



# THE X-RAY

A LOOK INSIDE YOUR ALPA ARW NEGOTIATIONS

March 2014

Welcome once again to *The X-Ray*. During the last two months we had one negotiating session during which no TAs were reached. We also participated in a two-day meeting with the MEC. That MEC meeting was held March 13<sup>th</sup> and 14<sup>th</sup> to discuss the current progress of negotiations and what opportunities might exist to close out the bargaining. The impetus of the meeting was to allow the MEC to discuss the Company's recent offer to conclude the negotiations with a "cost neutral" contract.

In attendance were the MEC, the LEC Secretary-Treasurers, our Communications Chair – Ken Reinert, our Grievance Chair – Maggie Eickoff, our SPSC Chair – Jared Armstrong, the Negotiating Committee and the former Council 50 Chair – Chris Suhs. We also had guests from ALPA, our two attorneys – David Holtzman and Jody Bettenburg, Chief Negotiator – Bruce York, E&FA Analyst – Cory Tennen and our Communication Specialist – Kimberly Seitz.

The Negotiating Committee, along with substantial input from Richard Swindell, Cory Tennen and Bruce York, provided a review of the industry, our place in it and our current negotiations progress. We then reviewed all of the TAs we've reached, our agreed to paragraphs, sticking points and plans for the yet-to-be-opened sections. We wanted to provide the MEC with a clear understanding of where our negotiations stand and what our options are to conclude or not conclude them.

The MEC then evaluated a concept that Joel Kuplack (Chief People Officer) and Bob Frisch (Vice-President of Flight Operations) pitched on behalf of the Company. That concept involved the company not sharing any information about the Jet Services Agreement (including duration and extension details) with us, closing out a cost neutral, two-year deal (which would affirm all of our TAs to date). The Company's concept also included a stipulation that the parties meet after ratification to consider changes that might be necessary to achieve additional growth opportunities.

The MEC saw some value in closing out a deal in the short term so pilots can benefit from the progress we have made in bargaining thus far, but did not see enough value in the sections currently TAd to justify a cost-neutral contract. The pilots have consistently said that they expect a contract that brings more value to the pilots, not less or the same. The MEC asked the Negotiating Committee to counter the Company's offer by agreeing to a concept that brings additional value to the pilots through the contract.

The Negotiating Committee did exactly as the MEC directed. Joel Kuplack's response was not favorable to getting a short-term deal that would include things that would increase their costs. We will continue to work through the mediation process to bring you a contract that meets your expectations.

–Your Negotiating Committee