



Special MEC Meeting

April 18-20, 2000—PHL Renaissance Hotel

Tuesday, April 18, 2000

1010 Chairman Beebe calls to order

Vice Chair Pollock, Comm Chair Freundlich taking minutes, Secretary/Treasurer Osterhus absent; Roll Call:

Council 32 Milkey (proxy Brennan) DiOrio
 Council 41 Tosi Greenhall
 Council 90 McKee Kelly (proxy Foote)
 Council 94 Davis Starnes (proxy Smyser)
 Council 135 Nolan Amos Walsh (absent)
 Council 138 Baier Hocking (proxy Baier)
 Council 148 Stephan Gillespie

Chair: Order of business will be Negotiating Committee presentation, prioritization of issues, and development of opener.

AI 00-62 Small Jet Negotiations

Presentation on industry scope and negotiating issues for comprehensive SJ negotiations by Kelly Ison, Kim Snyder, Donn Butkovic.

1040 Walsh arrives
 1110 Hocking arrives

1245 Recess

1330 Reconvene

1504 Recess

1515 Reconvene

1628 Recess

1638 Reconvene

1740 Negotiating Committee presentation ends

Chair: Based on MEC discussion of this, I plan on advocating the Democratic presidential endorsement at the Executive Board meeting.

1810 Recess

Wednesday, April 19, 2000

0935 Chair Beebe reconvenes meeting

Roll call:

Council 32 Milkey (proxy Brennan) DiOrio
 Council 41 Tosi Greenhall

Council 90 McKee Kelly (proxy Foote)
 Council 94 Davis Starnes (proxy Smyser)
 Council 135 Nolan Amos Walsh
 Council 138 Baier Hocking
 Council 148 Stephan Gillespie

0937 R&I Committee presentation on dispute with Company over retirement plan GATT/PBGC calculation methodology. Rick Moseley, Steve Hodgson, Karen Browne

McKee violates phone decorum

1110 Recess

1132 Reconvene

1217 R&I presentation ends

Chair introduces Michael Glanzer, Financial Advisor

Discussion on corporate issues in relation to SJ negotiations

1246 Point of order Nolan: Member's statements are out of order, he is badgering Glanzer

Chair: Not well taken

1323 Glanzer presentation ends

1324 Lunch break

1404 Reconvene

Chair discusses prioritization of issues for Negotiating Committee. Global list explanation document

Point of order Davis: Member's statement that the MEC is operating as an anarchy is out of order

Chair: Point of order not well taken

Point of order Greenhall: Discussion not pertinent to agenda

Chair: Point of order not well taken

1515 Chair: Without objection, MEC is in the committee of the whole

DiOrio objects

1536 Recess

1555 Reconvene

Chair: Without objection, body is in the committee of the whole; Without objection meeting is closed to discuss negotiating strategy

Meeting closed

1830 Out of closed session

Chair announcement: MetroJet charter issue has arisen again due to an opportunity to charter the Baltimore Ravens. Mainline trip pay offered by management.

1833 Recess until 0930 tomorrow

Thursday, April 20, 2000

0933 Chair meeting reconvened

Roll call:

Council 32	Milkey (proxy Brennan)	DiOrio
Council 41	Tosi (absent)	Greenhall
Council 90	McKee	Kelly
Council 94	Davis	Starnes (proxy Smyser)
Council 135	Nolan Amos	Walsh (proxy Nolan)
Council 138	Baier	Hocking (proxy Baier)
Council 148	Stephan (proxy Gillespie)	Gillespie

0937 Stephan arrives

0939 Tosi arrives

0940 Hocking arrives

Chair, without objection, will accept MetroJet charter issue as late agenda item; without objection out of committee of the whole; without objection changing orders of the day to consider MetroJet charter issue first.

AI 00-63 MetroJet Charters

Motion DiOrio/Davis:

WHEREAS the Company has again requested for MetroJet aircraft and crews to fly a charter, and

WHEREAS the intent of MetroJet was as a competitive response to Southwest, and

WHEREAS charters have historically been flown by Mainline aircraft and pilots,

THEREFORE BE IT RESOLVED that any charter built into a MetroJet line will cause that line to be paid at Mainline rates.

Point of order Davis: Member's statement is indecorous and out of order

Chair: Point not well taken

Point of order Baier: Member's point of information refers to a point of order that has already been ruled on.

Chair: Point not well taken

Amendment Gillespie/Stephan:

Change THEREFORE BE IT RESOLVED to read:

THEREFORE BE IT RESOLVED that any charter built into a MetroJet line will cause the entire trip to be paid at Mainline rates.

1044 Recess

1102 Reconvene

Motion Gillespie/Hocking: Move to call the question

Point of order DiOrio: Member's comments are out of order

Chair did not hear comment

Motion to call the question fails (requires 2/3)

Division Tosi

Yes: **Tosi, Nolan (proxy Tosi), Amos (proxy Tosi), Baier, Hocking, Stephan, Gillespie**

No: **Brennan, DiOrio, Greenhall, McKee, Kelly, Davis, Smyser**

Walsh absent

Totals: **7 yes, 7 no, 1 absent; Motion fails**

Motion Gillespie/Stephan: Change to read:

THEREFORE BE IT RESOLVED that any charter built into a MetroJet line will cause the entire trip to be paid at Mainline rates.

1134 Recess

1144 Reconvene

Motion Tosi/Gillespie: Move to call the question

Division Davis

Yes: **Tosi, Kelly, Nolan, Amos (proxy Nolan), Walsh (proxy Nolan), Baier, Hocking, Stephan, Gillespie**

No: **Brennan (proxy DiOrio), DiOrio, Greenhall, McKee, Davis, Smyser**

Totals: **9 yes, 6 no; Motion fails (requires 2/3)**

Back on amendment; Discussion continues

Vote on amendment

Division Gillespie:

Yes: **Tosi, Kelly, Nolan, Amos (proxy Nolan), Walsh (proxy Nolan), Baier, Hocking, Stephan, Gillespie**

No: **Brennan (proxy DiOrio), DiOrio, Greenhall, McKee, Davis, Smyser**

Totals: **9 yes, 6 no; Motion passes**

Roll call DiOrio:

Yes: **Tosi 591, McKee 894, Kelly 549, Nolan 59, Amos (proxy Nolan) 50, Walsh (proxy Nolan) 21, Baier 225, Hocking 100, Stephan 299, Gillespie 138**

No: **Brennan (proxy DiOrio) 121, DiOrio 86, Greenhall 457, Davis 830, Smyser 508**

Totals: **2926 yes, 2002 no; Motion passes**

Back on the main motion as amended:

WHEREAS the Company has again requested for MetroJet aircraft and crews to fly a charter, and

WHEREAS the intent of MetroJet was as a competitive response to Southwest, and

WHEREAS charters have historically been flown by Mainline aircraft and pilots,

THEREFORE BE IT RESOLVED that any charter built into a MetroJet line will cause the entire trip to be paid at Mainline rates.

Amendment Kelly/Gillespie: Add the following:

BE IT FINALLY RESOLVED that any charter using MetroJet aircraft will only be created with the concurrence of the MEC Chairman or his designee and that these charters, if planned as a system bid charter, can be bid by both Mainline and MetroJet pilots.

Motion Davis/DiOrio:

Move to postpone until completion of other agenda items of this special meeting

1300 Recess for lunch**1334 Reconvene**

Discussion continues on motion to postpone

Point of order DiOrio: Member is not speaking to motion

Chair: Point of order not well taken

Motion to postpone fails; Back on amendment

Motion Baier/Stephan: Move to call the question

Motion passes

Vote on Kelly/Gillespie amendment

Motion passes

Division Gillespie

Yes: Brennan, DiOrio, Tosi, Greenhall, McKee, Kelly, Nolan, Amos, Walsh (proxy Nolan), Baier, Hocking, Stephan, Gillespie

No: Davis

Abstain: Smyser

Totals: 13 yes, 1 no, 1 abstain

Main motion as amended now reads:

WHEREAS the Company has again requested for MetroJet aircraft and crews to fly a charter, and

WHEREAS the intent of MetroJet was as a competitive response to Southwest, and

WHEREAS charters have historically been flown by Mainline aircraft and pilots,

THEREFORE BE IT RESOLVED that any charter built into a MetroJet line will cause the entire trip to be paid at Mainline rates.

BE IT FINALLY RESOLVED that any charter using MetroJet aircraft will only be created with the concurrence of the MEC Chairman or his designee and that these charters, if planned as a system bid charter, can be bid by both Mainline and MetroJet pilots.

Division Gillespie

Yes: Tosi, Greenhall, McKee, Kelly, Nolan, Amos, Walsh (proxy Nolan), Baier, Hocking, Stephan, Gillespie

No: Brennan, DiOrio, Davis, Smyser

Totals: 11 yes, 4 no; Motion passes

1421 Chair: Continue with discussion of SJ negotiating opener. Without objection in the committee of the whole; without objection in closed session

1422 Recess**1430 Reconvene**

Dan Katz, merger counsel, to address the MEC in closed session

Meeting closed**1600 Beebe leaves; Pollock assumes chair****1622 Recess****1634 Reconvene****1646 Out of closed session**

Motion Gillespie/Kelly:

WHEREAS the MEC is entering SJ negotiations as per LOA 79, and

WHEREAS the MEC's goal is to enhance the career expectations of the US Airways Pilots and provide improvements to job security, merger and fragmentation language in our Scope Section of the collective bargaining agreement, and

WHEREAS, it is in the interest of the US Airways Pilots to secure as many higher-paying job opportunities as possible, and

WHEREAS, it is in the interest of the US Airways Pilots to ensure the growth of main line block hours,

THEREFORE BE IT RESOLVED that the US Airways MEC directs the Negotiating Committee to enter negotiations with the Company for a comprehensive SJ agreement that enhances career opportunities and protects US Airways Pilots with Scope provisions must include, but not limited to, the following items:

1. SJ certificated 50-seat/60,000 pound limits if flown at other than US Airways Mainline.
2. Additional Minimum Block Hour growth and guarantees.
3. Adequate minimum ratios of wide-body and narrow-body mainline aircraft to SJ aircraft.
4. No-furlough protection for all US Airways pilots on the US Airways system seniority list.
5. Increased minimum captain positions
6. Parity review improvements
7. Bi-directional flow-thru agreement.
8. Other appropriate quid-pro-quo.

BE IT FURTHER RESOLVED that any SJ agreement will be structured to allow SJ aircraft to be flown by the wholly-owned regional carriers or a separate SJ division, and

BE IT FINALLY RESOLVED that any agreement will be sent out for membership ratification.

1714 Recess**1749 Reconvene**

Amendment DiOrio/Davis: Amend to read:

WHEREAS the MEC is entering SJ negotiations as per LOA 79, and

WHEREAS the MEC's goal is to enhance the career expectations of the US Airways Pilots and provide improvements to job security, merger and fragmentation language in our Scope Section of the collective bargaining agreement, and

WHEREAS, it is in the interest of the US Airways Pilots to secure as many higher-paying job opportunities as possible, and

WHEREAS, it is in the interest of the US Airways Pilots to ensure the growth of main line block hours,

THEREFORE BE IT RESOLVED that the US Airways MEC directs the Negotiating Committee to enter negotiations with the Company for a comprehensive SJ agreement that enhances career opportunities and protects US Airways Pilots with Scope provisions must include, but not limited to, the following items:

1. SJ certificated 50-seat/60,000 pound limits if flown at other than US Airways Mainline.
2. Additional Minimum Block Hour growth, guarantees, and ratios.

3. Adequate minimum ratios of wide-body and narrow-body mainline aircraft to SJ aircraft.
4. No-furlough protection for all US Airways pilots on the US Airways system seniority list.
5. Increased minimum captain positions
6. Parity review improvements
7. Bi-directional flow-thru agreement.
8. Other appropriate quid-pro-quos.

BE IT FURTHER RESOLVED that any SJ agreement will be structured to allow SJ aircraft to be flown by the wholly-owned regional carriers or a separate SJ division, and

BE IT FURTHER RESOLVED that any agreement accepted by the MEC will be sent out for membership ratification.

BE IT FURTHER RESOLVED that no tentative agreement will be accepted by the MEC unless management agrees by June 1, 2000, to pay all Flight Pay Loss and related negotiating expenses for the MEC, and

BE IT FURTHER RESOLVED that no tentative agreement will be accepted by the MEC unless management has by June 1, 2000, reached a satisfactory resolution on the lump sum retirement benefit calculation methodology, and

BE IT FURTHER RESOLVED the necessary action will be simultaneously be taken to get the lump sum methodology before a neutral referee at the retirement board, and

BE IT FURTHER RESOLVED that the Negotiating Committee will immediately request and oversee that the necessary data be gathered to enable ALPA's E&FA Department to do an analysis on the IAM, AFA, CWA, and TWU contracts to measure if the goals of system-wide cost parity and fairness stated in LOA 62 have been achieved, and

BE IT FURTHER RESOLVED that these contract analyses will be completed and sent to the MEC for study as soon as possible but no later than May 20, 2000 and will be presented to the MEC during the 2nd quarter meeting, and

BE IT FURTHER RESOLVED that during these SJ negotiations the practice of communicating negotiations progress, including table positions once those positions go across the table, may be communicated by MEC members to the pilots, and

BE IT FURTHER RESOLVED that the Negotiating Committee Chairman will discuss the expected length of each negotiating session and notify the Company that the average of each session will focus one-half on ALPA's list of issues and the remaining half will be allocated to address the larger SJ deal, and

BE IT FURTHER RESOLVED that the Negotiating Committee will, no less than weekly, provide thorough written updates to the MEC on the status of negotiations, and

BE IT FURTHER RESOLVED that protections will be established to prevent domicile flying time from either being replaced, reduced, or eliminated as a result of the SJ negotiations and any protections will run concurrently with the current Contract.

Point of order Stephan: Member is not speaking to the motion

Chair: Point well taken

DiOrio calls for orders of the day

Motion Stephan/Tosi: Move to change orders of the day to extend meeting to 2000

1806 Recess

1808 Reconvene

Division Stephan

Yes: **Tosi, McKee, Kelly, Nolan, Amos (proxy Nolan), Walsh (proxy Nolan), Baier, Hocking, Stephan, Gillespie**

No: **Brennan (proxy DiOrio), DiOrio, Greenhall, Davis, Smyser**

Totals: **10 yes, 5 no; Motion passes**

Roll call DiOrio:

Yes: **Tosi 591, McKee 894, Kelly 549, Nolan 59, Amos (proxy Nolan) 50, Walsh (proxy Nolan) 21, Baier 225, Hocking 100, Stephan 299, Gillespie 138**

No: **Brennan (proxy DiOrio) 121, DiOrio 86, Greenhall 457, Davis 830, Smyser 508**

Totals: **2926 yes, 2002 no; Motion fails;**

Meeting adjourned