are rejecting the high cost of Mesa's health care and are seeking outside coverage or going on a spouse's coverage.

"A first-year first officer can make as little as \$22,000 a year," said Hughes. "If the first-year pilot has a family of four, this puts him or her well under the federal poverty line. The pilot is also coming out of flight school with potentially

\$100,000 of education debt that he or she must try to pay off while making less than half the median income in Mesa's home state of Arizona."

Given the low pay rates, the company has been coming up with new ideas to attract and fill its new-hire classes, resulting in approximately 340 pilots being hired in 2016. Mesa's corporate website touts that the airline will pay new-hire pilots \$30,000 of incentives and promises quick upgrades.

"While Mesa is spending its time making promises and commitments to pilots not even yet on the property," said Hughes, "it's been failing to recognize the contributions of the pilots who've built

"In just the last few years, we've seen Mesa invest millions of dollars in new aircraft. It's time that this company invests in the pilot group with a contract that brings every Mesa pilot up to the industry average for the fee-for-departure segment. It's time for a contract—and we're tired of waiting."

this airline over decades of hard work and commitment. Rather than making Mesa an attractive place to work for all pilots, it's expending energy and funds into luring new pilots into new-hire classes."

The airline has been able to provide these quick upgrades because it's been adding new airplanes. Over the past three years, Mesa has doubled the size of its fleet.

This growth has led to a flurry of hiring—but no increase in pay for the pilots, many of whom have been on the property for decades. Instead, the company has touted growth and expansion but has dragged its heels at the negotiating table.

"In just the last few years, we've seen Mesa invest millions of dollars in new aircraft," said Hughes. "It's time that this company invests in the pilot group with a contract that brings every Mesa pilot up to the industry average for the fee-for-departure segment. It's time for a contract—and we're tired of waiting." ✈



At A Glance

PILOTS JOINED ALPA: 1987

NUMBER OF PILOTS: More than 1,250

PILOT BASES: Dallas–Fort Worth and Houston, Tex.; Phoenix, Ariz.; and Washington, D.C.

HEADQUARTERS: Phoenix, Ariz.

OPERATIONS: Mesa Air Group operates as American Eagle and United Express. It serves the U.S., Canada, and Mexico with 600 daily departures

FLEET: 1 CRJ200, 20 CRJ700s, 64 CRJ900s, and 48 ERJ 175s

TOP: Capt. Laura Woods is interviewed by a television station in Houston, Tex., during the pilots' picketing event last December.

BELOW: A Mesa aircraft sits at the gate at Washington Dulles International Airport.



At A Glance

PILOTS JOINED ALPA: 1984

NUMBER OF PILOTS: 475

HEADQUARTERS: Salisbury, Md.

PILOT BASES: Harrisburg and Philadelphia, Pa.; Roanoke, Va.; and Salisbury, Md.

OPERATIONS: One of three wholly owned subsidiaries of American Airlines, Inc., Piedmont transports more than 3 million passengers a year, flying approximately 380 flights a day to 53 destinations

FLEET: 12 E145s and 43 Dash 8s

TOP: A new Piedmont E145 sits on the ramp at Harrisburg International Airport.

BELOW: Preparing for a test flight at Salisbury–Ocean City Wicomico Regional Airport.



PIEDMONT

NEW EQUIPMENT SPARKS GROWTH, GROWING PAINS

BY JOHN PERKINSON, SENIOR STAFF WRITER

It's fair to say that the pilots of Piedmont Airlines have been experiencing the same challenges as pilots from other North American fee-for-departure (FFD) carriers—but with a twist. While many regional airlines find themselves needing to attract new-hire pilots to make up for those moving to mainline operations, Piedmont is also in the process of transitioning from turboprops to an all-jet fleet.

Not surprisingly, the change from Dash 8s to E145s has significantly increased the airline's workload, affecting issues ranging from the carrier's evolving route structure to efforts to open a new maintenance facility in Richmond, Va. Capt. Bruce Freedman, the pilots' Master Executive Council (MEC) chairman, noted that throughout 2016, the pilot group was busy negotiating letters of agreement (LOAs) to help address the many issues this changeover has produced.

Contract improvements include LOA 23, which addresses pay, staffing, and operation of the new E145s, as well as LOA 25, which incentivizes pilots to continue flying the

Dash 8 while it remains on the property.

"We're scheduled to receive a minimum of 20 jets but are expecting a total closer to 30," said Freedman.

With this growth, the Dash 8 crew base in Harrisburg, Pa., is closing in February. The Dash 8 pilot domiciles are scheduled to be phased out in Salisbury, Md., and Philadelphia, Pa., by the end of 2017, and the Roanoke, Va., base will close sometime in 2018. Currently, Piedmont's only E145 pilot domicile is in Philadelphia.



The airline projects that its pilot ranks will need to grow from the 475 aviators it has now to 600 by the end of 2017. To train these new hires, Piedmont is using E145 desktop training stations coupled with a full-size Embraer cabin trainer at its training facility in Charlotte, N.C., until an E145 full-motion simulator is installed later this year.

Freedman noted that while Piedmont has been training 20-plus pilots a month, it's also been forced to contend with attrition. In addition to those who have independently left the company to pursue other flying opportunities, as many as four senior pilots are transitioning to American Airlines a month as part of a flow-through agreement that the pilots negotiated with the carrier.

To entice recruits, last year the pilots and management negotiated LOA 24 to enhance the pilot recruitment

incentive program. First-year first officers now earn third-year E145 pay rates. On their first anniversaries, these pilots then jump to fourth-year E145 rates. In addition, there's a \$15,000 signing bonus for new hires, with another \$5,000 for pilots who have previous FAR Part 121 flying experience. As part of the LOA, the pilots also negotiated a new retention bonus program for veteran first officers and captains, comparable to

what other FFD airlines provide.

Even with all of this activity, Freedman acknowledged that the pilots' relationship with management is not as cordial and open as it has been in recent years. He noted that the company has been preoccupied with the introduction of the jet program, adding, "We don't have a lot of grievances at this time, but we've faced our share of problems and have been pushed to the edge on several occasions."

Freedman said that one of the biggest challenges for the pilot group has been balancing the priorities of the junior pilots, many of whom view Piedmont as a stepping-stone, with more senior members who plan to retire from the carrier. He remains hopeful that with the ongoing turnover in the MEC committee ranks newer members will recognize the importance the committees play and—like their recent peers—get involved.

"Even if your plan is to flow up to American as fast as possible, I encourage our more junior members to learn more about this union and to give something back to the larger pilot group by volunteering while they're here," Freedman said. ✉

"Even if your plan is to flow up to American as fast as possible, I encourage our more junior members to learn more about this union and to give something back to the larger pilot group by volunteering while they're here."





PSA

A UNIFIED FRONT

BY JULIA MAYES, ALPA SENIOR COMMUNICATIONS SPECIALIST

Thanks to the unity and determination of the PSA pilots and their Master Executive Council (MEC) leaders, the pilots are facing the future with renewed confidence and optimism.

During the last year, the pilots' relationship with management has become generally positive and productive, resulting in several major gains for the pilots.

The number of outstanding grievances has dropped drastically as the airline and the pilots have been able to fairly expedite the resolution of cases. The pilot group also successfully navigated an agreement with important quality-of-life improvements that ensure all pilots on the property received new uniforms at no cost or through a deduction from pilot uniform accounts. This deal saved the pilot group an estimated \$1.1 million. Other improvements include a new commuter hotel benefit program that provides pilots with as much as \$250 per month.

Yet for much of the past year, PSA has struggled to increase the size of its pilot group to meet its jet delivery schedule. Over the last three years, the airline has lost nearly 600 pilots to attrition with more than 50 percent of the pilots leaving before completing their first year, and nearly 65 percent doing so within their first two years.

In late 2016, American Airlines Group, the parent company of PSA, rolled out retention bonus programs at all three of its wholly owned carriers. The package for PSA's first officers amounted to \$20,000 paid over two years and \$7,500 for captains paid in three installments throughout 2017. But many of the PSA pilots worry the bonuses are too easily viewed as sales gimmicks that ultimately fail to help the airline curb long-term attrition. Unfortunately, American Airlines Group continues to resist the pilots' argument that while bonuses implemented in the later part of the year aided in temporary recruitment, the solution to hiring and retention issues is an overall improved compensation package.

"Making permanent contractual improvements rather than temporary improvements to compensation is the only way to effectively combat attrition and improve our ability to attract and retain pilots at PSA," said Capt. Travis Ricks, the pilots' MEC chairman. "Real contractual improvements benefit not only PSA pilots, but also raise

the bar for the entire industry."

Soon after implementing the retention bonus program, PSA increased the signing bonus for new-hire first officers by an additional \$1,520, bringing first-year first officer compensation to near the top of the regional industry pay scale. The pilots' flow-through agreement with American Airlines implemented in September 2015 is another factor that could help attract new hires to the airline. Pilots with about nine years of seniority are currently moving up to American. If attrition stays at the current level, new hires can expect to flow through to American in approximately six to seven years.

"By attracting and retaining pilots, we hope to eventually increase the rate at which PSA pilots flow to American."

"By attracting and retaining pilots, we hope to eventually increase the rate at which PSA pilots flow to American," Ricks said. "In the meantime, we'll continue advising management that in order to have successful recruitment and retention, PSA needs to make permanent improvements to the pilots' collective bargaining agreement."

In an effort to support the company in attracting new flightcrew members, the pilots are launching a new educational website for the general public in 2017. PSAContractNow.com will offer details on the pilot group's collective bargaining agreement, give updates on the top issues facing pilots, offer insights into the work life of pilots flying for a regional carrier, and feature the *State of the Union* publication.

"We're hopeful that 2017 will see additional pilots hired on at PSA and that we'll continue our productive relationship with management, which will benefit both our pilot group and the airline," commented Ricks. ✈



At A Glance

NUMBER OF PILOTS:
Nearly 1,200

PILOT BASES: Charlotte, N.C.; Cincinnati and Dayton, Ohio; Knoxville, Tenn.; and a base opening in Washington, D.C., in March

OPERATIONS: PSA Airlines, Inc. is a wholly owned subsidiary of American Airlines Group, serving more than 80 destinations in more than 30 states

FLEET: 35 CRJ200s, 26 CRJ700s, and 54 CRJ900s

TOP: A PSA CRJ900 at dawn at Charlotte Douglas International Airport.

BELOW: PSA aircraft lined up at Gates E22 through E26 at Charlotte Douglas International Airport.





At A Glance

PILOTS JOINED ALPA: 1996

NUMBER OF PILOTS: 1,483

PILOT BASES: Atlantic City, N.J.; Chicago, Ill.; Dallas, Tex.; Detroit, Mich.; Ft. Lauderdale, Fla.; and Las Vegas, Nev.

HEADQUARTERS: Miramar, Fla.

FLEET: 29 A319-100s, 45 A320ceos, 5 320neos, and 16 321ceos with an additional 16 A321ceos and 6 A320neos on order

TOP: Capt. Paul Slotten, a member of the Spirit Negotiating Committee, addresses pilots as they prepare to make their voices heard at a Spirit shareholders meeting in June.

RIGHT: F/O Brian Coley and Capt. Jasen Cleary hold a banner outside Spirit company headquarters in December.

BELOW: Capts. Craig DeVries and Brian Pemberton toast to the start of a day of flying.



SPIRIT

'WHATEVER IT TAKES'

BY JEN LOFQUIST, ALPA SENIOR COMMUNICATIONS SPECIALIST

In early December 2016, more than 200 Spirit pilots gathered over two days at Spirit company headquarters in Miramar, Fla., to conduct informational picketing—making their voices heard in support of an industry-standard contract. As the year closed, the pilots found themselves in familiar territory—building on their unity to achieve the contract they've earned.

"Spirit pilots have a strong history of unity," commented Capt. Stuart Morrison, the pilots' Master Executive Council (MEC) chairman. "Even as we've grown, added pilots and aircraft, and expanded domiciles, our core value of speaking with one voice and acting as one union hasn't wavered. Instead, we've grown stronger and more unified.

This strength has been fortified by a campaign of events organized by the pilots' Strategic Planning and Strike Committee (SPSC), which adopted the slogan "Whatever It Takes" during summer 2016. Over the latter half of the year, the SPSC organized picketing events as well as pilot unity building and Family Awareness events. The SPSC held events not only at pilot domiciles, but also

where the pilots live, including such cities as Minneapolis, Minn., and Orlando, Fla., away from the main domiciles—an approach that allowed more of their pilots to attend.

"As we've grown, our pilots have become more spread out across the country," said Morrison. "If we only held events in domiciles, we wouldn't be able to include those pilots who commute from homes outside of the bases. Instead, our SPSC made a concerted effort to expand our



map, even if it meant hosting smaller events. We wanted every pilot to be a part of this."

In addition to the smaller events, there have also been larger pilot gatherings, showcasing pilot unity and strength. In June, Spirit pilots convened at the annual shareholders meeting at a hotel in Houston, Tex. The pilots lined the hallways as shareholders entered their meeting room—making the message of "Contract Now" hard to ignore. In October, a line of pilots stretched across the entrance of Terminal C at Dallas-Fort Worth Airport in Texas. They made an impressive showing in Dallas, a relative newcomer to the Spirit list of domiciles, where they held their first informational picketing since 2010.

"Even as we've grown, added pilots and aircraft, and expanded domiciles, our core value of speaking with one voice and acting as one union hasn't wavered."

These events have been supported by a campaign of visible unity, including lanyards, luggage tags, and handle wraps all featuring "Whatever It Takes" in hard-to-miss neon green. As new pilots are hired, the pilot group makes sure they are given a green lanyard to wear on the line.

"We wanted this campaign to be visible at every level," said Morrison. "From

our bags to our signs to our lanyards, it all reiterates our commitment to a new contract."

While the SPSC has been building unity, the Negotiating Committee has been at the bargaining table demanding a contract that includes industry-standard compensation, including pay rates, profit sharing, and retirement. According to Morrison, some Spirit pilots, depending on their longevity, make less than half of what their peers make flying similar routes on similar aircraft. In July, after negotiations stalled, both sides requested mediation from the National Mediation Board and have since been meeting in regular mediated sessions.

"Spirit Airlines continues to be an industry leader in revenue growth and profitability, while Spirit pilots' compensation lags behind. Addressing this inequality has been our main goal," acknowledged Morrison, who also serves on the Negotiating Committee. "It's simply unacceptable that Spirit pilots continue to subsidize industry-leading growth and profitability with industry-lagging pay rates, retirement, and nonexistent profit sharing. To accept less than industry-standard would undervalue not only our contributions to Spirit Airlines, but also our profession as a whole."

As 2016 closed, Spirit pilots continued to stand firm for a contract that recognizes their role in helping Spirit Airlines grow in both size and profits and are willing to do whatever it takes to achieve it. ✈



Top and right photos: Jen Lofquist

SUN COUNTRY

SUSTAINING SUCCESS

BY RUSTY AYERS, ALPA SENIOR COMMUNICATIONS SPECIALIST

Following up on the success of their 2015 contract negotiations, the pilots of Sun Country Airlines spent 2016 improving their union operations on all levels: recruiting new volunteers, strengthening their committee structure, welcoming new-hire pilots, and initiating new programs.

Finally having industry-standard pay and benefits has lent stability to Sun Country, just as pilots accurately predicted as they fought for a new contract after more than four years of negotiations. Relations with management had improved for a time but has hit some trouble spots lately, as the airline adapts to new infrastructure and recruits new pilots to fuel its expansion plans.

"After a hopeful start to 2016, we've recently been experiencing a different attitude with management," said Capt. Brian Roseen, the pilot's Master Executive Council (MEC) chairman. "The company has hired new management staff, and much of the new corporate structure has made it more difficult to address and resolve pilot issues. We hope that management will begin to demonstrate a desire to work with us again to grow and improve our airline's operations."

Pilots ratified their new five-year agreement in October 2015 by an 87 percent margin, with 94 percent of the group's 250 members casting ballots. The deal included 20 to 30 percent pay increases on the November 1 signing date, with additional across-the-board raises totaling 21.5 percent over the remaining four years of the contract. Other compensation was also increased, as well as company retirement contributions.

After conducting contract education in the closing months of 2015, the MEC opened the new year by announcing that the FAA had approved their joint Flight Operations Quality Assurance (FOQA) program. While FOQA is a common safety element at many other airlines, the MEC had withdrawn its support from Sun Country's program in 2015, fearing it could be used punitively, but discussions on improving FOQA have resumed.

At the start of 2016, the company and the pilots began holding monthly meetings to exchange ideas and concerns, and management began inviting MEC committee chairmen to participate in relevant meetings. Manage-

ment also agreed to increase the amount of time that the MEC is allotted to meet with new-hire pilots during initial training.

At midyear, the MEC unveiled a new Community Involvement Committee, a joint union-company committee, to encourage pilots to support philanthropy in the Minneapolis, Minn., area. The committee formalizes what had previously been ad-hoc volunteer programs by individual pilots, including Roseen, who had personally raised \$200,000 to build a specially equipped baseball field for disabled children.

The committee's first event was to recruit Sun Country pilots to assist young players in the Miracle

League youth baseball program. It also supported Girls in Aviation Day at a local airport. The committee plans to sponsor four events per year and to provide immediate disaster response for local emergencies.

Sun Country, the third-largest carrier at Minneapolis-St. Paul International Airport, is looking to create a niche not as a low-cost airline, but as what CEO Zarir Erani refers to as a "value based" carrier for Minnesota and the Midwest. But a potential roadblock is pilot recruitment. Pilot hiring, stagnant when Sun Country was among the worst-paying B-737 operators nationwide, picked up for a while at the beginning of 2016. Unfortunately, like other regional carriers, the airline is now back to having difficulty filling its new-hire classes.

"Our first-year pay is now lower than what some of the regionals are paying, and we still require training contracts," Roseen noted. "We hope that management will take our advice and eliminate the contracts to make the airline more desirable to pilots who may be attracted by the ability to live in base in Minneapolis." ✉

"The company has hired new management staff, and much of the new corporate structure has made it more difficult to address and resolve pilot issues. We hope that management will begin to demonstrate a desire to work with us again to grow and improve our airline's operations."



At A Glance

FOUNDED: 1982

PILOTS JOINED ALPA: 1996

NUMBER OF PILOTS: Approximately 300

PILOT BASE: Minneapolis-St. Paul, Minn.

OPERATIONS: Based in Mendota Heights, Minn., Sun Country flies scheduled service to 38 destinations in the U.S., Mexico, Costa Rica, and the Caribbean, 16 of which are operated year-round. The airline also operates vacation, sports, and military charter flights to numerous locations worldwide and is a leading operator of "Honor Flights" for veterans. It was one of the first U.S. airlines granted permission to fly scheduled service to Cuba

FLEET: 23 B-737NGs, with more aircraft leased seasonally

TOP: A Sun Country B-737NG climbs out from Minneapolis-St. Paul International Airport.

BELOW: Sun Country is one of the largest occupants of Minneapolis-St. Paul International Airport's Terminal 2.





At A Glance

FOUNDED: 1982
 PILOTS JOINED ALPA: 1994
 NUMBER OF PILOTS: 521
 PILOT BASES: Chicago, Ill.; Denver, Colo.; Raleigh/Durham, N.C.; St. Louis, Mo.; and Washington, D.C.
 HEADQUARTERS: Bridgeton, Mo.
 OPERATIONS: Serving more than 3.5 million passengers annually, with more than 230 daily flights providing service to more than 70 cities in North America
 FLEET: 81 ERJ 145s

TRANS STATES

NEW PILOTS KEY TO AIRLINE'S CONTINUED GROWTH

BY JOHN PERKINSON, SENIOR STAFF WRITER

“**T**rans States is growing exponentially,” said Capt. Neil Butler, his pilot group’s Master Executive Council (MEC) chairman, noting that “we’ve added 25 planes since the end of 2015.” The airline has expanded its route structure from Maine to Utah, opening new bases in Denver, Colo., and Raleigh–Durham, N.C. The sky would seem to be the limit for this United Express and American Eagle carrier but for this stumbling block: the inability to attract and retain line pilots, so much so that it’s difficult for the MEC to maintain its pilot committee and leadership structure.

“We’re in the same situation as most U.S. fee-for-departure (FFD) airlines,” said Butler. “Management would like to run two new-hire classes a month with 20 pilots a piece, but we’re closer to eight total pilots per month. Couple this with attrition due to hiring at the mainline carriers, and you can see where the challenge lies,” he remarked.

Accordingly, Trans States has taken significant steps to improve the airline’s appeal to potential job candidates, which resulted in more than 100 pilots being hired last year.

Just three weeks after the pilots’ contract became amendable last summer, the pilots and management completed negotiations for a three-year extension that contained numerous improvements, including what was then the highest first-year, first officer pay rate (\$35.81 per hour) in the U.S. regional airline industry. And the talks didn’t stop there. “We’re in the process of negotiating a competitive

new-hire and retention bonus program,” said Butler. “We currently have one, but it’s not in line with the rest of the regional industry.”

In addition, Trans States has also been actively seeking new sources for pilot recruits. The airline has signed a partnership with Southern Illinois University and has been working with companies like Florida-based Epic Flight Academy to establish a pipeline for new recruits.

Butler acknowledged that the pilots have a good working relationship with management, noting that the current number of grievances is “manageable” and that the atmosphere “is not as punitive as it once was.” He attributed the difference to changes in management, including individuals like Director of Flight Operations Keith Stamper. “Keith and the rest of our management team seem more willing to work with us,” Butler commented.

“We’re in the process of negotiating a competitive new-hire and retention bonus program,” said Butler. “We currently have one, but it’s not in line with the rest of the regional industry.”

The pilots and management continue to negotiate the terms of a letter of agreement to implement a preferential bidding system (PBS). A protocol letter of agreement signed in August 2016 allows for a six-month PBS trial period, after which pilots

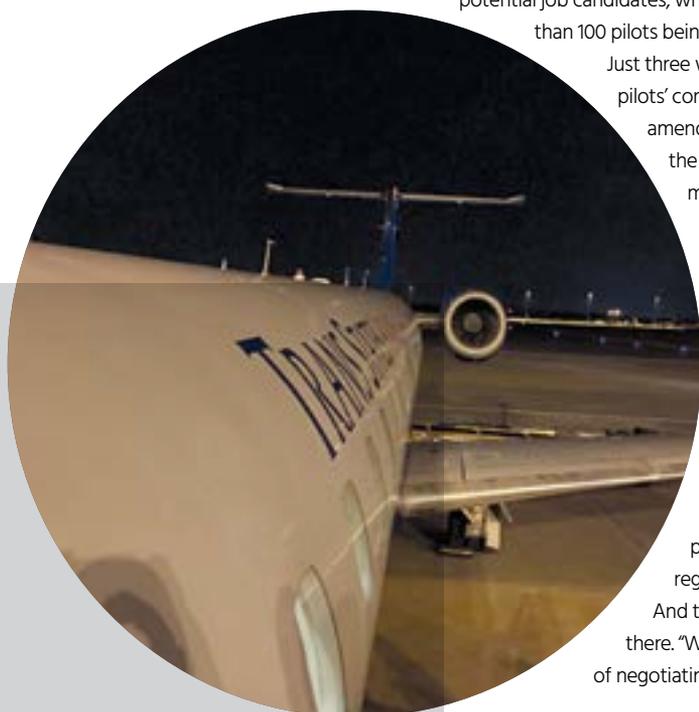
will vote whether to permanently implement PBS along with other contractual improvements. However, this situation has been complicated by the company’s implementation of IOCC, a pilot scheduling software, which has created additional hurdles for the pilot group’s Scheduling Committee.

Consequently, the majority of pilot grievances stem from scheduling and payroll issues, and management announced late last year that it was employing a third-party application to help solve pay transparency concerns. The pilot group’s November 21 *MEC Update* noted, “The e-mails we are receiving from pilots have proven instrumental in identifying and resolving the majority of these issues.”

The introduction of a new aircraft type is also on the airline’s horizon. In October 2009, Trans States Holdings, Inc.—which owns Trans States, Compass, and GoJet—announced plans to purchase 50 Mitsubishi MRJ90s with options to buy 50 more. This deal comes with a conversion clause, allowing the company to opt for the manufacturer’s smaller 76-seat MRJ70s. Of the 50 firm orders, Trans States is slated to receive 20, with deliveries slated for late 2018 or early 2019. ✈

TOP: An ERJ 145 on approach to Washington Dulles International Airport.

BELOW: A Trans States airplane sits at the gate at Washington Dulles International Airport.



Top photo: Wikimedia Commons, bottom photo: Kimberly Seitz

UNITED

PILOTS CONTINUE LEADERSHIP ROLE ON CAPITOL HILL

BY C. DAVID KELLY, ALPA SENIOR COMMUNICATIONS SPECIALIST

In October 2016, members of the United Master Executive Council (MEC) proudly stood before their fellow ALPA pilot leaders at the Association's 46th Board of Directors meeting in Washington, D.C., as they again accepted the J.J. O'Donnell trophy, which recognizes the pilot group that led the Association in contributions and commitment to ALPA-PAC over the past year.

Receiving this award for the second straight year is a source of pride for the United MEC officers, MEC members, and the pilots they represent. Their real satisfaction, however, derives from the knowledge that the trophy represents the continuing leadership role the pilots play in fighting for the airline piloting profession, whether it's at the bargaining table or in the halls of government in Washington, D.C.

"Awareness of and involvement in the political issues that impact our careers are paramount for United pilots," said Capt. Todd Insler, the pilots' MEC chairman and long-time ALPA volunteer. "Since ALPA's inception, the United pilots have been leading the charge to protect pilots' rights and improve the lives of not just United pilots, but those of all airline pilots. This is who we are, and this is what we will continue to do." Insler added, "Recognition of our work through the J.J. O'Donnell trophy is appreciated, and the quest to be next year's winner will inspire new-hire pilots and other pilot groups to get involved in the legislative and governing process."

Nine United Local Executive Councils (LECs)—Council 5 (NYC), 11 (DCA), 12 (ORD), 33 (DEN), 34 (SFO), 57 (LAX), 93 (DEN training center), 172 (CLE), and 173 (Guam)—were also honored with ALPA's Key Men Society Award, which

recognizes LECs with the highest percentage of PAC participation among their members.

On the legislative front, United pilots continue to mobilize to reverse the Department of Transportation's (DOT) decision to grant a final order to allow Norwegian Air International (NAI) to operate into the United States. "This flawed ruling circumvents important labor provisions of the Open Skies agreement. We vehemently disagree with the DOT's decision, which is nothing but a slap across the face to the entire U.S. aviation industry," said Insler, who led a large contingent of United pilots to the White House in 2016 to call on the Obama administration to enforce the U.S.-EU Air Transport Agreement, defend fair competition, and to deny NAI a foreign air carrier permit.

"Since ALPA's inception, the United pilots have been leading the charge to protect pilots' rights and improve the lives of not just United pilots, but those of all airline pilots. This is who we are, and this is what we will continue to do."

Insler has vowed to continue fighting the DOT's decision on NAI, which will impact each pilot and all aviation workers. "We will commence a fierce appeal directly to Capitol Hill and the White House," stated Insler, "and will fully utilize any legal recourse we have."

On the bargaining front, with the Jan. 31, 2019, amendable date for the United pilot agreement approaching, the United MEC already is preparing for the next round of negotiations. In November, the MEC called a special session to conduct strategic planning with an emphasis on collective bargaining. And a local council contract survey was launched in October, giving the pilots their first opportunity to weigh in on what they'd like to see in their next contract.

In early October, United pilots said goodbye to Capt. Roger Hall, who passed away after a lengthy illness. He led United pilots through the strike of 1985 and helped defeat United management's attempt to impose a two-tier wage system.

Hall, who, according to Insler, "set the gold standard for unionized labor and whose legacy continues to inspire us," had a long history of ALPA service, including his positions as local council representative, United Negotiating Committee chairman, United MEC chairman, and ALPA first vice president. [✉](#)

At A Glance

PILOTS JOINED ALPA: 1931-1932

NUMBER OF PILOTS: Approximately 12,500

PILOT BASES: Chicago, Ill.; Cleveland, Ohio; Denver, Colo.; Guam; Houston, Tex.; Los Angeles, Calif.; New York City, N.Y.; San Francisco, Calif.; and Washington, D.C.

HEADQUARTERS: Chicago, Ill.

FLEET: A319s, A320s, B-737s, B-747s, B-757s, B-767s, B-777s, and B-787s



BELOW: Members of the United Master Executive Council with the J.J. O'Donnell Trophy.



At A Glance

PILOTS JOINED ALPA: 2015

NUMBER OF PILOTS: More than 700

HEADQUARTERS: Burlingame, Calif.

OPERATIONS: Virgin America operates more than 180 daily flight serving 24 destinations

FLEET SIZE: 63 A320s and A319s

VIRGIN AMERICA

MERGING AHEAD

BY KATY ADAMS, ALPA SENIOR COMMUNICATIONS SPECIALIST

In the summer of 2015, Virgin America pilots overwhelmingly voted to join the Air Line Pilots Association. Following interim Master Executive Council (MEC) member and officer elections, a Contract Study Committee was created to begin preparing for the pilots' first collective bargaining agreement. After permanent representatives and officers were elected, and the Contract Study Committee became the Negotiating Committee, the team prepared for negotiations that began in February 2016.

"We had a mandate from our pilots," said Capt. Joe Youngerman, the pilots' MEC chairman, "to obtain a fair contract by April 2017. We recognized that this was an aggressive timeline. But management provided us raises each April, which ceased when we joined ALPA, and we weren't prepared to go two years without any cost-of-living increases." While negotiations began smoothly and great progress was being made, three months into that process Alaska Airlines management announced that it was acquiring Virgin America. "Talk about a course correction!" said Youngerman. "While we had budgeted for an aggressive negotiating timeline, we weren't prepared to increase our negotiating schedule, staff a Merger Committee, and hold many more MEC meetings given that we work for an airline that's chronically understaffed, making ALPA trip drops difficult and our work time somewhat limited."

Yet despite these challenges, the MEC leaders began working with their new ALPA brothers and sisters at Alaska Airlines to begin the numerous tasks involved with merging two pilot groups. One of the first objectives was naming a Joint Negotiating Committee that would be charged with negotiating a transition and process agreement (TPA) with both managements that would function as the blueprint for how the pilot groups would be merged under a single joint collective bargaining agreement. The Joint Negotiating Committee began negotiating the TPA with management in August, and in December the two MECs approved the TPA that provides an aggressive schedule for bargaining a joint collective bargaining agreement.

"We had a mandate from our pilots to obtain a fair contract by April 2017. We recognized that this was an aggressive timeline. But management provided us raises each April, which ceased when we joined ALPA, and we weren't prepared to go two years without any cost-of-living increases."



This year will likely be just as demanding as the Virgin America pilots continue to work to integrate with the Alaska pilots. "Both groups have worked very well together, and we see tremendous value in the merger," Youngerman noted. "We know the merger of these two top-rated airlines can be incredibly successful. This success will require management to share our commitment to get the work done in a timely manner and to acknowledge that the industry has changed—and that our compensation and quality of life must change to keep us aligned with our peers."

"We stand ready to secure a contract that allows the combined airline to thrive, but also recognizes the contribution the Virgin America pilots make to that success," Youngerman added. "Our pilots have faced a lot over the last few years, but have continued to remain highly unified and supportive of the MEC and our negotiators, which makes obtaining a joint collective bargaining agreement even more important. Our group deserves to be treated and paid fairly, and we're united with the Alaska pilots in securing this outcome."

Once the joint collective bargaining agreement is finalized, the pilot group will focus on combining seniority lists and merging the MECs. "We also look forward to continuing to cultivate a cooperative, professional, and beneficial relationship with the Alaska pilot group and management," noted Youngerman.

In addition to focusing on securing a joint collective bargaining agreement and merging with the Alaska pilots, the MEC continues to handle daily issues on behalf of the pilot group. During the past year, the MEC negotiated several letters of agreement that provide an interim dispute-resolution process, scheduling improvements, and agency shop rules. The agency shop provision ensures that each Virgin America pilot participates financially in supporting the work being done on the pilots' behalf by their elected representatives and their committees. ✈

Top photo: Katy Adams, bottom photo: https://commons.wikimedia.org/wiki/User:Eric_in_SF

TOP: The Virgin America Master Executive Council (MEC) and Negotiating Committee meet in Seattle, Wash., for a special MEC meeting in January.

BOTTOM: "Air Colbert," the aircraft used on Virgin America's inaugural flight, on the ground at Seattle-Tacoma International Airport.





WASAYA

ELEVEN DAYS TO A NEW CONTRACT

BY JEN LOFQUIST, ALPA SENIOR COMMUNICATIONS SPECIALIST

As 2016 began, Wasaya pilots had just served notice to the company that it was time to bargain for their third contract on the property. For most pilot groups, this would entail negotiating committees planning for months in advance and extended time at the bargaining table. After all, even fast-tracked negotiations can take months, while others can take much longer.

Just 11 days. That's how long it took Wasaya pilots and management to come to an agreement. The two sides used interest-based negotiating (IBN) as opposed to positional bargaining. In IBN, the two sides start with a problem they want to solve, rather than making different proposals, and work together to find the best solution for everyone. For IBN to work, and to work in as short a time as 11 days, there must be an ample amount of trust going into negotiations.

For Wasaya pilots, that trust has been building over the past few years as the company worked to completely restructure its operations. In 2014, amid concerns of profitability, the airline hired an outside firm to facilitate the process. This past summer, the company announced that it was implementing the final part of the restructuring effort. This was quickly followed in July by court approval of the plans. While the restructuring was taking place, Wasaya gained a new president-CEO, Michael Rodyniuk, and a new board of directors.

"We have a very productive relationship with our upper management," said Capt. James Harding, the pilots' Master Executive Council (MEC) chairman. "When your company is in the middle of significant change, you don't know where you'll eventually end up. We were fortunate that we have been able to build such a mutually beneficial relationship with our company's leaders."

In October, just three months after the court approved the final steps of the restructure, the pilot group and the company reached a tentative agreement, which the pilots voted to ratify.

The new contract, which went into effect immediately upon ratification, provides significant improvements for the pilots, including substantial pay increases, a reduction in work schedules, and an increase in vacation time.

"It's almost a twofold pay increase," said Harding. "Pilots got a raise in addition to working fewer days. It's a win-win deal for the pilot group."

The pilots continue to work closely with management to fully implement the new agreement, including addressing retro pay. In addition to the new pilot contract on the property, the company

has also been bringing on new Dash 8s and has committed to switching from the Hawker Siddeley to a Dash freighter this year. The airline also has plans to address a staffing shortage.

As part of the staffing solution, Wasaya and Jazz Aviation signed a letter of intent at the end of 2016 for a pathway program that would give pilots straight out of college the opportunity to be hired at Wasaya. After completing the requisite

amount of time at Wasaya, these pilots would be able to move to Jazz Aviation and eventually to Air Canada. "The pathway program, which will help Wasaya address pilot turnover and attract new-hire pilots, was the result of a considerable amount of work by the Wasaya and Jazz Aviation MECs and both companies' management teams," Harding acknowledged.

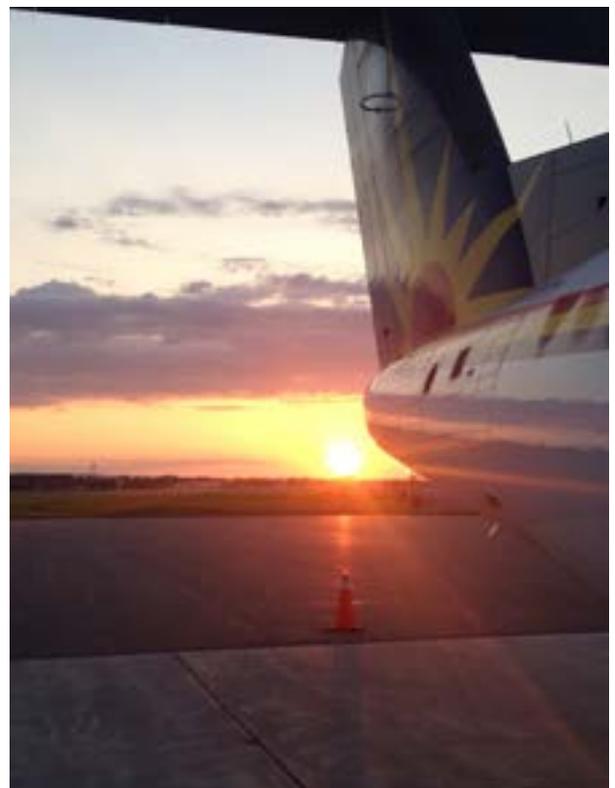
"This airline has changed so much over just the last few years. We were nearing bankruptcy—and instead, we're seeing consistent growth and new opportunities," noted Harding. "This is due in large part to our senior management personnel and their commitment to work with ALPA and our pilot group. We've rewritten our story and given it a brighter future." ✈

"We have a very productive relationship with our upper management. When your company is in the middle of significant change, you don't know where you'll eventually end up. We were fortunate that we have been able to build such a mutually beneficial relationship with our company's leaders."

At A Glance

AIRLINE FOUNDED: 1989
 PILOTS JOINED ALPA: 2008
 NUMBER OF PILOTS: 105
 PILOT DOMICILES: Thunder Bay, Pickle Lake, Sioux Lookout, and Red Lake, Ont.
 HUB: Thunder Bay, Ont.
 FLEET: Beech 1900Ds, Cessna Caravan 208Bs, Hawker Siddeley 748s, Pilatus PC-12s, and Dash 8s

BELOW: A Wasaya Dash 8 is prepped for a morning flight out of Thunder Bay, Ont.





CALPA-ALPA MERGER +20: Growing Stronger In Canada

By Christopher Freeze, Senior Aviation Technical Writer

February 1 marks the 20th anniversary of the merger between the Canadian Air Line Pilots Association (CALPA) and ALPA, which at the time brought 10 pilot groups and 2,700 Canadian pilots into the Association—making ALPA more than 43,000 pilots strong in 1997.

“By Canadian pilots being a part of ALPA, we have access to a vast arsenal of tools and resources, the most talented negotiations team in the industry, and access to subject-matter experts and professional staff with aeromedical, legal, safety and security, com-

munications, and member service expertise,” said Capt. Dan Adamus (Jazz Aviation), ALPA’s Canada Board president.

Since 1997, pilots from Air Transat, Canadian North, First Air, and Wasaya have joined the Association, while five of the original pilot groups have merged into Jazz Aviation (see “The Original 10”). Today, ALPA represents approximately 2,500 Canadian pilots from eight airlines.

“While we’ve been prioritizing our organizing in the U.S. and Canada, with recent campaigns at WestJet and Air Georgian Limited, our pilot union is stronger with every pilot voice we add and every collective agreement

we negotiate,” said Capt. Tim Canoll, ALPA’s president. “We’re strategically moving forward our organizing efforts and advancing the future of our profession.”

Capt. Randy Babbitt, ALPA’s president at the time of the merger, borrowed from John F. Kennedy when summing up the merger: “Geography has made us neighbors.... History has made us friends. Economics has made us partners, and necessity has made us allies.’ Necessity must make us allies at this point in the history of U.S. and Canadian pilots.”

And with the addition of its Canadian members, ALPA has become stronger in voice and action—recognized as the preeminent pilots’ union in the world (see “Pilot Commentary,” page 6). ✕

“The Original 10” of CALPA

- 1 Air Alliance
- 2 Air BC
- 3 Air Nova
- 4 Air Ontario
- 5 Bearskin Airlines
- 6 Calm Air International
- 7 Canadian Airlines International
- 8 Canadian Regional Airlines
- 9 Kelowna Flightcraft
- 10 Northwest Territory Airways

Photo: Gettyimages

CALPA-ALPA Merger Timeline

With help from ALPA, the Canadian Air Line Pilots Association (CALPA) was founded in 1937 to represent the pilots of Trans-Canada Airlines, the forerunner of Air Canada. Together, with British ALPA, these organizations cofounded the International Federation of Air Line Pilots’ Associations (IFALPA) in 1948.

January 1994—ALPA’s Executive Council authorizes the creation of an ALPA/CALPA Joint Study Committee, composed of representatives from both organizations, to pursue development of a services agreement.

January 1995—The ALPA/CALPA Administrative Services Agreement allows CALPA access to ALPA staff resources for specific projects on a fee-for-service basis. It also allows for bilateral attendance and speaking privileges at the two

organizations’ respective meetings, observer status at governing body meetings, and joint media and negotiating training seminars.

January 1996—The service agreement ends, and an ALPA/CALPA Steering Committee, with the mission of studying future action—including the possibility of a merger—is established. The committee is led by Capt. Rob McInnis (Canadian), who later said, “Neither CALPA nor ALPA is a headquarters building or

a logo or a banner; rather, they are people committed to pilots’ interests, goals, and well-being.”

October 1996—At the Association’s Board of Directors meeting, ALPA pilots vote unanimously for a merger with CALPA. Capt. Duane Woerth, ALPA’s first vice president and IFALPA director, states, “The relationship that we’re forging with the pilots from Canada is an initial signal that the world’s pilots will meet the challenges of globalization together, creating better careers for ourselves and our families in the worldwide marketplace.”

November 1996—At CALPA’s Convention Assembly, CALPA pilots vote unanimously for the merger between CALPA and

ALPA, and the official merger process begins.

Jan. 10, 1997—Eighty-nine percent of CALPA pilots vote in favor of the merger, an overwhelming mandate to set the merger in motion.

Feb. 1, 1997—The merger is officially complete. McInnis, then-IFALPA president, applauds the new entity’s strength in unity, stating: “Governments and aviation authorities, as well as aviation companies, are blurring national boundaries through harmonization, liberalization, privation, equity investments, and cross-borders alliance. Our challenge is to ensure pilot representation is equally forward-looking and able to meet and surpass coming challenges.”



Airline Career Pilot Program

- › Instrument, Commercial & Certified Flight Instructor (Single, Multi & Instrument)
- › 40 Hours Multi-Engine (100 Hour Multi Option Available)
- › Guaranteed Flight Instructor Job

Airline Sponsored Career Track

- › Graduate in 6 months and flight instruct with ATP
- › Interview with an airline at 500 hours
- › Commit to your airline
- › Fly for your airline in about 2 years

Private Pilot Prerequisite

\$50,995 | **100 Day FAST TRACK** | Housing Option Available
 ✓ Full Financing Available

Starting with Zero Experience — Includes Private

\$63,995 | **6 Month FAST TRACK** | Housing Option Available
 ✓ Full Financing Available

Aircraft Dispatcher Training Program

200 Hour Initial Course

- › All books & training Material Included
- › Written Exam Included

\$4,995 / 6 Weeks | ✓ Financing Available

ATP CTP ATP Certification Training Program

- › Atlanta, Dallas, Las Vegas, Phoenix
- › Weekly Class Starts
- › Free ATP (ATM) Knowledge Test (Dallas and Phoenix)

\$4,995 / 7 Days | ✓ Airline Discounts Available

Seniority is Everything –
 Get There First with ATP

Request More Info Today to Get Started!

Learn why ATP is your pilot career solution.

ATPFlightSchool.com



Airline Career Pilot Program Locations

ATPFlightSchool.com

Call or text (872) 215-2877

Preparing Your 2016 Taxes

By John R. Weech, Benefits Attorney, ALPA Retirement & Insurance Department

This article summarizes the federal rules for U.S. pilots regarding the taxation and deductibility of travel expenses, including per diem reimbursements, for the 2016 tax year (for which individual tax returns are due, generally, by April 18, 2017). For the benefit of your tax advisers, the official

*rules for tax year 2016 are set forth in IRS Notice 2016-58. General information is also contained in IRS Publication 463, *Travel, Entertainment, Gift, and Car Expenses*; IRS Publication 1542, *Per Diem Rates*; and Revenue Procedure 2011-47. These documents are available at www.irs.gov.*

A U.S. pilot flying the line is always on business travel, therefore his or her qualifying travel expenses are deductible as ordinary and necessary business expenses, by either the airline or the pilot. ALPA's Retirement & Insurance Department has put together the following information you should consider as you prepare your taxes.



TAXATION OF PER DIEM

Many of ALPA's collective bargaining agreements provide that the airline will pay each pilot a fixed amount, often called "per diem," to cover meals and incidental expenses (M&IE) that pilots incur while on a trip. When an airline makes these per diem payments (or otherwise reimburses pilots for travel expenses), the airline may exclude all or a portion of these payments or reimbursements from a pilot's taxable income reported on Form W-2. The amount generally *excluded* from a pilot's income is the amount that doesn't exceed the federal per diem rates. Per diem payments paid for day or other nonovernight trips (trips that do not require sleep or rest) and amounts paid in excess of the federal per diem rates are *included* in the employee's taxable income and are reported on the pilot's Form W-2. Frequently, the amount of per diem the airline pays or reimburses is not enough to cover reasonable business travel expenses. In those cases, pilots may be entitled to claim an itemized deduction for the expenses not covered.

If a pilot receives no per diem payments or reimbursements from the employer, or receives per diem payments that the airline includes in taxable income, the pilot may be entitled to claim an itemized deduction for expenses incurred while on business travel.





EXPENSES FOR "OVERNIGHT TRIPS"

For travel expenses to be excluded from the pilot's taxable income or to be claimed by the pilot as an itemized deduction, the pilot's expense must be incurred while on a business trip that requires sleep or rest (an "overnight trip"). Expenses incurred on trips that are not overnight do not satisfy this requirement. For pilots, the expenses at issue are usually M&IE expenses, because the airline pays for lodging directly or reimburses the pilot for it separately.



SUBSTANTIATING EXPENSES

Recognizing the burden of substantiating expenses, the IRS treats a designated amount of expenses relating to overnight trips as "deemed substantiated." For amounts deemed substantiated, pilots need not maintain any records of the amounts actually spent while on the trip.

If the employer pays for lodging separately, then the expenses that may be deemed substantiated are those for M&IE. The amount that is deemed substantiated is generally equal to the standard amount the federal government would pay its own employees for M&IE when they travel to the same locality or the amount determined under special M&IE rates applicable to transportation industry employees.

The federal government publishes standard M&IE rates for every locality in the world. The M&IE rates for CONUS (for Continental United States) can be found at www.gsa.gov. M&IE rates for OCONUS (for Outside CONUS) can be found at www.state.gov. For 2016, the daily M&IE rates for CONUS ranged from \$51 to \$74, and from \$1 to \$299 for OCONUS. These rates may change on a monthly basis.

The IRS also provides special transportation industry M&IE rates for CONUS and OCONUS. For 2016, the transportation industry M&IE rate is unchanged

from last year and remains \$63 for CONUS and \$68 for OCONUS.

Pilots may use either the standard M&IE rates or the special transportation industry M&IE rates to determine the amount deemed substantiated for claiming itemized tax deductions. For any calendar year, a pilot must use either the standard M&IE rates for all CONUS travel or the special transportation industry M&IE rates for all CONUS travel, and the same applies for all OCONUS travel.



WHAT'S NOT INCLUDED IN THE M&IE RATES?

The "incidental expense" portion of the M&IE rates does not include such expenses as taxi cab fares to and from lodging and the business place and the place where meals are taken, telephone calls, laundry, cleaning and pressing, the mailing costs of filing travel vouchers, and payments for employer-sponsored credit card billings. These expenses, to the extent they constitute reasonable business expenses, are deductible by the payor (airline or pilot) as business expenses (subject to applicable limits).



PRORATING THE M&IE LIMIT

The full M&IE amount is available only for a full calendar day of business travel, i.e., from 12:01 a.m. through midnight. For a partial day of travel, the taxpayer must prorate the applicable M&IE amount. The IRS allows 75 percent of the full M&IE amount to be claimed.

Assume, for example, that a pilot's trip begins at 11:55 p.m. on Monday and ends at 12:05 a.m. on Wednesday and that the pilot's required rest occurred in cities with an applicable M&IE per diem rate of \$51. Applying the IRS's allowed method of proration, the amount deemed substantiated would be \$38.25 (.75 x \$51) for Monday, \$51 for Tuesday, and \$38.25 (.75 x \$51) for Wednesday.



ITEMIZED DEDUCTIONS

As mentioned earlier, if a pilot has business travel expenses that the employer did not reimburse, then the pilot may be able to claim an itemized deduction on his or her tax return. To claim this deduction, a pilot must complete Form 2106, "Employee Business Expenses." This form, and all other IRS forms and publications, may be obtained at www.irs.gov or by calling the IRS at 1-800-TAXFORM.

To claim any business travel expense as an itemized deduction, a pilot must be able to substantiate the time, place, and business purpose of the business travel, and the amount of the expense. The time, place, and business purpose must be substantiated with actual records, such as a pilot's logbook. The amount of the business expense must also be substantiated; but in the case of M&IE, the amount may be deemed substantiated (no written records will be required). Other business travel expenses must be substantiated with records. (If the expense is less than \$75, the IRS won't require a receipt to substantiate the amount spent on any single purchase. But this rule doesn't apply to lodging expenses—receipts are necessary even if the expense is less than \$75.)

Generally, a pilot's itemized deduction for M&IE is subject to an 80 percent limit and a 2 percent threshold. Under a special rule for pilots, 80 percent of the M&IE amount deemed substantiated is deductible in 2016. In addition, no itemized deduction for M&IE may be claimed unless the pilot's aggregate miscellaneous itemized deductions (including business expenses) exceed 2 percent of his or her adjusted gross income. Union dues constitute deductible employee business expenses and count toward the 2 percent threshold.



APPLYING THE FEDERAL M&IE RATES USING THE STANDARD M&IE RATES

For an example of how the federal M&IE rates are applied, assume a collective bargaining

agreement entitles a pilot to per diem payments equal to \$3.50 per hour. Assume also that a pilot covered by the agreement flew a two-day trip in 2016, with report for duty at 12:01 a.m. on the first day, an overnight stay in Chicago, Ill., and release from duty at midnight on the second day.

The 2016 federal M&IE rate for Chicago is \$74, so the maximum excludable amount for this trip is \$148 (\$74 x 2 days). The pilot is actually paid per diem of \$168 (\$3.50/hour x 48 hours), so \$148 is excluded from the pilot's taxable income and is shown on the pilot's Form W-2, Box 12, Code L. The remaining \$20 is included in the pilot's taxable income and reported on Form W-2 in Box 1 (and Boxes 3 and 5, as applicable) as taxable wages.

Alternatively, assume the collective bargaining agreement entitles the pilot to per diem payments equal to only \$1.00 per hour, and the pilot made the same two-day trip in 2016. In this scenario, the entire per diem payment of \$48 (\$1.00 x 48 hours) would be excluded from the pilot's taxable income because this amount is less than the maximum excludable amount of \$148. However, in this case, the pilot may claim an itemized deduction of \$100 for the difference between the excluded payment of \$48 and the federal M&IE rate of \$148, without needing to substantiate the M&IE expenses actually incurred (subject to the 80 percent limit and 2 percent threshold discussed above).

What if this pilot's M&IE exceed \$148? Regardless of the amount excluded from

the pilot's income, if the pilot's expenses exceed the federal M&IE rate of \$148, an itemized deduction is available for all reasonable amounts spent (less the amount excluded from the pilot's taxable income), but only if the pilot can actually substantiate all expenses (both above and below the deemed substantiated amount of \$148).

For example, if the airline paid the pilot excluded (nontaxable) per diem payments of \$48, but the pilot's actual, reasonable M&IE were \$200, the pilot could claim an itemized deduction of \$152 (\$200 minus \$48)—but only if the pilot could actually substantiate the entire \$200 in expenses. Alternatively, the pilot could claim an itemized deduction of \$100 (\$148 minus \$48) without substantiating any expenses, since all expenses up to \$148 are deemed substantiated. (All of the pilot's itemized deductions would be subject to the 80 percent limit and 2 percent threshold.)



USING THE SPECIAL TRANSPORTATION INDUSTRY M&IE RATES

Assume a pilot travels away from home on business within

CONUS. The airline pays the pilot a standard taxable per diem allowance of \$2.00 for each hour the pilot is away from his or her domicile. The pilot leaves the domicile at 9:00 a.m. on Monday and returns to the domicile at 9:00 a.m. on Tuesday with an overnight stay. The pilot receives \$48 (\$2.00 x 24) in taxable per diem. The CONUS special transportation industry M&IE rate is \$63 per day, so the amount deemed substantiated using the special transportation industry rate for these days is \$94.50 (\$63 x 2 x .75), i.e., the total per diem allowance under the special CONUS rates for the transportation industry, prorated as discussed above. The pilot could claim an itemized deduction of \$94.50 (subject to the 80 percent limit and 2 percent threshold). If the pilot uses the special CONUS rates for the transportation industry to calculate his or her deduction for any CONUS trips in 2016, he or she must use the special CONUS

M&IE rate for all CONUS trips in 2016.

In this example, if the airline had excluded the pilot's \$48 per diem payment from his or her income, rather than including it as a taxable per diem allowance, he or she would be entitled to take an itemized M&IE deduction of \$46.50 (\$94.50 minus \$48) without substantiation, using the special transportation industry M&IE rates (subject to the 80 percent limit and 2 percent threshold).

When a pilot uses the special transportation industry M&IE rates, the deduction may be somewhat less than if the standard M&IE rates are used, especially if the pilot usually travels to higher-cost destinations.



WHAT IF A PILOT REGULARLY TRAVELS OUTSIDE THE U.S.?

If a pilot generally travels to high-cost areas of the world away from

home on business outside the U.S., he or she may be entitled to a larger deduction using the M&IE rates for the specific location of travel. Assume, for example, that the airline pays per diem at the rate of \$68 per day for an overseas trip that is excluded for income tax purposes. If the pilot uses the special transportation industry M&IE rate to calculate the itemized deductions for OCONUS for 2016, he or she won't be entitled to any itemized deduction since the special transportation industry M&IE rate for OCONUS is \$68 per day. However, by using the standard M&IE rates for all OCONUS travel that year, this pilot may be able to claim an itemized deduction for tax purposes. Assume the pilot traveled to Narita, Japan; the standard OCONUS M&IE rate for Narita is \$84 per day. Using the standard OCONUS M&IE rates, the pilot generally would be able to claim an itemized deduction of \$16 (\$84 minus \$68) for each full day of a trip to Narita, without substantiation (subject to the 80 percent limit and the 2 percent threshold). ☑

Note: The examples in this article are for illustrative purposes only.

Tax Advice

As with most matters concerning taxes, the federal law governing the taxation of pilots' expenses and per diem payments is complex. All pilots are urged to obtain competent tax advice about applying the information in this article to their own situation.



Fume Events

ALPA Developing Independent Study

By Capt. Jerry McDermott (United)
ALPA National Pilot Assistance Chairman



Reports of pilots diverting flights for smoke or fumes continue. ALPA's Air Safety Organization (ASO) feels it's important to raise awareness about the issue—including an overview about the differences between fumes and smoke (see "How Do Fumes and Smoke Differ?")—and to encourage pilots to report any fume events so that more information about their rate of occurrence and effects on health can be gathered and studied.



Health and air quality

The significance and effects of fume events have been highly controversial, as many in the airline industry have widely differing positions on their operational and health consequences.

In 2001, Congress called upon the National Research Council (NRC) to study the question of health and cabin air quality. In early 2002, the NRC report was published and included specific recommendations to the FAA, Congress, and industry to address identified air quality issues and to conduct additional targeted research.

That same year, the FAA responded to the NRC recommendations, acknowledging that it had "not kept pace with public expectation and concern about air quality" and that "no airplane design incorporates an air contaminant monitoring system to ensure that the air provided to the occupants is free



How Do Fumes and Smoke Differ?

According to the International Civil Aviation Organization (ICAO), fumes are "odorous, gaseous compounds [that] are not visible" and differ from smoke, which is "visible by the presence of small particles." ICAO Circular 344, *Guidelines on Education, Training, and Reporting Practices Related to Fume Events*, notes that fumes alone can impair crewmembers, so they need to know how to "recognize, characterize, and respond" to these events.



How Can I Tell if a Fume Event is Occurring?

The way people describe odor is subjective, but many have likened heated engine oil odors to the smell of dirty socks, and hydraulic fluid fumes to an acrid smell. As these are household odors, they're often overlooked and underreported, says Capt. Eric Tellmann (Spirit), the chairman of his pilot group's Master Executive Council Aeromedical Environmental Standards Subcommittee. "As a workgroup, we have had some misconceptions over the years about the air we breathe. The moldy, musty, or 'dirty sock' smell that many of us dismiss deserves our attention, because it indicates the presence of turbine oil fumes in the bleed system. Aside from the coalescer bag that acts as a coarse particulate filter, to the best of my knowledge there is no filter between the engines and APU and the [air supply] vents in our workspace."

“The potential for pilots to breathe oil fumes on board containing various toxic chemicals, including tricresyl phosphates (TCPs) and carbon monoxide (CO), has been recognized as a crew health and flight safety hazard in military and commercial circles since the 1950s.”

of hazardous contaminants.” Although aeromedical issues arising from exposure to fumes continues to be a controversial topic, in 2015 the International Civil Aviation Organization (ICAO) found that there was enough concern that fumes could physically affect pilots that it published education and reporting guidelines, which include potential reactions and acute symptoms based on reports from crewmembers (see “Learn More”).

You can help

Recognizing fume events as a pilot occupational health issue, the Association’s Air Safety Organization is developing a methodology to gather independent data to support a future study of the frequency and risks associated with these events.

Accurately reporting odors associated with suspected fume exposure is one step that you can take now, as well as “writing up” the aircraft in the maintenance logbook. However, remember that if you or a member of your crew experience incapacitation during the flight, you may be required to submit a report to your company as the event may be reportable to the NTSB. Pilots should seek a medical evaluation as soon as possible if they have any health concerns. Unless a significant and persistent medical consequence of the event results in ongoing requirements for treatment, FAA

medical certificates are not likely to be in jeopardy.

Capt. Eric Tellmann (Spirit), the chairman of his Master Executive Council’s Aeromedical Environmental Standards Subcommittee, experienced a fume event in 2015 while operating an A319 and has been an advocate for awareness ever since.

“The potential for pilots to breathe oil fumes on board containing various toxic chemicals, including tricresyl phosphates (TCPs) and carbon monoxide (CO), has been recognized as a crew health and flight safety hazard in military and commercial circles since the 1950s.”

Regarding possible fume exposure, Tellmann shares this advice, “Be aware of your flight environment: pay particular attention to fumes coming from the vents. Listen to the reports from your flight attendants, follow the latest—not outdated—airline operating procedures, and consider donning oxygen if you suspect bleed air contamination. Don’t leave it for the next guy to write up.

“Also, don’t assume that because you’re fine, other members of your crew are too,” Tellmann continues.

“Similarly to how people can react differently to bee stings or peanuts, individuals can metabolize and respond to the type of chemicals in these fumes differently.

Document, document, document, and put health and safety first.”

Based on the

potential risks that fume events pose, ALPA, working together with airline managements and the FAA, has helped established checklist procedures for fume events. While every working situation is unique, one pilot group reports that the new procedure has improved safety and prevented unnecessary fume-related diversions, and other pilot groups are currently working to better identify and report these events. These groups are advocating for standardized reporting procedures, while asking for more information about the potential effects of fume inhalation. The ASO’s future collection and use of pilot reports on fume events will be focused on achieving these specific goals and determining the frequency of these events.

We’re still learning about fume events, but we’ll continue to be proactive in order to reduce the risks they may pose to pilots and cabin crewmembers. Look for an update in *Air Line Pilot* that will provide information about our data-collection effort and how you can contribute to it. [✉](#)

Learn More

The International Civil Aviation Organization’s *Guidelines on Education, Training, and Reporting Practices Related to Fume Events* is an 18-page circular that provides “basic education regarding oil or hydraulic fluid fumes contaminating the aircraft air supply system.” The guidance contains information for crew training to “prevent, recognize, and respond” to fume events and includes a standardized reporting form and troubleshooting methods. The circular is available for purchase at <http://store1.icao.int/index.php/catalogsearch/result/?q=CIR344>.



ALPA's EVPs— What They Do

The roles & responsibilities of ALPA's executive vice presidents.



On Oct. 19, 2016, ALPA's Board of Directors (BOD) elected the Association's latest slate of executive vice presidents (EVPs): Group A: Capt. Andrew Massey (Delta), Capt. Russell Sklenka (FedEx Express), and F/O Mike Hamilton (United); Group B1: Capt. Michael McMackin (JetBlue); Group B2: F/O Karen Lacy (Express-Jet) [see "The Landing," page 61]; Group B3: Capt. Matthew Chadwick (Air Wisconsin); and Group C: Capt. Dan Adamus (Jazz Aviation).

These seven pilot representatives will spend the next two years serving ALPA members and playing an important role in ALPA's system of governance. But what distinguishes this office from those of

ALPA's other elected leaders?

The EVP position has been in existence since pilot representatives at the Association's 1947 convention discussed its creation, and Clarence Sayen (Braniff) filled the position two years later. The original office was established to prepare him to serve as ALPA's next president. Others would hold this office, including Capt. Sterling Camden (Eastern) and Capt. Kay McMurray (United).

However, ALPA's BOD decided to reinvent the EVP position in 1974 "to ensure continuity of representation for the membership and to provide more effective coordination of board interests with organizational operations." Serving as members of the

Executive Committee, EVPs were tasked with representing BOD interests and advising ALPA's president during the two-year interim between BOD meetings.

In time, the Executive Committee would morph into the Executive Council, and the role of the EVP would also evolve to meet the changing needs of ALPA and its members.

Article VI of ALPA's Constitution & By-Laws notes that the Executive Council is composed of ALPA's president, first vice president, vice president-administration/secretary, vice president-finance/treasurer, and the EVPs and acts in consultation and cooperation with the president to further the objectives and policies of the BOD (predominantly ALPA's local council status representatives) and Executive Board (chiefly the Association's master executive council chairmen).

The Executive Council manages a large part of the union's fiduciary responsibilities, serving as general trustees handling ALPA's finances, business decisions, and approval of the Association's budget. The Executive Council authorizes loans or guarantee notes, as needed, to fund approved programs. The group may interpret policy or initiate changes to policy or the Constitution & By-Laws. ALPA's Executive Board or the BOD has the authority to establish policy, but only the BOD has final say on any proposed changes to ALPA's Constitution & By-Laws (by a 2/3 majority vote).

A look at the Executive Council's Oct. 15, 2016, meeting provides some insight into the kinds of issues EVPs can be asked to address. The Executive Council deliberated on nearly a dozen proposed resolutions. EVPs received briefings on the status of two Major Contingency Fund allocations to master executive councils and made decisions about the maintenance of the Association's Operating Contingency Fund. They also reviewed current Major Contingency Fund expenditures and resolved several other pilot group concerns.

The Constitution & By-Laws' Article XIV explains how EVPs are selected among ALPA's member pilot groups. On the third day of a regular BOD meeting, master executive council members of the pilot group/groups represented form an election caucus. They make nominations, hear from each of the candidates, and elect a representative by roll-call, majority vote.

U.S. airlines with at least 4,000 active members in good standing, or with a projected annualized dues income of at least \$10,000,000, come under the "Group A" EVP. U.S. airlines with fewer than 4,000 active members in good standing and with fewer than \$10,000,000 in projected annualized dues income are divided into three subcategories: B1, B2, and B3. The "Group C" EVP represents pilots of ALPA's Canadian member airlines. ✕

—John Perkinson, Senior Staff
Writer



ALPA Actively Supports NTSB Health Priorities

By ALPA Staff

Each year the NTSB's "Most Wanted" top 10 safety improvements list is intended for all modes of travel, but nearly one-third of the recommendations on the 2017–2018 list has specific implications for airline pilot health and wellness. Of the list, the board cited the reduction of fatigue-related accidents, an end to alcohol and other drug impairment in transportation, and required medical fitness as goals.

While the NTSB can't require action on these items, both government and industry have an important role to play in ensuring that these recommendations are given full consideration. Accordingly, ALPA spearheads pilot-health issues through aggressive legislative and regulatory advocacy efforts, participation in industry policy groups, and an array of programs and services tailored to meet the needs of Association members.

For example, ALPA was instrumental in convincing the FAA to update flight- and duty-time regulations that reflect the science of circadian rhythms and the effects of traveling through numerous time zones. FAR Part 117 was the first major update of flight- and duty-time regulations in 60 years, introducing concepts like the Fatigue Risk Management System and establishing science-based rest requirements. ALPA published a practical explanation of the regulations titled "Guide to Part 117 Flight-Time Limitations and Rest Requirements," which is available on the Association's website, to help pilots better understand the application and nuances of the new rules.

Unfortunately, these changes didn't include all-cargo operations, and ALPA continues to press for additional science-based measures to secure one level of safety for the simple reason that fatigue affects all airline pilots, regardless of the



In announcing the board's list, NTSB Chairman Christopher Hart described the 10 items as "our road map from lessons learned to lives saved."

nature of their operations.

North of the 49th parallel, ALPA has been working with Transport Canada to modernize long-overdue pilot fatigue rules. In 2010, Transport Canada tasked a working group with updating the regulations that govern how long commercial pilots can be on duty. In June 2016, almost six years after the working group was created, the agency finally announced new regulations. Since the announcement, ALPA has been actively engaged with stakeholders and will provide comments to the proposed rules once they're published this summer.

Alcoholism and substance abuse pose serious threats to all forms of transportation. In the 1970s, ALPA partnered with the National Institute for Alcohol Abuse and Alcoholism to launch a medical research project called HIMS (Human Intervention Motivation Study) to examine alcoholism in the airline pilot population. Realizing that the airline industry is not well suited for a traditional, on-the-job supervisory program, ALPA initiated a confidential, peer identification and referral system, working with both airlines and the FAA to ensure that all required

medical and technical performance standards are met before an affected pilot can return to the cockpit.

Thanks to the HIMS program, a component of ALPA's Air Safety Organization (ASO) Pilot Assistance Group, many pilots with alcohol/substance abuse disorders are medically recertified and successfully returned to flying duties. The equivalent to HIMS in Canada is the Pilot Health and Rehabilitation program.

Pilot fitness covers a broad spectrum of health and wellness concerns. The Aviation Medicine Advisory Service, also known as ALPA's Aeromedical Office (www.aviationmedicine.com), works closely with the FAA and understands the particulars of medical policy and certification. Board-certified aerospace medicine physicians consult with members about medical concerns as they relate to health, employment, and disability. To speak with a doctor confidentially and free of charge, call 303-341-4435 during regular business hours.

Canadian ALPA pilots with confidential aeromedical questions are encouraged to contact Pilot Assistance peers at their airline or, if the position is vacant, Capt. Murray Munro at Murray.Munro@alpa.org or at 403-616-3181.

ALPA's ASO structure provides numerous services through its Pilot Assistance Group. Trained pilot volunteers staff the Critical Incident Response Program (CIRP) to aid members and their families who suffer stress reactions following accidents and incidents. Professional Standards pilot reps address interpersonal problems that can interfere with airline operations. In addition, ALPA's Aeromedical Group, under the Pilot Assistance umbrella, is in the final stages of developing a new program to further promote pilot welfare. Look for details this spring.

In announcing the board's list, NTSB Chairman Christopher Hart described the 10 items as "our road map from lessons learned to lives saved." As we begin 2017, promoting pilot health and well-being is crucial to aviation safety and remains a high priority for ALPA. ✕

Fair Winds & Following Seas

United Pilot Competes in Caribbean Regatta

By John Perkinson, Senior Staff Writer

Last fall, Capt. Ryan Cecil (United) participated in a unique event serving as crew aboard a 52-foot yacht sailing in the Moorings Interline Regatta. Part race, part festival, the regatta—which some consider to be a best-kept vacation/excursion secret—has been drawing airline pilots and other employees from around the world for three decades.

“The competition takes place in the British Virgin Islands,” said Cecil, who’s participated in the flotilla for the past two years. “In 2015, a first officer I flew with told me about the event, and a friend who had a boat in the competition was looking for someone to sub for a crewmember who’d dropped out at the last minute,” Cecil remarked. He noted that, like himself, the other sailors were former Continental employees. Appropriately, their vessel was called the *ExCon*.

In 2016, the absent crewmember returned, compelling Cecil to look for another craft. He contacted Moorings directly and was put in touch with a Norwegian crew of Scandinavian Airlines (SAS) employees sailing a Jeanneau-brand yacht. They all spoke English and extended Cecil a warm welcome.

The 35th annual Moorings Interline Regatta took place Oct. 11–18, 2016. Cecil flew into Terrance Lettsome International Airport on Beef Island, driving to nearby Tortola to meet up with his crew. On board the yacht, Cecil was usually assigned the jib, a triangular sail at the front of the boat, but filled in where he was most needed. The group spent several days practicing before their first official race on October 14.

During the regatta, the team participated in seven heats competing with 11 other



boats in the race’s “C,” or largest, class. Events ranged from short runs taking 20 to 30 minutes to longer distances typically lasting several hours, and race courses weaved throughout the country’s chain of islands.

Cecil acknowledged that the start is often the most challenging phase of a race. “Everyone is in constant motion, and you’re trying to figure out where the winds are the best. The key is to cross the starting line as close to when the horn sounds as possible,” he remarked.

Any sailors worth their salt have a couple of tricks up their sleeves, and the skipper of the SAS ship didn’t disappoint. Cecil recalled, “During one of the short races, everyone was essentially lined up when the horn went off, with our boat in the farthest upwind spot. While the others headed straight out, our captain took an almost immediate 90-degree turn, separating us from the crowd. This move turned out to be a great strategy as we finished at least a minute ahead of everyone else.”

Cecil observed that along with a good strategy, those manning the helm need to know their rights of way. He noted that when yachts are maneuvering in close proximity and at risk of collision, the boat on the port side (left) must give way to the vessel on the starboard (right). Cecil recalled that during tense points in the race, the captain would revert to his native language, barking



Sail On

Above: The British Virgin Islands consist of more than 50 islands and cays, including Tortola and Virgin Gorda.

Left: Ryan enjoys beautiful weather and some downtime between heats.

Below left: The trophy awarded for placing first in Category C in the 2016 Moorings Interline Regatta.

out commands in Norwegian. “That made for a fun learning curve,” he said.

The final heat featured a longer course taking nearly three hours to complete. The winds were good that day, and the team placed a strong second. However, the boat’s overall performance in all seven events was good enough to secure a first-place trophy.

Cecil hopes to return next year if his schedule and circumstances permit. He noted that in addition to race participants, many spectators attend the regatta, viewing the event from large catamarans and enjoying the nightly festivities held at different venues, including Leverick Bay Resort on Virgin Gorda. “It’s a lot of fun and a great way to meet people from other countries who work in our industry.” ✕





F/O KAREN LACY SHATTERS GLASS CEILING

By Kevin Cuddihy, Contributing Writer

On Jan. 1, 2017, F/O Karen Lacy (ExpressJet) made ALPA history when she officially became the first female executive vice president (EVP) in the Association's history. *Air Line Pilot* reached out to Lacy to get her thoughts on this momentous achievement and what led her here.



Photo: Keith Mellnick

Q. First of all, congratulations. With your election to the Executive Council, you broke an ALPA glass ceiling. What was your initial reaction?

A. "Wait, what year is this? How is this still a thing? Well, then I guess it's about time." I knew that women in elected ALPA positions were rare, but I wasn't aware that I'd be a "first." I was told about it just after the election was completed and before Tim [Canoll, ALPA's president] officially announced the results, so I didn't really have time for it to sink in before my name was announced. Then I couldn't stop smiling.

Q. You've worked on a Merger Committee, your airline's Steering Committee, as a first officer rep, and on the Fee-for-Departure Committee at the national level. And now EVP. What's compelled you to step up and volunteer throughout your ALPA career? And how has that work paved your way to where you are now?

A. I knew from day one that I wanted to be involved with the union. Once you get involved with ALPA and are doing good work, I've found that it's fairly easy to get tasked with new projects and fill different roles. My work on the Fee-

for-Departure Committee, in particular, opened my eyes to the challenges pilots are facing on local, national, and global levels, and the importance of unity throughout all the threats to our career. I'm passionate about doing what I can to make sure every ALPA pilot has a long and fulfilling career.

Q. And how did you get started in your career?

A. My dad and his parents had their private pilots' licenses so aviation is in my blood, and I've always been interested in flying. I went to college for aviation, but I started in August 2001; and as we all know, the pilot career path was pretty bleak around then. Because of that, after graduation I tried several nonflying jobs. Eventually I started flight instructing in my spare time, and I finally accepted that being a pilot was what I was meant to do. I took the plunge and started at the regionals knowing that my career path might be bumpy. I haven't regretted my decision at all—being a pilot is truly the best job in the world.

Q. What's been your proudest moment as an airline pilot?

A. It seems like every milestone is better

than the previous one. I remember thinking after I soloed for the first time, "Now I'm a real pilot!" Then I thought the same thing after my private pilot checkride, CFI checkride, and when I got hired at a Part 121 airline. But getting a standing ovation after it was announced that I was the first female EVP was really cool.

Q. What do you believe will be the biggest challenge for the next generation of women?

A. I think it's going to be making little girls aware that they can actually be anything they want. For instance, while women have been in aviation for a long time, female pilots are still embarrassingly rare. Several times, I've had female passengers exclaim to me, "I didn't know women could be pilots!" I think that attitude is still pervasive, and a lot of little girls aren't being encouraged to pursue nontraditional careers—particularly in STEM fields.

Q. Finally, now that you've broken one glass ceiling, are there any others at ALPA you have your eye on?

A. Being a first wasn't my intention, it was just a happy consequence. The only other title I have my eye on is "captain."

ALPA Resources & Contact Numbers

National Officers

For complete biographical information on ALPA's national officers, visit www.alpa.org/leaders.



Capt. Tim Canoll
President

Capt. Joe DePete
First Vice President



Capt. William Couette
Vice President—Administration/Secretary

Capt. Randy Helling
Vice President—Finance/Treasurer



Capt. Rick Dominguez
(Delta)
Executive Administrator

Capt. Paul Ryder
(ExpressJet)
National Resource Coordinator

Executive Vice Presidents

For more information on which pilot groups executive vice presidents represent, visit www.alpa.org/evp.

- ↑ F/O Mike Hamilton (United)
- ↑ Capt. Andrew Massey (Delta)
- ↑ Capt. Russell Sklenka (FedEx Express)
- ↑ Capt. Mike McMackin (JetBlue)
Endeavor Air, Envoy Air, Frontier, Hawaiian, JetBlue, Piedmont, Air Transport International
- ↗ F/O Karen Lacy (ExpressJet)
Atlantic Southeast, Compass, ExpressJet, Island Air, PSA, Sun Country, Virgin America
- ↑ Capt. Matthew Chadwick (Air Wisconsin)
Air Wisconsin, Alaska, Commut-Air, Mesa, Spirit, Trans States
- ↑ Capt. Dan Adamus (Jazz Aviation)
Air Transat, Bearskin, Calm Air, Canadian North, First Air, Jazz Aviation, Kelowna Flightcraft, Wasaya

ALPA Sudoku (Created by Sudoku Generator, <http://sudoku.smike.ru>)

Complete the sudoku puzzle so that each column, each row, and each of the nine 3×3 sub-grids that compose the grid contain all the digits from 1 to 9.

The solution to this month's ALPA sudoku can be found on page 11.

Prefer other puzzle types? Tell us what you think. E-mail Magazine@alpa.org.

					4			3
		1	5			8		
5	3			8				
			9		5	2		1
	5			3				
				2			6	4
		5		1	8			
	9							2
3			7				4	

Photos: Chris Weaver

ALPA Information Numbers

The following ALPA resources may be reached by e-mail or by dialing, toll-free, 1-888-359-2572 (1-888-FLY-ALPA). Once connected, press the # key on your phone and dial the last four digits of the number listed below. However, the ALPA main number, ASPEN, Member Insurance, and Membership Administration numbers need to be dialed directly.

Accident Investigation (EAS@alpa.org) 703-689-4312	Discipline and Discharge (Rep@alpa.org) 703-689-4226	Membership Administration (Membership@alpa.org) 1-888-359-2572 (1-888-FLY-ALPA), option 3
Accounting and Finance (Finance@alpa.org) 703-689-4144	Economic and Financial Analysis (EFA@alpa.org) 703-689-4289	IT Operations and Services (ITOS@alpa.org) 703-689-4245
Air Line Pilot (Magazine@alpa.org) 703-481-4460	Election Dates LEC/MEC 703-689-4212	Organizing (OrganizingInfo@alpa.org) 703-689-4179
ALPA Aeromedical Office 303-341-4435	Engineering and Air Safety (EAS@alpa.org) 703-689-4200	Publishing and Design Services (Publishing@alpa.org) 703-481-4441
ALPA Main Number 703-689-2270	FAA Enforcement or Medical Certificate Action (Rep@alpa.org) 703-689-4226	Purchasing (Purchasing@alpa.org) 703-689-4319
ALPA Memorabilia (SMDR@alpa.org) 703-481-4458	Government Affairs (GovernmentAffairs@alpa.org) 202-797-4033	Representation (Rep@alpa.org) 703-689-4226
ALPA-PAC 202-797-4033	Human Resources (HumanResources@alpa.org) 703-689-4262	Real Estate (RealEstateDept@alpa.org) 703-689-4105
ASPEN 703-689-4220	Information Technology and Services (ITServices@alpa.org) 703-689-4134	Retirement and Insurance (RI@alpa.org) 703-689-4114
Balloting (Balloting@alpa.org) 703-689-4173	Legal (Legal@alpa.org) 202-797-4096 703-689-4326	Strategic Member Development and Resources (SMDR@alpa.org) 703-481-4467
Cashiering (Cashiering@alpa.org) 703-689-4385	Member Insurance (Insurance@alpa.org) 1-800-746-2572	System Board of Adjustment (Rep@alpa.org) 703-689-4226
Communications (Communications@alpa.org) 703-481-4440		
Computer Help Line (HelpDesk@alpa.org) 703-689-4357		
Council Services (CSC@alpa.org) 703-689-4173		

Membership Administration

To obtain membership account information or to update your records or your postal or e-mail address via the Internet, go to the My ALPA area of www.alpa.org/memberaccount; or dial the toll-free number 1-888-359-2572 (1-888-FLY-ALPA) and choose menu option 3,3. Listed below are the telephone numbers of MEC offices.

Air Transat-TSC MEC 1-888-337-2033	Delta-DAL MEC 404-763-4925	*Kelowna Flightcraft-KFC MEC 905-630-4341
Air Transport International-ATI MEC 505-263-8838	Endeavor Air-PCL MEC 855-PCL-ALPA	Mesa-MAG MEC 602-306-1116
Air Wisconsin-ARW MEC 1-800-ALPA-ARW	Envoy Air-ENY MEC 817-685-7474	Piedmont-PDT MEC 339-987-1277
Alaska-ALA MEC 206-241-3138	ExpressJet-XJT MEC 281-987-3636	PSA-PSA MEC 703-481-4444
Atlantic Southeast-ASA MEC 404-209-8566	FedEx Express-FDX MEC 901-752-8749	Spirit-SPA MEC 1-855-SPA-ALPA
Bearskin-BRS MEC 807-628-5683	First Air-FAB MEC 1-877-459-3272	Sun Country-SCA MEC 952-853-2393
Calm Air-CMA MEC 204-471-1000	Frontier-FFT MEC 720-245-7364	Trans States-TSA MEC 412-780-9036
Canadian North-CNP MEC 780-718-6012	Hawaiian-HAL MEC 808-836-2572	United-UAL MEC 847-292-1700
*CanJet-CJA MEC 1-800-959-1751	Island Air-AIS MEC 808-838-0188	Virgin America-VRD MEC 435-962-0951
CommutAir-CMT MEC 440-985-8579	Jazz Aviation-JAZ MEC 1-800-561-9576	Wasaya-WSG MEC 807-624-7270
Compass-CPZ MEC 952-853-2373	JetBlue-JBU MEC 603-303-2195	

*Pilot group in custodianship

AIR LINE PILOT

Editor in Chief Sharon R. Bhagwandin
Associate Managing & Production Editor Susan Fager
Senior Staff Writer John Perkinson
Senior Advocacy Writer Linda Shotwell
Senior Aviation Technical Writer Christopher Freeze
Magazine/Graphic Designer Susan Boulter
Web Coordinators Chris Weaver, Suzi Fenton
Supervisor, Multimedia Productions Eric Davis
Contributing Writers Kevin Cuddihy, Corey Caldwell
Director of Communications David Weaver
General Manager Lori Garver

Air Line Pilot is not responsible for unsolicited manuscripts, photographs, or other materials. Unsolicited materials will be returned only if submitted with a self-addressed, stamped envelope. Opinions expressed by authors do not necessarily represent official ALPA position or policy.

Subscriptions: Subscription rate for pilot members, \$27.50, included in ALPA membership dues; for students, \$41; for U.S. nonmembers, \$55; for foreign, \$71.50. Residents of the state of Washington must add 8.8 percent sales tax. To subscribe go to www.alpa.org/subscriptions or call 703-481-4460.

Advertising: Any advertising appearing in *Air Line Pilot* cannot be construed as being an endorsement by the Air Line Pilots Association, International or its members. The publisher reserves the right to reject, discontinue, or edit any advertisement. For advertising information, contact Advertising@alpa.org.

Address Changes: To report address changes, contact Membership@alpa.org or call 1-888-359-2572 (1-888-FLY-ALPA) and choose menu option 3, 3.

Air Line Pilot is printed in the United States and published for professional airline pilots in the United States and Canada who are members of the Air Line Pilots Association, International.

ALPA Headquarters: 1625 Massachusetts Ave., NW, Washington, DC 20036

Postmaster: Send address changes to *Air Line Pilot*, 535 Herndon Parkway, Herndon, VA 20170-5226.

Other Organizations

ALPA Aeromedical Office 303-341-4435
Connexus Credit Union 1-800-845-5025

ALPA Accident/Incident Hotline

If you are involved in an accident, incident, or alleged violation of a federal aviation regulation, contact your local or central air safety chairman, regional safety chairman, or the worldwide ALPA accident/incident hotline at 202-797-4180 (collect calls are accepted) for an immediate response 24 hours per day. As a backup number, call 703-892-4180.

To report a safety problem or airspace system deficiency, call 1-800-424-2470 or e-mail EAS@alpa.org.

2017 EBCB Schedule

The Association's Election and Ballot Certification Board's schedule for counting ballots is February 10, March 10, April 10, May 10, June 9, July 10, August 10, September 8, October 10, November 10, and December 8.

Any ALPA member in good standing may be present as an observer during any meeting. Contact the Association's Membership and Council Services Department for scheduling.

TAKE CARE OF YOUR GROUND CREW.

MAKE SURE ALPA INSURANCE
IS PART OF YOUR FLIGHT PLAN.

Call us today at [800-746-2572](tel:800-746-2572)
or visit us on the web at
memberinsurance.alpa.org.

ALPA MEMBER INSURANCE

Offering unique products designed by pilots for
pilots to our members for more than 50 years.

- 01 "Loss of License"
Disability Insurance
- 02 Life Insurance: 10- and
20-Year Level Term and/
or Group Term
- 03 Accidental Death &
Dismemberment Insurance
- 04 Dental Insurance
- 05 Critical Illness Insurance
- 06 Accident Insurance

Some plans may be subject to open enrollment or qualifying life event.



AIR LINE PILOTS ASSOCIATION, INT'L
A member service of Air Line Pilot.

Photo: www.gettyimages.com