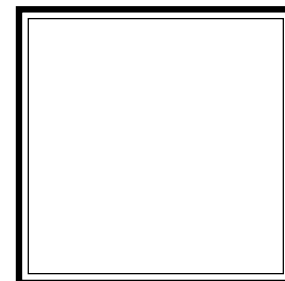




First Quarter MEC Meeting

Feb. 21-25, 2000 — Charlotte Marriott Executive Park



Philip Osterhus
MEC Secretary/Treasurer

Day One, Monday, February 21, 2000

1000 Chair Beebe calls to order

Vice Chair Skinner, Secretary/Treasurer Osterhus present; 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 | Gillespie |

Chair makes brief announcements, reads rules of order and decorum

AI 00-12 MEC Chairman's Report - Chris Beebe

Vice-Chairman's report delayed

AI 00-14 Secretary/Treasurer's Report – Philip Osterhus

AI 00-15 EVP Report – David Morrow

ALPA VP-Finance John Feldvary speaks also

Recess

Reconvene

AI 00-13 Vice Chairman's Report – Craig Skinner

1303 Working Lunch

1333 Reconvene

AI 00-31 Training Committee Report – Tim Baker

AI 00-27 Negotiating Committee Report – Donn Butkovic

1500 Recess

1512 Reconvene

1514 Davis requests roll call:

All MEC members present except Milkey proxy DiOrio, Gauthier proxy Tosi, Gaudioso proxy Newman, Stephan, Gillespie

1515 Gauthier arrives

1519 Stephan arrives, (Gillespie's proxy)

1555 Without objection, Chair will close meeting

Davis objects

Motion Gauthier/Tosi: Move to close meeting

Motion passes

1750 Out of closed session

1752 Recess

Day Two, Tuesday, February 22, 2000

0930 Beebe calls meeting to order

Skinner, Osterhus present

Roll Call: All MEC members present except Gauthier proxy Tosi, Newman proxy Gaudioso, Gillespie proxy Stephan

Period for US Airways pilots in good standing to address the MEC

Joel Aelick speaks in favor of the Small Jet TA

0936 Gauthier, Newman arrive

Bill McKee thanks MEC for courtesies, suggests more protections needed in Small Jet TA

Code-Sharing Partners

Without objection, body accepts late agenda item, discharges subcommittee

AI 00-45 Piedmont Mediation Support Resolution

Motion Davis/Stephan:

WHEREAS the Piedmont pilots have been in contract negotiations for almost 2 years, and

WHEREAS the Association's Economic and Financial Analysis Department has determined that the Piedmont pilot group is the most productive in all of ALPA, and

WHEREAS Piedmont Airlines leads the wholly owned subsidiaries of US Airways Group in size, reliability and profitability, and

WHEREAS Piedmont Management continues to offer woefully inadequate proposals on Scope / Job Security, New Equipment, Retirement, Junior Manning, Scheduling / quality of life and Association Leave / Company-paid flight pay loss issues, and

WHEREAS Piedmont Management's refusal to compromise will likely result in the Piedmont pilots having no choice but to legally pursue strike scenarios and self help, and

WHEREAS the strike support of the US Airways MEC kept Piedmont and Group Management engaged through 3 days beyond a strike deadline in 1994 and resulted in an overall 28% improvement in the Piedmont contract,

THEREFORE BE IT RESOLVED that the US Airways MEC reaffirms its strike support for the Piedmont pilots, and

BE IT FURTHER RESOLVED that the US Airways MEC will utilize all of its ALPA resources and influence with Group Management to ensure that the Piedmont pilots secure the industry leading contract that they deserve

Motion passes unanimously

AI 00-16 Consent Agenda (AI 00-17, 00-18, 00-19) (AI 00-20 removed)

Motion Gaudioso/Milkey: Move to approve Consent Agenda

Motion passes

Motion Mayer/Gauthier:

Move to discharge subcommittee on AI 00-41

Motion withdrawn

AI 00-28 R&I Committee Report – Rick Moseley, Steve Hodgson

1050 Recess

1110 Reconvene

AI 00-20 Central Scheduling/Line Building Committee Report – Jeff Edwards

AI 00-26 Over 85 Hour Committee Report – Joe Schewe

AI 00-24 Crew Accommodations Committee Report – Jay Lyle

1235 Lunch

Subcommittee

Day Three, Wednesday, February 23, 2000

0930 Beebe reconvenes meeting

Skinner, Osterhus present

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

0935 Baier arrives

Chair allows John Brookman to speak to MEC

AI 00-38 AAA Participation in the Joint Safety Analysis Team (JSAT) Turbulence Study

AI 00-42 Aviation Safety Action Program MOU – Matt Merillat
0950 Gauthier arrives

1020 Recess

1039 Reconvene

AI 00-28 R&I Committee Report

Motion Mayer/Davis: Move to receive R&I Committee report

Motion passes

AI 00-28a R&I, Negotiating to Resolve PBGC, GATT Methodologies

Motion Mayer/Davis:

WHEREAS the MEC has been briefed on February 22, 2000, concerning the Company's interpretation of Section (B)11(9) of the Collective Bargaining Agreement, and

WHEREAS the Company's interpretation necessitates viewing the existing language identified in Section 28(B)11(9) in light of the

changed legal environment concerning the determination of lump sum benefits, and

WHEREAS the Company's interpretation is incorrect given the principles under which the existing retirement plan structure (qualified and non-qualified) was established.

THEREFORE BE IT RESOLVED that the MEC directs the Negotiating Committee, in conjunction with the R&I Committee, to develop amended language for Section 28(B)11(9) in conformance with the principles under which the retirement plan structure was developed, and as it relates to the PBGC and GATT methodologies, and

BE IT FURTHER RESOLVED that such language will be presented in a timely manner for review by the MEC prior to any negotiations, and

BE IT FURTHER RESOLVED that concurrent with the above, the R&I Committee Chairman and Negotiating Committee will meet with the Senior VP of Human Resources on this issue, and

BE IT FURTHER RESOLVED that the R&I Committee Chairman will prepare the issue for immediate submission to either the Retirement Board or System Board.

Motion passes unanimously

AI 00-35 Viewing the Roger Hall, Rick Dubinsky Video

Motion Mayer/Davis:

WHEREAS the MEC made a video of UAL's Roger Hall and Rick Dubinsky address to the MEC in 1996, and

WHEREAS it would be helpful for the MEC to periodically review this tape, and

THEREFORE BE IT RESOLVED that the MEC will review this video at the 2Q00 regular meeting.

Amendment Stephan/DiOrio: Add:

BE IT FURTHER RESOLVED the MEC invite Captain Dubinsky to 2Q00 MEC meeting

Amendment passes on voice vote

Vote on motion as amended; Division Mayer

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

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

Totals: 6 yes, 6 no; Roll call Mayer

Yes: Milkey 105, DiOrio 63, Davis 859, Starnes 529, Stephan 319, Gillespie proxy Stephan 166

No: Gauthier proxy Tosi 608, Tosi 417, Gaudioso proxy Newman 734, Newman 520, Mayer 196, Baier 88

Totals: 2041 yes, 2563 no; Motion as amended fails

Motion Davis/Starnes:

WHEREAS the MEC made a video of UAL's Roger Hall and Rick Dubinsky address to the MEC in 1996, and

WHEREAS it would be helpful for the MEC to periodically review this tape, and

THEREFORE BE IT RESOLVED that the MEC will review this video at the 2Q00 regular meeting.

Motion passes unanimously

AI 00-15 EVP Report

Motion Mayer Newman:

BE IT RESOLVED that the EVP Report is received.

Motion passes



AI 00-13 Vice-Chairman's Report

Motion Mayer/Milkey:

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

Motion passes

AI 00-21 Communications Committee Report

Motion Mayer/Milkey:

BE IT RESOLVED that the Communications Committee Report is received.

Motion passes

AI 00-40 Non-Qualified Retirement Income

Motion Mayer/Milkey:

WHEREAS there is concern over the increasing amount of retirement income being paid from non-qualified, non-funded sources to US Airways pilots at retirement, and

WHEREAS this concern is primarily due to restrictive IRS limitations on the amount of compensation that can be utilized in determining a pilot's qualified pre-funded retirement income, and

WHEREAS the payment of non-qualified benefits are not afforded the beneficial aspects of IRA rollability and are not exempted from Social Security taxation.

THEREFORE BE IT RESOLVED that the MEC directs the Negotiating Committee, in conjunction with the R&I Committee, to explore the alternatives to maximize the delivery of qualified benefits and minimize the delivery of non-qualified benefits from the US Airways Retirement Income Plan and related agreements, and

BE IT FURTHER RESOLVED that subsequent to MEC review of the alternatives the R & I Committee and the Negotiating Committee will engage in discussions with the Company and report back to the MEC on the progress.

Motion passes unanimously

1140 Recess

1150 Reconvene

AI 00-12 MEC Chairman's Report

Motion Davis/Starnes:

BE IT RESOLVED the report is received

Motion passes

AI 00-22 Grievance Report

Motion Davis/Starnes:

BE IT RESOLVED the Grievance report is received

Motion passes

AI 00-24 Crew Accommodations Report

Motion Starnes/Davis:

BE IT RESOLVED that the Crew Accommodations Report is received.

Motion passes

AI 00-26 Over 85 Hour Committee Report

Motion Starnes/Gaudio:

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

Motion passes

AI 00-36 Approve New Members to the Training Committee

Motion Starnes/Gaudio:

BE IT RESOLVED The following new members to the Training Committee are approved:

- Clyde Romero (PHL) ALPA #48543-3
Mark Odom (CLT) ALPA #78245-8
James Kent (CLT) ALPA #63999-7

Motion passes

AI 00-39 Second Copy Of Contract For The Pilots Who Requested It

Motion Starnes/Davis:

WHEREAS the MEC passed a resolution authorizing a second copy of the Contract to pilots who requested one, and

WHEREAS there is a list of several hundred pilots who did request an additional copy, and

WHEREAS there may be other pilots who now wish to have a second copy,

THEREFORE BE IT RESOLVED that the pilots will be re-canvassed to update this list, and

BE IT FURTHER RESOLVED that the Contracts will be printed and distributed to such pilots who request a second copy, and

BE IT FURTHER RESOLVED that the Negotiating Committee will negotiate with management for the payment of such costs, and

BE IT FURTHER RESOLVED that the canvassing, printing, and distribution will be accomplished before the 2nd quarter MEC meeting, and

BE IT FURTHER RESOLVED that a binder sized for flight kit use will be obtained for the second copy.

Motion passes

AI 00-41a Changes to the Policy Manual

Motion Starnes/Gaudio:

BE IT RESOLVED the following changes be made to the Policy Manual

US Airways MEC POLICY MANUAL

02/22/00

Page 36

Central Scheduling Committee (CSC):

1. Composition:

a. This Committee shall consist of a Chairman elected by the MEC, a Vice Chairman selected and appointed by the Committee Chairman and approved by the MEC, one (1) Reserve Specialist appointed by the Committee Chairman and approved by the MEC, who will provide input and assistance to the Committee on subjects pertaining to the US Airways Reserve System, Domicile Coordinators selected by the LEC Representatives of each domicile, and the Line Construction Subcommittee.

b. The LEC Schedule Representative shall be appointed by the LEC.

c. The Chairman of the Line Construction Subcommittee shall be appointed by the Central Scheduling Committee Chairman subject to approval by the MEC.

2. Term of Office:

The members of this committee elected by the MEC shall serve a term concurrent with the term of office of the MEC Chairman.

3. Scope:

The scope of activity of this committee shall be as defined in the appropriate sections of the Agreement.



4. Duties and Responsibilities:

A. Chairman and Committees

1. The members will meet monthly with the Company at RIDC and discuss with management any problems or procedures pertinent to the scheduling of US Airways pilots, to arrive at potential areas of agreement.
2. Send a report monthly to the MEC with information resulting from such discussions.
3. Make formal recommendations to management after the MEC has had the opportunity to establish policy or procedures regarding such problems.
4. Prepare a detailed report covering the anticipated manpower impact of the tentative Agreement, and distribute it to the MEC prior to the ratification meeting.
5. Distribute the monthly report to the MEC, LSC Chairmen, the Negotiating Committee and subcommittees as appropriate.
6. Monitor the adequacy of the pilots' contract interpretation document and make formal recommendations to the Contract Interpretation Committee to maximize the usefulness of that publication.
7. Meet with representatives of the LSC to discuss any problems at the local domiciles, as required.
8. The CSCC shall oversee the LSC's duties and give assistance as needed.
9. The LSCs will have the responsibility of reviewing the schedules monthly and dealing with schedule problems of a local nature.
10. Create a manual to train committee members in their duties and their responsibilities.
11. Send a written report to the MEC prior to each regular MEC meeting.

B. Vice Chairman

1. The Central Scheduling Committee Vice Chairman shall serve as the primary assistant to the Central Scheduling Committee Chairman and shall be empowered to act in his/her stead during any absence of the Chairman.

2. The Vice Chairman shall act at the discretion of the Central Scheduling Committee Chairman in any other circumstance and perform any duties the Chairman may direct.

C. Line Construction Subcommittee:

1. Composition:

This Subcommittee shall consist of a Chairman appointed by the Central Scheduling Chairman and approved by the MEC, and three (3) additional pilots selected by the Line Construction Subcommittee Chairman and approved by the Central Scheduling Committee Chairman.

2. Duties and Responsibilities:

- a. Construct lines for all bases and equipment ensuring all lines comply with the parameters of the Pilots' Working Agreement and the FAR's.
- b. Ensure that the lines correspond with the effective bid.
- c. Conduct meetings monthly to construct lines for all bases and equipment.
- d. Provide recommendations, when requested, regarding pilot scheduling and trip pairings.

e. Monitor the trip pairings to ensure they comply with the working agreement.

f. Present the proposed lines for the subsequent month to the Company for verification prior to posting for bid.

Motion passes unanimously

AI 00-41 Approve Smyser as Vice Chairman of the Central Scheduling

Motion Starnes/Gaudio:

BE IT RESOLVED the MEC approves appointment of Steve Smyser as Vice Chairman Central Scheduling Committee.

Motion passes

AI 00-41b Approve Jed Thomas as Central Scheduling Reserve Specialist

Motion Starnes/Stephan:

BE IT RESOLVED the MEC approves the appointment of Jed Thomas as the Reserve Specialist of the Central Scheduling Committee.

Motion passes

AI 00-43 SABRE Home Access

Motion Gaudio/Newman:

WHEREAS the VP-Flight Operations has agreed that US Airways pilots should have home access to the SABRE System, and

WHEREAS SABRE has indicated that they can provide this access if it is requested, and

WHEREAS there has been a stop on programming changes until March 2000,

THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman to write to the VP of Flight Operations and request a written reaffirmation of the commitment to provide home access to the SABRE system to all US Airways pilots.

Motion passes unanimously

AI 00-25 Membership Services Committee Report – Lew Milliner

1250 Lunch and subcommittee

1720 Reconvene

Motion Davis/: Move to discharge subcommittee on AI 00-27 Negotiating Report

1725 Recess

1805 Reconvene

Voice vote inconclusive Division Davis

1810 Recess

1830 Reconvene

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

No: None

Totals: 12 yes, 0 no; Motion passes

AI 00-27 Negotiating Report

Motion Davis/Gaudio:

WHEREAS the Negotiating Committee presented tentative Letter of Agreement (LOA) #79 to the MEC, and

WHEREAS the MEC desires to get additional returns for the US Airways pilots in LOA 79,

THEREFORE BE IT RESOLVED that the Negotiating Committee is hereby charged to re-engage in discussions with management on the following 5 items:

1. In addition to the increased Minimum Block Hour Commitment in LOA 79, an additional annual 75,000 block hours will be added to the year 2002 block hours in LOA 52 to give a total of 1,445,758 block hours for the year 2002. (Note: Year 2000 will remain at 1,331,000 block hours, and 2001 will remain at 1,351,000 block hours.)

2. ALPA will remain in control of domicile monthly Line Construction as they have for the past many years.

3. There will be language in LOA 79 to ensure that in any covered year if management does not meet the Minimum Block Hour Commitment, then for each 3000 hours or portion thereof below the promised total annual block hours, one small jet will be removed from the US Airways code, and utilization will not be increased on the remaining small jets.

4. If a single B-757 is removed by management from the fleet for more than 120 days, then A-321 pay rates will increase to Group 1 rates.

5. Management will provide to ALPA on a periodic basis, code share data to assist ALPA in assessing the code-share performance, which will include but not be limited to block hours and traffic for the 35 aircraft.

BE IT FURTHER RESOLVED that to emphasize the importance of these negotiations, the MEC Chairman will accompany the Negotiating Committee

BE IT FINALLY RESOLVED that the Negotiating Committee will report back to the MEC no later than Friday, February 25, 2000.

Motion passes unanimously

1900 Recess

1915 Reconvene

Allied Pilots Association Vice President Brian Mayhew, APA Scope Committee Chair Chuck Hepp brief MEC on APA negotiations

1950 Recess

Day Four, Thursday, February 24, 2000

0930 Beebe reconvenes meeting

Skinner, Osterhus present

Roll Call: All MEC members present except Gillespie proxy Stephan

AI 00-13a ALPA-US Airways FAR Rest Compliance

Motion Mayer/Gauthier:

WHEREAS ALPA and US Airways have raised questions regarding interpretations of the recently enforced rest rules, and

WHEREAS ALPA and US Airways desire clarification of compliance issues,

THEREFORE BE IT RESOLVED that it is ALPA's goal that ALPA and US Airways mutually submit to the FAA the following document as their interpretation of issues that would be in compliance with FAA Rest Rules, and request subsequent comment.

(Note: Letter by Skinner "ALPA-US Airways FAR Rest Compliance" is attached to minutes)

Motion passes

AI 00-25 Membership Services Committee Report

Motion Mayer/Newman:

BE IT RESOLVED that the Membership Services Committee Report is received

Motion passes

AI 00-14 Secretary/Treasurer's Report

Motion Starnes/Stephan:

BE IT RESOLVED that the Secretary/Treasurer's report is received.

Motion passes

AI 00-20 Central Scheduling/Line Building Report

Motion Starnes/Newman

BE IT RESOLVED that the Central Scheduling/Line Building report is received.

Motion passes

1030 Recess to subcommittee and lunch

1305 Reconvene

Mark Littleton, AFA Negotiating Chair, Steve Ahern, CLT LEC Chair brief MEC

1400 Recess to subcommittee

1520 Reconvene; Council Caucus

Motion Gaudio/Davis:

WHEREAS Jeffrey Small, Esq. has been a loyal and dedicated employee of the Air Line Pilots Association for over twenty-five years, and

WHEREAS Jeffrey Small, Esq. has served the US Airways pilots in the negotiations of their Working Agreement, and in the grievance process to insure that the Working Agreement is enforced, and

WHEREAS Jeffrey Small, Esq. has established a fine reputation among his peers, and

WHEREAS Jeffrey Small, Esq. has been recognized and honored by his peers by his election as Vice President of the National Transportation Safety Board (NTSB) Bar Association,

THEREFORE BE IT RESOLVED that the US Airways MEC congratulates Jeffrey Small, Esq. on his election as Vice President of the NTSB Bar Association and thanks him for his unselfish and dedicated service to the US Airways pilots.

Motion passes by acclamation, MEC rises in appreciation

AI 00-029 Violation And Enforcement Committee Report

Motion Mayer/Gauthier:

BE IT RESOLVED that the Violation and Enforcement Report is received.

Motion passes

AI 00-23 Jumpseat Committee Report

Motion Mayer/DiOrio:

BE IT RESOLVED that the Jumpseat Committee Report is received

Motion passes

AI 00-34 Approve Appointment of New Committee Member

Motion Mayer/DiOrio:

WHEREAS William Mio has volunteered and been appointed to the Membership Services Committee subject to MEC approval,

THEREFORE BE IT RESOLVED that the MEC approve the appointment of William Mio to the Membership Services Committee.

Motion passes

AI 00-44 Updates on Parity Review

Motion Davis/Starnes:

WHEREAS LOA 47 of the current Contract addresses mainline parity adjustments, and

WHEREAS the MEC is now in the data collecting period, and

WHEREAS the MEC desires on-going information on the parity review, and

WHEREAS the impact of a negative parity review could have a substantial impact on mainline pay rates or work rules, and

WHEREAS the MEC should be aware of the status of this parity review process, and

WHEREAS the MEC directed the acquisition and analysis of that data,

THEREFORE BE IT RESOLVED that monthly parity reports will be furnished to the MEC, and

BE IT FURTHER RESOLVED that this report will include, but not be limited, to the ongoing effect on the PTBHR and other efficiencies.

BE IT FINALLY RESOLVED that ALPA E&FA will present an update of the status of the parity review at each regular MEC meeting.

Motion passes unanimously

AI 00-20a Line Construction

Motion Davis/Gaudio:

WHEREAS since the founding of US Airways the pilots have built the monthly lines of flying for all the flight crews, and

WHEREAS management has misinterpreted the new language in Section 25(B), Line Construction Process, to imply they now have authority to take control of the line construction process, and

WHEREAS the only intent in the change to the Contract was to bring in the Company to assist in automating the line building into Sabre, but not to control the line building process or the scheduling and construction parameters, and

WHEREAS the Company has proposed a non-pilot to become an integral part of the construction process and to supervise the activity, and

WHEREAS the MEC has no intention of allowing management to force ALPA pilots into a secondary role on an activity that has been the pilots' area of expertise since the airline was founded,

THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman to immediately write a letter stating the MEC's position to US Airways President Rakesh Gangwal, and

BE IT FURTHER RESOLVED that the MEC Chairman and at least one member of the Line Construction Committee will follow up with Mr. Gangwal in a face-to-face communication of the MEC's resolve, and

BE IT FURTHER RESOLVED that a letter will be prepared by the Line Construction Committee for immediate dissemination to the pilots per the US Airways MEC *Policy Manual*, and

BE IT FURTHER RESOLVED that the MEC will take no action on any Small Jet issue after LOA 79 until receiving written assurances from Mr. Gangwal that ALPA's concerns will be met on this issue.

1550 Recess**1625 Reconvene**

Motion Gauthier/Mayer: Amend by striking last three lines

Division Davis

Yes: Gauthier, Tosi, Newman, Mayer, Baier

No: Milkey, DiOrio, Davis, Starnes, Stephan, Gillespie proxy Stephan

Abstain: Gaudio proxy Newman

Totals: 5 yes, 6 no, 1 abstain; Amendment fails

Roll call Gauthier

Yes: Gauthier 608, Tosi 417, Gaudio proxy Newman 734, Newman 520, Mayer 196, Baier 88

No: Milkey 105, DiOrio 63, Davis 859, Starnes 529, Stephan 319, Gillespie proxy Stephan 166

Totals: 2563 yes, 2041 no; Amendment passes

Amendment Mayer/Gauthier: Replace "has" with "may have" in second WHEREAS

Mayer/Gauthier withdraw amendment

Brief recess in place to consider parliamentary inquiry

Main motion as amended now reads:

WHEREAS since the founding of US Airways the pilots have built the monthly lines of flying for all the flight crews, and

WHEREAS management has misinterpreted the new language in Section 25(B), Line Construction Process, to imply they now have authority to take control of the line construction process, and

WHEREAS the only intent in the change to the Contract was to bring in the Company to assist in automating the line building into Sabre, but not to control the line building process or the scheduling and construction parameters, and

WHEREAS the Company has proposed a non-pilot to become an integral part of the construction process and to supervise the activity, and

WHEREAS the MEC has no intention of allowing management to force ALPA pilots into a secondary role on an activity that has been the pilots' area of expertise since the airline was founded,

THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman to immediately write a letter stating the MEC's position to US Airways President Rakesh Gangwal, and

BE IT FURTHER RESOLVED that the MEC Chairman and at least one member of the Line Construction Committee will follow up with Mr. Gangwal in a face-to-face communication of the MEC's resolve, and

BE IT FINALLY RESOLVED that a letter will be prepared by the Line Construction Committee for immediate dissemination to the pilots per the US Airways MEC *Policy Manual*

Motion as amended passes unanimously

Point of order Baier: Item 37 was withdrawn in subcommittee

Brief recess in place**Reconvene**

Chair: Point of order well taken

Motion Mayer/Stephan: Move to reconvene in plenary at 0830

Davis challenges chair

Point of order Gauthier: Challenge is out of order

Chair: Well taken



Motion to reconvene at 0830 fails

1715 Recess

Day Five, Friday, February 25, 2000

0930 Beebe reconvenes meeting

Skinner, Osterhus present

Roll Call: All MEC members present except Gillespie proxy Stephan Chair, without objection discharges subcommittee on AI 00-38 and 00-42

AI 00-42 Aviation Safety Action Program

0945 Recess in place

0946 Reconvene

Motion Mayer/Gauthier:

BE IT RESOLVED the Aviation Safety Action Program MOU is approved by the MEC

Motion passes unanimously

AI 00-38 AAA Participation in JSAT Turbulence Study

Motion Starnes/Baier:

WHEREAS US Airways currently has an ALPA approved FOQA Program, and

WHEREAS the FOQA Program is capable of detecting various values of Vertical Accelerations encountered by it's aircraft during routine line operations and

WHEREAS ALPA has been requested by the Turbulence JSAT to provide limited de-identified turbulence type FOQA Data for analysis, and

WHEREAS the current ALPA/U S Airways FOQA Letter of Agreement requires U S Airways ALPA MEC approval for any special studies utilizing FOQA Data and

WHEREAS the U S Airways FOQA Program with MEC approval as been participating in the FAA Aging Aircraft Flight Loads Program a special study), and

WHEREAS limited de-identified FOQA Data has been supplied, for analysis, in support of the Flight Loads Study since the inception of the FOQA Program.

THEREFORE BE IT RESOLVED that the MEC approve the providing of limited, de-identified FOQA Data to NASA in support of the Turbulence JSAT study, and

BE IT FURTHER RESOLVED that this data shall only be supplied for the duration of the Turbulence JSAT study.

BE IT FINALLY RESOLVED that cancellation of this program shall be governed by the procedures set forth in LOA # 36 FOQA specifically, those set forth in paragraph (B) 4 and (G).

Motion passes unanimously

AI 00-32 Elect a Professional Standards Committee Chairman

Chair opens floor for nominations for Professional Standards Chair

Davis nominates Render; no other nominations

Chair closes floor

Render is elected by acclamation

AI 99-221 Elect a Bid Closing Committee Chairman

Chair opens floor for nominations for bid closing chairman

Stephan nominates Beighlie; no other nominations

Chair closes floor

Beighlie is elected by acclamation

10:00 Ana McAhron Schulz – Seth Rosen Briefing on state of airline industry

Recess for lunch

AI 00-33 Revalidation of Hearing and/or Appeal Board Members

Gaudioso, Gauthier, Milkey added to list of Hearing and Appeal Board nominees, Davis removes himself

Motion Gaudioso/Newman:

Move to reaffirm Rowe, Baier, Tosi, as Hearing and Appeal Board nominees

Substitute Motion Davis/Milkey:

Move to reaffirm only Rowe, Baier as Appeal Board nominees

Amendment Gaudioso: Add Tosi to list

Chair rules amendment out of order

Amendment Gauthier: Strike Rowe from list

Amendment dies for lack of a second

Division Davis

Yes: Milkey, DiOrio, Davis, Starnes

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

Abstain: Baier

Totals: 4 yes, 7 no; 1 abstain; Substitute fails

Point of order Newman: Davis comments inaccurate

Chair: Not well taken

Point of order Davis: I was called a liar by another member

1332 Recess

1335 Reconvene

Chair: Point of order well taken, Gauthier comments out of order

Vote on main motion which reads:

Move to reaffirm Rowe, Baier, Tosi, as Hearing and Appeal Board nominees

Division Davis

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

No: Milkey, DiOrio, Davis, Starnes

Totals: 8 yes, 4 no; Motion passes

Chair without objection, discharges subcommittee on Negotiating Committee Report

AI 00-27 Negotiating Committee Report

Butkovic briefs MEC on results of Negotiating Committee meeting with management

MEC Q&A with Negotiating Committee

Point of order Gaudioso: There is no reason to call Scheduling Committee

1449 Recess

1510 Reconvene

Point of order DiOrio: Is speaker speaking for or against

Chair: Not well taken

Chair rules Gaudio comments out of order

Motion Mayer/Gauthier:

WHEREAS ALPA and management have reached agreement on an Interim Small Jet Agreement (“mini-deal”), and

WHEREAS the Interim Small Jet Agreement (“mini-deal”) allows for the addition of thirty-five (35) Small Jet aircraft (regional jet aircraft), and

WHEREAS the Interim Small Jet Agreement (“mini-deal”) may represent the first phase of a multi-phased negotiation for a larger Small Jet deal, and

WHEREAS the Interim Small Jet Agreement (“mini-deal”) would delay the Parity Review process by four months thereby increasing the benefits to the US Airways pilots of the productivity enhancements that the US Airways pilots provided in the current contract, and

WHEREAS the increased Minimum Block Hour commitments of the Interim Small Jet Agreement (“mini-deal”) increase job security for many US Airways pilots who are without no-furlough protection, and

WHEREAS such increased Minimum Block Hour commitments provide a strong basis of security for the further discussions of the Small Jet issue, and

WHEREAS the Interim Small Jet Agreement (“mini-deal”) improves the US Airways pilots’ industry leading Scope protection by establishing a certificated 50 seat/ 60,000 pound limit for additional Small Jets, and

WHEREAS establishing a 50 seat limit as an industry-wide standard is beneficial to the security of the US Airways pilots and mainline pilots throughout the industry, and

WHEREAS the US Airways pilots wish to provide hiring opportunities for wholly-owned US Airways Express pilots, and

WHEREAS the Interim Small Jet Agreement (“mini-deal”) also commits the company to a bi-directional flow-through in the bigger Small Jet Agreement, contingent upon acceptance of that agreement by the wholly-owned Commuter Carriers and their unions, and

WHEREAS the US Airways MEC finds the Interim Small Jet Agreement (“mini-deal”) acceptable for membership ratification, and

WHEREAS the pilots of US Airways should have the opportunity to review and approve any Small Jet Agreement, now

THEREFORE BE IT RESOLVED that the US Airways MEC will send the Interim Small Jet Agreement (“mini-deal”) to the membership with a recommendation for ratification.

Newman violates phone decorum

Amendment Milkey/Davis: Replace “with a recommendation for ratification” with “for a ratification vote”

Point of order Baier: Amendment is out of order

Chair: Point not well taken

Division Davis

Yes: Milkey, DiOrio, Davis, Starnes

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

Totals: 4 yes, 8 no; Amendment fails

Amendment Davis/DiOrio: Add:

BE IT FURTHER RESOLVED that road shows will be held in conjunction with Local Council meetings, and

BE IT FURTHER RESOLVED ballots will be sent no sooner than the day after the last road show is held.

Amendment Tosi: Strike first “BE IT FURTHER RESOLVED” in amendment

Tosi withdraws amendment

Roll call Tosi

Yes: Milkey 109, DiOrio 64, Davis 847, Starnes 482, Mayer 217, Baier 82, Stephan 307, Gillespie proxy Stephan 121

No: Gauthier proxy Tosi 646, Tosi 449, Gaudio 832, Newman 527

Totals: 2229 yes, 2454 no; Amendment fails

Point of order Mayer: Chairman’s comments should be reflected in minutes

Chair: Point well taken; Chair’s comments follow:

In the event LOA 79 is sent to pilots, road shows will be held to explain the issue to pilots. If a council chooses to have a local council meeting concurrent with the road show, it is acceptable.

Point of order Davis: Member’s remarks out of order

Chair: Not well taken

Point of order Baier: We should be on main motion

Chair: Point well taken

Point of order Gaudio: Question to parliamentarian is irrelevant to motion before us

Chair: That is not a point of order

Point of order Baier: Speaker used point of information improperly

Point of order well taken

1650 Recess

1705 Reconvene

Division Davis

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

No: Milkey, DiOrio, Davis, Starnes

Totals: 8 yes, 4 no; Motion passes

Motion Gaudio/Gauthier:

BE IT RESOLVED the MEC will use an MEC ballot committee to count the LOA 79 pilot ratification ballots, with a received-by date of March 30, 2000, ballots to be counted on March 31, and ballots to be mailed as soon as practicable.

BE IT FURTHER RESOLVED the MEC ballot committee will be constituted by the MEC Chairman

Amendment Davis/Milkey: Change received by date, and count date to April 6 and 7, 2000

Amendment passes

Main motion as amended reads:

BE IT RESOLVED the MEC will use an MEC ballot committee to count the LOA 79 pilot ratification ballots, with a received-by date of April 6, 2000, ballots to be counted on April 7, and ballots to be mailed as soon as practicable.

BE IT FURTHER RESOLVED the MEC ballot committee will be constituted by the MEC Chairman

Motion passes unanimously

Point of order Davis: Agenda item is not closed

Chair: Well taken

Chair rules late agenda item not in order until current item closed

Motion Baier/Newman:

BE IT RESOLVED the Negotiating report is received

Division Davis

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

No: *Milkey, DiOrio, Davis, Starnes*

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

Motion Gauthier/Tosi: BE IT RESOLVED the MEC accepts a late agenda item on moving USS/AAA MEC consolidation to March date prior to the 25

Motion passes, assigned AI 00-46.

1756 Recess

1805 Reconvene

AFA Polling questions – Davis to work with Comstock on additional questions to be done by one week from today

AI 00-46 AAA/USS MEC Consolidation Election

Motion Gauthier/Gaudioso:

BE IT RESOLVED the MEC will ask ALPA president to hold merged MEC officer elections March 23, or 24, 2000.

Intent: Preferred date is March 23, 2000

Motion passes

Chair presents plaques for departing MEC members Newman, Gaudioso, Gauthier, and Mayer, and thanks members for all their efforts, and time and caring on behalf of their pilots.

1845 Meeting adjourned

(Note: Letter by Skinner "ALPA-US Airways FAR Rest Compliance" is attached to minutes)

ALPA/US Airways FAR Rest Compliance

Source: Craig Skinner

The enforcement of the Reserve Rest Section of FAR 121.471 on the 12th of December 1999 has impacted on Section 25 of the US Airways pilots working agreement dated December 4th 1997. Both parties acknowledge that the requirements of the FAR take precedent over the current working agreement, and concerns exist between both signatures of this agreement over portions of Section 25, Scheduling. While it is acknowledged by both parties that conflicts do exist, both ALPA and US Airways are committed to work together to insure that the least impact possible to the agreement occurs. Both parties are further committed to collectively find ways within the FAR to correct any areas of impact.

After review by experts from both US Airways and ALPA, it is clear that the intent of the FAR is to insure that a pilot receives 9 hours¹ free of all obligations to US Airways in a 24-hour day. It is also clear that the 9-hour rest period must be found in the 24-hour time period looking back from the completion of the first duty period. To look back and not find this rest period would be a violation of the FAR. A letter from the acting administrator of the FAA to the President of ALPA supports this where the administrator states:

While particular rest provisions may vary between parts of the FAR, the basic definition of rest used by the agency remains the same. The basic characteristics of rest are:

1. it is relief from actual work for the air carrier, or present responsibility for such should the occasion arise
2. it is determined prospectively
3. it is a continuous period of time

It is the belief of both ALPA and US Airways that the intent of the regulation is to ensure that a pilot has 9 hours in a 24-hour period where the pilot is free of all obligations to US Airways. In other

words, the pilot is not under duress to the corporation. The pilot does not have to be within a certain distance, have a beeper or be available by phone to the company². Both parties also understand that the company may attempt to make contact with the pilot during a protected time. If they do, any subsequent contact by the company would nullify the rest period and require an additional 9 hours of rest to be assigned. However, it is the belief by the company and ALPA that the FAR does not preclude any interaction with the company that is generated by the pilot since the pilot is initiating the interaction and is not a requirement of the company. As a result any interaction that a pilot chooses to have would not count toward the one phone contact allowed by the company during a protected time, providing the pilot is not calling the company as a result of a message left by the company to call. It is understood that the pilot does have an ability to interact, at the pilot's option, with the scheduling department for the purpose of obtaining a trip.

Once it has been determined that, for purposes of rest, a pilot is legal to accept a trip, the total time off between duty periods in a trip pairing automatically counts for the protected time as required by the FAR since under the US Airways contract, this time may not be reduced below 9:15 under any circumstance. It is also understood that since the time off between duty periods is protected time then the limitation of one call from the company during this rest applies.

It is also the understanding by both parties that a pilot must be given 24 hours free of duty in any 7 consecutive day period. Further, it is the intent of the FAR to insure that a flight crewmember is rested prior to flight. Under the FAR it would be legal for US Airways to fly a pilot for 6 consecutive days and then deadhead the pilot home on the 7th day, or to fly a pilot for 6 consecutive days and then send that pilot to a ground school course³. The FAR would require that the pilot be given 24 hours free of all duty to US Airways prior to the pilot once again being assigned any flight or reserve responsibilities.

It is the belief of both parties that the FAR does not preclude the company from assigning a reserve pilot another trip at the completion of a trip without a protected time. However it is understood that the pilot contract is specific that a pilot shall be given a 10:15 period free of obligation to the corporation commencing 15 minutes after the pilot has blocked in at the completion of a pairing. As a consequence, the company could only assign an additional trip without a protected time if the company contacted the pilot within the 15 minutes as outlined above. Both parties believe that the 10:15 mandated by the contract to be free of obligation to the corporation could also be volunteered by the pilot as a protected time.

Under the US Airways pilots working agreement once a short call pilot picks up a trip from future scheduling, that pilot is released from all obligation to the corporation 12 hours prior to commencing that trip assignment. Further, a regular reserve who picks up a trip from future scheduling is released from further obligation from the corporation immediately upon receiving that flying assignment. Both Alpa and the company feel that a pilot may elect to use these times as protected times for the purpose of determining rest.

Finally, it is the understanding of ALPA and the company that once a protected time has commenced, the time can not be reassigned. However, once the time has commenced, the rest can be shortened by 1 hour, or extended at the discretion of the company as long as the pilot is advised. Both parties believe that the FAR allows for more than one protected time in any 24-hour sequence and that a protected time may be moved providing the assigned time has not commenced.

¹ Reducible to 8 hours providing that the pilot is given an 10 hour compensatory rest at the completion of the duty period.

² Reference the pilot working agreement 25(D)3(a)2 for those pilots not available for phone contact.

³ This is applicable only to the FAR and does not consider any requirements of the US Airways Pilot contract.