



Special MEC Meeting

January 6-7, 2000 - PHL Marriott

Thursday, January 6, 2000

1420 MEC Chairman Beebe convenes meeting

Vice Chair Skinner, Secretary/Treasurer Osterhus are present

Roll call:

Council 32	Milkey	DiOrio
Council 41	Tosi	Gauthier
Council 90	Gaudio proxy Newman	Newman
Council 94	Davis	Starnes
Council 138	Mayer	Baier
Council 148	Stephan	Gillespie proxy Stephan

Chair welcomes guests (new members-elect): Bill McKee, CLT C/O Rep-elect; Jack Greenhall, PHL F/O Rep-elect; Paul Hocking, DCA F/O Rep-elect

Chair reads rules of order

Without objection chair places body in committee of whole to discuss LOAs

1437 Gillespie arrives

1630 Recess

1645 Reconvene; continue with discussion on LOAs

1950 Out of committee of whole, recess until 0900

Friday, January 7, 2000

0900 Chair Beebe reconvenes meeting

Roll call: All MEC members present except Gauthier proxy Tosi, Gaudio proxy Newman

AI 00-01 **LOA 78 Scheduling Clarification**

AI 00-02 **LOA 77 America Eagle Code Share**

Motion Davis/Milkey:

WHEREAS Letter of Agreement 78, Scheduling Clarification, Part 1, Reserves Voluntarily Flying Into A Day Off, contains an unsatisfactory provision for making the entire paragraph become null and void, and

WHEREAS Part 1 initiates an unsatisfactory requirement for protecting weekends, and

WHEREAS Part 2, Vacation Line Adjustments For Secondary Line Holders, is underdeveloped, and

WHEREAS Part 3, Monthly Projection, needs language work to clarify when scheduled projection adjustments should be made on the next to last trip of the month, and

WHEREAS Part 3 contains unsatisfactory language for penalizing a pilot's use of the Bid Sheet at the point in time of his next to last trip of the month, and

WHEREAS Part 4, Trip Splits For 30 In 7 Legality, contains unsatisfactory provisions for increasing a pilot's monthly projection, not being able to work just the same days regardless if the same value trip, and a penalizing a pilot's use of the Bid Sheet, and

WHEREAS Part 5, Voluntary Pilot Substitution, had some unsatisfactory language that needed changing to enhance clarification, and

WHEREAS Part 6, Effective Dates, provides too much time before anything has to happen,

THEREFORE BE IT RESOLVED the Negotiating Committee will prepare a modified position based on the above, distribute a copy of that position to the MEC, and then resume expedited negotiations with management along the revised lines.

0930 Gauthier arrives

Point of order Milkey: Is there an amendment on the floor?

Chair: No

Motion Mayer/Gauthier: Move to call the question

Motion withdrawn

1000 Recess

1050 Reconvene

Substitute Mayer/Gauthier:

WHEREAS Letter of Agreement 78, Scheduling Clarification, contains some unsatisfactory provisions, and

THEREFORE BE IT RESOLVED the Negotiating Committee will prepare a modified position as follows:

In Paragraph 2 Vacation Line Adjustments for Secondary Lineholders add at end: "Such procedures shall be implemented no later than June 1, 2000."

In Paragraph 3 Monthly Projection

replace "prior to the origination of his next-to-last" with "in projected time prior to the last"

In Paragraph 5 Voluntary Pilot Substitution

add appropriate editorial changes to enhance understanding

In Paragraph 6 Effective Dates

After "staff." insert "Provisions of this letter shall be in effect no later than June 2000."

BE IT FINALLY RESOLVED that if the company accepts the modifications suggested by the MEC to Letter of Agreement #78 the MEC finds that Letters of Agreement #77 and #78 are accepted and ratified

Amendment Davis: Add the following:

BE IT FURTHER RESOLVED the parity review will be postponed for a period of 12 months, and

BE IT FURTHER RESOLVED a pilot profit sharing plan will be developed as part of this approval, and

BE IT FURTHER RESOLVED upon MEC acceptance, it will be sent for membership ratification

Point of order Gauthier: Amendment is out of order because it substantially changes resolution, and MEC already gave final direction to negotiating committee on returns for codeshare at last meeting.

1145 Recess

1155 Reconvene

Chair: Point well taken; amendment is out of order

Point of order Gauthier: Speaker's remarks are insulting and indecorous

Recess

Reconvene

Chair: Point not well taken

Chair reminds all to mind rules of decorum

Gauthier/Mayer challenge ruling of chair

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

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

Totals: 6 to 6 chair abstains; challenge fails, chair is upheld

Amendment Davis/Starnes:

In BE IT FINALLY RESOLVED replace "accepted and ratified" with "acceptable and to be sent out for membership ratification"

Amendment to amendment Mayer/Gillespie:

add "with a recommendation for ratification"

Vote on amendment to amendment; Division Davis

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

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

Totals: 8 yes, 4 no; amendment to amendment passes

Proposed amended amendment now reads:

In BE IT FINALLY RESOLVED replace "accepted and ratified" with "acceptable and to be sent out for membership ratification with a recommendation for ratification"

Vote on amended amendment; Division Davis

Yes: **Milkey, DiOrio, Gauthier proxy Tosi, Gaudio proxy Newman, Davis, Starnes, Mayer, Baier, Stephan proxy Gillespie, Gillespie**

No: **Tosi**

Totals: 11 yes, 1 no, amended amendment passes

Point of order Gillespie: Proposed editorial change is out of order

Chair: Not well taken

Amendment DiOrio/Milkey: Amend by adding:

BE IT FINALLY RESOLVED no codeshare will begin until paragraphs 1,3,4,5, and 6 of LOA 78 are satisfied and in effect.

Motion Mayer/Gillespie: Move to call the question (limit further debate)

Call the question passes on voice vote; Roll call Davis

Yes: **Gauthier proxy Tosi 609, Tosi 410, Gaudio proxy Newman 737, Newman 520, Mayer 196, Baier 87, Stephan 322, Gillespie 164**

No: **Milkey 105, DiOrio 64, Davis 869, Starnes 531**

Totals: Yes 3045, No 1569; Call the question fails (requires 2/3)

Vote on amendment; amendment passes

Amendment DiOrio/Davis:

Insert in Paragraph 4 Trip Splits for 30 in 7 Legality

In example 2, to read as follows:

2. Potential 30 in 7 Legality Conflicts

A pilot may split the first of two trips for a potential 30 in 7 legality conflict when the second of two trips is a trip in the pilot's line. Consequently the pilot must sign in for either:

- a. the line trip in its entirety (two days prior)
- b. another trip originating no later than the first day of his line trip with a value equal or greater than his original line trip

NOTE is unchanged

Mayer's comment ruled indecorous

Amendment passes

Recess

Reconvene

Motion Gillespie/Stephan: Amend Paragraph 1 as follows:

In paragraph 1 Reserves Voluntarily Flying into a Scheduled Day Off

In introductory paragraph replace "administered" with "implemented" strike "on a trial basis" replace "trial period" with "implementation period", replace "may" with "will", replace "trial period" with "implementation period", and strike "In the event the parties are unable to reach agreement, this Paragraph 1 shall become null and void."

Amendment passes

Amendment Davis/Starnes: Add the following:

BE IT FURTHER RESOLVED that the company will provide operational data to ALPA for a one-year lookback prior to the start of the American Eagle code share and thereafter on a monthly basis that includes but is not limited to Origination and Destination traffic, feed, and other data to measure the effectiveness of the codeshare agreement.

Amendment passes unanimously

Amendment Davis/Milkey:

In Paragraph 4 Trip Splits for 30 in 7 Legality

Remove the NOTE under "Examples"

Point of order Davis: Speaker not speaking to amendment

Chair: Well taken

Amendment passes

Proposed substitute resolution as amended and editorialized now reads:

WHEREAS Letter of Agreement 78, Scheduling Clarification, contains some unsatisfactory provisions, and

THEREFORE BE IT RESOLVED the Negotiating Committee will prepare a modified position as follows:

In paragraph 1 Reserves Voluntarily Flying into a Scheduled Day Off

Introductory paragraph should read:

The following procedures will be implemented for four consecutive Bid Months, following the Company's ability to administer such procedures on a manual basis or completion of necessary programming. Following the implementation period, the parties will agree to either adopt or amend the procedures or to extend the implementation period.

In paragraph 1 Reserves Voluntarily Flying into Days Off

Amend paragraph a to read:

a. A pilot with a RHOT trip that originates on a weekend or holiday in his line on the first day of his next scheduled duty period may not volunteer to fly into the first day of a sequence of days off in order to complete a trip if, by doing so, the pilot would be unable due to legality reasons to fly the first day of that weekend or holiday trip. However, a pilot may fly into his first day of a sequence of days off if he is legal to fly at least the first day of any open time trip per 25D3d (Reserve trip improvement) that originates on the same day as his first RHOT trip.

In paragraph b replace "a pilot who is scheduled to fly a weekend or holiday RHOT trip" with "a pilot with a RHOT trip that originates on a weekend or holiday"

In Paragraph 2 Vacation Line Adjustments for Secondary Lineholders add at end: "Such procedures shall be approved by the MEC and implemented no later than June 1, 2000."

In Paragraph 3 Monthly Projection

replace "prior to the origination of his next-to-last" with "in projected time prior to the last"

in NOTE, after "month" strike "or who does not adjust his time by his next-to-last trip of the month (resulting in the Company splitting or dropping next-to-last trip of the month) under Paragraph 25 (J)2.b."

In Paragraph 4 Trip Splits for 30 in 7 Legality

Insert in example 2, to read as follows:

2. Potential 30 in 7 Legality Conflicts

A pilot may split the first of two trips for a potential 30 in 7 legality conflict when the second of two trips is a trip in the pilot's line. Consequently the pilot must sign in for either:

- b. the line trip in its entirety (two days prior)
- b. another trip originating no later than the first day of his line trip with a value equal or greater than his original line trip

Remove the NOTE under "Examples"

In Paragraph 5 Voluntary Pilot Substitution add appropriate editorial changes to enhance understanding:

a. A pilot may voluntarily substitute for another pilot on the last segment of a trip pairing. Additionally, a pilot may voluntarily substitute for another pilot on the last active segment of a trip pairing

(i.e., when the last actual flight segment of the trip pairing is a deadhead by surface or air) except when the Director of Crew Scheduling or his/her designee has declared a system irregular operation or, if at the time of the request, pilot is in the process of being rescheduled. In the event that the Director of Crew Scheduling or his/her designee has declared a system irregular operation or pilot is in the process of being rescheduled, a pilot may request to voluntarily substitute for the original pilot on the last active segment of a trip pairing and the Company may permit the substitution.

b. In the event of a diversion on the substituted flight segment, the substituting pilot must remain with the flight until it arrives at the original substituted flight segment destination or until the pilot's responsibility for that substitute flight is complete.

c. A substituting pilot is responsible for maintaining all legalities within his control including those associated with the substituting pilot's other scheduled trips.

In Paragraph 6 Effective Dates

After "staff," insert "Provisions of this letter shall be in effect no later than June 2000."

BE IT FURTHER RESOLVED that if the company accepts all the modifications suggested by the MEC to Letter of Agreement #78 then the MEC finds that Letters of Agreement #77 and #78 are acceptable and shall be sent out for membership ratification with a recommendation for ratification.

BE IT FURTHER RESOLVED no American Eagle codeshare will begin until paragraphs 1,3,4, and 5 of LOA # 78 are satisfied and in effect.

BE IT FINALLY RESOLVED that the company will provide operational data to ALPA for a one-year lookback prior to the start of the American Eagle code share and thereafter on a monthly basis that includes but is not limited to Origination and Destination traffic, feed, and other data to measure the effectiveness of the codeshare agreement.

Substitute resolution as amended and editorialized passes

1650 AI 00-03 Fly Now Grieve Later Draft Settlement

Motion Davis/Starnes: Move to accept the document with changes as noted

Motion passes unanimously

1715 AI 00-04 Reserve Rest Rule Update

Skinner, Mayer, Edwards, Jim Johnson update MEC on Reserve Rest Rule issues

1745 Motion Milkey/Starnes: Move to adjourn

Motion passes