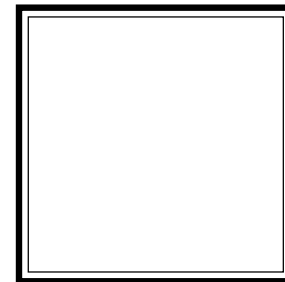


# Special MEC Meeting

*Feb. 9-10, 2000 - Boston Logan Hilton*



*Philip Osterhus*  
*MEC Secretary/Treasurer*

## Wednesday, February 9, 2000

### 1005 MEC Chair Beebe calls meeting to order

Vice-Chair Skinner, Secretary/Treasurer Osterhus present; Roll call:

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

Also present are MEC members-elect Hocking, McKee, Kelly, and Greenhall

Approximately 50 pilots are in the audience

Chair, without objection, will allow MEC members-elect, who are seated at table, to speak on issues

Davis objects

Point of order Gaudio: Orders of the day

Chair: Well taken

### 1023 Recess for copies

### 1030 Reconvene

#### AI 00-08 A 321 Pay Rates

Motion DiOrio/Gaudio:

WHEREAS recently the Company announced plans to obtain 34 A-321's, and

WHEREAS the Company currently operates 34 B-757's, and

WHEREAS it is unknown if the A-321 will eventually replace the B-757's, thereby eliminating more than 50% of Group 1 jobs and replacing them with lower paying Group 2 jobs, and

WHEREAS the A-321 is much closer in useful load to the B-757 (Group 1) yet it pays closer to the B-737 (Group 2),

THEREFORE BE IT RESOLVED that any SJ deal will establish a Group 1 pay rate for the A-321 that will trigger only if the B-757 fleet falls below the current level of 34.

*Motion passes unanimously*

Motion Baier/Newman: Move to change orders of day and deal with LOAs 73, 74, 75 at this time

Point of order Baier: Speaker is speaking to intent

### 1045 Recess

### 1050 Reconvene

Chair: Point not well taken

Division Davis

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

*No: Milkey, DiOrio, Davis, Starnes*

*Totals: 8 yes, 4 no: Motion to change orders of the day passes (requires 2/3)*

#### AI 00-11 Review and Consideration of LOAs 73, 74, and 75

Motion DiOrio/Milkey:

BE IT RESOLVED that LOA 73, LOA 74 and LOA 75 will be distributed for membership ratification by a single vote for all three LOAs with an MEC recommendation for ratification, to be counted by an MEC Ballot committee

### 1112 Recess

### 1129 Reconvene

Motion Gaudio/Gillespie: Move to table until after JNC presentation

Division Gillespie



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

No: **Davis, Starnes**

Totals: **10 yes, 2 no; Motion to table passes**

McGuckin, Snider of JNC present explanation of LOAs 73, 74, 75

Point of order Gaudioso: Speaker may not prevent chair from speaking

Chair: Well taken

Point of order Newman: Davis is badgering the JNC

Chair: Well taken

JNC concludes briefing on LOA 73

### 1311 Lunch

### 1400 Reconvene

JNC briefs on LOA 74, 75

1436 JNC briefing complete, the following DiOrio/Milkey motion, tabled until after JNC presentation, is back on floor:

BE IT RESOLVED that LOA 73, LOA 74 and LOA 75 will be distributed for membership ratification by a single vote for all three LOAs with a MEC recommendation for ratification, to be counted by an MEC Ballot committee

Substitute motion Gaudioso/Mayer:

BE IT RESOLVED the MEC hereby ratifies Letters of Agreement 73, 74, and 75

Point of order Davis: Can MEC vote on these LOAs if it is not the seventh day?

### 1445 Recess

### 1450 Reconvene

Chair: Without objection, the chair will consider Policy Manual seven-day rule to have been waived.

Davis objects

Motion Gillespie/Newman: Move to suspend the rules and waive Policy Manual seven-day requirement to deal with LOAs 73, 74, 75 today

Roll call Davis, roll call request withdrawn

Division Davis

Point of order Mayer: Does email delivery of LOAs constitute delivery?

### 1455 Recess

### 1502 Reconvene

Chair: Point not well taken, overnight mail is tradition of MEC

Gaudioso/Newman: Challenge chair

Gaudioso/Newman withdraw challenge

Mayer point of order withdrawn

Vote on waiving seven-day rule

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

No: **Davis**

Totals: **11 yes, 1 no; Motion to waive seven-day rule passes (requires 2/3)**

Discussion continues

Chair rules Newman remark out of order

### 1551 Recess

### 1801 Reconvene

Gaudioso/Mayer substitute resolution, with editorial changes is on the floor:

BE IT RESOLVED the US Airways MEC will conduct an MEC ratification vote on Letters of Agreement 73, 74, and 75

Motion passes on voice vote

Motion Mayer/Milkey:

BE IT RESOLVED that the US Airways MEC hereby ratifies Letters of Agreement 73, 74, and 75.

*Motion passes unanimously*

### Chair recesses until 0930 Thursday

**Thursday, February 10, 2000**

### 0935 Chair Beebe reconvenes meeting

Skinner, Osterhus present; Roll call:

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

ALPA President Duane Woerth congratulates MEC on completing USS/AAA merger, gives brief update on ALPA issues

### AI 00-09 SJ Negotiating Strategy

Point of order Davis: Speaker is making a personal attack

Chair: Well taken

Point of order Davis: Tosi is badgering chair

Chair: Not well taken

Point of order Davis: Speaker's remarks out of order

Chair: Well taken

### Recess

### 1146 Reconvene

Chair, without objection, will close meeting for Negotiating presentation on RJs

Davis objects

Motion Gaudioso/Newman: Move to close meeting

*Motion passes; Meeting closed*

### 1230 Lunch

### 1325 Reconvene in closed session in committee of whole

### 1643 Out of committee of whole, into open session

Motion DiOrio/Davis:

WHEREAS the Company has requested contractual relief regarding scope, and

WHEREAS US Airways pilots are working under a closed agreement and are under no obligation to amend it until 2003, and

WHEREAS in a recent letter to MEC chairman Chris Beebe the Company referenced that other airlines have announced new regional jet service that will be in direct competition with US Airways mainline flying, and

WHEREAS the Company may be planning to replace existing mainline flying with regional jets, and

WHEREAS the outsourcing of pilot jobs is a major concern of any agreement resulting in scope relief, and

WHEREAS any outsourcing of pilot jobs may result in a reduction in domicile flying thus disrupting both pilots and their families, and

WHEREAS the MEC must assure that no existing domicile flying is lost as a result granting the Company contractual relief,

THEREFORE BE IT RESOLVED that protections will be established to prevent domicile flying time from being replaced or eliminated by SJs. If a mainline flight is replaced with an SJ flight, then the protections must include but not limited to:

1. The number of primary lines within a domicile may not be reduced below the highest number of primary lines in the 12 months immediately prior to the replacement SJ flight. This protection only applies to domiciles where SJs have actually replaced a mainline flight.

2. Any protections will run concurrently with the current Working Agreement.

BE IT FURTHER RESOLVED that if any SJs are flown by other carriers in a mini code share agreement with US Airways, then these jobs and block hours will be recovered by the US Airways pilots with the first of any SJs if eventually purchased by US Airways.

Substitute Motion Gillespie/Newman:

WHEREAS the MEC has been briefed on the status of Small Jet negotiations by the Negotiating Committee,

THEREFORE BE IT RESOLVED that the US Airways Negotiating Committee will prepare documents to inform the US Airways pilots of status of Small Jet negotiations, and

BE IT FURTHER RESOLVED that the MEC directs the negotiating committee, as a condition of any change to the Scope language of our Basic Agreement, that additional regional jets (Small Jets) operated under US Airway's colors or code share shall be limited to a certificated 50 seats and 60,000 pounds gross weight restriction.

Amendment Davis/Milkey: Insert following

BE IT FURTHER RESOLVED that these documents will be sent to the MEC a reasonable amount of time in advance of being sent to the pilots,

Milkey comments ruled out of order

*Amendment passes*

Amendment Davis/Milkey: add:

BE IT FURTHER RESOLVED that the MEC reaffirms that pilots on the US Airways seniority list will fly any SJs above the 35 aircraft or 9% allowed by the contract

Gaudioso comments ruled out of order

Division Davis

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

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

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

Amendment DiOrio/Davis:

BE IT FURTHER RESOLVED that the MEC reaffirms the concept that pilots on the US Airways seniority list will fly any SJs after any mini-deal

*Amendment passes unanimously*

Motion as amended and editorialized now reads:

WHEREAS the MEC has been briefed on the status of Small Jet negotiations by the Negotiating Committee,

THEREFORE BE IT RESOLVED that the US Airways Negotiating Committee will prepare documents to inform the US Airways pilots of the status of the SJ negotiations, and

BE IT FURTHER RESOLVED that these documents will be sent to the MEC a reasonable amount of time in advance of being sent to the pilots,

BE IT FURTHER RESOLVED that the MEC reaffirms the concept that pilots on the US Airways seniority list will fly any SJs after any mini-deal

BE IT FINALLY RESOLVED that the MEC directs the negotiating committee, as a condition of any change to the Scope language of our Basic Agreement, that additional regional jets (Small Jets) operated under US Airway's colors or code share shall be limited to a certificated 50 seats and 60,000 pounds gross weight restriction.

*Motion as amended passes*

Chair states MEC will have documents for four days, including the day sent to MEC, and the day sent to print shop, on a non-precedent basis

Motion DiOrio/Milkey:

WHEREAS the Company has requested contractual relief regarding scope, and

WHEREAS US Airways pilots are working under a closed agreement and are under no obligation to amend it until 2003, and

WHEREAS in a recent letter to MEC chairman Chris Beebe the Company referenced that other airlines have announced new regional jet service that will be in direct competition with US Airways mainline flying, and

WHEREAS the Company may be planning to replace existing mainline flying with regional jets, and

WHEREAS the outsourcing of pilot jobs is a major concern of any agreement resulting in scope relief, and

WHEREAS any outsourcing of pilot jobs may result in a reduction in domicile flying thus disrupting both pilots and their families, and

WHEREAS the MEC must assure that no existing domicile flying is lost as a result granting the Company contractual relief,

THEREFORE BE IT RESOLVED that protections will be established to prevent domicile flying time from being replaced or eliminated by SJs. If a mainline flight is replaced with an SJ flight, then the protections must include but not limited to:

1. The number of primary lines within a domicile may not be reduced below the highest number of primary lines in the 12 months immediately prior to the replacement SJ flight. This protection only applies to domiciles where SJs have actually replaced a mainline flight.

2. Any protections will run concurrently with the current Working Agreement.

BE IT FURTHER RESOLVED that if any SJs are flown by other carriers in a mini code share agreement with US Airways, then



these jobs and block hours will be recovered by the US Airways pilots with the first of any SJs if eventually purchased by US Airways.

BE IT FINALLY RESOLVED that in paragraph 5 (Small Jet Agreement) subparagraph A will be struck from proposed LOA 79 Interim Small Jet agreement ALPA proposal dated 2/8/00

Division Davis

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

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

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

Motion Gillespie: Move to adjourn

Motion dies for a lack of a second

Motion DiOrio/Davis:

WHEREAS the Company has requested contractual relief regarding scope,

WHEREAS proposed LOA 79 says the parties commit to enter into negotiations following ratification of LOA 79 to fashion another agreement for additional Small Jet deployment,

THEREFORE BE IT RESOLVED that the third Whereas on the first page of the LOA be struck

BE IT FURTHER RESOLVED that in paragraph 5 (Small Jet Agreement) subparagraph A will be struck from proposed LOA 79 Interim Small Jet agreement ALPA proposal 2/8/00

BE IT FINALLY RESOLVED that any LOA on a Small Jet agreement will be sent for membership ratification

Point of order Newman: Item is out of order

Chair: Well taken

Motion DiOrio/Davis:

WHEREAS the Company has requested contractual relief regarding scope,

BE IT RESOLVED that the MEC reaffirms that any LOA on a Small Jet agreement will be sent for membership ratification

Amendment Gaudio/Neuman: Add:

WHEREAS the Negotiating Committee has been working diligently to complete a Small Jet agreement,

Division Gaudio

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

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

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

Motion as amended now reads:

WHEREAS the Company has requested contractual relief regarding scope, and

WHEREAS the Negotiating Committee has been working diligently to complete a Small Jet agreement,

BE IT RESOLVED that the MEC reaffirms that any LOA on a Small Jet agreement will be sent for membership ratification

Motion Tosi/Newman: Move to accept amended resolution by acclamation

Chair states, without objection, MEC will accept resolution by acclamation

Milkey objects to acclamation

Division Gaudio

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

No: **none**

**Totals: 11 yes, 0 no; Motion passes by acclamation**

**Meeting adjourned**