



November 2014 *X-Ray*

Welcome again to another edition of the X-Ray, a look inside your negotiations. We hope everyone is getting ready for the holidays and will be able to enjoy them, in at least some form, with the people that matter most in your lives. Without further ado let's get right in to this edition starting with a little rumor control.

Rumor Control

So, funny story... the Negotiating Chair, Mark Lockwood, was recently enjoying a cold beverage at the end of a long flying day with two other crews at the overnight hotel in Philadelphia. The Captain with whom Mark was speaking told Mark there was good news: We have a new pilot contract! Mark, as Negotiating Chair, was thrilled as that meant his work was complete. Mark, though, was also a little confused: Shouldn't he already know about a new contract? So he asked for more information. According to the other pilot, ALPA and the Company had reached an agreement that included all kinds of goodies for the pilots so that the Company can use the contract to recruit for the rumored RFP. At this point Mark decided it was probably time to fess up and tell the other pilot who he was and ask where the pilot was getting his information. The pilot said that he knows another pilot who lives in Appleton who knows what is *really* going on. After a little discussion, they decided the pilot who lives in Appleton may be a little misinformed.

So how was that pilot misinformed and what is really going on lately with negotiations? As you may know we did have a productive mediation session on October 7th and 8th with the Company's team under the new supervision of Bob Frisch following Joel Kuplack's departure. At that session, we were able to reach Tentative Agreements on Sections 7 (Vacation) and 14 (Sick Leave). Following that session we had a number of phone calls with the Company and an in-person one-day session in efforts to close out the contract. So the truth in the rumor is that we did make an attempt to close the contract. The Association made a proposal to the Company that made many moves the Company's way (none that were concessionary), but also included some things that were important to the MEC and to the pilots. We had a deadline on our offer to help the Company reach a timely decision. The Company said there were terms in our proposal that they could not agree to and the Association withdrew the offer. There has been little communication between the Negotiating Committee and the Company since that offer was withdrawn. The Mediator has set the week of March 23rd as our next mediation session.

TAs

At the mediated session on October 7th and 8th we did reach tentative agreements on Vacation and Sick Leave. The agreements were pretty close to current book with a little added benefit for new pilots in Sick Leave. A current book TA in Vacation means we were able to protect our trip touching in Vacation, which the Company has signaled for years that they would like to get rid of.

New Member

At the MEC Meeting in October the MEC elected Graham Hoff-Downing to the Negotiating Committee. He was elected to assist long-standing members Chairman Mark Lockwood and Bob Burgess with negotiating our next Collective Bargaining Agreement. Graham spent the last year on the

Grievance Committee, where he was chiefly responsible for administering pilot issue forms. During the last three years Graham has groomed himself with valuable textbook know-how through non-credit classes at Ohio State and Case Western Reserve universities on the subjects of leadership and rhetorical writing. He has an ardent and intrinsic interest in the negotiations process and we believe him to be a good fit on the negotiations team.

Delta Connection Flying

As this issue was going to press the announcement of the new Delta Connection flying was announced. We do not at this juncture know any more concrete information than what was announced. We can tell you though that no concessions were made or requested to obtain this agreement with Delta Air Lines.

Conclusion

We continue to be dismayed by the amount of time it has taken to reach an agreement with the Company. The important thing as pilots we need to do at this point is to stay informed. That way if and when the Company finally wants a deal we can move quickly toward one. If you hear a rumor that we haven't addressed, please contact us. There is usually some truth in rumors and a lot can be learned by us from your rumors and you can also learn a lot by hearing the truth. Here is the entire Negotiating Committee's contact information. We are always happy to talk, text or email as appropriate.

Mark Lockwood – Chairman
386-795-0874
Mark.Lockwood@alpa.org

Bob Burgess – Member
612-600-4359
Bob.Burgess@alpa.org

Graham Hoff-Downing
734-646-6797
Graham.Downing@alpa.org