

Fourth Quarter MEC Meeting

December 6-10, 1999 - Embassy Suites, PIT; December 14-16, 1999 - Wyndham City Center, Washington, D.C.

*Philip Osterhus
MEC Secretary/Treasurer*

Day One, Monday, December 6, 1999

1000 Vice Chair Skinner convenes meeting

Secretary/Treasurer Osterhus present; Beebe absent; Roll Call:

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

AI 99-199 Vice Chairman's Report – Craig Skinner

AI 99-200 Secretary/Treasurer's Report – Philip Osterhus

AI 99-201 EVP Report – David Morrow

ALPA VP-Finance Feldvary – Tells MEC that request for SMRA refund must be approved by Executive Council

1150 Recess to subcommittee

1710 Reconvene

AI 99-174 Merger Assessment Collection

Motion Tosi/Gillespie:

WHEREAS on December 11, 1998, the US Airways MEC, under the authority of Article IX, Section 7.C of the ALPA Constitution and By-laws, by secret ballot, levied an assessment on US Airways pilots to cover merger expenses associated with the US Airways Shuttle merger, and

WHEREAS a number of pilots have failed to remit their assessments in a timely manner, and

WHEREAS it is appropriate that delinquent members be given a final warning before further action is taken against them,

THEREFORE BE IT RESOLVED that January 15, 2000 is established as the date by which delinquent pilots must pay their unpaid assessments, it being agreed that those not paid in full by that date shall be furnished a copy of this resolution and advised that such nonpayment shall serve as a basis for all available and appropriate actions which will be set in motion against them to collect the delinquent obligations.

Motion passes unanimously

AI 99-178 National Collective Bargaining Report

Motion Tosi/Gillespie:

BE IT RESOLVED that the National Collective Bargaining report is received.

Motion passes unanimously

AI 99-210 Approve Appointment of Travis Major as Central Air Safety Vice Chair

Motion Davis/Smyser:

BE IT RESOLVED we do accept Travis Major as Vice Chairman.

Motion passes

AI 99-222 Membership Services Committee Report

Motion Tosi/Gillespie: BE IT RESOLVED that the report is received.

Motion passes unanimously

AI 99-232 Pilots Riding Cabin Jumpseat

Motion Newman/Gaudioso:

WHEREAS it is inherently safer for the Captain of a flight to have available as many flightcrew resources as possible in the event of an emergency situation of any type, and,

WHEREAS an additional pilot crewmember riding in the cabin would be, and has been a primary safety and security resource for the Captain of a flight during emergencies, and,

WHEREAS per Federal Aviation Regulation and company policy, pilots are thoroughly trained in emergency evacuation procedures and would be, and have been, an asset during any emergency, and,

WHEREAS the policy precluding pilots from occupying the cabin jump seat is in direct conflict with accepted standard industry safety and security parameters and procedures,

THEREFORE BE IT RESOLVED that the US Airways MEC directs the MEC Chairman to discuss with US Airways management the reinstatement of the policy and procedure for US Airways pilots to utilize the cabin jumpseat.

Motion passes

AI 99-138a Immediate Merger Assessment

Motion Gauthier/Davis:

WHEREAS the merger between US Airways (AAA) and the US Airways Shuttle (USS) is not yet complete, and

WHEREAS in accordance with the ALPA Administration Manual Section 45K1a, all AAA merger related expenses must be paid exclusively from funds collected through a merger assessment of the AAA pilot group, beginning with the Policy Initiation Date through the merger of the MEC's, and

WHEREAS the Merger Committee and the Trustee of the Pilot Merger Fund have advised the MEC of the necessity of an additional assessment, and

WHEREAS the ALPA Constitution and By-Laws require a secret ballot of the AAA MEC to authorize this additional assessment,

THEREFORE BE IT RESOLVED that AAA pilots who, on October 1, 1998, were classified as active, active/sick, executive, or inactive, be immediately assessed \$50, which is due and payable beginning as soon as is administratively possible.

Chair asks Patti Marsh, Mike Berryman to be on ballot certification committee

Secretary/Treasurer is Teller; A secret ballot is conducted

9 yes, 3 no; Motion passes

Without objection chair rules meeting to continue until 1830

AI 99-138b Standing Assessment for Dispute Resolution

Mayer/Gauthier move resolution which is considered next day at 1700

1902 Recess

Day Two, Tuesday, December 7, 1999

0930 Beebe reconvenes meeting

Roll Call: All MEC members present except Gauthier proxy Tosi, Gaudio proxy Newman, Mayer proxy Baier, Stephan proxy Gillespie

0935 Gauthier, Mayer, Gaudio arrive

Period for US Airways pilots in good standing to address the MEC
Mike Gearing calls for leadership on SJ issue, better relations among MEC members

Rick Elesino, John Simmons ask for support on making furloughs whole for vacation and longevity

Code-Sharing Partners – Bob Pantazis, MEC Chair of Piedmont asks for mainline support for job security and RJ flying for wholly-owned carriers.

AI 99-202 Consent Agenda

Motion Milkey/Gaudio:

Move to approve the consent agenda, receiving following reports:

AI 99-203 Crew Accommodations Report

AI 99-205 Over 85 Hour Report

AI 99-206 Legislative Affairs Report

AI 99-207 R & I Report

AI 99-208 Violation and Enforcement Report

Motion passes

AI 99-204 Jumpseat Report removed from Consent Agenda, sent to subcommittee one

Without objection body accepts following late agenda items:

AI 99-220 Pilot Unity

AI 99-233 FOQA Extension

AI 99-234 Scheduling/Line Building Report

AI 99-235 CASC Report

AI 99-237 Suspend SJ Negotiations until Scheduling Issues Resolved

AI 99-238 Company to Reimburse ALPA for SJ Discussions

Odd items assigned to subcommittee one, even to subcommittee two

AI 99-198 MEC Chairman's Report – Chris Beebe

Chair rules DiOrio and Gaudio out of order

Gauthier ruled out of order

Without objection Chair changes orders of day for Grievance Report

AI 99-225 Grievance Report – Doug Mowery

Motion Gauthier/Mayer:

Move to discharge subcommittee and deal with "Fly now, grieve later issue" now

Point of order Milkey: Speaker not speaking to resolution

Chair takes two minute recess in place

Point of order well taken

Point of order Davis: Member still not speaking to resolution

Chair: Point of order well taken

Point of order Davis: Member continues to challenge and debate with chair

Chair: Point of order not well taken, member was seeking clarification of ruling

Point of order Davis: Member is again not speaking to resolution

Chair: Not well taken

1109 Recess

1133 Reconvene

Motion to discharge subcommittee on "Fly now, grieve later" passes

AI 99-225a Pay Loss for Grievances

Motion Gauthier/Tosi:

WHEREAS in the past a pilot who had a minor dispute with management relating to pay was able to fly and make up the loss in pay without prejudice to his entitlement to any money due, and

WHEREAS management has recently changed this practice by informing the Association that pilots who mitigate their losses are not entitled to additional compensation,

THEREFORE BE IT RESOLVED the MEC directs the MEC Chairman to immediately convey to senior management that the change in longstanding practice with respect to non-payment of grievances is both outrageous and unacceptable.

BE IT FURTHER RESOLVED the MEC Chairman is directed to obtain an immediate written commitment from senior management to cease and desist from this change in long standing practice.

Point of order Davis: Was there a motion on the floor?

Chair: Not well taken

Point of order Mayer: Floor debate is not allowed

Chair: Well taken

1156 Recess

1203 Reconvene

Motion passes unanimously

Without objection chair extends Grievance Report time

AI 99-235 **Central Air Safety Report – John Cox, Terry McVenes**

1330 Lunch, then subcommittee

1700 Reconvene in plenary

AI 99-236 **Training Committee Report – Tim Baker**

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

Motion Gauthier/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,

WHEREAS the ALPA Constitution and By-Laws require a secret ballot of the AAA MEC to authorize this additional assessment,

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 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, after subtracting documented and appropriate administrative costs, is less than \$10.00, 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.

Captain Joe Schewe, First Officer Tim Baker serve as ballot certification committee; Secretary/Treasurer Osterhus is Teller for secret ballot

10 yes, 2 no; Motion passes

AI 99-160a **RTBS**

Motion Tosi/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 FINALLY RESOLVED the MEC extends the deadline for the completion of the entire RTBS to March 31, 2000.

Tosi withdraws as mover, replaced by Gauthier

Without objection chair rules meeting will continue to 1830

Motion Mayer/Gillespie: Call the question

Call the question passes

Main motion passes

AI 99-224 **Software Purchase/Sabre Changes/Trip Buy/1%**

Motion Mayer/Baier:

WHEREAS the training activity at US Airways is such that significant flight time is being flown by supervisory pilots, students, and low time pilots, and

WHEREAS the Association is unable to track the disposition of trips paid to US Airways pilots because of short comings with Sabre and Option 42, in particular only reporting the seats bought and paid that the SPV sat in, 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 and productivity for both line pilots and Check Pilots as a result of this training activity, and

WHEREAS management thus far has not delivered hard copy data accounting for the unreported seats, if they were paid trip buys, or exempt under 1%, Check Pilot on Rotation, Line Check Pilot activity, or other contractual exemptions, nor is there any plan in place to start delivering this data to the Association,

THEREFORE IT BE RESOLVED that the MEC directs that the Grievance Committee file an MEC grievance concerning the reporting of supervisory and managerial flying and

BE IT FURTHER RESOLVED that the MEC directs the Grievance Committee to attempt to settle this outstanding grievance by securing from the Company immediate changes to CATCREW Option 42, and

BE IT FURTHER RESOLVED that such changes will provide the following information for use by the pilot group: full disclosure as to what trips were bought by SPV, Line Check Pilots, Management Pilots, and Check Pilots on Rotation, and who was or was not paid in all seats. If a trip was not paid, under what contractual exclusion was a line pilot not paid, and

BE IT FURTHER RESOLVED if management is unable to make immediate changes to the Sabre System, the MEC or its designee will enter into discussions as an interim solution to reach an agreement with the company to deliver weekly and monthly, both electronic and hard copy data to committee members with full disclosure as to what trips were bought by SPV, Line Check Pilots, Management Pilots, and Check Pilots on Rotation, and who was or was not paid in all seats. If a trip was not paid, under what contractual exclusion was a line pilot not paid, and

BE IT FURTHER RESOLVED if management is unable to make immediate changes to the Sabre System, the MEC or its designee will enter into discussions as an interim solution to reach an agreement, that the company will implement new scheduling procedures that will be pro-active in notification to all line pilots on the bid sheet and reserves on duty, each day, as to the disposition of the open trips that were bought for training, relieving the crew members from having to become investigative reporters to obtain this information, or worse being unable to ascertain what has happened to the line pilots' open time trips.

BE IT FINALLY RESOLVED that progress on these changes be brought to the MEC for its review by the first quarterly meeting, 2000.

Motion passes unanimously

AI 99-172 Pilots Notifying MEC of 1% Flying

Motion Davis/Smyser:

WHEREAS the MEC is still not getting accurate information on the amount of 1% flying, and

WHEREAS abuse of the 1% flying by the Company may reduce another pilot's earnings, and

WHEREAS each Supervisory Pilot and Check Pilot is contractually required in Section 9(B) to post all such time flown,

THEREFORE BE IT RESOLVED that the MEC directs all such Supervisory Pilots and Check Pilots when posting their 1% flying required in Section 9(B) to simultaneously advise the MEC office of such 1% flying,

BE IT FURTHER RESOLVED that the MEC Chairman will mail a letter to all Supervisory Pilots and Check Pilots advising them of the MEC's directive.

BE IT FINALLY RESOLVED the company will deliver weekly, and monthly hard copy data to the MEC, with full disclosure as to what trips were bought, who was paid in all seats, and under what contractual exclusion was a line pilot not paid for all IOE or Supervisory Flying under Section 9.

1830 Mayer calls for orders of day

Chair recesses until 0930 Wednesday

Day Three, Wednesday, December 8, 1999

0930 Beebe reconvenes meeting

Skinner, Osterhus present

Roll Call: All MEC members present except Gauthier proxy Tosi, Newman proxy Gaudio. Stephan, Gillespie absent

0935 Gillespie, Stephan, Gauthier, Newman arrive

Smyser describes trial of microphone system

AI 99-172 Pilots Notifying MEC of 1% Flying cont.

Davis/Smyser withdraw motion

Item still open; MEC to send over 85 committee to get training schedules (in another resolution)

AI 99-182a Jumpseat Form Correction

Motion Mayer/Gauthier:

WHEREAS the Captain's authority concerning jumpseats has been misunderstood by some gate agents in the past, and

WHEREAS the Captain of every flight has available to him or her in the FOM the Jumpseat Policy and recommended priorities and

WHEREAS the Captain of all US Airways flights is the only person who administers jumpseat priority,

THEREFORE BE IT RESOLVED that the MEC directs the Jumpseat Committee Chairman with the assistance of the Master Chairman to achieve at the next printing of the Jumpseat Boarding Pass (Form OF-48) a statement that will say "Agent is to check credentials only. All jumpseat requests will be directed to the Captain for final determination."

BE IT FURTHER RESOLVED that all agents be immediately notified in memo form of the jumpseat policy which directs all requests to the Captain.

Recommitted

AI 99-198 MEC Chairman's Report

Moved Tosi/Gillespie:

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

Motion passes

AI 99-198a AFA Polling

Motion Tosi/Gaudio:

WHEREAS the AFA is presently approaching release from negotiations with the Company, and

WHEREAS the MEC considers polling the pilots in regard to their sentiments on AFA negotiations to be an "important issue" as stated in Agenda Item 99-131,

THEREFORE BE IT RESOLVED that the MEC will immediately begin polling for the purpose of determining the pilots' opinion and provide the MEC with additional input.

Motion Davis: Move to postpone until the MEC has specific knowledge of what CHAOS involves and what the AFA preferences would be for ALPA support

Point of order Baier: There is no time certain

Chair: Well taken

Point of order Tosi: We are doing what we did yesterday in regard to working out the resolution as we go along

Chair: Not well taken

Motion Davis/Stephan: Move to table until the MEC has specific knowledge of what CHAOS involves and what the AFA preferences would be for ALPA support

Davis/Stephan withdraw motion

Chair without objection recommits

Tosi objects

Motion Mayer/Gillespie: Move to recommit

Motion passes; recommitted to subcommittee two

AI 99-198b MetroJet Charters

Motion Gillespie/Mayer:

WHEREAS the MEC Chairman has achieved a beneficial resolution regarding the issue of charters being flown on MetroJet, and

WHEREAS this resolution provided for any charter flown on MetroJet to be flown at mainline pay rates retroactively and currently, and WHEREAS MetroJet flying at mainline pay is a goal that the MEC strongly supports;

THEREFORE BE IT RESOLVED that the MEC affirms the decisions of the MEC Chairman with respect to MetroJet Charters, and

BE IT FURTHER RESOLVED that the MEC directs the MEC Chairman to secure a Letter of Understanding with the Company confirming the Association's belief that system bid charters can be flown in any company aircraft by any properly qualified pilot on the seniority list, and

BE IT FURTHER RESOLVED that any system charter will be paid at mainline rates, and

BE IT FINALLY RESOLVED that if any charters are included in a MetroJet trip pairing, such pairing in its entirety will be paid at mainline rates.

Amendment Davis/Smyser: Strike lines 6-11, and 13 thru 15 (first, second, and fourth BE IT RESOLVED paragraphs

Point of order Gauthier: Proposed amendment completely changes resolution

Chair: Well taken

Motion Davis/Smyser: Move to substitute with:

WHEREAS the MEC Chairman has achieved a beneficial resolution regarding the issue of charters being flown on MetroJet, and

WHEREAS this resolution provided for any charter flown on MetroJet to be flown at mainline pay rates retroactively and currently, and WHEREAS MetroJet flying at mainline pay is a goal that the MEC strongly supports;

THEREFORE BE IT RESOLVED that any system charter will be paid at mainline rates

Point of order DiOrio: It is not proper for Skinner to enter into debate

Chair: Not well taken

Point of order Davis: It is not proper for Chair to enter debate

Chair: Not well taken, long standing practice for MEC officers to contribute to debate, Skinner was not chair

Davis/DiOrio challenge chair

1050 Recess

1100 Reconvene

Davis/DiOrio withdraw challenge; Davis comments ruled out of order

1150 Recess

1200 Reconvene

Amendment Baier/Mayer: Add:

BE IT FURTHER RESOLVED that if any charters are included in a MetroJet trip pairing, such pairing in its entirety will be paid at mainline rates.

BE IT FINALLY RESOLVED that the Negotiating Committee will secure an LOA reflecting the above, for approval by the MEC, and ratification by the pilots.

Amendment Milkey/Smyser: (to Baier/Mayer amendment)

WHEREAS MetroJet is precluded from flying Mainline flights, and WHEREAS MetroJet was designed as a competitive response operation, and

WHEREAS system charters have always been mainline flying,

BE IT RESOLVED that a MetroJet pilot can bid a system charter in a mainline airplane, and

BE IT FURTHER RESOLVED that MetroJet trip pairings will not be built with system charters included.

Point of order Mayer: This is a substitute and therefore out of order
Chair: Point well taken

Point of order Davis: Baier/Mayer amendment on floor changes intent of substitute

Chair: Well taken; amendment out of order

Motion Baier/Gillespie: Call the question

Call the question passes on show of hands

Roll call Davis

Yes: Gauthier 589, Tosi 428, Gaudioso 683, Newman 522, Mayer 194, Baier 85, Stephan 329, Gillespie 189

No: Milkey 106, DiOrio 65, Davis 883, Smyser 532

Totals: 3019 yes, 1586 no; Call the question fails, requires 2/3

Milkey/Smyser Amendment to Davis substitute fails on voice vote

Division Davis

Yes: Milkey, DiOrio, Davis, Smyser

No: Gauthier, Tosi, Gaudioso, Newman, Mayer, Baier, Stephan, Gillespie

Totals: 4 yes, 8 no; Amendment fails

Back on Davis substitute; Division Davis

Yes: Milkey, DiOrio, Davis, Smyser

No: Gauthier, Tosi, Gaudioso, Newman, Mayer, Baier, Stephan, Gillespie

Totals: 4yes, 8 no; Substitute fails

Substitute motion Gillespie/Gauthier:

WHEREAS the MEC Chairman has achieved a beneficial resolution regarding the issue of charters being flown on MetroJet, and

WHEREAS this resolution provided for any charter flown on MetroJet to be flown at mainline pay rates retroactively and currently, and WHEREAS MetroJet flying at mainline pay is a goal that the MEC strongly supports;

THEREFORE BE IT RESOLVED that the MEC affirms the decision of the MEC Chairman with respect to MetroJet charters,

BE IT FURTHER RESOLVED that any system charter will be paid at mainline rates, and

BE IT FURTHER RESOLVED that if any charters are included in a MetroJet trip pairing, such pairing in its entirety will be paid at mainline rates.

BE IT FINALLY RESOLVED that the Negotiating Committee will secure an LOA reflecting the above, for approval by the MEC, and ratification by the pilots.

Davis calls for orders of the day

Motion Mayer/Gillespie: Move to extend orders to complete this item

Motion passes

Roll call Davis

Yes: **Gauthier 589, Tosi 428, Gaudioso 683, Newman 522, Mayer 194, Baier 85, Stephan 329, Gillespie 189**

No: **Milkey 106, DiOrio 65, Davis 883, Smyser 532**

Totals: **3019 yes, 1586 no; Motion to extend fails, requires 2/3**

Body in recess for lunch; Chair rules body to be back in session by 1325

1330 Reconvene;

Roll call:

All MEC members present except Gauthier proxy Tosi, Stephan proxy Gillespie

Amendment DiOrio/Davis:

Replace "trip pairing" with "line" and "pairing" with "line"

1340 Recess

1350 Reconvene

Amendment Mayer/Baier: In last paragraph after "will" insert "attempt to"

Division Davis

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

No: **Milkey, DiOrio, Davis, Smyser**

Totals: **8 yes, 4 no; Mayer/Baier amendment to DiOrio/Davis amendment passes**

Davis/DiOrio amendment passes on voice vote; Division Davis

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

No: **Milkey, DiOrio, Davis, Smyser**

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

Motion as amended now reads:

WHEREAS the MEC Chairman has achieved a beneficial resolution regarding the issue of charters being flown on MetroJet, and

WHEREAS this resolution provided for any charter flown on MetroJet to be flown at mainline pay rates retroactively and currently, and

WHEREAS MetroJet flying at mainline pay is a goal that the MEC strongly supports;

THEREFORE BE IT RESOLVED that the MEC affirms the decision of the MEC Chairman with respect to MetroJet charters,

BE IT FURTHER RESOLVED that any system charter will be paid at mainline rates, and

BE IT FURTHER RESOLVED that if any charters are included in a MetroJet line, such line in its entirety will be paid at mainline rates.

BE IT FINALLY RESOLVED that the Negotiating Committee will attempt to secure an LOA reflecting the above, for approval by the MEC, and ratification by the pilots.

Division Gillespie

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

No: **Milkey, DiOrio, Davis, Smyser**

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

1403 AI 9-227 Professional Standards Report – Bob Farris

Motion Tosi/Gauthier:

WHEREAS the pilots of US Airways have always held themselves to the highest standards of the profession, and

WHEREAS professionalism and standards of décor are an attitude which happens as a direct result of the culture that is encouraged by the pilots, and

WHEREAS ALPA at US Airways has been fortunate to have a Professional Standards Committee structure that is active, vibrant and which encourages a professional standard among its pilots, and

WHEREAS our present MEC Professional Standards Committee has continued the line of distinguished representation on this Committee with dignity, integrity, and dedication to the profession, and

WHEREAS Captain Bob Farris has indicated that he is retiring from the Committee after more than five years as the Professional Standards Committee Chairman and almost nine years on the Committee,

THEREFORE BE IT RESOLVED that the MEC rise in acclamation for the dedicated service of Captain Bob Farris and wish him Godspeed in his future endeavor as an Airbus Captain on the line as a participant in the professional corps that makes up the US Airways ALPA pilot group.

Chair Beebe presents plaque to Bob Captain Farris

Motion passes by acclamation; MEC rises in appreciation

Without objection chair accepts HIMS Report as late agenda item

AI 99-247 HIMS Report – Steve Javaras, Brad Salzmann

Motion Gaudioso/Newman:

WHEREAS the pilots of US Airways have been well served by the HIMS committee and its Chairman Steve Javaras, and

WHEREAS Captain Javaras has shown dedication to the pilots beyond reproach, and

WHEREAS Captain Javaras is of great credit to the Pilots of US Airways, ALPA and the company, and

WHEREAS Captain Javaras has brought national credibility to the US Airways HIMS Committee, and

WHEREAS Captain Javaras is retiring.

THEREFORE BE IT RESOLVED that the US Airways MEC recognizes Captain Javaras for his dedication and professionalism in the service of his fellow pilots.

Motion passes by acclamation; MEC rises in appreciation

1430 Recess

1450 Reconvene

AI 99-220 Pilot Unity

Motion Milkey/DiOrio:

WHEREAS US Airways pilots have made significant concessions during the last two contract negotiations, and

WHEREAS a major goal during the 2003 negotiations must be to both regain past concessions, in addition to making significant improvements to our working agreement, and

WHEREAS pilot unity is paramount to obtaining an industry leading contract in 2003, and

WHEREAS the US airways MEC must begin taking appropriate steps to unify pilots well before 2003,

THEREFORE BE IT RESOLVED that the US Airways MEC directs the Strike Preparedness Committee to develop the best methods available on unifying the pilots prior to the beginning of negotiations in 2003, and

BE IT FURTHER RESOLVED the Strike Preparedness Committee will bring back to the MEC its proposed plan for addressing pilot unity in negotiations in 2003, for approval

Motion passes unanimously

AI 99-212 Additional items for the Global List

Motion Davis/Smyser:

WHEREAS the MEC has established a global list of pilot issues needing solutions, and

WHEREAS it was agreed to amend this list as appropriate,

THEREFORE BE IT RESOLVED that the global list be modified as follows:

1. Parity exemptions
 - A. Non-recurring training events & inactive pay due to training rescheduling and freezes.
 - B. ALPA FPL
 - C. Underfly
 - D. Reserve guarantee in flex month
 - E. Anything to do with relief
2. Any relief granted is contingent on increased hiring
3. Pay pilots for trip cancellation for May and June (basis-Section 4 plus other sections).
4. Chief pilot issues (advance copies of complaint letters, timely responses on Contract disputes).
5. Retirement benefit distribution delays – 45/60 days on lump sum and annuity.
6. Settle 25(F)2 – rescheduling pay
7. Vacation bid and re-bid tracking (information lacking)
8. Complete accounting for supervisory flying
9. Delay parity review for a period of time equal to any relief granted
10. For 1998-accrued vacation days taken in 1999 or later with 6 or more consecutive days will be paid at 4:30.
11. ALPA jumpseat administration
12. Increase to number of empty seats in number of off-line jumpseaters per.
13. Administration of over-85 hour flying per LOA 11.
14. Separate pilot-only 401(k) under pilot control
15. Voluntary pilot substitutions on next to last leg when last leg is a deadhead or pilot cannot fly the last leg.
16. Days off under Reserve's scheduled vacation (must recover without harm to Reserve).
17. Prompt telephone availability of claims and scheduling personnel.
18. R to S transition (potentially resolved LOA 72 in 3/00)

19. Lineholder splits for legality (85 credited hours, 30/7, max consecutive days).
 20. Access to information
 - A. Pilot activity (pay, etc.)
 - B. Staffing models.
 21. CATCREW access from MEC office via Company LAN.
 22. More ALPA FPL paid by Company
 23. Definition of "adequate coverage."
 24. Profit sharing
 25. No-furlough protection for pilots on seniority list when any relief granted.
 26. Flex month increase of sick and vacation accrual.
 27. Overtime pay
 28. Future Reserve closeout time.
 29. Drop dead date on any relief granted.
 30. Personal trip drops.
 31. More flexibility on moving Reserve days off.
 32. Board seat.
 33. Sick bank cashout (retirement, pre-retirement to be determined)
 34. Holiday premium pay
 35. Moving of Reserve's days off for military leave as in past practice.
 36. Cancelled flight and block hour data.
 37. Correct documentation of 1% flying and backup notification to MEC by pilots flying the 1% flying.
 38. Credit for pay accrual during all periods of furlough – past and future.
 39. Credit for retirement accrual during all period of furlough – past and future.
 40. Higher guarantee during flex month.
 41. RHOT pilot who is now a V-pilot should be able to pass to an R-pilot.
 42. Increase in pay and benefits as part of any renegotiations of the current contract.
 43. Define allocation of R and S Reserves.
- Completed items:

1. RHOT trip responsibility (resolved R to S LOA)
- BE IT FURTHER RESOLVED that the MEC will conduct a regular review to prioritize the global list, and
- BE IT FINALLY RESOLVED that the MEC shall seek the pilots' input to determine how the pilots at large would prioritize global list items.

Motion passes unanimously

Chair asks Communications chair to prepare explanations of each item for pilot understanding, with document to be sent to MEC prior to being sent to pilots

1550 AI 99-248 Joint Negotiating Committee Report

1620 Recess

1630 Reconvene



Motion Milkey/Mayer:

Move to accept and ratify the amendment to the US Airways Shuttle Interim agreement as presented by JNC today

Point of order Gauthier: Is speaker speaking for or against question
No ruling

Point of order Gauthier: Speaker's question is irrelevant

Speaker withdraws question, point of order dies

Motion passes unanimously

1800 Mayer calls for orders of the day

Motion Davis: Move to extend until 1830

Motion dies for lack of a second;

Body is in recess until Thursday morning

Day Four, Thursday, December 9, 1999

0930 Beebe reconvenes meeting

Skinner, Osterhus present

Roll Call: All MEC members present except Gauthier proxy Tosi

Motion Davis/DiOrio:

Move to remove from the table the appointment of Jim Gardner to the Legislative Affairs Committee

Motion passes

Without objection chair sets order of business as FOQA extension, update from Bid Closing Committee Chair John Phaneuf, continuation of JNC Report

AI 99-233 FOQA LOA Extension – Matt Merillat

0945 Gauthier arrives

0955 Bid Closing Chair John Phaneuf and John Bailey update MEC on recent bid

Chair Beebe reminds MEC Phaneuf has submitted his resignation and thanks Phaneuf for his efforts on behalf of all US Airways pilots

1020 AI 99-234 Block Building/Scheduling Committee Report – Jeff Edwards

Motion Gillespie/Mayer:

Move to discharge the subcommittee and deal with a scheduling issue now

Motion passes

Motion Gillespie/Stephan:

WHEREAS March trip pairings are in the construction phase, and WHEREAS a time-sensitive decision is required regarding scheduling of charters as part of MetroJet trip pairings,

THEREFORE BE IT RESOLVED the US Airways MEC approves for the month of March the use of MetroJet pilots on these charters, provided their entire line is paid at mainline rates

Point of order Gillespie: Member not speaking to issue

Char: Well taken

Davis challenges chair

Gillespie withdraws point of order; Challenge dies

Motion Gaudioso/Milkey: Move to recommit

Motion to recommit passes

1135 Recess

1150 Reconvene

AI 99-248 Joint Negotiating Committee cont.

Chair will allow 15 minutes for JNC to finish

1210 Chair, without objection, extends until 1225

Motion Tosi: Move that MEC accepts and ratifies LOA 74 and 75

Motion dies for lack of a second

1255 Lunch

1320 Reconvene

Phil Comstock from Wilson Center discusses polling with MEC

1525 AI 99-229 Negotiating Committee Report

Motion Gauthier/Mayer: Move to close meeting

Motion passes; meeting closed

1900 Out of closed session; Recess

Day Five, Friday, December 10, 1999

0840 Beebe reconvenes meeting

Skinner, Osterhus present

Roll Call: All MEC members present except Tosi proxy Gauthier

AI 99-229 Negotiating Committee Report cont.

Motion Gillespie/Gauthier:

WHEREAS US Airways will lose all western state feed on December 28, 1999 due to the purchase of Trans States Airlines by Delta Airlines, and

WHEREAS US Airways has requested that the Association consider a code share agreement with the commuter airline American Eagle to replace the western region feed as well as other geographical locations such as the Caribbean, Midwest, the DFW area etc., and

THEREFORE BE IT RESOLVED that the MEC hereby rejects the proposed settlement brought before the body on December 9, 1999

BE IT FURTHER RESOLVED that the US Airways MEC hereby charges the Negotiating Committee to continue negotiations regarding additional feed through a code share agreement with the commuter airline American Eagle in the western region of the United States that would replace the loss in feed created by Delta Airlines purchase of Trans States Airlines, and

BE IT FURTHER RESOLVED that an agreement involving the western region contain appropriate limitations, protections and returns, and

Point Of order Davis: Chair is allowing F/O rep from PIT to be interrupted

Chair: Not well taken

Davis/DiOrio challenge chair; Division Davis

Yes: **Gauthier, Tosi proxy Gauthier, Gaudioso, Newman, Gillespie**

No: **Milkey, DiOrio, Davis, Smyser, Mayer, Baier**

Abstain: **Stephan**

Totals: 5 yes, 6 no, 1 abstain; Chair's ruling is overturned

Roll Call Gauthier

Yes: Gauthier 589, Tosi 428 proxy Gauthier, Gaudioso 683, Newman 522, Gillespie 189

No: Milkey 106, DiOrio 65, Davis 883, Smyser 532, Mayer 194, Baier 85

Abstain: Stephan

Totals: 2411 yes, 1865 no; Chair's ruling is upheld

Amendment DiOrio/Davis: Strike all after "Western regional feed" in last WHEREAS

Point of order Davis: Speaker was speaking to another member's intent

Chair: Point not well taken

Davis/DiOrio: Challenge chair

Chair is upheld on voice vote

Amendment passes

Motion as amended and editorialized now reads:

WHEREAS US Airways will lose all western state feed on December 28, 1999 due to the purchase of Trans States Airlines by Delta Airlines, and

WHEREAS US Airways has requested that the Association consider a code share agreement with the commuter airline American Eagle to replace the western region feed, and

THEREFORE BE IT RESOLVED that the MEC hereby rejects the LOA as proposed by the company, which was brought before the body on December 9, 1999, and

BE IT FURTHER RESOLVED that the US Airways MEC hereby charges the Negotiating Committee to continue negotiations regarding additional feed through a code share agreement with the commuter airline American Eagle in the western region of the United States that would replace the loss in feed created by Delta Airlines purchase of Trans States Airlines, and

BE IT FURTHER RESOLVED that an agreement involving the western region contain additional appropriate limitations, protections and returns,

BE IT FURTHER RESOLVED a code share agreement with American Eagle would be on a non-precedent setting basis as it relates to 1(B)3a, but in no case may they fly turbojets and

BE IT FINALLY RESOLVED such agreement is only intended to allow American Eagle to use ATR 72 aircraft with 69 or fewer actual seats, in the western region code share

Motion passes unanimously

1000 Recess

1020 Reconvene

Motion Gillespie/Newman:

WHEREAS the US Airways Negotiating Committee has had discussions regarding Small Jets with US Airways Management, and

WHEREAS US Airways Management has requested that the Association consider a "Mini Small Jet" agreement, and

WHEREAS any agreement must include appropriate protections and quid pro quo's for the US Airways pilot group,

THEREFORE BE IT RESOLVED that the US Airways Negotiating Committee begin negotiations regarding a Small Jet agreement, and

BE IT FURTHER RESOLVED that any agreement contain the appropriate protections, limitations and returns, as reflected in the global list, to include but not be limited to:

1. Reset of the minimum block hour guarantee contained in LOA 52
2. Adjusted minimum Captain clause
3. Increased growth (increased block hour and fleet plan projections)
4. Bi-directional flow-through
5. Parity Review modifications

BE IT FINALLY RESOLVED that any agreement(s) regarding Small Jets will be sent out for membership ratification.

Division Davis

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

No: Milkey, DiOrio proxy Milkey, Davis, Smyser

Abstain: Mayer

Totals: 7 yes, 4 no, 1 abstain; Motion passes

Motion Gillespie/Gauthier: Move to discharge from subcommittee AI 99-233, and 99-234

Motion passes

AI 99-233 FOQA LOA Extension

Motion Gillespie/Gauthier:

WHEREAS the Flight Operations Quality Assurance (FOQA) LOA is due to expire on the last day of the 1999 Fourth Quarter MEC meeting,

THEREFORE BE IT RESOLVED that the FOQA LOA be extended through December 2000.

Motion passes unanimously

AI 99-234a MetroJet Charters

Motion Gillespie/Stephan:

WHEREAS March trip pairings are in the construction phase, and WHEREAS a time sensitive decision is required regarding the scheduling of charters as part of March MetroJet trip pairings,

THEREFORE BE IT RESOLVED that the US Airways MEC approves on a non-precedent basis for the month of March the use of MetroJet pilots on these charters provided the entire line containing a charter(s) be paid at mainline rates, and

BE IT FINALLY RESOLVED that any trip that would be dropped out of a mainline-paid MetroJet line will remain at mainline pay

Motion passes

Motion Gaudioso/Newman: Move to discharge subcommittee on AI 99-244, and 99-245

Motion passes

AI 99-245 Termination of New Hire Employee

Motion Gaudioso/Newman:

WHEREAS US Airways has terminated a new hire employee on December 1, 1999 for allegedly making inappropriate remarks of a sensitive nature, and

WHEREAS a new hire employee is not allowed the opportunity to use the grievance process in order to receive a fair and unbiased hearing of his case, and

WHEREAS this employee was terminated by the Vice President of Flying without ever having the opportunity to discuss his case

with the V/P of Flying nor was ALPA afforded the opportunity to discuss this case with the V/P of Flying, and

WHEREAS the US Airways MEC does not support discrimination in the work place, and

WHEREAS the Council Representatives for this pilot do not feel the allegations should result in a termination of employment decision.

THEREFORE BE IT RESOLVED that the US Airways MEC requests that the Vice President of Flying afford this pilot a full and fair opportunity to state his position and have that position considered.

Motion passes unanimously

AI 99-244 **Field Crew Services**

Motion Gaudioso/Baier:

WHEREAS US Airways Management has recently announced the closure of the Domicile Field Crew Services Positions, and

WHEREAS the primary responsibility of Field Crew Services is to monitor and support all flight and crew related activity within the hub to a maximum with emphasis on service, efficiency, and reliability, and

WHEREAS the US Airways MEC has expressed its dissatisfaction and concern with the organizational structure of our Flight Department with Mr. Gangwal and,

WHEREAS the US Airways MEC has requested a task force be formed to look into the structure of the Flight Department, Pay Claims, Scheduling, etc., and

WHEREAS the US Airways CEO (Mr. Gangwal), has agreed to a task force, and

WHEREAS announcing the closure of the Field Crew Services positions is certainly premature without the proposed task force having the opportunity to look into the issue and make its recommendations.

THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman to express the MEC's outrage over the announced closure of the Domicile Field Crew Services Department, and

BE IT FURTHER RESOLVED that the MEC directs the MEC Chairman to express the disappointment of the MEC that Senior Management would allow such premature decisions after expressing the desire to form a joint task force to discuss these very issues, and

BE IT FINALLY RESOLVED that the MEC directs the MEC Chairman to discuss with Mr. Gangwal the possibility of rescinding this action until the findings of a joint task force are made available.

Motion passes unanimously

1125 Recess

1135 Reconvene

AI 99-161 **Month and Location of 2000 MEC**

Motion Newman/Gillespie:

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

First Quarter – February 21-25 (CLT)

Second Quarter – May 15-19 (Annapolis)

Third Quarter – September 18-22 (PHL)

Fourth Quarter – November 13-17 (PIT)

Motion passes unanimously

AI 99-187 **Reserve System**

Motion Gaudioso/DiOrio:

WHEREAS the new reserve system has created a number of problems, and

WHEREAS many of the problems of the reserve system have not been addressed, and

WHEREAS it might be to management's and the pilot groups advantage to start over and build a new reserve system.

THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman to enter into discussions with the company to accomplish the following.

1. Fix the problems associated with the current reserve systems as bullet pointed below.
 - a. 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.
 - b. Scheduling calls in the middle of the night.
 - c. Give the pilot the ability to fly on his days off rather than split a trip (at the pilot's option).
 - d. Accurate CATCREW screens. e.g. screen #20 is often wrong which makes it difficult for the pilot to plan.
 - e. A pilot should get a courtesy call from scheduling when he volunteers for 9V prior to being assigned (section 25D (5) D2).
 - f. An R pilot should be able to pass to an S reserve and then if necessary transition to S in order to provide coverage.
 - g. If a pilot is awarded or assigned a trip and then becomes sick he should be able to be paid for that trip at the pilots option.
 - h. An R reserve who is transitioned to an S reserve should be able to volunteer for 9V or 4V during the transition period.
 - i. The company needs to provide a point of contact that has accurate look back data for flex months.

Motion Gauthier/Mayer: Move to recommit

Motion passes

AI 99-199 **Vice Chairman's report**

Motion Newman/Gauthier:

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

Motion passes

AI 99-201 **EVP Report**

Motion Newman/Stephan:

BE IT RESOLVED the report is received

Motion passes unanimously

AI 99-209 **Appointment of Lee Leonard**

Motion Baier/Mayer:

BE IT RESOLVED Lee Leonard is approved as a Training Committee representative in Council 148.

Motion passes unanimously

AI 99-211 **Renew Ron Carek's Consultant Contract**

Motion Newman/Gauthier

BE IT RESOLVED that Ron Carek's consultant agreement is renewed

Motion passes



AI 99-213 Additional Members of Over 85 Hour Committee

Motion Newman/Gauthier:

WHEREAS the company claims to be in compliance with all contractual provisions of the contract regarding Supervisory Over 1% flying and

WHEREAS past practices and claims by the company are not always in total compliance and

WHEREAS the Over 85 Hour Committee has identified the need to procure and verify accurate data regarding supervisory flying and

WHEREAS this may become a labor intensive endeavor at least in the short term

THEREFORE BE IT RESOLVED that the Committee would like to add the following individuals to the Over 85 Hour Committee:

Title/Name, Pay #, Base, Equipment, Aspen, Email

Capt. Jed Thomas, 20441, PIT, MD-80, 8382.73634.1726@compuserve.com

Phone: 412-919-0641

Title/Name, Pay #, Base, Equipment, Aspen, Email

Capt. Mike DeAngelo, 66055, PHL, Airbus, 8383, mdangelo@earthlink.net

Phone: 603-286-2985

Title/Name, Pay #, Base, Equipment, Aspen, Email

F/O Frank Kelly, 75672, CLT, 737-200, 1358, 104524.3156@compuserve.com

Phone: 704-599-9550

Title/Name, Pay #, Base, Equipment, Aspen, Email

F/O Jack Greenhall, 33401, PHL, 737-300, 8517 70773.1376@compuserve.com

Phone: 732-240-1567

Motion passes unanimously

AI 99-215 Consultant Contract for Steve Javaras

Motion Newman/Gaudio:

BE IT RESOLVED that a consultant agreement be constructed to retain Captain Steve Javaras as a member of the Aeromedical/HIMS Committee.

Motion passes unanimously

AI 99-219 Approval of F/O Mike Berryman as Grievance Committee Vice Chair

Motion Davis/Gauthier:

BE IT RESOLVED that the MEC approves the appointment of F/O Mike Berryman as Vice Chairman for the US Airways MEC Grievance Committee.

Motion passes

AI 99-223 SPV 1% Flying Software Study, Background, And Recommendations

Motion Newman/Stephan

BE IT RESOLVED that the SPV 1% Flying Software Study Report is received.

Motion passes

AI 99-225 Grievance Report

Motion Newman DiOrio

BE IT RESOLVED the Grievance report is received

Motion passes

AI 99-227 Professional Standards Report

Motion Newman/Stephan:

BE IT RESOLVED the report is received

Motion passes

AI 99-235 CASC Report

Motion Newman/Gauthier:

BE IT RESOLVED the report is received

Motion passes unanimously

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

Motion Davis/Smyser:

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 VI, 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. Prior to concluding a settlement of an MEC grievance which could substantially affect the pay, working conditions, retirement or career security of the member ship, or prior to concluding a settlement of a grievance brought by resolution of the MEC, or for any other reason the Grievance Committee Chairman may feel is relevant, bring such proposed settlement 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 passes unanimously

1305 Recess to subcommittee

1500 Reconvene

AI 99-204 Jumpseat Committee Report

Motion Newman/Gauthier:

BE IT RESOLVED the report is received

Motion passes

AI 99-241 Stock Option Internal Market

Motion Gauthier/Newman:

WHEREAS among other negotiated items, and in consideration for creating MetroJet, the Company agreed to execute an Option

Plan consisting of 11.5 million options to purchase US Airways' common stock, and

WHEREAS the creation of an internal market would allow pilots the ability to access the value of their options by exchanging options for cash and would provide an opportunity to create value to mainline pilots for items negotiated with the company to attain a parity plus one contract, and

WHEREAS the Company agreed to jointly study the feasibility and cost of implementing an internal market by January, 1999, and

WHEREAS the Company has demonstrated a lack of best efforts in meeting with the Association for the purposes of creating an internal market, and

WHEREAS 2.3 million stock options from the first option grant will vest on January 30, 2000 and an internal stock option market will not be in place,

THEREFORE BE IT RESOLVED the MEC directs the US Airways MEC Chairman to file an MEC grievance concerning the Company's demonstrated lack of effort in creating an internal stock option market.

Motion passes

AI 99-182 **Captain's Authority Concerning Jumpseat Riders**

Motion Mayer/Gauthier:

WHEREAS the Captain's authority concerning jumpseats has been misunderstood by some gate agents in the past, and

WHEREAS the Captain of every flight has available to him or her in the FOM the Jumpseat Policy and recommended priorities and

WHEREAS the Captain of all US Airways flights is the only person who administers jumpseat priority, and

THEREFORE BE IT RESOLVED that the MEC directs the Jumpseat Committee Chairman with the assistance of the Master Chairman to achieve at the next printing of the Jumpseat Boarding Pass (Form OF-48) a change that eliminates the listing of priority codes and replaces them with a statement that will say "Agent is to check credentials only. All jumpseat requests will be directed to the Captain for final determination."

BE IT FURTHER RESOLVED that all agents be immediately notified in memo form of the jumpseat policy which directs all requests to the Captain.

Without objection item is recommitted

AI 99-226 **Training Committee Report**

Motion Mayer/Gaudio:

BE IT RESOLVED the report is received

Motion passes

AI 99-234 **Central Scheduling/Line Building Report**

Motion Mayer/Newman:

BE IT RESOLVED the report is received

Motion passes

AI 99-234b **Adequate Coverage**

Motion Mayer/Gaudio:

WHEREAS Crew Scheduling's decisions to allow personal trip splits are capricious and arbitrary and appear not to be predicated on Reserve coverage,

THEREFORE BE IT RESOLVED the MEC Chairman or his designee shall reinforce with the Company that adequate coverage is based on Reserve coverage and is not at an individual crew scheduler's discretion, and

BE IT FINALLY RESOLVED the MEC Chairman or his designee shall enter into discussions with the Company to reach an agreement to be approved by the MEC which includes a mathematical definition of adequate coverage.

Motion passes unanimously

AI 99-214 **Side-by-Side Comparison ALPA/US Airways Contract with those of Pilot Groups of the Composite Competitor.**

Motion Gauthier/Gaudio:

WHEREAS there has been much discussion among our pilots as well as the MEC about the validity of our parity plus one agreement, and

WHEREAS several other airlines are in negotiations at this time with their contracts, and

WHEREAS it would be beneficial to our pilots as well as the MEC to have a tangible comparison of our contract relative to other pilot groups in the composite competitor, and

WHEREAS these comparisons would serve us well in our 2003 negotiation preparations,

THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman or his designee to provide to the MEC, via hard copy and electronic format, a side-by-side comparison of the ALPA/US Airways contract and other pilot contracts of the composite competitor on such matters, but not restricted to, scope, pay, vacation, sick, retirement, and

BE IT FURTHER RESOLVED that this comparison be provided to the MEC at the earliest opportunity, but no later than the 1st Quarter MEC Meeting in 2000, and

BE IT FINALLY RESOLVED that all information deemed to be proprietary for the 2003 negotiations will remain confidential.

Motion passes unanimously

Chair's intent is that E&FA will do work

AI 99-249 **Globalization Committee**

Motion Gaudio/Stephan:

WHEREAS the airline industry has become a global enterprise, and WHEREAS the pace of this globalization process is ever increasing, and

WHEREAS this globalization trend has included a proliferation in cross-border airline alliances and anti-trust immunized global networks, and

WHEREAS the United States Department of Transportation on December 5-9, 1999 hosted an international ministerial conference titled "Aviation in the 21st Century—Beyond Open Skies", and

WHEREAS at this conference, most participants called for the creation of a Trans-Atlantic Common Aviation Area to illuminate current restrictions regarding ownership, rights of establishment, cabotage, and wet leasing agreements with foreign commercial entities within such a "common market" area, and

WHEREAS DOT Secretary Rodney Slater committed "that the United States would engage with the European Union on the Common Aviation Area."

THEREFORE BE IT RESOLVED that the US Airways MEC directs the Master Chairman to recommend that the President of the Air Line Pilots Association, Int'l establish a (GLOBALIZATION Committee) at the ALPA National level, and

BE IT FURTHER RESOLVED that the ALPA Globalization Committee have the clear mission to mobilize appropriate ALPA resources to evaluate and carry out a coordinated strategic and tactical plan

to ensure that changes to the current bilateral aviation services agreement process will work to the benefit, not detriment of ALPA's membership, and

BE IT FURTHER RESOLVED that the ALPA Globalization Committee have a budget sufficient to carry out this mission, and

BE IT FINALLY RESOLVED that the ALPA Globalization Committee report on its efforts and progress not later than the May, 2000 Executive Board.

Motion passes unanimously

1530 recess until 1300 Tuesday

Tuesday December 14, 1999, Wyndham City Center, Washington, D.C.

1330 Beebe reconvenes meeting

Skinner, Osterhus present

Roll call: All MEC members present except Gaudioso proxy Newman, Smyser retains Starnes's proxy

Motion Milkey/Davis: Move to complete all previous agenda items before any new business

Point of order Gauthier: Motion is out of order

1335 Recess

1344 Reconvene

Chair: Point of order not well taken; however motion will require 2/3 to pass

Division Davis

Yes: Milkey, DiOrio, Davis, Smyser

No: Gauthier, Tosi, Gaudioso proxy Newman, Newman, Mayer, Baier, Stephan, Gillespie

Totals: 4 yes, 8 no; Motion fails

1350 Chair recesses to subcommittee until 1700

1730 Reconvene

Motion DiOrio/Milkey:

WHEREAS US Airways pilots have made tremendous sacrifices during the past two years, and

WHEREAS US Airways management has approached ALPA to consider scope relief regarding small jets, and

WHEREAS US Airways management continues to violate our current Working Agreement on a daily basis requiring expenditure of ALPA resources to deal with these abuses, and

WHEREAS US Airways Pilots are tired of the continuous contract abuses demonstrated by US Airways Management,

WHEREAS it has been over two years since the contract was ratified yet there are still many unresolved issues including but not limited to: % of "S" reserves in December, "Fly now grieve later", Crew tracking removed from domiciles, Unresolved and repetitive problems, SAP floor (70 hours), Jumpseat issues (ramp weight), Deadheading problems (must ride to and from training and deadheading pilots seated in emergency exit rows), Trip cancellation data, Definition of adequate coverage, 1% flying accountability.

THEREFORE BE IT RESOLVED the US Airways MEC directs the Negotiating Committee to cease all contacts with the Company

regarding small jets until acceptable positive action taken by the company to eliminate these problems is sent in writing to the MEC.

Point of order Gillespie: Subcommittee must be discharged

Chair: well taken

DiOrio/Milkey withdraw motion

Motion Gillespie/Gauthier: Move to reconsider AI 229b

Motion passes; following motion is back on floor:

WHEREAS the US Airways Negotiating Committee has had discussions regarding Small Jets with US Airways Management, and

WHEREAS US Airways Management has requested that the Association consider a "Mini Small Jet" agreement, and

WHEREAS any agreement must include appropriate protections and quid pro quo's for the US Airways pilot group,

THEREFORE BE IT RESOLVED that the US Airways Negotiating Committee begin negotiations regarding a Small Jet agreement, and

BE IT FURTHER RESOLVED that any agreement contain the appropriate protections, limitations and returns, as reflected in the global list, to include but not be limited to:

1. Reset of the minimum block hour guarantee contained in LOA 52
2. Adjusted minimum Captain clause
3. Increased growth (increased block hour and fleet plan projections)
4. Bi-directional flow-through
5. Parity Review modifications

BE IT FINALLY RESOLVED that any agreement(s) regarding Small Jets will be sent out for membership ratification.

Osterhus violates phone decorum

Substitute motion DiOrio/Milkey:

WHEREAS US Airways pilots have made tremendous sacrifices during the past two years, and

WHEREAS US Airways management has approached ALPA to consider scope relief regarding small jets, and

WHEREAS US Airways management continues to violate our current Working Agreement on a daily basis requiring expenditure of ALPA resources to deal with these abuses, and

WHEREAS US Airways Pilots are tired of the continuous contract abuses demonstrated by US Airways Management,

WHEREAS it has been over two years since the contract was ratified yet there are still many unresolved issues including but not limited to: % of "S" reserves in December, "Fly now grieve later", Crew tracking removed from domiciles, Unresolved and repetitive problems, SAP floor (70 hours), Jumpseat issues (ramp weight), Deadheading problems (must ride to and from training and deadheading pilots seated in emergency exit rows), Trip cancellation data, Definition of adequate coverage, 1% flying accountability.

THEREFORE BE IT RESOLVED the US Airways MEC directs the Negotiating Committee to cease all contacts with the Company regarding small jets until acceptable positive action taken by the company to eliminate these problems is sent in writing to the MEC.

Division Davis

Yes: Milkey, DiOrio, Davis, Smyser

No: Gauthier, Tosi, Gaudioso proxy Newman, Newman, Mayer proxy Gillespie, Baier, Stephan, Gillespie

Totals: 4 yes, 8 no

4 yes, 8 no; Motion fails

Substitute motion Gillespie/Newman:

WHEREAS the regular reserve pilot has specific rights under the US Airways Pilot Working Agreement, as outlined in section 25-3, allowing for pilots to pick up trips from Daily Scheduling, and

WHEREAS under the direction of Michael Scheeringa the US Airways Pilot Working Agreement as been unilaterally violated, and

WHEREAS the Association has requested, on numerous attempts, to resolve an amenable solution to the newly implemented reserve rest rules, and

WHEREAS US Airways CEO Rakesh Gangwal has continually emphasized his intentions of honoring the contract and the actions of his subordinates continue to appear to be diametrically opposed to the US Airways CEO,

THEREFORE BE IT RESOLVED that the US Airways MEC will immediately pursue all legal recourse available under the Railway Labor Act, and

BE IT FINALLY RESOLVED that the Air Line Pilots Association will cease all discussions and negotiations with US Airways Management until a decision by the appropriate legal authority is rendered as to the disposition of this issue or a satisfactory resolution for the US Airways pilots is agreed upon between the Association and US Airways Management.

1813 Recess

1838 Reconvene

Substitute Gillespie/Newman:

WHEREAS the regular reserve pilot has specific rights under the US Airways Pilot Working Agreement, as outlined in section 25 (B) 4, allowing for pilots to pick up trips from Daily Scheduling, and

WHEREAS under the direction of Michael Scheeringa the US Airways Pilot Working Agreement has been unilaterally violated, and

WHEREAS the Association has requested, on numerous attempts, to reach an amenable solution to the newly implemented reserve rest rules, and

WHEREAS it has been over two years since the contract was ratified, and there are still many unresolved issues, including, but not limited to, percentage of S reserves, fly now grieve later, crew tracking removed from domiciles, jumpseat issues, deadheading problems, definition of adequate coverage, etc., and

WHEREAS US Airways CEO Rakesh Gangwal has continually emphasized his intentions of honoring the contract while the actions of his subordinates continue to appear to be diametrically opposed to the US Airways CEO,

THEREFORE BE IT RESOLVED that the US Airways MEC will immediately pursue expedited arbitration available under the Railway Labor Act, and

BE IT FURTHER RESOLVED that the Air Line Pilots Association will cease all discussions and negotiations with US Airways Management until there is a satisfactory resolution between the Association and US Airways Management for 25(B) 4.

BE IT FURTHER RESOLVED that upon a satisfactory resolution to 25(B) 4 that the US Airways Negotiating Committee is authorized to resume negotiations regarding a small jet agreement and

BE IT FURTHER RESOLVED that any agreement contain the appropriate protections, limitations and returns, as reflected in the global list, to include but not be limited to:

1. Reset of the minimum block hour guarantee contained in LOA 52
2. Adjusted minimum Captain clause
3. Increased growth (increased block hour and fleet plan projections)
4. Bi-directional flow-through
5. Parity Review modifications

BE IT FINALLY RESOLVED that any agreement(s) regarding Small Jets will be sent out for membership ratification.

Davis calls orders of day

Motion Stephan/Gauthier: Move to continue until 1900

Motion passes unanimously

1840 Gaudioso arrives

Without objection Chair extends session to 1930

Amendment DiOrio/Milkey: Amend to read:

WHEREAS the regular reserve pilot has specific rights under the US Airways Pilot Working Agreement, as outlined in section 25 (B) 4, allowing for pilots to pick up trips from Daily Scheduling, and

WHEREAS under the direction of Michael Scheeringa the US Airways Pilot Working Agreement has been unilaterally violated, and

WHEREAS the Association has requested, on numerous attempts, to reach an amenable solution to the newly implemented reserve rest rules, and

WHEREAS it has been over two years since the contract was ratified, and there are still many unresolved issues, including, but not limited to, percentage of S reserves, fly now grieve later, crew tracking removed from domiciles, jumpseat issues, deadheading problems, definition of adequate coverage, etc., and

WHEREAS US Airways CEO Rakesh Gangwal has continually emphasized his intentions of honoring the contract while the actions of his subordinates continue to appear to be diametrically opposed to the US Airways CEO,

THEREFORE BE IT RESOLVED that the US Airways MEC will immediately pursue expedited arbitration available under the Railway Labor Act, and

BE IT FINALLY RESOLVED that the Air Line Pilots Association will cease all discussions and negotiations with US Airways Management until there is a satisfactory resolution between the Association and US Airways Management for the above stated issues.

Division Davis

Yes: **Milkey, DiOrio, Newman, Davis, Smyser,**

No: **Gauthier, Tosi, Gaudioso, Mayer, Baier, Stephan, Gillespie**

Totals: 5 yes, 7 no amendment fails

1920 recess

1945 reconvene

Motion Baier/Gauthier: Move to reconsider amendment

Motion to reconsider passes;

Amendment as editorialized now reads

WHEREAS the regular reserve pilot has specific rights under the US Airways Pilot Working Agreement, as outlined in section 25 (B) 4, allowing for pilots to pick up trips from Daily Scheduling, and

WHEREAS under the direction of Michael Scheeringa the US Airways Pilot Working Agreement has been unilaterally violated, and

WHEREAS the Association has requested, on numerous attempts, to reach an amenable solution to the newly implemented reserve rest rules, and

WHEREAS it has been over two years since the contract was ratified, and there are still many unresolved issues, including, but not limited to, Section 25 (B) 4, percentage of S reserves, fly now grieve later, crew tracking removed from domiciles, jumpseat issues, deadheading problems, definition of adequate coverage, and

WHEREAS US Airways CEO Rakesh Gangwal has continually emphasized his intentions of honoring the contract while the actions of his subordinates continue to appear to be diametrically opposed to the US Airways CEO,

THEREFORE BE IT RESOLVED that the Air Line Pilots Association will cease all discussions and negotiations with US Airways Management until there is a satisfactory resolution between the Association and US Airways Management for the above stated issues.

Amendment as editorialized passes (acts as a substitute, replacing original motion)

Motion Gillespie/Gauthier:

WHEREAS the MEC has passed a resolution suspending negotiations with the company,

THEREFORE BE IT RESOLVED that when a solution satisfactory to the MEC has been reached regarding these issues, the US Airways Negotiating Committee is authorized to resume negotiations regarding a small jet agreement, and

BE IT FURTHER RESOLVED that any agreement will contain the appropriate protections, limitations and returns, as reflected in the global list, to include but not be limited to:

1. Reset of the minimum block hour guarantee contained in LOA 52
2. Adjusted minimum Captain clause
3. Increased growth (increased block hour and fleet plan projections)
4. Bi-directional flow-through
6. Parity Review modifications

BE IT FINALLY RESOLVED that any agreement(s) regarding Small Jets will be sent out for membership ratification.

Division Davis

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

No: **Milkey, DiOrio, Davis, Smyser**

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

2005 recess to subcommittee

Wednesday December 15, 1999

Out of subcommittee to plenary

1705 Beebe reconvenes, Skinner, Osterhus present

Roll call: All MEC members present except Stephan proxy Gillespie
Chair briefs MEC on meeting with company

1855 Mayer calls orders of day

Motion Davis/Milkey: Move to extend until 1930

Division Davis

Yes: **Milkey, DiOrio, Davis, Smyser**

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

Abstain: **Gaudio**

Totals: **4 yes, 7 no; 1 abstain; motion to extend fails**

Thursday, December 16, 1999

0930 Beebe reconvenes, Skinner, Osterhus present

Roll call: All MEC members present except Mayer proxy Gillespie

0945 Mayer arrives

AI 99-243 Strike Prep Committee Report

Motion Newman/Gillespie:

BE IT RESOLVED the report is received

Motion passes

AI 99-229 Negotiating Committee Report

Motion Newman/Stephan:

BE IT RESOLVED the report is received

Motion passes

AI 99-247 Aeromedical/HIMS Report

Motion Newman/DiOrio:

BE IT RESOLVED the report is received

Motion passes

AI 99-237 ALPA Members Remain Current and Qualified Doing ALPA Work

Motion Tosi/Davis:

WHEREAS the pilots of US Airways should be represented by pilots who are cognizant of the issues affecting the pilots, and

WHEREAS the pilots who serve the pilots of US Airways by doing ALPA work should lead by demonstrating that they are pilots first and foremost,

THEREFORE BE IT RESOLVED that all pilots who do ALPA work on behalf of the pilots of US Airways will remain current and qualified, to the extent feasible, on the aircraft on which they have a proper bid or are currently qualified unless they are medically unable to do so.

BE IT FURTHER RESOLVED that all pilots going non-current will advise the MEC of their non-currency and their plans for regaining currency.

BE IT FINALLY RESOLVED that language will be developed for the MEC Policy Manual to embody the points in this resolution, which will be reviewed and approved by the MEC at the 1st Quarter meeting in 2000.

Amendment Mayer/Newman: Add to end of THEREFORE BE IT RESOLVED:

This decision shall be made at the discretion of the individual with due regard for safety.

Division Davis

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

No: **Milkey, DiOrio, Davis, Smyser**



Totals: 8 yes, 4 no, Amendment passes

Substitute Motion Davis/Smyser:

WHEREAS the pilots of US Airways should be represented by pilots who are cognizant of the issues affecting the pilots, and

WHEREAS the pilots who serve the pilots of US Airways by doing ALPA work should lead by demonstrating that they are pilots first and foremost,

THEREFORE BE IT RESOLVED that all pilots who do ALPA work on behalf of the pilots of US Airways will remain current and qualified, to the extent feasible, on the aircraft on which they have a proper bid or are currently qualified unless they are medically unable to do so.

BE IT FURTHER RESOLVED that all pilots going non-current will advise the MEC of their non-currency and their plans for regaining currency.

Amendment Mayer: Add

BE IT FINALLY RESOLVED that language will be developed for the MEC Policy Manual to embody the points in this resolution, which will be reviewed and approved by the MEC at the 1st Quarter meeting in 2000.

This decision shall be made at the discretion of the individual with due regard for safety.

Point of order Davis: Amendment is out of order

Chair: Well taken

Vote on substitute; Division Davis

Yes: Milkey, DiOrio, Davis, Smyser, Stephan

No: Gauthier, Tosi, Gaudioso, Newman, Mayer, Baier, Gillespie

Totals: 5 yes, 7 no; Substitute fails

Motion as amended now reads:

WHEREAS the pilots of US Airways should be represented by pilots who are cognizant of the issues affecting the pilots, and

WHEREAS the pilots who serve the pilots of US Airways by doing ALPA work should lead by demonstrating that they are pilots first and foremost,

THEREFORE BE IT RESOLVED that all pilots who do ALPA work on behalf of the pilots of US Airways will remain current and qualified, to the extent feasible, on the aircraft on which they have a proper bid or are currently qualified unless they are medically unable to do so. This decision shall be made at the discretion of the individual with due regard for safety.

BE IT FURTHER RESOLVED that all pilots going non-current will advise the MEC of their non-currency and their plans for regaining currency.

BE IT FINALLY RESOLVED that language will be developed for the MEC Policy Manual to embody the points in this resolution, which will be reviewed and approved by the MEC at the 1st Quarter meeting in 2000.

Point of order Baier: This requires two thirds, and will be in the policy manual

Chair: Not well taken, two thirds is only required on the vote on the language

Gauthier: Challenge ruling of chair

Chair's ruling is overturned; Main motion will require two thirds

Point of order Davis: Member made a comment regarding my intent

Chair: Not well taken

Davis challenges chair; dies for lack of a second

Vote on main motion; Roll call Davis

Yes: Gauthier 589, Tosi 428, Gaudioso 683, Newman 522, Mayer 194, Baier 85, Stephan 329, Gillespie 189

No: Milkey 106, DiOrio proxy Milkey 65, Davis 883, Smyser 532

Totals: 3019 yes, 1586 no; Main motion fails, requires two thirds

Motion Mayer/Gauthier: Move to change the orders of the day to allow Grievance Chairman Mowery to brief MEC on Section 25 f settlement

Motion passes unanimously

Mowery briefs MEC on proposed settlement

1303 Motion Newman/Gauthier:

BE IT RESOLVED the US Airways MEC agrees to accept the settlement to the 25(F) dispute subject to the company agreeing that the "show, no go" two (2) hour payment pursuant to Section 12(F) of the Agreement will be paid to a pilot who is in transit to the airport when he learns of the cancellation of his trip. For example, if the pilot has departed for the airport but has not yet arrived because of inclement weather, he is entitled to "show, no go" payment. If the pilot is called at home and informed that his trip is not operating prior to departing for the airport, such "show, no go" payment would not be due.

Point of order Milkey: Chair had already ruled motion died for lack of a second

Chair: Not well taken

1310 Recess for lunch and checkout

1345 Reconvene

Newman/Gauthier withdraw resolution

Motion Gillespie/Mayer:

Move to change orders of day to allow Negotiating Committee to present report

Motion fails (requires 2/3)

AI 99-187 Reserve System

Motion Newman/DiOrio:

WHEREAS the new reserve system has created a number of problems, and

WHEREAS many of the problems of the reserve system have not been addressed, and

THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman to enter into discussions with the company to accomplish the following.

2. Fix the problems associated with the current reserve systems as bullet pointed below.
 - a. 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.
 - b. To reduce split trips allow pilots to voluntarily fly into the first day of his next series of off days to complete a trip.
 - c. Scheduling calls in the middle of the night.
 - d. Accurate CATCREW screens. e.g. screen #20 is often wrong which makes it difficult for the pilot to plan.

- e. A pilot should get a courtesy call from scheduling when he volunteers for 9V prior to being assigned. (section 25D (5) D2)
- f. If a reserve pilot is awarded or assigned a trip and then becomes sick prior to report he will be paid and charged sick time for the full scheduled value of that trip.
- g. An R reserve who is transitioned to an S reserve should be able to volunteer for 9V or 4V during the transition period.
- h. The Company needs to provide a point of contact that has accurate look back data for flex months.

Motion passes unanimously

AI 99-231 Deadheading Crew Members

Motion:

WHEREAS, under Federal Aviation Regulations, the Captain of a flight is the sole authority as to the operation of that flight, and under that authority has the need and the right to know what additional resources might be available to him in the event of an emergency, and

WHEREAS, the US Airways agreement with the Air Line Pilots Association in Section 8, Deadheading, Para.,(H), states that deadhead boarding passes, (not just a blank OF-49 Crew Movement Authorization form), shall be prepared sufficiently in advance of scheduled departure and made immediately available at the gate to a member of the flight deck crew, and

WHEREAS, this seldom happens, and

WHEREAS, US Airways is contractually required but has failed to book all scheduled deadheading pilots in an emergency exit row if available at the time trip pairings are constructed, and

THEREFORE BE IT RESOLVED that the MEC insists that management immediately initiate policy and procedure to inform the Captain of a flight as soon as practicable of any deadheading pilot(s) on said flight, and,

BE IT FURTHER RESOLVED the MEC insists that US Airways management develop policy and procedure for booking deadheading crewmembers so that the information is immediately discernible to a customer service agent preparing for a flight, and

BE IT FURTHER RESOLVED that the MEC will give the full support of the Association to any pilot(s) who chooses to not deadhead on any flight

Motion passes

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.

WHEREAS the recent trip to Bal Harbour resulted in no increased cost to the association,

THEREFORE BE IT RESOVLED 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.

Substitute motion Milkey/Davis:

WHEREAS the MEC Chairman called for a meeting among themselves in Bal Harbour, Florida that involved one MEC Committee Chairman, and

WHEREAS some family members accompanied the union officials to this resort location, and

WHEREAS there was no notice to the MEC either right before or right after the meeting informing the MEC of the nature of the meeting, and

WHEREAS there was no MEC resolution directing that a such a meeting be held, and

WHEREAS the MEC Secretary Treasurer has requested all MEC members and Committee members officials to exercise financial frugality in union expenses for fiscal 1999 due to the tight budget,

THEREFORE BE IT RESOLVED that the MEC Officers will submit as soon as possible but no later than 14 days after the conclusion of the 3rd quarter MEC meeting a detailed written report on the daily agenda and activities of this meeting, and

BE IT FURTHER RESOLVED that the MEC Chairman will as soon as possible but no later than 14 days after the conclusion of the 3rd quarter MEC meeting provide the MEC a written report on all expenses for this meeting, including Flight Pay Loss, lodging, travel meals, etc., and

BE IT FURTHER RESOLVED the MEC directs no MEC Officer meetings will be held in Bal Harbour, Florida without MEC approval, and

BE IT FURTHER RESOLVED that the MEC Officers are directed to utilize the MEC offices whenever reasonably possible for such meetings in the future, and

BE IT FURTHER RESOLVED that the MEC Officers are reminded that the appearance of holding meetings for certain union officials unknown to the MEC in a deluxe resort hotel where the families of those officials are invited may not be well-perceived by the membership even though the cost may be commensurate with other non-resort hotels.

Point of order Milkey: Member not speaking to issue

Chair: Well taken

Point of order Milkey: Member not speaking to issue

Chair: Well taken

Chair rules Davis comments out of order

Motion Stephan/Mayer: Move to table

Division Davis

Yes: Mayer, Stephan, Gillespie

No: Milkey, DiOrio, Gauthier, Tosi, Gaudio, Newman, Davis, Smyser, Baier

Totals: 3 yes, 9 no; Motion to table fails

1445 Recess

1500 Reconvene

Davis/DiOrio withdraw motion

Gauthier/Tosi withdraw motion



AI 99-172 Pilots Notifying MEC of 1% Flying

Motion Davis/Milkey:

WHEREAS all training and checking by Supervisory Pilots and Check Pilots must be documented, and

WHEREAS the Supervisory Pilots and Check Pilots report this information to the training schedulers, and

THEREFORE BE IT RESOLVED that the MEC directs the Over 85 Committee to get this information from the Training Department, and BE IT FURTHER RESOLVED that if the Over 85 Committee has problems gaining access to this information, the MEC Chairman will contact the Company to ensure access is granted, and

BE IT FURTHER RESOLVED that the Over 85 Committee will continue discussions with the Company and Sabre to allow notations in CATS of Supervisory, Check Pilots, and Managerial Flying which will be reported to the MEC and then cross-referenced and compared with the information received from the Training Department.

Motion passes

AI 99-180 Charting and Instrument Procedures Report

Motion Tosi/Gaudioso:

BE IT RESOLVED the report is received

Motion passes

AI 99-236 US Airways Pilots Flying the SJs

Motion Davis/Tosi:

WHEREAS the issue of Small Jet (SJ) acquisition is one of vital importance to the advancement and job security of US Airways pilots, and

WHEREAS the MEC has said that all flying by US Airways under Section 1(B)1 belongs to US Airways pilots, and

WHEREAS Agenda Item 99-126 says that the Negotiating Committee will develop SJ pay rates to be flown by the pilots on the US Airways System Seniority List,

THEREFORE BE IT RESOLVED that the MEC reaffirms its position stated similarly in Agenda Item 99-126 that it supports the concept of pilots on the US Airways Seniority List flying any SJs above the 35 aircraft or 9% allowed by the Contract.

Motion passes unanimously

AI 99-248 Joint Negotiating Committee

Motion Tosi/Newman:

BE IT RESOLVED the report is received

Motion passes

AI 98-258 Approve appointment of Jim Gardner to Legislative Affairs Committee

Motion Davis/Gillespie:

WHEREAS Jim Gardner possesses a wealth of ALPA experience in addition to interest and enthusiasm for serving fellow ALPA pilots by performing committee work,

THEREFORE BE IT RESOLVED that the US Airways MEC confirms the appointment of Jim Gardner to the Legislative Affairs Committee.

Division Davis

Yes: DiOrio, Davis, Smyser, Stephan, Gillespie

No: Milkey, Gauthier, Tosi, Gaudioso, Newman

Abstain: Mayer, Baier

Totals: 5 yes, 5 no, chair abstains; Motion does not receive a majority

Roll call Davis

Yes: DiOrio 65, Davis 883, Smyser 532, Stephan 329, Gillespie 189

No: Milkey 106, Gauthier 589, Tosi 428, Gaudioso 683, Newman 522

Abstain: Mayer, Baier

Totals: 1998 yes, 2328 no

Motion fails

AI 99-217a Screening Procedures

Motion Davis/DiOrio:

WHEREAS, the pilots of US Airways have the Right to work in a Non-Hostile environment, and

WHEREAS, the security check point rules of operation are clearly defined in the Checkpoint Operations Guide, which clearly states, among other items, how the wandung process is to be conducted, that inadvertent contact is all that is allowed, that private screening is provided for subject to sufficient personnel being available to man the checkpoint and an appropriate location being available, and that, at all times, screening is a permissive search which requires the approval of the person prior to any search being conducted and that person has the right to protect his personal property and the right to remove himself/herself from the screening process, and,

WHEREAS, it is company and ALPA policy that crewmembers must remain in uniform at all times while in public and that removal of hats, top coats, shoes or any other article of clothing or the uniform in order to access the work place is unacceptable, and

THEREFORE BE IT RESOLVED, that the US Airways MEC directs the MEC Chairman and MEC Security Committee Chairman to ensure that US Airways enforce applicable FOM policies and security procedures that include:

1. If employees must proceed through a security checkpoint, only those procedures approved by the company and the FAA (Checkpoint Operations Guide, Security Directive or ACSSP) and reviewed and approved by the association Security Chairman shall be applied. Further, it shall be written to the security vendors that, if a crewmember submits to the screening process, he/she shall remain in full uniform while in the public view and will be treated with the utmost respect.

- A. He/she will be considered to have completed the security process upon his departure from the security checkpoint unless he is specifically informed by the Checkpoint Supervisor (CSS) that he/she has not completed screening.
- B. Should a dispute arise, it is the responsibility of the company to respond the GSC or other appropriate personnel in an expeditious manner and assist the employee in getting to his/her place of work.
- C. Steps shall be taken to provide training for GSC's, screeners and crewmembers in proper screening procedures and dispute resolution protocols.

2. At no time shall a screener make physical contact with the wand or hands (except for inadvertent contact) without the permission of the employee.

Motion passes

AI 99-217b Emergency Action Plan

Motion Milkey/DiOrio:

WHEREAS, the pilots of US Airways have the right to work in a Non-Hostile environment, and

WHEREAS, it is the company's responsibility to ensure that the pilot is able to reach his place of work in a safe and timely manner, and

WHEREAS, the company has not created an appropriate emergency action plan to ensure the safety of our crewmembers in case of natural disaster, state of emergency, civil disobedience, political or military coup or other emergency including communications, medical care, food, shelter and evacuation plans, and

THEREFORE BE IT RESOLVED, that the US Airways MEC directs the MEC Chairman and MEC Security Committee Chairman to assure that US Airways has in effect an appropriate Emergency Action Plan dealing with the above items, and

BE IT FINALLY RESOLVED that such plan will be made available to the MEC Chairman for distribution to the MEC.

Motion passes

AI 99-217c Universal Access

Motion DiOrio/Milkey:

WHEREAS it is the company's responsibility to ensure that the pilot is able to reach his place of work in a safe and timely manner without being unduly harassed, and

WHEREAS alternative access for crewmembers is not available because the FOM has not been amended to allow other methods of access, the door codes still have not been published in the FOM despite promises long ago that this would occur, crewmembers are still denied access to the aircraft and the ramp in order to conduct their jobs by locked doors which they are unable to open, and that Universal Access Systems have not yet been installed despite assurances from the highest levels of management that this would occur, and

WHEREAS the company has not issued a secure identification card which, through use of secure technologies, provides a means of positively identifying the individual who uses the card to gain access to the work place and which provides unrestricted access to the workplace, and

WHEREAS the lack of a positive identification system and access procedures still prevents our crewmembers from accessing their luggage during travel to/from training when not in uniform which results in less overhead bin space being available to our customers,

THEREFORE BE IT RESOLVED the US Airways MEC directs the MEC Chairman and MEC Security Committee Chairman to assure that US Airways has the following plans in effect:

1. The employees of US Airways will have alternative means of access made available to them by UAS or through individual airport access control systems including door codes provided to crewmembers in the F.O.M. and that these provisions shall be agreed to in a side letter to the working agreement.
2. The company shall inspect all jetway loading bridges and ensure that the egress points nearest to the aircraft, if secured by lock, be equipped with a standard code cipher lock and that all employees are so informed so that in case of emergency, there shall be no restriction on the evacuation of passengers and employees.
3. The Company shall amend the crewmember baggage procedure to allow those personnel properly displaying their company ID to retrieve personal luggage when not in uniform, shall submit this procedure for FAA approval, and shall notify those airports affected so that they may amend their FAA Airport Security Program. Should an airport not accept this revision, then the company shall implement an alternate procedure of returning crew tagged bags to the jetway upon arrival.

Motion passes

AI 99-217d Disruptive/Unacceptable Passengers

Motion DiOrio Milkey:

WHEREAS, the pilots of US Airways have the Right to work in a Non-Hostile environment, and

WHEREAS, the company does not maintain a central database for Disruptive Passenger reports and does not provide the Security Chairman with proper timely notification of these incidents or other security amber alerts,

THEREFORE BE IT RESOLVED, that the US Airways MEC directs the MEC Chairman and MEC Security Committee Chairman to assure that US Airways has the following plans in effect:

1. The company will ensure that anyone posing a health risk to the crew shall not be accepted. If operations occur in/near areas where such a health risk exists, the company shall provide inoculations at no cost to crewmembers. If a crewmember does not wish to operate in these areas, the crewmember shall not be forced to and shall be pay protected, if necessary. If such an exposure to a health risk occurs, the company shall provide for appropriate health care at no cost to the employee and shall provide full pay for the duration of their recovery.
2. The company shall establish a centralized database in the Flight Safety Department for the purpose of providing information on Disruptive Passengers and shall make the information available to the Security Chairman of the Association.
3. The company shall provide timely notification and information of security amber alerts to the Security Chairman of the Association by a secure means to be agreed upon.

AI 9-216 Side-by-Side Comparison Other US Airways Employee Union Groups' Contracts with Composite Competitor

Motion Stephan/Mayer: Move to take no action

Point of order Davis: Tosi used indecorous language

1540 Recess

1555 Reconvene

Chair: Point well taken

Motion to take no action fails

Motion Tosi/Gauthier:

WHEREAS it has been a year in which several employee groups at US Airways have reached agreements with management in their contract negotiations, and

WHEREAS these contract have been described as parity plus contracts similar to the contract negotiated between the company and ALPA, and

WHEREAS the US Airways pilots are interested in knowing if the other employee groups have parity contracts, and

WHEREAS it is time for the MEC to evaluate the other contracts for their comparison to the other union groups in the composite competitors, and

WHEREAS these comparisons would be helpful as the MEC prepares for the upcoming 2003 negotiations,

THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman to conduct a side-by-side analysis with the major labor groups at US Airways and their counterparts with the airlines of the composite competitor, and

BE IT FURTHER RESOLVED that those who conduct this comparison employ the resources of ALPA EF&A and other applicable resources, legal and otherwise, to get the best presentation possible, and

BE IT FINALLY RESOLVED that this information be provided to the MEC at the earliest opportunity but no later than the 1Q 2000 MEC meeting.

Motion fails

AI 99-182 Captain's Authority Concerning Jumpseat Riders

Motion Davis/Gillespie:

WHEREAS the Captain's authority concerning jumpseats has been misunderstood by some gate agents in the past, and

WHEREAS the Captain of every flight has available to him or her in the FOM the Jumpseat Policy and recommended priorities and

WHEREAS the Captain of all US Airways flights is the only person who administers jumpseat priority, and

THEREFORE BE IT RESOLVED that the MEC directs the Jumpseat Committee Chairman with the assistance of the Master Chairman to achieve at the next printing of the Jumpseat Boarding Pass (Form OF-48) a change that eliminates the listing of priority codes and replaces them with a statement that will say "Agent is to check credentials only. All jumpseat requests will be directed to the Captain for final determination."

BE IT FURTHER RESOLVED that all agents be immediately notified in memo form of the jumpseat policy which directs all requests to the Captain.

Motion passes

AI 99-230 Year 2000 Budget

Motion Newman/Gauthier: Move to accept the budget as presented Amendment Davis/DiOrio: Amend by reducing General Counsel line in 70014 from \$150,000 to \$50,000

Point of order Davis: Speaker is not speaking to amendment

Chair: Well taken

Amendment fails

Amendment Gillespie/Davis: Move to strike Strategic Planning Committee Budget

Amendment passes

Amendment Davis/Smyser:

70017 MEC chairman strike 29 days VAP \$28,050

70035 Block Building reduce FPL by \$22,900

71004 Negotiating Committee reduce FPL by \$108,316

Amendment Tosi/Gauthier:

70026 reduce FPL by \$150,000

70017 MEC chairman reinstate 29 days VAP \$28,050

Amendment passes

Amended amendment reads as follows:

70026 MEC meetings reduce FPL by \$150,000

70035 Block Building reduce FPL by \$22,900

71004 Negotiating Committee reduce FPL by \$108,316

Motion Gaudioso: move to postpone budget until after Negotiating committee

Motion dies for lack of a second

Amendment passes

Amendment to now-amended main budget motion Baier/Gauthier:

Reinstate 70035 \$22,900

Amendment passes

Main motion, as amended passes

AI 99-200 Secretary/Treasurer's Report

Motion Tosi/Baier:

BE IT RESOLVED the report is received

Motion passes

AI 99-238 Company To Agree In Advance To Pay For RJ Negotiations

Motion DiOrio/Milkey:

WHEREAS US Airways management has requested relief on Section 1 (scope), and

WHEREAS US Airways management would like to enter into discussions on increasing the number of regional jets currently allowed in the US Airways Pilots Working Agreement, and

WHEREAS ALPA National President Duane Woerth has stated that ALPA's goal is to achieve company-paid flight pay loss to the maximum extent possible, and

WHEREAS recent negotiating activities have been a direct result of management's request for contractual relief, and

WHEREAS MEC meetings and negotiating activities operate at a considerable cost to US Airways pilots,

THEREFORE BE IT RESOLVED that the MEC directs the Master Chairman to inform Rakesh Gangwal that the company shall reimburse ALPA (flight pay loss and expenses) for all MEC meetings, Negotiating Committee activities and all other necessary ALPA personnel needed to discuss any company-requested relief.

BE IT FINALLY RESOLVED Rakesh Gangwal must agree to reimburse ALPA prior to the beginning of formal negotiations, otherwise all negotiating activities related to SJs including communication with the company will cease.

Motion fails

Motion Davis/Milkey: Move to adjourn

Motion fails; Division Davis:

Yes: Milkey, DiOrio, Davis, Smyser

No: Gauthier, Tosi, Gaudioso proxy Gauthier, Mayer, Stephan, Gillespie

Totals: 4 yes, 6 no, motion to adjourn fails

Chair asks negotiating committee for updated report

Negotiating Chair hands out LOA 77 and 78, reports on widebody pay rate discrepancy

Point of order Davis: LOAs require 7 days

Chair: Well taken

Point of order Davis: Negotiating committee report is not in order

Chair: Not well taken

Davis/DiOrio challenge chair; Division Davis

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

No: Milkey, DiOrio, Davis, Smyser

Totals: 8 yes, 4 no; Decision of chair is upheld

Chair, without objection, closes meeting for Negotiating update

Davis objects

Motion Gauthier/Mayer: Move to close meeting

Division Davis

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

No: Milkey, DiOrio, Davis, Smyser



Totals: 8 yes, 4 no; motion to close meeting passes

1922 return to open session

Motion Mayer/Tosi:

BE IT RESOLVED the staff working on this meeting be given a compensatory day off

Motion passes

Point of order Davis: Chair is into a new issue

Chair: Not well taken

1935 Motion DiOrio/Milkey: Move to adjourn

Motion passes

Meeting adjourned