

# *Special MEC Meeting, MEC Third Quarter Meeting*

***Sept. 13-17, 1999 - Annapolis, MD; Sept. 29 - Oct. 1, 1999 - Dulles, VA; Oct. 12 - 13, 1999 - Charlotte, NC***

**Note** – A special meeting was called for 0900 (one hour earlier than the policy manual mandated 1000) to allow sufficient time for Messrs. Wolf and Gangwal to make their presentation, hear the concerns from MEC, and answer questions. That meeting blended into the regular meeting, so the minutes are presented as one document.

### **0910 MEC Chair Beebe calls to order**

Vice Chair Skinner, Secretary/Treasurer Osterhus present

Roll call:

Council 32	Milkey	DiOrio
Council 41	Gauthier	Tosi proxy Gauthier
Council 90	Gaudioso	Newman
Council 94	Davis	Starnes
Council 138	Mayer	Loxtercamp (Baier's proxy)
Council 148	Stephan	Gillespie

Beebe reads rules of order and decorum

Wolf and Gangwal enter; Beebe reads prepared statement; asks management if presentation will address issues raised; Gangwal replies that flight cancellations, Sabre, crew shortages will be addressed

Point of order Davis: MEC should ask questions prior to management presentation, in accordance with resolution passed yesterday

Chair: Not well taken, my actions are directly in line with resolution

Davis: Challenge the chair

Skinner takes chair; "Yes" vote upholds chair's ruling

*Davis call Division*

**Yes:** Gauthier, Tosi proxy Gauthier, Gaudioso, Newman, Mayer, Loxtercamp, Stephan, Gillespie

**No:** Milkey, DiOrio, Davis, Starnes

**Totals:** 8 yes, 4 no; Chair's ruling upheld

Gangwal slide presentation; MEC Q&A with Wolf and Gangwal

### **1235 Recess**

### **1240 Reconvene**

Chair asks all who have not signed confidentiality agreement to leave, and declares, without objection that the meeting is closed

Gangwal and Wolf present additional information on impact of Labor negotiations on operational performance

**1410 Chair opens meeting, states without objection that special meeting is adjourned, that regular meeting has started, that chair will use same roll call as that which started special meeting, and will dispense with reading of rules of order since they were read this morning.**

### **1411 Chair recesses meeting for lunch**

**1450 Reconvene; without objection, chair changes schedule to allow ALPA Director of Representation Seth Rosen and ALPA Director of Economic and Financial Analysis Ana McAhron-Schulz to make their presentation**

### **1540 Recess**

### **1550 Reconvene**

**AI 99-138** MEC Chairman's Report – Chris Beebe

**AI 99-139** Vice Chairman's Report – Craig Skinner

### **1601 Recess in place**

### **1606 Reconvene**

**AI 99-138** Secretary/Treasurer Report – Philip Osterhus

**AI 99-139** EVP Report – David Morrow

Chair asks ALPA VP Finance Feldvary for remarks

Brief discussion of projected total dues income for ALPA and AAA


**AI 99-154** Communications Committee Report - Roy Freundlich

**1735 Recess**
**1745 Reconvene**

Motion Davis/Starnes: Move to close meeting and debrief on morning meeting with Wolf and Gangwal

Davis/Starnes withdraw motion

Without objection body goes into committee of whole to debrief

**1813 Out of body of whole, recess**
**Day Two, Tuesday, September 14, 1999**
**0935 Chair Beebe calls body to order**

Skinner, Osterhus present

Roll Call: All MEC members present

Period for US Airways pilots in good standing to address MEC

BWI pilot speaks in support of longevity and vacation credit for furlough time

Al Beerley speaks against PIT rep's comments to Wolf and Gangwal, comments in Airwaves, and in letters

Chairman Beebe in violation of phone decorum

PIT rep responds on his Airwaves article

Freundlich responds on PIT rep's Airwaves article

Jim Marshall speaks in favor of longevity and vacation credit for furlough time and

Patti Marsh speaks in favor of PIT rep's article calling attention to shop files

Bob Ericson speaks on transfer of mainline flying

**AI 99-140** Consent Agenda

AI 99-142, 145, 146, 147 are pulled from Consent Agenda

Motion Milkey/Mayer: Move to approve Consent Agenda

*Motion passes*

Motion Davis/Gauthier: Move to accept AI 99-178, 179, 180, 181, 182, 186, 188 as late agenda items

*Motion passes*

Items are assigned to subcommittee

**AI 99-191** ALPA Presentation on IAM Strike Issues

Marcus Migliore, Stephen Moldof brief MEC on IAM situation

Skinner violates phone decorum

**1100 Recess**
**1110 Reconvene**
**AI 99-192** Review MEC Options if IAM Goes on Strike

1150 Motion Gaudio/Davis:

Move to go into a committee of the whole in closed session to consult with counsel

Without objection, chair postpones discussion on motion until a time certain (after lunch)

**1155 AI 99-160** Training Committee Report – Pete Dugstad

Chair rules Newman language out of order

**1230 Recess for lunch**
**AI 99-192** Review MEC Options if IAM Goes on Strike

**1410 Reconvene**

Following motion is on floor:

Motion Gaudio/Davis:

Move to go into a committee of the whole in closed session to consult with counsel

Motion passes unanimously; meeting is closed

**1640 Recess**
**1655 Reconvene**

1730 Motion Gaudio/Newman:

Move to come out of closed session and committee of whole

*Motion passes*

Motion Stephan/Gillespie:

BE IT RESOLVED the MEC directs the MEC Chairman to write to all relevant ALPA and non ALPA governing bodies and request that they extend every courtesy to US Airways pilots in providing them transportation back to their homes in the event that the IAM goes on strike

*Motion passes unanimously*

**AI 99-192a**

Motion Mayer/Loxtercamp:

WHEREAS the IAM is currently in a 30 day cooling-off period and is free to strike at 0001 on September 26, and

WHEREAS before the expiration of the cooling-off period, the IAM and Management will engage in intensive bargaining under the supervision of the National Mediation Board, and

WHEREAS in the event of a strike by the IAM, the US Airways MEC, with the concurrence of ALPA's President can authorize the US Airways pilots to enter into a secondary or "sympathy" strike,

THEREFORE BE IT RESOLVED that the US Airways MEC urges Management and the IAM to reach a fair and timely agreement, and BE IT FURTHER RESOLVED that the MEC is considering appropriate action to take in the event of an IAM strike and will immediately begin efforts to seek the input of the pilot group on this issue, and

BE IT FINALLY RESOLVED that the MEC Chairman is directed to request funding from the major contingency fund in the amount of 3 million dollars.

Amendment Davis/Starnes: Insert after "begin" in BE IT FURTHER RESOLVED: "education of the pilots, including at least one presentation at a local council meeting, to be followed by"

*Amendment fails*

*Main motion passes*

**1825 Recess**
**Day Three, Wednesday, September 15, 1999**
**0935** Beebe reconvenes meeting

Skinner, Osterhus present

All members present except Tosi proxy Gauthier

**AI 99-142** Grievance Committee Report - Doug Mowrey

Ison violates phone decorum

Gaudioso violates beeper decorum

Motion Gaudioso/Gauthier: Move to discharge subcommittee on MEC grievance settlement 99-6-1 and deal with it at 1700 today

*Motion passes*

**1135 Recess**

**1145 Reconvene**

**AI 99-158** Over 85 Hour Committee Report – Joe Schewe

Motion Gaudioso/Newman:

BE IT RESOLVED the MEC approves the appointment of James Maples to the Over 85 Hour Committee

*Motion passes unanimously*

1155 **AI 99-157** Negotiating Committee Report

**AI 99-157a** LOA 71 Emergency Leaves of Absence

Motion Mayer/Newman:

BE IT RESOLVED the MEC approves LOA 71 on Emergency Leaves of Absence

*Motion passes unanimously*

1240 **AI 99-147** Violations and Enforcement Committee Report - Matt Merillat

Motion Davis/Gauthier:

Move to discharge subcommittee on AI 99-164 and deal with it in plenary now

*Motion passes*

**AI 99-164** B737/B757 FOQA Event Sets

Motion Davis/Gauthier:

BE IT RESOLVED the MEC accepts the B737/B757 FOQA Event Sets as presented

*Motion passes unanimously*

**1250 Recess**

**1425 Reconvene**

Continue with Negotiating Committee report R to S transition

Ison's phone violates phone decorum

**1625 Recess**

**1635 Reconvene**

Chair states meeting will continue through Hurricane Floyd; states without objection body will continue until 1900

R to S Transition briefing

Gaudioso in violation of beeper decorum policy

1645 ALPA attorney Jim Johnson briefs on new Reserve Rest Rules

1700 Chair allows Q&A for Johnson beyond 1700 time limit

1745 **AI 99-142b** Grievance settlement 99-6-1 Pre-canceled Trips

Motion Starnes/Newman:

BE IT RESOLVED the MEC accepts the proposed grievance settlement for 99-6-1

Motion Mayer: Call the question

Mayer withdraws motion to call the question

Motion Mayer/DiOrio: Move to postpone until 1700 tomorrow

Motion passes

Chair states, without objection, body will continue in session until 1900

**AI 99-156** Merger Committee Report – Bob Kirch

**AI 99-146** Block Building Committee Report – Jeff Edwards

1900 Without objection chair asks body to remain, and enter into closed session at request of PIT rep

Mayer objects

**1903 Recess**

**Day Four Thursday, September 16, 1999**

**0940 Beebe calls to order**

Skinner, Osterhus present

Roll call: All MEC members present except Tosi proxy Gauthier

Meeting is closed at Davis request

1045 return to open session

**AI99-153** Aeromedical/HIMS Committee Report - Steve Javaras

Chair rules Gaudioso comments indecorous and out of order

**1120 Recess**

**1130 Reconvene**

**AI 99-157c** LOA 72

Motion Mayer/Gauthier: Move to accept LOA 72 contingent upon adding language to the LOA which allows the issues to be revisited on March 1, 2000, when the procedures can be automated

Point of order Davis: Body must have LOA in possession for seven days prior

Chair: Well taken, motion is out of order

Motion Mayer/Gauthier: Move to suspend the rules and accept LOA 72 contingent upon adding language to the LOA which allows the issues to be revisited on March 1, 2000, when the procedures can be automated.

Point of order Stephan: Is the discussion now on whether to suspend the rules?

Chair: Well taken, however discussion is also on acceptance of LOA 72

Point of order Davis: Motion is whether to suspend the rules

**1234 Recess**

**1236 Reconvene**

Chair: Davis point of order not well taken

1240 Stephan calls for orders of day

**Recess for lunch**



### 1400 Reconvene; Continue with LOA 72 discussion

Point of order Stephan: Resolution is out of order

Chair: Not well taken; Resolution is in order

Motion Davis/Starnes: Call the question

Call the question passes

*Main motion fails*

*Division Mayer*

**Yes:** Gauthier, Tosi, Gaudioso proxy Newman, Newman, Mayer, Loxtercamp

**No:** Milkey, DiOrio, Davis, Starnes, Stephan

**Abstain:** Gillespie

**Totals:** 6 yes, 5 no; Motion fails, requires two thirds

Motion Mayer/Loxtercamp:

BE IT RESOLVED that the MEC accepts the proposed language regarding R to S transition contingent upon additional language which allows the issues to be revisited on March 1, 2000 and directs the Negotiating Committee to draft the appropriate LOA for approval of the MEC

Chair remands to subcommittee

### 1515 Recess

### 1530 Reconvene

#### AI 99-193 SJ Options Study Group Report - Butkovic, Ison

Point of order Gauthier: Speaker's remarks are designed to disrupt presentation

Chair: Not well taken

Motion Newman/Gaudioso:

BE IT RESOLVED that based on Negotiating Committee's recommendation we close the meeting

*1555 Division Davis*

**Yes:** Gauthier, Tosi, Gaudioso, Newman, Starnes, Mayer, Loxtercamp, Stephan, Gillespie

**No:** Milkey, DiOrio, Davis

**Totals:** 9 yes, 3 no, motion to close meeting passes

### 1745 Recess

#### AI 99-142b Grievance settlement 99-6-1 Pre-canceled Trips

### 1755 Reconvene in open session

Following motion is back on floor:

Motion Starnes/Newman: Move to accept proposed grievance settlement 99-6-1

Chair rules Davis comments out of order

*Motion passes unanimously*

### 1850 Recess

### 1855 Reconvene in closed session

Continue with AI 99-193 SJ Options Study Group

**Day Five - Friday, September 17, 1999**

### 0935 Beebe convenes meeting

Skinner, Osterhus present

Roll Call: All MEC members present except Mayer proxy Loxtercamp, Gauthier proxy Tosi

Chair violates phone decorum

Point of order Milkey: Please enforce phone decorum policy

Chair: Well taken

Motion Gillespie:

WHEREAS, the US Airways MEC has received a report from the RJ Task Force and SJ (Small Jet) Study Group, and

WHEREAS, the reports indicate that a strong feeder system is essential to long term growth of mainline flying, and

WHEREAS, RJ/SJ aircraft are quickly becoming a significant part of the competitive industry environment and other carriers, which have little if any restrictions, are using RJ/SJ aircraft in markets in competition with US Airways regional operations to the detriment of feed to the US Airways Mainline system, and

WHEREAS, any additional growth in the US Airways RJ/SJ network must be accompanied by appropriate limitations, restrictions, protections and bi-directional flow-through, as well as other appropriate quid pro quo's, such as, but not limited to:

1. No Furlough protection for all US Airways pilots two years beyond the amenable date of the present contract,
2. Accelerated block hour growth from the present contract on the mainline, exclusive of the MetroJet System,
3. Continued acquisition of aircraft for the mainline system on a proportional basis with the SJ aircraft,
4. Acceptable financial covenants suitable for the pilots' investment in this opportunity for the Company.

THEREFORE BE IT RESOLVED, the US Airways MEC authorizes the US Airways Negotiating Committee to engage in discussions with the Company to explore options which would provide for appropriate limitations, restrictions, protections and returns in exchange for an expanded US Airways RJ/SJ Network.

Chair rules motion out of order since it is now time certain to deal with:

#### AI 99-192b Review MEC Options if IAM Goes on Strike

0940 Gauthier, Mayer arrive

0945 Motion Gauthier/Newman: Move to accept the polling questions on IAM situation as presented

Substitute motion Davis/Milkey: Move to use second set of questions submitted by Davis

Point of order Davis: Chair is using his position to enter debate

Chair: Not well taken

Beebe violates phone decorum

### 1035 Recess

### 1045 Reconvene

Amendment Stephan/Gillespie: Move to add the following:

BE IT FURTHER RESOLVED that the second set of questions will be sent to the Wilson Center to be incorporated into a second poll to be completed as soon as possible

BE IT FINALLY RESOLVED that polling will begin immediately with the original Wilson Center questions

*Amendment passes*

Substitute as amended now reads:

BE IT RESOLVED the Wilson Center will use a second set of questions submitted by Davis

BE IT FURTHER RESOLVED that the second set of questions will be sent to the Wilson Center to be incorporated into a second poll to be completed as soon as possible

BE IT FINALLY RESOLVED that polling will begin immediately with the original Wilson Center questions

*Substitute passes unanimously*

**AI 99-190 Confidentiality of Information Received from Pilots**  
Motion Stephan/Gauthier:

BE IT RESOLVED that, in accordance with the resolution AI 99-192 that was passed on Tuesday, September 14, 1999, any information that is received by the MEC as a result of any request for "pilot input" shall be considered strictly confidential by the MEC. No MEC member shall divulge or discuss any such information with anyone who is not a member of the body, or an advisor to the body (such as counsel, authorized staff and authorized committee members) without the express authorization of the MEC.

*Motion passes*

Motion Davis/Milkey:

WHEREAS the MEC is not likely to announce its position on whether to honor an IAM picket line until after the end of the cooling-off period

THEREFORE BE IT RESOLVED that the MEC urges both parties to negotiate in a timely manner so as to reach a fair settlement to both parties, and

BE IT FURTHER RESOLVED that the MEC directs the MEC Chairman to advise management that a continuation of labor strife is not conducive to making US Airways a carrier of choice,

BE IT FINALLY RESOLVED that should the MEC decide to honor the picket line all pilots would go out together and come back together

Chair rules resolution out of order

**1125 Recess**

**1135 Reconvene; Meeting is closed**

**1236 meeting is open**

Davis calls for orders of day (lunch at 1230)

Motion Gauthier/Gillespie: Move to extend for 15 minutes

*Motion fails*

**1240 Lunch**

**1345 Reconvene**

Motion Gillespie/Gauthier:

WHEREAS the US Airways MEC has received a report from the RJ Task Force and SJ (Small Jet) Study Group, and

WHEREAS the reports indicate that a strong feeder system is essential to long term growth of mainline flying, and

WHEREAS RJ/SJ aircraft are quickly becoming a significant part of the competitive industry environment and other carriers, which have little if any restrictions, are using RJ/SJ aircraft in markets in competition with US Airways regional operations to the detriment of feed to the US Airways Mainline system, and

WHEREAS, any additional growth in the US Airways RJ/SJ network must be accompanied by appropriate limitations, restrictions, protections and bi-directional flow-through, as well as other appropriate quid pro quo's listed in MEC resolution 99-126, such as, but not limited to:

1. No Furlough protection for all US Airways pilots well beyond the amendable date of the present contract,
2. Accelerated block hour growth from the present contract on the mainline, exclusive of the MetroJet and International Route System,
3. Continued acquisition of aircraft for the mainline system on a proportional basis with the SJ aircraft,
4. Acceptable financial covenants suitable for the pilots' investment in this opportunity for the Company.

THEREFORE BE IT RESOLVED, the US Airways MEC authorizes the US Airways Negotiating Committee to engage in discussions with the Company to explore options which would provide for appropriate limitations, restrictions, protections and returns in exchange for an expanded US Airways RJ/SJ Network.

**1355 Recess**

**1405 Reconvene**

Substitute motion Davis/Milkey:

WHEREAS the SJ Options paper does not address several of the items called for in the resolution of July 21, 1999, and

WHEREAS the MEC should give the Negotiating Committee a proper charge before they engage in discussions with management,

THEREFORE BE IT RESOLVED it resolved that MEC directs the Negotiating Committee to talk with management to learn more details on their plans for the SJ flying,

BE IT FURTHER RESOLVED that the Negotiating Committee will report back as soon as possible on the details of their talks with management on the SJ plans, and

BE IT FURTHER RESOLVED that after deliberation on the Negotiating Committee's report, the MEC will prepare a final direction for discussions with management.

Newman in violation of phone decorum

*Vote on substitute; Division Davis*

**Yes:** Milkey, DiOrio, Davis, Starnes

**No:** Gauthier, Tosi proxy Gauthier, Gaudio proxy Newman, Newman, Mayer, Loxtercamp, Gillespie

**Abstain:** Stephan

**Totals:** 4 yes, 7 no; substitute fails

Point of order Gauthier: retake vote due to confusion

Chair: Well Taken

**Yes:** Milkey, DiOrio, Davis, Starnes

**No:** Gauthier, Tosi proxy Gauthier, Gaudio proxy Newman, Newman, Mayer, Loxtercamp, Gillespie

**Abstain:** Stephan

**Totals:** 4 yes, 7 no; substitute fails

Point of order Mayer: After a failed substitute or amendment, we should create a new speaker's list for the original motion

Chair: Not well taken

Amendment DiOrio/Mayer: after "quid pro quo's" insert "listed in MEC resolution 99-126"

*Amendment passes*

*Division Gillespie*

**Yes:** DiOrio, Gauthier, Tosi, Gaudio, Newman, Mayer, Loxtercamp, Stephan, Gillespie

**No:** Milkey, Davis, Starnes

**Totals:** 9 yes, 3 no; amendment passes

Motion Mayer/Newman: Move to amend by adding:

BE IT FINALLY RESOLVED that the US Airways MEC Negotiating Committee will report back to the MEC with the results of those discussions

*Amendment passes*

Resolution as amended and editorialized reads:

WHEREAS the US Airways MEC has received a report from the RJ Task Force and SJ (Small Jet) Study Group, and

WHEREAS RJ/SJ aircraft are quickly becoming a significant part of the industry environment and other carriers, which have little if any restrictions, are using RJ/SJ aircraft in markets in competition with US Airways regional operations affecting feed to the US Airways Mainline system, and

WHEREAS, any additional growth in the US Airways RJ/SJ network must be accompanied by appropriate limitations, restrictions, protections and bi-directional flow-through, as well as other appropriate quid pro quo's listed in MEC resolution 99-126, such as, but not limited to:

1. No Furlough protection for all US Airways pilots well beyond the amendable date of the present contract,
2. Accelerated block hour growth from the present contract on the mainline, exclusive of the MetroJet and International Route System,
3. Continued acquisition of aircraft for the mainline system on a proportional basis with the SJ aircraft,
4. Acceptable financial covenants suitable for the pilots' investment in this opportunity for the Company.

THEREFORE BE IT RESOLVED, the US Airways MEC authorizes the US Airways Negotiating Committee to engage in discussions with the Company to explore options,

BE IT FINALLY RESOLVED that the US Airways MEC Negotiating Committee will report back to the MEC with the results of those discussions

Amendment Milkey/Davis: In THEREFORE BE IT RESOLVED, replace "engage in discussions with the Company to explore options," with "gather detailed additional information from management on their plans for an expanded RJ Network including but not limited to pay, routes, fleet size and description, fleet acquisition timetables, and aircraft deployment"

### 1603 Recess

### 1610 Reconvene

*Amendment passes unanimously*

Resolution as amended and editorialized reads:

WHEREAS the US Airways MEC has received a report from the RJ Task Force and SJ (Small Jet) Study Group, and

WHEREAS RJ/SJ aircraft are quickly becoming a significant part of the industry environment and other carriers, which have little if any restrictions, are using RJ/SJ aircraft in markets in competition with US Airways regional operations affecting feed to the US Airways Mainline system, and

WHEREAS, any additional growth in the US Airways RJ/SJ network must be accompanied by appropriate limitations, restrictions, protections and bi-directional flow-through, as well as other appropriate quid pro quo's listed in MEC resolution 99-126, such as, but not limited to:

1. No Furlough protection for all US Airways pilots well beyond the amendable date of the present contract,
2. Accelerated block hour growth from the present contract on the mainline, exclusive of the MetroJet and International Route System,
3. Continued acquisition of aircraft for the mainline system on a proportional basis with the SJ aircraft,
4. Acceptable financial covenants suitable for the pilots' investment in this opportunity for the Company.

THEREFORE BE IT RESOLVED, the US Airways MEC authorizes the US Airways Negotiating Committee to gather detailed additional information from management on their plans for an expanded RJ Network including but not limited to pay, routes, fleet size and description, fleet acquisition timetables, and aircraft deployment

BE IT FINALLY RESOLVED that the US Airways MEC Negotiating Committee will report back to the MEC with the results of those discussions

*Motion passes unanimously*

### AI 99-130 Code-Share with American Eagle

Motion Mayer/Gillespie:

WHEREAS the Company has requested that the US Airways MEC consider allowing a code share agreement with American Eagle, and

WHEREAS a limited code share agreement with American Eagle may be in the best interests of our pilots' long term career interests, and

WHEREAS a code share agreement with American Eagle would be on a non-precedent setting basis, and

WHEREAS any agreement may require the inclusion of additional protections such as geographical limits, aircraft limits etc.

THEREFORE BE IT RESOLVED that the US Airways MEC authorizes the US Airways Negotiating Committee to engage in discussions with the Company on a non-precedent setting LOA that would provide for appropriate limitations, restrictions, protections and returns in exchange for allowing for a code-share agreement with American Eagle.

Amendment Davis/Milkey: Add after "American Eagle" "only on the west coast and only with aircraft that comply with Section 1 (B) 3a"

*Amendment passes unanimously*

Motion now reads:

WHEREAS the Company has requested that the US Airways MEC consider allowing a code share agreement with American Eagle, and

WHEREAS a limited code share agreement with American Eagle may be in the best interests of our pilots' long term career interests, and

WHEREAS a code share agreement with American Eagle would be on a non-precedent setting basis, and

WHEREAS any agreement may require the inclusion of additional protections such as geographical limits, aircraft limits etc.

THEREFORE BE IT RESOLVED that the US Airways MEC authorizes the US Airways Negotiating Committee to engage in discussions with the Company on a non-precedent setting LOA

that would provide for appropriate limitations, restrictions, protections and returns in exchange for allowing for a code-share agreement with American Eagle only on the west coast and only with aircraft that comply with Section 1 (B) 3a.

*Main motion passes unanimously*

**AI 99-163 Elect R&I Committee Chair**

Motion Gauthier/Stephan:

Move to elect Rick Moseley chairman of R&I Committee by acclamation

Motion withdrawn

Floor is open for nominations

Gauthier nominates Rick Moseley as Chairman of R & I Committee

No other nominations, Floor is closed

Moseley answers questions of MEC

Point of order Gauthier: Ten minutes is allotted for Q&A, I would like some time to ask questions

Chair: Well taken

*Moseley is elected Chairman of R & I committee*

Motion Davis/Gauthier: Move to elect Moseley by acclamation

*Motion passes unanimously*

**1700 Meeting is recessed to call of chair**

**Day Six – Wednesday, September 29, 1999-  
Dulles Airport Hilton**

**1440 Beebe reconvenes meeting**

Skinner present, Osterhus absent, Freundlich acting S/T

Roll call: All MEC members present except Gillespie proxy Stephen; DiOrio proxy Starnes; Milkey proxy Davis; Baier proxy Loxtercamp

Discussion on IAM agenda item

Chair discusses meeting agenda

**1455 Chair recesses body to subcommittee**

**Day Seven – Thursday, September 30, 1999**

**0938 Beebe reconvenes meeting**

Skinner present, Osterhus absent, Freundlich acting Secretary

Roll call: All present except Gillespie proxy Stephan; Milkey proxy DiOrio; Baier proxy Loxtercamp

Chair: Without objection, Matt Merillat will give presentation on Safety Partnership and answer questions on MOU, polling questions on RJ available for MEC approval

subcommittee 2 will consider merger assessment, and we need to accomplish the R to S transition agenda item, and will introduce new agenda item on IAM issue to accommodate resolution

0945 Matt Merillat discusses changes to MOU

Motion Gauthier/Mayer: Move to discharge **AI 99-147a Aviation Safety Action Program** from subcommittee to deal with in plenary

*Motion passes*

**AI 99-147a Aviation Safety Action Program**

Motion Gauthier/Tosi: Move to approve Aviation Safety Action Program MOU

*Motion passes unanimously*

Chair: Feldvary would prefer to handle merger assessment in plenary

Motion Gauthier/Tosi: Move to discharge subcommittee on AI 99-138a &b and deal with them in plenary

*Motion to discharge subcommittee passes unanimously*

**AI 99-138a Merger Assessment**

**AI 99-138b Standing Assessment for Dispute Resolution**

Feldvary presents issues; Discussion

**1020 Recess**

**1035 Reconvene; Discussion continues**

**1055 Recess**

**1115 Reconvene: Discussion continues**

Motion Gauthier/Tosi:

BE IT RESOLVED that agenda item 138a be postponed to the 4Q 1999 MEC meeting so that the MEC can receive and review the accounting of the spending of the Merger Committee and review possible alternatives for funding.

BE IT FURTHER RESOLVED both items to be supplied by the MEC Secretary/Treasurer prior to the 4Q MEC meeting, and

BE IT FINALLY RESOLVED that the Merger Committee be present at the 4Q 1999 MEC meeting to answer questions on this issue.

*Motion passes unanimously*

**AI 99-138b Standing Assessment for Dispute Resolution**

Motion Davis/Starnes:

WHEREAS the Nicolau Award incorporates conditions and restrictions that remain in effect until January 2, 2003, and

WHEREAS it is possible that the pre-merger US Airways pilots covered by the Nicolau Award will need a Dispute Resolution Fund to pay expenses which are not payable by the Association under existing policy, and

WHEREAS the AAA MEC finds that a further assessment may be in the best interests of the pre-merger US Airways pilots in order to fund Merger Dispute Resolution Committee legal fees and should be levied before merger of the AAA and USS Master Executive Councils,

THEREFORE BE IT RESOLVED that, in accordance with the ALPA Constitution and By-Laws, the AAA MEC hereby adopts and levies an annual assessment of up to \$50.00 to be paid by all pre-merger US Airways pilots covered by the Nicolau Award on July 1, 2000 and each July 1 thereafter through July 1, 2002, subject to the following terms and conditions:

1. Only those pre-merger US Airways pilots hired prior to October 1, 1998, who are classified as active, active/sick, executive, or inactive, will be subject to the assessment.

2. This assessment will be payable in full on July 1 of each year, unless, as of April 30 of that year, the Dispute Resolution Fund balance minus accrued expenses to be paid from the Fund exceeds \$80,000, in which case no assessment will be paid that year. If, as of April 30 of that year, the Dispute Resolution Fund balance minus accrued expenses is less than \$80,000, the amount of the assessment, pro-rated among pre-merger US Airways pilots required to pay the assessment for that year, will be equal to the amount necessary to raise the Fund balance to \$120,000, but not more than \$50 per pilot in any event. The merger

representatives will meet each year before June 1 in order to determine, in accordance with the foregoing criteria, whether payment of the assessment is required and, if so, the amount per pilot.

3. The merger representatives shall disburse any amount remaining in the Dispute Resolution Fund on a pro-rata basis within sixty (60) days after the termination of the conditions and restrictions incorporated in the Nicolau Award, provided that the merger representatives may, in their judgement, defer such distribution until the conclusion of then ongoing disputes requiring use of such monies; provided, further, that the merger representatives shall transfer the remainder of the Fund to the Association for the account of the merged MEC if the pro-rata amount to be distributed to each pilot is less than \$50.00, in compliance with ALPA merger policy.

4. The trustees of the Dispute Resolution Fund shall prepare an annual income, expense and balance statement beginning July 1, 2000 for all pilots who are subject to this assessment.

5. No money from these assessments may be used to pay any legal bill incurred before

Discussion

Point of order Davis: Speaker not speaking to motion

Chair: Not well taken

### 1135 Recess

### 1140 Reconvene

Gaudioso arrives; Discussion continues

Point of order Mayer: Intent of resolution not clear

Chair (Skinner): Point of order well taken.

Motion Davis/Mayer: Move to postpone AI 138b to no later than the 4Q99 MEC meeting Motion passes unanimously

Chair: Recess followed by working lunch

### 1249 Reconvene

Chair, without objection, recommits AI 138a and AI 138b to Subcommittee 2.

### AI 157c Consideration of LOA 72 Transition Short Call Reserve

Donn Butkovic explains LOA

Motion Mayer/Newman: Move to ratify LOA 72

### 1302 Recess

### 1304 Reconvene; Discussion continues

### 1336 Recess

### 1346 Reconvene; Discussion continues

Substitute motion Starnes/Davis:

Move to accept LOA 72 with good faith language struck (second sentence in Para. F)

### 1350 Recess

### 1355 Reconvene

Point of order Mayer: Substitute motion modifies LOA, therefore is out of order.

Chair: Point of order well taken

Substitute Motion Starnes/Davis:

Move to accept LOA 72 contingent upon the good faith language being struck (second sentence in Para. F)

### 1408 Recess

### 1410 Reconvene

Chair: Davis out of order

Point of Order Mayer: Speaker not speaking to motion

Chair: Point of order not well taken

Chair: Tosi out of order

### 1420 Recess

### 1430 Reconvene

Starnes/Davis withdraw substitute motion

Amendment DiOrio/Starnes:

Move to ratify LOA 72 contingent upon the following language being inserted after the second sentence in Para. F:

It is understood that if a pilot who is transitioned to a Short Call Reserve makes a telephone call to Daily and/or Future Crew Scheduling, as applicable, to remind them of their transitioned status and their availability under LOA 72, then any mistake by Crew Scheduling subsequent to that telephone call will not be considered a "good faith" mistake, and the pilot will be pay protected to value of any missed trips

*Tosi calls division on amendment*

**Yes:** Milkey, DiOrio, Davis, Starnes, Stephan, Gillespie proxy Stephan

**No:** Gauthier, Gaudioso, Newman, Mayer, Loxtercamp

**Abstain:** Tosi

**Totals:** 6 yes, 5 no, 1 abstain; Amendment passes

Back on main motion as amended:

Move to ratify LOA contingent upon the following language being inserted after the second sentence in Para. F:

It is understood that if a pilot who is transitioned to a Short Call Reserve makes a telephone call to Daily and/or Future Crew Scheduling, as applicable, to remind them of their transitioned status and their availability under LOA 72, then any mistake by Crew Scheduling subsequent to that telephone call will not be considered a "good faith" mistake, and the pilot will be pay protected to value of any missed trips.

Division Davis

Point of order Gaudioso: It is MEC policy that whenever we do a division a new process and vote has not begun and recess in order

### 1506 Chair 2 minute recess

### 1515 Reconvene

Chair: Point well taken

**Yes:** Milkey, DiOrio, Tosi, Davis, Starnes, Stephan, Gillespie proxy Stephan

**No:** Gauthier, Gaudioso, Newman, Mayer, Loxtercamp

**Totals:** 7 yes, 5 no; motion passes

Chair: Next order of business is to accept, reject or modify SJ polling questions

**1520 Recess**

**1532 Reconvene**

Motion Gauthier/Gaudio: Move to accept the RJ polling questions

*Motion passes unanimously*

Chair: Modified questions will be emailed or faxed to MEC

**1630 Recess**

**1640 Reconvene**

Motion Stephan/Tosi: Move to reconsider AI 157c on LOA 72

Davis calls for orders of the day

Chair states orders of the day call for council caucus followed by plenary. After council caucus motion can be moved in plenary session.

Motion Gauthier/Newman: Move to change orders of the day to enter plenary session.

*Motion passes*

*Division Davis*

**Yes:** Gauthier, Tosi, Gaudio, Newman, Mayer, Loxtercamp, Stephan, Gillespie proxy Stephan

**No:** Milkey, DiOrio, Davis, Starnes

**Totals:** 8 yes, 4 no; *Motion passes*

Motion Stephan/Tosi:

Move to reconsider the agenda item AI 99-157c on LOA 72

discussion

Point of Order Gauthier: Speaker's line of questioning is improper

Chair: Point of order well taken

Point of Order Gauthier: Speaker's line of questioning again is improper

**1658 Chair 2 minute Recess**

**1700 Reconvene**

Chair: Point well taken; Questioning must be on motion to reconsider

Chair: Gaudio out of order

Point of order DiOrio: Speaker is not speaking for or against motion

Chair: Not well taken

Motion to reconsider passes; AI 99-157c back on floor

**AI 99-157c LOA 72**

Move to ratify LOA contingent upon the following language being inserted after the second sentence in Para. F:

It is understood that if a pilot who is transitioned to a Short Call Reserve makes a telephone call to Daily and/or Future Crew Scheduling, as applicable, to remind them of their transitioned status and their availability under LOA 72, then any mistake by Crew Scheduling subsequent to that telephone call will not be considered a "good faith" mistake, and the pilot will be pay protected to value of any missed trips.

Substitute Motion Stephan/Newman:

Move to ratify LOA 72 with editorial change: in Para. F after "assignments" add the words, "to transitioned short call Reserves."

*Motion passes*

Motion Davis/DiOrio: Move that LOA 72 be sent out for membership ratification

Chair motion is out of order. Previous motion clearly was to ratify agreement.

Davis/DiOrio challenge chair

Chair is upheld on voice vote

1730 Council caucus

1754 Gauthier leaves, proxy to Tosi

Chair without objection accept LAI, committed to subcommittee 2

Subcommittee 1 AI 138a and b

**AI 99-137 Vice Chairman's Report**

Motion Davis/Stephan:

BE IT RESOLVED that the Vice Chairman's report is received

*Motion passes unanimously*

**AI 99-139 EVP Report**

Motion Davis/Stephan:

BE IT RESOLVED that the EVP's report is received.

*Motion passes unanimously*

**AI 99-142 Grievance Report**

Motion Davis/DiOrio:

BE IT RESOLVED that the Grievance Committee's report is received.

*Motion passes unanimously*

**AI 142a Rescheduling Grievance**

Motion Davis/DiOrio:

WHEREAS The rescheduling provisions of Section 25 (J) (92 agreement) and 25 (F) (98 agreement) provide guidance for the legal rescheduling of crews and

WHEREAS Systems Scheduling chronically abuses this provision preferring to utilize crews in the system as "system reserves" and

WHEREAS numerous LEC grievances have been filed on this issue and favorably awarded to ALPA over a period of years and

WHEREAS the awards of said LEC Grievances have not been effective in getting scheduling to adhere to our contract and

THEREFORE BE IT RESOLVED the MEC directs the MEC Grievance Chairman to file an MEC Grievance to compel the Company to cease and desist from the misapplication of Section 25 (F) 4. Rescheduling.

*Motion passes unanimously*

**AI 99-143 Jumpseat Committee Report**

Motion Davis/Stephan:

BE IT RESOLVED that the Jumpseat Committee's report be and hereby is received.

*Motion passes unanimously*

Chair without objection extends session to 1900

**AI 99-145 Route Committee Report**

Motion Davis/Stephan:

BE IT RESOLVED that the Route Committee's report is received.

*Motion passes unanimously*

**AI 99-146** Scheduling Committee Report

Motion Davis/Stephan:

BE IT RESOLVED that the Scheduling Committee's report is received.

*Motion passes unanimously*

**AI 99-146a** Canceled Trip Information

Motion Davis/DiOrio:

WHEREAS the pre-cancelled trips issue makes it important to know the identity and number of cancelled trips and associated block hours, and

WHEREAS no one has been officially designated to obtain this information for the MEC,

THEREFORE BE IT RESOLVED the MEC designates the Scheduling Committee Chairman as the person who will be responsible for collecting this information and periodically reporting it to the MEC.

*Motion passes unanimously*

**AI 99-147** Violations Committee Report

Motion Davis/Stephan:

BE IT RESOLVED that the Violations Committee report is received with the confidential classification removed.

*Motion passes unanimously*

**AI 99-153** Aeromedical HIMS Report

Motion Davis/DiOrio:

BE IT RESOLVED that the Aeromedical/HIMS Committee report is received.

*Motion passes unanimously*

**AI 99-155** CASC Report

Motion Davis/Stephan:

BE IT RESOLVED that the CASC Report is received.

*Motion passes unanimously*

**AI 99-157** Negotiating Committee Report

Motion Davis/DiOrio:

BE IT RESOLVED that the Negotiating Committee's report is received.

*Motion passes unanimously*

**AI 99-161** Month and Location of the Year 2000 Quarterly Meetings

Motion Davis/Starnes:

BE IT RESOLVED that the MEC's 2000 regular quarterly meetings be scheduled for the following dates and locations:

First quarter – February 21-25 (CLT)

Second quarter – June 5-9 (DCA)

Third quarter – September 18-22 (PHL)

Fourth quarter – December 4-8 (PIT)

Motion Tosi/DiOrio:

Move to postpone to 4Q99 MEC meeting

*Motion passes*

**AI 99-159** R & I Committee Report

Motion Davis/Loxtercamp:

BE IT RESOLVED that the R&I Committee Chairman is received.

*Motion passes unanimously*

**AI 99-165** Pilots to Wear Uniforms when Meeting with Company

Motion Davis/Starnes:

WHEREAS the pilot uniform is a reminder of our profession, and

WHEREAS the MEC encourages that union officials wear the pilot uniform when meeting with Company officials and when engaging in public relations.

THEREFORE BE IT RESOLVED that the US Airways MEC directs itself, its committee members, and its officers to wear their pilot uniform when reasonably possible and not restrictive while engaging in meetings with Company officials or in public relations.

Motion Mayer/Stephan: Amend by striking line second WHEREAS and replace "directs" with "encourages."

*Amendment passes*

Back on main motion as amended:

WHEREAS the pilot uniform is a reminder of our profession,

THEREFORE BE IT RESOLVED that the US Airways MEC encourages itself, its committee members, and its officers to wear their pilot uniform when reasonably possible and not restrictive while engaging in meetings with Company officials or in public relations.

*Motion passes*

**AI 99-167** Determination if Sitting MEC Members Knew of Agreements on the 45-Day Delay or Interest Payment on Retirement Disbursements

Motion Mayer/Tosi: Move to take no action

Substitute motion Davis/Starnes:

WHEREAS a June 2, 1999 memo from R&I Committee Chairman Ed Hill contained corrections the R&I Committee wanted after reviewing Agenda Item 99-109, and

WHEREAS one of the corrections was that the MEC has been aware of the practice of the Company paying interest on lump sum disbursements made after 45 days, and

WHEREAS the Council 94 Reps first learned of this alleged interest practice in late December 1996 or early January 1997 and immediately challenged it through a series of documented letters and actions, and

WHEREAS no member of the current MEC has ever acknowledged knowing about any such practice to pay interest before it became an issue in the Stephens case, and

WHEREAS Eric Litt, a former R&I Committee Chairman at the time of the merger with Piedmont, alleges he told the MEC that the Company would pay interest on lump sum disbursements taking longer than 45 days to disburse,

WHEREAS in spite of an extensive review in February 1997 of MEC minutes, R&I Committee reports, and Retirement Board meeting minutes, no proof was found of any notification to the MEC prior to February 1997 by the R&I Committee on any understanding to pay interest on delayed lump sum distributions or to delay such distributions for any number of days beyond the benefit commencement date, and

THEREFORE BE IT RESOLVED that the current MEC reaffirms that it had no knowledge of any practice by the Company to pay interest on lump sum distributions delayed beyond 45 days prior to the issue being made known in early 1997 in connection with the Stephens case, and

BE IT FURTHER RESOLVED that the current MEC had no knowledge of any practice by the Company or of any agreement between ALPA and the Company to delay lump sum disbursements for any particular time period beyond benefit commencement date.

Point of Order Mayer discussion not germane to motion

Chair: Point of order not well taken

Motion Tosi/Mayer: Call the question

*Call the question passes*

*Vote on substitute; Division Davis*

**Yes:** Milkey, Davis, Starnes

**No:** DiOrio, Gauthier, Tosi, Gaudioso, Newman, Mayer, Loxtercamp

**Abstain:** Stephan, Gillespie proxy Stephan

**Totals:** 3 yes, 7 no, 2 abstain; Substitute motion fails, back on main motion

Point of order Gaudioso: Substitute motion dispenses main motion

Chair: Point not well taken, main motion is on table

*Main motion to take no action passes; Division Davis*

**Yes:** DiOrio, Gauthier, Tosi, Gaudioso, Newman, Mayer, Loxtercamp Stephan, Gillespie proxy Stephan

**No:** Milkey, Davis, Starnes

**Totals:** 9 yes, 3 no, motion passes

1915 Starnes calls for orders of the day

Chair: Will reconvene tomorrow at 0930 in plenary

*1915 Recess*

### Day Eight, October 1, 1999

#### 0940 Vice Chair Skinner reconvenes meeting

Osterhus absent, Freundlich acting Secretary

Roll call: All MEC members present except Milkey proxy DiOrio, Mayer proxy Loxtercamp, Gillespie proxy Stephan

#### AI 99-157b Negotiating Committee SJ Discussions with Company

Butkovic, Ison continue Negotiating Report on Company plans for RJs

1145 Point of order Davis: Discussion on resolution not in order; member does not have a copy

Chair: Not well taken; discussion has not begun, resolution being passed out

Motion Gauthier/Newman:

WHEREAS the US Airways MEC has received a report from the RJ Task Force and SJ (Small Jet) Study Group, and

WHEREAS RJ/SJ aircraft are quickly becoming a significant part of the industry environment and other carriers, which have little if any restrictions, are using RJ/SJ aircraft in markets in competition with US Airways regional operations affecting feed to the US Airways Mainline system, and

WHEREAS, any additional growth in the US Airways RJ/SJ network must be accompanied by appropriate limitations, restrictions, protections and bi-directional flow-through, as well as other appropriate quid pro quo's listed in MEC resolution 99-126, such as, but not limited to:

1. No Furlough protection for all US Airways pilots well beyond the amendable date of the present contract,

2. Accelerated block hour growth from the present contract on the mainline, exclusive of the MetroJet and International Route System,

3. Continued acquisition of aircraft for the mainline system on a proportional basis with the SJ aircraft,

4. Acceptable financial covenants suitable for the pilots' investment in this opportunity for the Company; and

WHEREAS the Negotiating Committee has provided the MEC with additional information regarding management's plans for an expanded SJ network, SJ routes, SJ fleet size and acquisition timetable and deployment among wholly owned and contract carrier affiliates in accordance with MEC resolution 99-193.

THEREFORE BE IT RESOLVED, the US Airways MEC authorizes the US Airways Negotiating Committee to engage in discussions under the guidelines included in but not limited to AI 99-126 and its incorporated Intent Document, and the Global List, with management regarding additional SJs for the benefit of the US Airways pilots.

BE IT FURTHER RESOLVED that the US Airways MEC Negotiating Committee will report back to the MEC with the results of those discussions.

BE IT FINALLY RESOLVED that the MEC Policy Manual Article V, Negotiating Committee, 4A1, will apply as it relates to "discussions."

**1120 Recess**

**1133 Reconvene; discussion continues**

**1143 Recess**

**1208 Reconvene; discussion continues**

**1210 Recess for lunch**

**1247 Reconvene; discussion continues**

Mayer arrives

**1253 Recess**

**1259 Reconvene; Chair without objection closes session**

**1430 Recess; Out of closed session**

**1500 Reconvene**

*Motion passes unanimously*

Chair, without objection, discharges subcommittee on AI 99-194

#### AI 99-194 Security Screening

Motion Gaudioso/Davis:

WHEREAS a pilot was accused of assaulting a security guard at one of the system security check points, and

WHEREAS this pilot is now exposed to possible criminal charges, and

WHEREAS this pilot attempted to follow the company's procedures by asking for the GSC (Ground Security Coordinator) to come to the security check point three times and the GSC refused, and

WHEREAS this pilot was forced to leave his bags unattended at the security check point while in the process of attempting to meet the unreasonable and procedurally incorrect demands of the local security guard were met, and

WHEREAS this pilot may have to hire a local criminal attorney in order to represent him in this case.

THEREFORE BE IT RESOLVED that the US Airways MEC approves a sum not to exceed \$4000 to be paid as reimbursement for reasonable and documented legal fees associated with his personal efforts to defend himself and our profession, and

BE IT FINALLY RESOLVED that ALPA Legal/General Counsel be consulted and support the pilot in this action, and

BE IT FINALLY RESOLVED that the MEC chairman or his designee take all measures to ensure that Section 26H of the Us airways Pilots Working Agreement is enforced as it applies to this pilot.

*Motion passes unanimously*

**AI 99-168 Policy Manual Changes to Require MEC Approval of Grievance Settlements**

Motion Davis/Starnes:

WHEREAS the *MEC POLICY MANUAL* on p. 46 states the scope of the MEC Grievance Committee is to resolve grievances over the interpretation of the Contract, and

WHEREAS the two most recent Grievance Committee Chairmen have brought settlement proposals back to the MEC for review, and

WHEREAS such a practice gives the MEC the opportunity to approve, reject, or modify what may be significant proposed changes to the existing Contract, and

WHEREAS if the MEC were to fail to review a settlement before it was accepted by the MEC Grievance Committee, it could result in the grievance arena being used to modify the Contract without MEC approval,

THEREFORE BE IT RESOLVED that Article V, Section 2 – Grievance Committee, paragraphs 3 and 4 will be modified as follows (underlined text is new language):

3. Scope

Resolve grievances with MEC input which occur over differences in interpretation of the working agreement pilot Contract and assists pilots in other legal actions as appropriate.

4. Duties and Responsibilities:

d. Any proposed grievance settlement that effects a change to or is a clarification of the Pilot Contract, , or is not in exact agreement with the current Contract, or for any other reason the MEC Grievance Committee may feel is relevant, will be brought to the MEC for acceptance, rejection, or modification.

[Note: The remaining sub-paragraphs d through p of paragraph 4 will be re-lettered e through q.]

Motion Gauthier/Tosi: Move to recommit to subcommittee

*Motion to recommit fails*

Back on main motion

Motion Mayer/Gauthier: Move to postpone to 4Q99 MEC meeting

*Motion to postpone passes*

**AI 99-138b Assessment for Dispute Resolution**

Motion Davis/Mayer:

WHEREAS the Nicolau Award incorporates conditions and restrictions that remain in effect until January 2, 2003, and

WHEREAS it is possible that the pre-merger US Airways pilots covered by the Nicolau Award will need a Dispute Resolution Fund to pay expenses which are not payable by the Association under existing policy, and

WHEREAS the AAA MEC finds that a further assessment may be in the best interests of the pre-merger US Airways pilots in order to fund Merger Dispute Resolution Committee legal fees and should be levied before merger of the AAA and USS Master Executive Councils,

THEREFORE BE IT RESOLVED that, in accordance with the ALPA Constitution and By-Laws, the AAA MEC hereby adopts and levies an annual assessment of up to \$50.00 to be paid by all pre-merger US Airways pilots covered by the Nicolau Award on July 1, 2000 and each January 1 thereafter through January 1, 2003, subject to the following terms and conditions:

1. Only those pre-merger US Airways pilots hired prior to October 1, 1998, who are classified as active, active/sick, executive, or inactive, will be subject to the assessment.

2. This assessment will be payable in full on July 1 of each year, unless, as of April 30 of that year, the Dispute Resolution Fund balance minus accrued expenses to be paid from the Fund exceeds \$30,000, in which case no assessment will be paid that year. If, as of April 30 of that year, the Dispute Resolution Fund balance minus accrued expenses is less than \$30,000, the amount of the assessment, pro-rated among pre-merger US Airways pilots required to pay the assessment for that year, will be equal to the amount necessary to raise the Fund balance to \$60,000, but not more than \$50 per pilot in any event. The merger representatives will meet each year thereafter before December 1 in order to determine, in accordance with the foregoing criteria, whether payment of the assessment is required and, if so, the amount per pilot.

3. The merger representatives shall disburse any amount remaining in the Dispute Resolution Fund on a pro-rata basis within sixty (60) days after the termination of the conditions and restrictions incorporated in the Nicolau Award, provided that the merger representatives may, in their judgement, defer such distribution until the conclusion of then ongoing disputes requiring use of such monies; provided, further, that the merger representatives shall transfer the remainder of the Fund to the Association for the account of the merged MEC if the pro-rata amount to be distributed to each pilot is less than \$50.00, in compliance with ALPA merger policy.

4. The trustees of the Dispute Resolution Fund shall prepare an annual income, expense and balance statement beginning July 1, 2000 for all pilots who are subject to this assessment.

5. No money from these assessments may be used to pay any legal bills incurred before 9/30/99.

Chair without objection recommits to subcommittee 1

**AI 99-169 SAP Review and Approval**

Motion Davis/Starnes:

WHEREAS the latest version of the SAP process was implemented without final MEC approval, and

WHEREAS the MEC has a responsibility under 25(C)3c to ensure the SAP system was properly enhanced,

THEREFORE BE IT RESOLVED that the latest version of SAP will be explained to the MEC, and

BE IT FURTHER RESOLVED that after a period to properly review and understand the latest version of SAP the MEC will vote on whether to accept this version, and



BE IT FURTHER RESOLVED that any further update to SAP will be reviewed and accepted by the MEC before it is implemented.

*Motion passes unanimously*

**AI 99-171 Progressively Earlier Departures from Hotels**

Motion Davis/Starnes:

WHEREAS the departure times from some of the hotels are getting progressively earlier so as to accommodate the van company schedules, and

THEREFORE BE IT FURTHER that the Crew Accommodations Committee Chairman is directed to write a *US AIRWAVES* article on this issue and develop a form to be completed and returned by crew members experiencing excessively early hotel departures.

BE IT FURTHER RESOLVED that the Crew Accommodations Committee Chair will meet with the Company to address those cities identified as problem areas.

*Motion passes unanimously*

**AI 99-175 Refund Remaining Furloughed Pilots' Health Insurance**

Motion Davis/Starnes:

WHEREAS all furloughed pilots have been recalled, and

WHEREAS there is a balance remaining in the Furloughed Pilots' Health Insurance assessment fund, and

WHEREAS collection efforts from delinquent pilots are nearly complete,

THEREFORE BE IT RESOLVED that the MEC authorizes a pro rata refund of the remaining balance, after deduction of appropriate administrative fees.

BE IT FURTHER RESOLVED that the office of ALPA VP-Finance conduct an audit of the fund, and distribute the results to the US Airways pilots.

*Motion passes unanimously*

**AI 99-179 National Steering Committee Report**

Motion Davis/Stephan:

BE IT RESOLVED that the National Steering Committee report is received.

*Motion passes unanimously*

**AI 99-181 Membership Services Report**

Motion Davis/Stephan:

BE IT RESOLVED that the Membership Services Committee is received.

*Motion passes unanimously*

**AI 99-184 Voluntary Flying into First Off Day**

Motion Stephan/Mayer:

WHEREAS the inability for pilots to fly into their days off has created numerous and unnecessary splits, and

WHEREAS these required splits may have a negative effect on the Parity Review process, and

WHEREAS these required splits are costly to the corporation, and

WHEREAS the inability to fly voluntarily into a pilot's day off can negatively impact a pilot's quality of life, and

WHEREAS the requirement to split a pilot for days off creates an open trip to fill, often at reduced pay,

THEREFORE BE IT RESOLVED that the US Airways MEC directs the Negotiating Committee, in conjunction with the Scheduling

Implementation Task Force, to enter into discussions with US Airways Management to obtain the mutually beneficial ability for a pilot to voluntarily fly into his/her first day off to complete the trip, and

BE IT FINALLY RESOLVED that the day off will be reinstated.

*Motion passes unanimously*

**AI 99-161 Month and Location of 2000 Quarterly Meetings**

Chair, without objection, rules AI 99-161 Month and Location of the Year 2000 Quarterly Meetings is being reconsidered; following motion is now on floor:

Motion Tosi/DiOrio:

Move to postpone to 4Q99 MEC meeting

*Motion to postpone fails (requires 2/3)*

Motion Stephan/Tosi:

Move to recommit

*Motion passes*

**AI 99-170 Financial Preparation for Self-Help During 2003 Negotiations**

Motion Gauthier/Tosi:

WHEREAS the current US Airways Pilot Contract is amendable Jan. 2, 2003, and

WHEREAS self-help at the end of a 30-day cooling off period is always a possibility for unsuccessful Section 6 Railway Labor Act negotiations, and

WHEREAS the pilots' financial reserves are part of the preparation for self-help, and

WHEREAS failure to have a cash reserve becomes a pressure point for a pilot, and

WHEREAS about three years and three months remain until the amendable date, and

WHEREAS the MEC recommends that each pilot set aside each month in a separate account an amount of cash that will by 1/2/03 total no less than three months pay in the status and aircraft pay group he or she expects to find himself or herself in on 1/2/03, and

WHEREAS history has shown that a prepared pilot group is essential to a successful negotiation,

THEREFORE BE IT RESOLVED that the US Airways MEC recommends that each pilot start saving now for a possible self-help action after 1/2/03, and

BE IT FURTHER RESOLVED that the MEC Chairman will include these recommendations, as appropriate, in his written communications to the pilots.

Motion Mayer/Loxtercamp:

Move to amend by striking sixth WHEREAS

*Motion passes*

Back on main motion as amended.

Motion Davis/Starnes: Amend by adding:

BE IT FURTHER RESOLVED that the MEC recommends that each pilot set aside each month in a separate account an amount of cash that will by 1/2/03 total no less than three months pay in the status and aircraft pay group he or she expects to find himself or herself in on 1/2/03, and

BE IT FURTHER RESOLVED that the MEC Code-a-Phones will include these recommendations as appropriate.

Motion Stephan: Move to recommit

Motion dies for lack of second

*Amendment fails*

Back on main motion as previously amended:

WHEREAS the current US Airways Pilot Contract is amendable Jan. 2, 2003, and

WHEREAS self-help at the end of a 30-day cooling off period is always a possibility for unsuccessful Section 6 Railway Labor Act negotiations, and

WHEREAS the pilots' financial reserves are part of the preparation for self-help, and

WHEREAS failure to prepare becomes a pressure point for a pilot, and

WHEREAS about three years and three months remain until the amendable date, and

WHEREAS history has shown that a prepared pilot group is essential to a successful negotiation,

THEREFORE BE IT RESOLVED that the US Airways MEC recommends that each pilot start saving now for a possible self-help action after 1/2/03, and

BE IT FURTHER RESOLVED that the MEC Chairman will include these recommendations, as appropriate, in his written communications to the pilots.

*After editorial change, motion passes*

**AI 99-188** Eliminating Problems Pertaining to New Reserve System

Motion Davis/DiOrio:

WHEREAS the new scheduling system has created a severe degradation in lifestyles for reserves, and

WHEREAS many aspects of the new reserve system abrogates seniority, and

WHEREAS many reserve pilots want modifications made to the "V" designation, and

WHEREAS the new reserve system is structured in a way that creates a large amount of split trips,

THEREFORE BE IT RESOLVED the MEC directs the Negotiating Committee to meet with the company to make the following changes to the new reserve system:

1. The grouping of both "V" and "R" pilots into one category for both bidding and passing purposes.
2. To reduce split trips allow pilots with one day of availability the ability to pass a trip (either within or out of category) to a pilot who can complete entire trip without splitting.
3. To reduce split trips allow pilots to fly into the first day of his series of days off and slide that day to the end of his subsequent off days.

Motion Stephan/Mayer:

Move to recommit

*Motion to recommit passes*

**AI 99-183** Furlough Longevity for Pay and Vacation

Motion Stephan/Gaudioso:

WHEREAS US Airways has had pilots on furlough for over eight years, and

WHEREAS some US Airways pilots who have been furloughed have accrued longevity for pay and vacation based on Date Of Hire, and

WHEREAS some US Airways pilots, with hire dates junior to all US Airways pilots that have been furloughed, have been provided by US Airways Management 4 years longevity for pay, vacation and retirement purposes, placing them at a higher pay and vacation level than the majority of those that have been furloughed, and

WHEREAS Delta Airlines returning furloughed pilots have been credited full longevity based on Date of Hire for pay, retirement and vacation purposes, and

WHEREAS America West Airlines returning furloughed pilots have been credited full longevity based on Date of Hire for pay, retirement and vacation purposes, and

WHEREAS the American Pilots Association is negotiating with their management to increase the longevity credit of their formerly furloughed pilots from 50% to 100% for pay, vacation and retirement purposes, and

WHEREAS United Airlines ALPA is negotiating with their management to increase the longevity credit of their formerly furloughed pilots from the current 33% to 100% for pay, vacation and retirement purposes, and

WHEREAS US Airways Management's ill fated decision to delay pilot hiring, which is responsible for our current severe pilot shortages, only further delayed the recall of 190 of our furloughed pilots, and

WHEREAS a significant portion of US Airways mainline routes have been transferred to our commuter airlines over the last 10 years, thereby prolonging the length of furlough, and

WHEREAS many of our returning furlougees have less than 10 years remaining before retirement and consequently will be substantially harmed under the current 2nd year pay scale, and

WHEREAS the burden suffered by these furloughed pilots have contributed to the success of US Airways and thereby had a positive impact on the careers of all US Airways pilots,

THEREFORE BE IT RESOLVED that the US Airways MEC hereby recognizes the sacrifice that all furloughed US Airways pilots and their families have endured, and

BE IT FURTHER RESOLVED that a precedent has been set whereas ALPA and the Company have both provided, in separate occurrences, longevity credit for pay, vacation and retirement purposes to some US Airways pilots, and

BE IT FURTHER RESOLVED that the US Airways MEC recognizes that, through their furlough, all furloughed US Airways pilots have contributed to the success of US Airways and the careers of all US Airways pilots, and

BE IT FINALLY RESOLVED that the US Airways MEC fully supports negotiating full longevity credit for pay and vacation purposes for all US Airways pilots and to negotiate this at the first available opportunity in conjunction with the Global List during RJ negotiations.

Motion Davis/Starnes: Move to amend in last BE IT FURTHER RESOLVED after "opportunity" by inserting "in conjunction with the global list", then a period and strike rest.

Motion Tosi/Mayer: Move to call the question

*Call the question passes*

*Amendment fails*

Back on main motion; editorial changes

*Main motion passes*

Motion Davis/Starnes: Move to recess to the call of the chair

*Motion fails*

1732 Chair without objection JNC will give overview of TA

**AI 99-166 MEC Officers' June Meeting in Bal Harbour**

Motion Gauthier/Tosi:

WHEREAS the US Airways Master Executive Council Policy Manual does not require that retreats of the MEC Officers to discuss matters of their administration be approved by the MEC nor does it require any reports of such retreats, and

WHEREAS it is customary and beneficial for the MEC Officers to hold retreats away from the MEC offices to establish their interpersonal working relationship, set administrative goals and discuss issues facing US Airways pilots, and

WHEREAS the duties of the MEC officers require them to spend considerable time away from their families, and

WHEREAS the MEC recognizes that such meetings contribute to an effective and efficient MEC administration, and

WHEREAS the MEC officers must have discretion in exercising their duties and responsibilities

THEREFORE BE IT RESOLVED that the MEC officers should hold retreats to discuss the business of the MEC whenever they determine it is required, and

BE IT FURTHER RESOLVED that the MEC officers are encouraged to have their families accompany them whenever possible to such retreats.

Gauthier withdraws motion

Tosi withdraws second

Motion Gauthier/Tosi: Move to recommit

*Motion passes unanimously*

Motion Gauthier/Tosi: Move to recess to call of the chair

*Motion passes*

**October 12, 1999**

**Marriott Executive Park, Charlotte, NC**

**1035 Skinner reconvenes**

Osterhus present, Beebe absent

Roll call: All MEC members present except Gaudioso proxy Newman, Starnes proxy Davis, Stephan proxy Gillespie

Motion Davis/Milkey:

WHEREAS Capt. Larry Quick has provided selfless and dedicated service to the US Airways pilots and also to the Association for many years including the negotiating and grievance areas, and

WHEREAS even after Larry went out on medical leave he continued to provide counsel to those pilots who sought the benefit of his deep experience, and

WHEREAS Larry departed this life on October 10, 1999,

WHEREAS the US Airways pilots and the MEC will miss his contributions and pilot advocacy,

THEREFORE BE IT RESOLVED that the MEC recognizes the many contributions of Capt. Larry Quick over his long tenure of ALPA service and extends a heartfelt thank you for his countless hours of hard work, and

BE IT FURTHER RESOLVED that the MEC extends its heartfelt sympathies to Larry's family and also thanks them for the sacrifice they made over the years as Larry did his ALPA work, and

BE IT FINALLY RESOLVED that the MEC will observe a moment of silence in honor of Larry's memory.

*Motion passes by acclamation*

MEC observes a moment of silence in honor of Captain Larry Quick

Chair states order of business will be JNC presentation, then subcommittee business

Chair says Shuttle pilots will be allowed to stay in room during JNC presentation and discussion, to be followed by a period w/o Shuttle pilots

Motion Mayer/Baier: Move to change the orders of the day to delay JNC presentation until JNC member Snider arrives

*Motion passes*

1105 Council caucus; Stephan arrives

**1130 Reconvene**

Subcommittee 2

**AI 99-136 MEC Chairman's Report**

Motion Gillespie/Davis:

BE IT RESOLVED that the MEC Chairman's Report is received.

*Motion passes*

**AI 99-138 Secretary/Treasurer Report**

Motion Gillespie/Mayer:

BE IT RESOLVED the report is received

*Motion passes*

**AI 99-152 Renew Consultant Contracts**

Motion Gillespie/Davis:

BE IT RESOLVED report is received

*Motion passes*

**AI 99-154 Communications Committee Report**

Motion Gillespie/Davis:

BE IT RESOLVED that the Communications Committee Report is received.

*Motion passes*

**AI 99-156 Merger Committee Report**

Motion Gillespie/Davis:

BE IT RESOLVED that the Merger Committee Report is received.

*Motion passes*

**AI 99-158 Over 85-Hour Committee Report**

Motion Gillespie/DiOrio:

BE IT RESOLVED that the Over 85-Hour Committee Report is received.

*Motion passes*

**AI 99-160 Training Committee Report**

Motion Gillespie/Davis:

BE IT RESOLVED that the Training Committee Report is received.

*Motion passes*

**AI 99-160a Recurrent Training Bidding System**

Motion Gauthier/Gillespie:

WHEREAS the company has implemented partial Recurrent Training Bidding System (RTBS),



THEREFORE BE IT RESOLVED the MEC accepts the implementation of partial RTBS with the following conditions:

1. Pilots must use RTBS (Option 53) to place their bids.
2. After bidding, a pilot may refine their bids by a personal phone call to the appropriate simulator scheduler.
3. No phone calls will be accepted after the close of the RTBS bid window.
4. The Training Committee Chairman will apprise the MEC of the effectiveness of this new procedure.

BE IT FURTHER RESOLVED the MEC extends the deadline for the completion of the entire RTBS to March 31, 2000.

BE IT FINALLY RESOLVED this procedure be memorialized in writing by the MEC Chairman to be countersigned by an appropriate representative of the company.

Without objection Chair recommits

**AI 99-185 Flight Operations Organizational Structure**

Motion Newman/Gillespie:

WHEREAS the pilot group is having increasing difficulty in getting problems resolved, and

WHEREAS the Chief Pilots' office is unable to fix many of our minor or major problems, and

WHEREAS the grievance structure seems to be the only way to get anyone to even address our problems, and

WHEREAS the organizational structure of the company contributes to these problems by having many of the departments that affect the pilot group outside the Flight Operations structure.

THEREFORE BE IT RESOLVED that the MEC Chairman be directed to approach senior management and request an ALPA/ Company Task Force be formed to fix the organizational problems associated with Flight Operations.

BE IT FURTHER RESOLVED the MEC will be kept fully apprised of the progress of this task force, and will have the opportunity to formally accept, modify, or reject the recommendations of the task force.

Motion Davis/Starnes: Move to amend by adding:

BE IT FURTHER RESOLVED the MEC will appoint the ALPA members of the task force

*Amendment fails*

*Main motion passes*

**1217 Recess**

**1230 Reconvene**

Motion Davis: The MEC will develop a list of pilots' names to staff the proposed Flight Operations Organizational Structure Task Force to be submitted to the MEC Chairman

Chair Skinner rules motion out of order since intent is to limit MEC Chair's selection

**AI 99-186 Full Accounting for SPV 1% Flying**

Motion Gillespie/DiOrio:

WHEREAS the training activity at US Airways is such that significant flight

time is being flown by supervisory pilots and students, and

WHEREAS the association is unable to track the disposition of trips paid to

US Airways pilots because of the shortcomings inherent in the Sabre computer system, and

WHEREAS this not only is a potential monetary loss each month for the Line

Pilots of US Airways, but may also have an adverse effect on the Parity Review going forward due to our inability to know for certain soft time paid as a result of this training activity, and

WHEREAS management refuses to deliver accounting for SPV flying, and

THEREFORE BE IT RESOLVED the Steve Halpin immediately begin an analysis of possible software to track and account for SPV Flying, and

BE IT FURTHER RESOLVED that Captain Halpin will report back to the MEC in 30 days with the results of his analysis, and

BE IT FINALLY RESOLVED that the MEC will make a decision within 15 days of this report to enter into in-house tracking with ALPA-purchased software or pursue other options.

*Motion passes*

**AI 99-186a 1% Flying Tracking**

Motion Gillespie/Tosi:

BE IT RESOLVED that the tracking of 1% Flying be added to the Duties and Responsibilities of the Over 85 Hour committee, and

BE IT FURTHER RESOLVED that Steve Halpin is approved as a member of the Over 85 Hour committee, and

BE IT FINALLY RESOLVED that Policy Manual Article VI, Section 2, Over 85 Hour Committee is revised to add the following paragraph 4b to read as follows: "Track the 1% flying by supervisory pilots as limited by the Pilots' Working Agreement."

*Motion passes unanimously*

**AI 99-189 Scheduled Appearance of Top Management at Quarterly MEC Meetings**

Motion Newman/Gauthier:

WHEREAS the top management of US Airways has offered to schedule appearances before the MEC at all upcoming regular meetings and

WHEREAS the MEC wishes to receive timely Company information as well as to encourage communication with top senior management, and

WHEREAS such meetings would also provide the MEC an opportunity to inform top senior management of concerns that the MEC and the pilots may have.

THEREFORE BE IT RESOLVED that the MEC Chairman inform the Company that the MEC acknowledges the Company's offer to have top senior management appear at future regular MEC meetings, and

BE IT FURTHER RESOLVED in accordance with Article III, Section 4(B)2 of the US Airways MEC Policy Manual, in advance of future regular MEC meetings by letter from the MEC Chairman, management may be invited to address the MEC as "guest speaker(s)."

Gauthier withdraws second

*Motion dies for a lack of a second*

**1327 Recess for lunch**

**1429 Reconvene**

JNC, including Snider, brief MEC on TA

**1700 Recess**

**1715 Reconvene**

JNC continues to brief MEC

**1830 Recess**

**1840 Reconvene**

JNC continues to brief MEC

1925 Motion Davis/Milkey: Move to work to 2000 hours

*Motion fails*

Point of order Gauthier: Orders of the day

Chair: Not well taken, motion to extend is on the floor

*Motion to extend fails*

**1927 Recess**

**Wednesday, October 13, 1999**

**0915 Beebe reconvenes**

Skinner, Osterhus present

Roll call: All MEC members present except Gaudio proxy Newman, Gillespie proxy Stephan

0916 Gillespie arrives

JNC continues briefing on Transition Agreement TA

**1010 Recess**

**1040 Reconvene; JNC continues briefing**

Motion Davis/Starnes:

Move to go into committee of whole, limited to US Airways pilots, to discuss this issue

*Division Davis; Davis withdraws call for division*

*Division Gillespie*

**Yes:** Milkey, DiOrio, Davis, Starnes

**No:** Gauthier, Tosi, Gaudio proxy Newman, Newman, Mayer, Baier, Stephan, Gillespie

**Totals:** 4 yes, 8 no; *Motion fails*

Chair without objection, will close meeting

DiOrio objects

Motion Newman/Mayer: Move to close meeting, USS representatives and committee members and staff may remain

Amendment Davis/Starnes: Closed to exclude all except US Airways pilots and necessary staff.

*Amendment fails*

Amendment DiOrio/Davis: Move to delay closing meeting for 45 minutes

*Amendment fails*

Amendment DiOrio: Move to have meeting closed in 45 minutes

Point of order Gauthier: Motion is out of order, question was just decided

Chair: Well taken

Point of order Gauthier: Points of order are not debatable

Chair: Well taken

DiOrio/Milkey challenge chair that amendment is out of order

*Division DiOrio*

**Yes:** Gauthier, Tosi, Gaudio proxy Newman, Baier, Stephan, Gillespie

**No:** Milkey, DiOrio, Davis, Starnes, Mayer

**Totals:** 7 yes, 5 no; *Chair is upheld; amendment is out of order*

**1124 Main motion to close meeting passes**

**1240 Recess for lunch until 1330**

**1355 Reconvene in closed session**

**1430 Without objection chair brings body out of closed session**

Without objection chair discharges JNC to draft changes to TA, to be presented to MEC prior to engaging company

**1535 Recess**

**1555 Reconvene**

**AI 99-195 Briefing on Potential Job Action by other Labor Groups**

Stephen Moldof briefs MEC on CHAOS history

Point of order Gauthier: Speaker's remarks are insulting

Chair: Point is not well taken

Without objection Chair discharges subcommittee on this issue

Chair rules item is complete

Motion Mayer/Baier:

Move to discharge subcommittee on AI 99-161 and deal with it in plenary now

*Motion passes*

**AI 99-161 Schedule 2000 Quarterly MEC Meetings**

Motion Mayer/Gauthier: Move that 1Q00 be held Feb 21-25 in CLT

Substitute Tosi/DiOrio: Move that 1Q00 be held in CLT in February

*Substitute motion passes*

Motion Davis/Starnes:

Move that the regular MEC meetings be held according to the following schedule:

2Q June DCA

3Q Sept PHL

4Q Dec PIT

Motion Tosi/Newman: Move to postpone to 4Q99 meeting

*Motion passes*

**AI 99-138a Merger Assessment**

**AI 99-138b Standing Assessment for Dispute Resolution**

Motion Newman/Stephan:

Move to discharge subcommittee on AI 99-138a & 138b

*Motion passes*

**1830 Recess**



**1850 Reconvene**

Motion Davis/Milkey:

BE IT RESOLVED that the MECST will research the possibility of a SMRA refund concurrent with any pilot assessment to pay outstanding bills from the USS merger, with a report to the MEC no later than 4Q99

BE IT FURTHER RESOLVED that AI 138a & 138b be deferred until such report is delivered

*Motion passes*

**AI 99-196 SJ Road Shows**

Motion Gillespie/Gauthier:

WHEREAS the MEC has received a report from the SJ Study group, and

WHEREAS the MEC has consequently directed the Negotiating Committee to enter into discussions with the Company regarding Regional Jet acquisition, and

WHEREAS any agreement reached will be ratified by the US Airways pilots,

THEREFORE BE IT RESOLVED that the SJ Study group will provide road shows at each US Airways domicile,

BE IT FURTHER RESOLVED that road shows will be completed by the end of December 1999.

Amendment DiOrio/Milkey:

Add "BE IT FURTHER RESOLVED due to a possible conflict, no SJ study group members who are currently on the MEC, may participate in any road show presentation outside of his own council"

*Amendment passes*

Point of order Gauthier: Vote was counted incorrectly

Chair: Not well taken

Gauthier/Tosi: Challenge the chair

Chair's ruling is upheld

Amendment Milkey/Davis: Add "BE IT FINALLY RESOLVED these road shows will be scheduled and held in conjunction with scheduled Local Council meetings"

*Amendment passes*

Amendment DiOrio/Davis: Strike "BE IT FURTHER RESOLVED that road shows will be completed by the end of November, 1999."

DiOrio/Davis withdraw amendment

Substitute motion Gauthier/Newman:

WHEREAS the MEC has received a report from the SJ Study group, and

WHEREAS the MEC has consequently directed the Negotiating Committee to enter into discussions with the Company regarding Regional Jet acquisition, and

WHEREAS any agreement reached will be ratified by the US Airways pilots,

THEREFORE BE IT RESOLVED that the SJ Study group will provide road shows at each US Airways domicile,

BE IT FURTHER RESOLVED that road shows will be completed by the end of December, 1999.

Amendment Milkey/Davis:

Add "BE IT FINALLY RESOLVED these road shows will be scheduled and held in conjunction with scheduled Local Council meetings"

*Amendment passes*

Motion as amended reads:

WHEREAS the MEC has received a report from the SJ Study group, and

WHEREAS the MEC has consequently directed the Negotiating Committee to enter into discussions with the Company regarding Regional Jet acquisition, and

WHEREAS any agreement reached will be ratified by the US Airways pilots,

THEREFORE BE IT RESOLVED that the SJ Study group will provide road shows at each US Airways domicile,

BE IT FURTHER RESOLVED that road shows will be completed by the end of December, 1999.

BE IT FINALLY RESOLVED these road shows will be scheduled and held in conjunction with scheduled Local Council meetings

*Division Gillespie*

**Yes:** Gauthier, Tosi, Gaudioso proxy Newman, Newman, Mayer proxy Tosi, Baier proxy Tosi, Stephan, Gillespie

**No:** Milkey, DiOrio, Davis, Starnes

**Totals:** 8 yes, 4 no; Main motion passes

JNC returns with changes requested by MEC

**2125 Recess for dinner**

**2225 Reconvene**

Motion Gauthier/Tosi:

WHEREAS the Joint Negotiating Committee has presented three (3) Letters Of Agreement to the MEC for ratification:

#73 US Airways Shuttle Operations

#74 Common Domiciles

#75 US Airways Transition for Former Shuttle Pilots

and,

WHEREAS the MEC has examined these Letters of Agreement, determined that they were not acceptable as presented, and directed certain changes which the Joint Negotiating Committee has incorporated into these documents,

THEREFORE BE IT RESOLVED that the MEC approves these Letters of Agreement contingent upon acceptance by management and directs the Joint Negotiating Committee to meet with the company to present the modified Letters of Agreement as soon as possible, and

BE IT FURTHER RESOLVED that the Negotiating Committee shall immediately report the results of their meeting to the MEC, and

BE IT FINALLY RESOLVED that the Letters of Agreement, as approved by the MEC and, if accepted by management, shall be ratified by a mail ballot of the membership.

Tosi ruled out of order for violating phone policy

*Motion passes unanimously*

Motion Gauthier/Gillespie: Move to adjourn

**2313 Meeting adjourned**