



THE X-RAY

A LOOK INSIDE YOUR ALPA ARW NEGOTIATIONS

May 2014

Since the last issue of *The X-Ray* we have had one mediated negotiating session in Dallas with our mediator Jim Mackenzie. This session resulted in a Tentative Agreement (TA) on Section 12: Hours of Service and, once again, a “closing offer” from the Company. That leaves 11 sections, including compensation, still to negotiate prior to reaching a new contract.

The Company’s latest closing offer came after the mediation session and closely resembled the previous offer, which was discussed in the last issue of *The X-Ray*:

Last Offer Excerpt

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.

As you may recall from the last issue of *The X-Ray*, the MEC directed the Negotiating Committee to counter the Company’s offer with concepts that would increase the value of the contract to the pilots. We gave the Company multiple options to increase the value of the contract including signing bonuses, increased compensation, and increased per diem. The Company refused our counter offer at that point.

Following the conclusion of this bargaining session we received word that the Company had yet another proposal. After a discussion we discovered it is the same concept discussed above with only a pitiful amount of added value.

Though the Company did hear our response to their previous proposition -- that pilots understand that the difference between accepting the Company’s close out proposal and continuing to negotiate amounts to zero dollars in the pockets of the pilots -- the Company apparently also feels that close to zero dollars is sufficient. This new offer would provide pilots with \$360 of added value annually. The Negotiating Committee respectfully declined this most recent offer from the Company. A pittance is not enough to forgo our goals for these negotiations, or for two or more years into the future until a next contract is achieved. As all of us have consistently said we expect more from our careers and our employer.

Our next mediated session under the direction of the NMB occurs June 23-25 in Seattle. Updates will follow shortly after that.

—Your Negotiating Committee