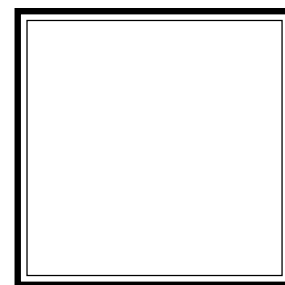




# Special MEC Meeting

July 19-22, 2000—Charlotte Marriott  
Executive Park



Philip Osterhus  
MEC Secretary-Treasurer

## Day One, Wednesday, July 19, 2000

### 1005 Vice Chair Pollock convenes meeting

Secretary/Treasurer Osterhus present, MEC Chair Beebe absent;  
Roll Call:

Council 32	Milkey proxy DiOrio	DiOrio
Council 41	Tosi proxy Hocking	Greenhall proxy Kelly
Council 90	McKee proxy Kelly	Kelly
Council 94	Davis	Starnes
Council 135	Nolan proxy Amos	Amos Stevens
Council 138	Baier proxy Hocking	Hocking
Council 148	Absent	

1008 Gillespie, Stephan proxy Gillespie arrive

1017 Baier, Tosi arrive

### 1024 Recess

### 1026 Reconvene

Motion DiOrio/Gillespie:

BE IT RESOLVED that AI 00-119 and AI 00-120 be dealt with in plenary

*Motion passes*

Motion Gillespie/Tosi:

BE IT RESOLVED that AI 00-118 be dealt with in plenary

*Motion passes*

### 1031 Recess

### 1039 Reconvene

Without objection chair says body will deal with AI 00-118 at this time

### AI 00-118 LEC VARS Systems

Motion Davis/Starnes: Move to take no action

Motion Kelly/: Call the question

Motion to call the question dies for a lack of second

*Motion to take no action passes*

1042 Milkey arrives

### 1048 Recess to subcommittee

### 1405 Reconvene in plenary

AI 00-120 **Negotiating Committee Presentation**

AI 00-119 **Merger Committee Presentation**

### Meeting is closed

### 1800 Recess in open session

## Day Two, Thursday, July 20, 2000

### 0935 Vice Chair Pollock reconvenes meeting

Osterhus present, Beebe absent

Roll Call: All MEC members present except Nolan and Amos

Rick Moccia interviews for Negotiating Committee

Point of order Davis: Current discussion out of order because the Negotiating Committee chair is not present

Chair: Not well taken

0954 Amos arrives, Nolan proxy Amos

### 0957 Recess

### 1006 Reconvene

AI 00-119 **Merger Committee Presentation cont.**

Without objection chair closes meeting

Chair, without objection, states discussion of Katz bill and rates is not subject to secrecy of closed session

### 1206 Recess for lunch

### 1335 Reconvene

**1504 Return to open session, continue with Merger Committee**

### 1558 Recess

1645 Without objection body accepts late agenda item on Katz contract

**AI 00-49 Review And Possibly Modify MEC Policy On Communications By MEC Committees With The Membership**

Motion Davis/Kelly :

BE IT RESOLVED that the MEC Policy manual, Article VI – Committees of the MEC, Section 1 paragraph I 4 – Committee Correspondence, will be modified as follows:

I. Committee Correspondence:

4. Direct mailings to the membership:

A.No less than 48 hours before submitting for printing, the final draft will be approved by the MEC Chairman and simultaneously distributed to all MEC members.

1. Distribution of the final draft(s) will be sent by overnight mail with priority morning delivery; however, a MEC member may designate a substitute notification by e-mail, fax, etc. Should all MEC members designate notification other than overnight mail, an overnight mail will still be sent to the MEC Chairman to lock in the notification time. It is expected that the substitute method of notification will be accomplished no later than when the overnight mail is sent.

a. The 48 hours will start at noon the day after the final draft(s) is sent by overnight mail.

b. If the document undergoes changes after the first 48-hour clock starts, the revised final draft will be sent as in paragraphs A(1) and A(1)(a). In this case, the 48-hour clock will restart as above, unless all MEC members waive this restart by telephone, ASPEN, or e-mail to the MEC Secretary/Treasurer. There will only be one restart of the 48-hour clock.

2. If there is disagreement by at least one-third of the MEC after restart of the 48-hour clock, the MEC Chairman will call a MEC Conference Call meeting. The document will not be printed or otherwise distributed once the request for the Conference Call meeting is made.

B. Will be copied to the appropriate LEC committees.

J.MEC Magazine *US AIRWAVES*:

1.The MEC magazine will be published under the direction of the editor of the US Airwaves. Final galleys will be sent to the MEC Officers before they are sent for printing and mailing. The *US AIRWAVES* is exempt from the procedures in paragraph I 4.

*Motion passes*

**AI 00-69 Jumpseat Committee Report**

Motion Baier/DiOrio:

BE IT RESOLVED that the Jumpseat Committee Report is received.

*Motion passes*

**AI 00-97 Approve F/O Bill Turbett as Membership Services Committee Member**

Motion Baier/Greenhall:

BE IT RESOLVED that Bill Turbett is approved as a member of the Membership Services Committee.

*Motion passes*

**AI 00-99 New Committee Members to Central Air Safety**

Motion Baier/DiOrio:

BE IT RESOLVED that Gary Cooke, Jay Knobel, Larry Rooney, Steve Setnar and John Illson are approved as members of the Central Air Safety Committee.

*Motion passes*

**AI 00-109 Bid Closing Committee Report**

Motion Baier/Gillespie:

BE IT RESOLVED the report is received

*Motion passes*

**AI 00-82 R&I Committee Report**

Motion Baier/DiOrio:

BE IT RESOLVED the report is received

*Motion passes*

**AI 00-82a Proposed LOA on Retirement Benefit Calculation and Distribution**

Motion Davis/Gillespie:

WHEREAS the Negotiating Committee reports that Michelle Bryan is amenable to a two-step process that conforms to the intent of the MEC resolution passed in April 1999, and

WHEREAS the Company has agreed to resolve issues such as this in "the normal course of business,"

THEREFORE BE IT RESOLVED that the MEC directs the Negotiating Committee to negotiate the following two-step calculation for a lump sum payout to a retiring pilot, which Senior VP Human Resources Michelle Bryan has indicated would be acceptable:

Prior to a pilot's 60<sup>th</sup> birthday or earlier retirement date, the Company will do a look back from a mutually acceptable date for the highest 36 consecutive months within the past 10 years and calculate a lump sum to be paid within three days following a pilot's 60<sup>th</sup> birthday or retirement date;

At the pilot's 60<sup>th</sup> birthday or earlier retirement date, the Company will do a similar 36-month look back from the day just prior to the applicable date and recalculate the amount of the lump sum, and will then pay any additional amount owed the pilot no later than 45 days after the pilot's benefit commencement date.

BE IT FINALLY RESOLVED that the Negotiating Committee address this issue with the Company as soon as possible and report back to the MEC no later than the third quarter meeting.

Without objection item is recommitted

**AI 00-72 Route Committee Report**

Motion Milkey/Gillespie:

BE IT RESOLVED that the Route Committee report is received.

*Motion passes*

**AI 00-72a Appoint Bill Foote as Interim Route Committee Chairman**

Motion McKee/Gillespie:

BE IT RESOLVED that Bill Foote is appointed as Interim Route Committee Chairman.

*Motion passes*

**AI 00-74 Training Committee Report**

Motion Milkey/Starnes:

BE IT RESOLVED that the Training Committee Report is received.

*Motion passes*

**AI 00-74a Flight Crew Training Instructors**

Motion Stevens/Starnes:

WHEREAS Flight crew Training Instructors are asking to observe pilot simulator sessions, and

WHEREAS pilots are not required to accept Flight Crew Training Instructors observing their simulator sessions,

THEREFORE BE IT RESOLVED the MEC rejects Flight Crew Training Instructors attending any simulator training sessions.

BE IT FURTHER RESOLVED the MEC also directs the MEC Chairman to communicate the pilots' rights to reject these observers in their simulator training sessions.

BE IT FINALLY RESOLVED the MEC will not tolerate any attempt by either the company or other employee groups to have another employee or group of employees assume or attempt to assume any pilot jobs, whether in training or any other departments.

Motion Tosi/Gillespie: Move to recommit

*Motion passes*

**AI 00-74b Approve New Committee Members to Training Committee**

Motion Milkey/Stephan:

BE IT RESOLVED that Mike Kennedy, Sergio Fernandez, and Sam Tomanio be approved as members of the Training Committee.

*Motion passes*

**AI 00-74c Covered Pilot events**

Motion McKee/DiOrio:

WHEREAS Letter of Agreement 70 spelled out normal monthly Covered Pilot event limits, and

WHEREAS management has stated that staffing is being planned based not on the normal monthly Covered Pilot event limits but rather the overtime limits, and

WHEREAS the overtime limits are not to be used as the basis of staffing levels for Covered Pilots, and

WHEREAS on the equipment types with a single Senior Check Airman no staffing is being provided when that Senior Check Airman rotates to the line, and

WHEREAS Senior Check Airman are being utilized to fill Fleet Manager positions on an ongoing basis without complying with the line rotation requirements for Covered Pilots,

THEREFORE BE IT RESOLVED pursuant to Letter of Agreement 70:

1.a. The MEC will communicate to the Check Pilots that 16 events are the normal month's limitation.

b. The MEC will communicate to management that 16 covered pilot events are the maximum number of events on which they can staff the training department. In addition, overtime is absolutely voluntary. [Letters from Beebe]

2. The Negotiating Committee and Training Committee will meet with Flight Operations management to discuss plans to implement provisions of Letter of Agreement 70. [Meet as soon as possible and report back to the MEC at its next regular meeting.]

3. The MEC will provide notice to management that it cannot use assumed overtime to staff the training department. [Letter from Beebe to Gibson]

4. The MEC will provide notice to management that Senior Check Airman are being abused since the company has not staffed two Flight Manager positions. Further, the covered pilots acting in those Flight Manager positions must comply with the rotation and

16-event limitations contained in Letter of Agreement 70. [Letter from Beebe to Gibson]

5. The MEC will provide notice to management that the Senior Check Airmen positions are vacant when the Senior Check Airmen are in their rotation months or when they are acting as Flight Manager. [Letter from Beebe to Gibson]

*Motion passes*

**AI 00-75 Legislative Affairs Report**

Motion Milkey/Gillespie:

BE IT RESOLVED that the Legislative Affairs report is received.

*Motion passes*

**AI 00-110 Flight Security Committee Report**

Motion Milkey/DiOrio:

BE IT RESOLVED that the Flight Security Committee Report is received.

*Motion passes*

**AI 00-111 Short Duration (2 week TDY) Ref: Contract 25(H) 2.b.(2)**

Motion Starnes/DiOrio:

BE IT RESOLVED the MEC task the Negotiating Committee to change the contractual language in Section 25(H)2b(2) from the word "call" to "notify via CBS, 800 number, and posting, no later than three days prior."

BE IT FURTHER RESOLVED the Negotiating Committee will bring the final language back to the MEC for approval.

Without objection chair recommits

**AI 00-58 Professional Negotiators**

Motion McKee/Milkey:

WHEREAS the MEC recognizes the need for professional negotiators, and

WHEREAS ALPA Director of Representation has offered the services of Jeffrey McDonald on an exclusive basis per his letter to the MEC,

THEREFORE BE IT RESOLVED that the MEC accepts the offer of Director of Representation Seth Rosen, for the exclusive services of Jeff McDonald as a professional negotiator.

Motion Stephan/Baier: Move to amend by deleting first WHEREAS

Point of order Milkey: Member speaking to intent

Chair: Point not well taken

Point of order DiOrio: Floor debate going on

Chair: Well taken

Point of order Davis: Member may not address another member directly

Chair: Well taken

Point of order Davis: Member is not speaking for or against motion

Chair: Well taken

Point of order Davis: Tosi is speaking to intent

Chair: Not well taken

Point of order Gillespie: Speaker is not on amendment

*Vote on amendment*

Division Davis

**Yes:** Tosi, Amos proxy Stevens, Stevens, Baier, Hocking, Stephan, Gillespie

**No:** Milkey, DiOrio, Greenhall, McKee, Kelly, Davis, Starnes

**Totals:** 7 yes, 7 no, chair abstains, amendment fails

Point of order DiOrio: Stevens attempted to vote Nolan's proxy

Chair: Well taken

Point of order Davis: Member is speaking to what is in the minutes

Chair: Not well taken

Point of order Davis: Member attempting to gain floor by point of information

Chair: Not well taken

Point of order Gillespie: Orders of the day

Chair: Without objection, orders of the day are changed. Today's business will be complete when AI 00-58 is complete

Point of order Baier: Is member speaking for or against resolution?

Chair: Well taken

Discussion on main motion of AI 00-58

Milkey replaces Kelly as second, editorial change made to first WHEREAS

*Resolution passes unanimously*

1854 Motion Davis/Starnes: Move to extend orders of the day for 15 minutes

*Motion fails*

### Day Three, Friday, July 21, 2000

#### 1415 Beebe reconvenes meeting

Pollock, Osterhus present

Roll Call: All MEC members present except McKee proxy Kelly, Nolan proxy Amos, Baier proxy Hocking

#### 1417 Chair closes meeting

#### 1422 Chair opens meeting

1422 McKee arrives

#### 1423 Chair closes meeting

#### 1424 Chair opens meeting

Chair discusses BOD plans for special meeting on Thursday and Friday, October 12 and 13, with Saturday off, half-day Sunday

Without objection chair places BOD special meeting on agenda; Milkey objects

Motion Gillespie/Stephan: Move to accept late agenda item on the plans for BOD special meeting schedule

Point of order Gillespie: Question not germane to this discussion

Chair: Not well taken

*Vote on accepting late item*

Division Davis

**Yes:** DiOrio, Tosi, Greenhall, McKee, Kelly, Nolan proxy Amos, Amos, Stevens, Baier proxy Hocking, Hocking, Stephan, Gillespie

**No:** Milkey, Davis, Starnes

**Totals:** 12 yes, 3 no; *Motion passes*

Roll call Davis

**Yes:** DiOrio 82, Tosi 650, Greenhall 571, McKee 858, Kelly 614, Nolan proxy Amos 58, Amos 50, Stevens 36, Baier proxy Hocking 222, Hocking 132, Stephan 305, Gillespie 123

**No:** Milkey 121, Davis 805, Starnes 482

**Totals:** 3701 yes, 1408 no, *motion fails, requires ¾*

Council caucus

#### AI 00-78 Crew Accommodations Committee Report

Motion Stephan/DiOrio:

BE IT RESOLVED the Crew Accommodations Committee report is received

*Motion passes*

#### AI 00-78a Crew Accommodations Increased Hotel Cost

Motion Kelly/Davis:

WHEREAS the Crew Accommodations Committee has reported that management delayed arranging for hotels in Europe in spite of early reminders to make the arrangements by the Crew Accommodations Committee, and

WHEREAS this delay required pre-blocking of rooms at the Dorint Hotels at a management estimated additional cost of \$100,000 for the year 2000, and

WHEREAS additional management delays at the Forum Hotel in Munich may have cost an additional \$100,000 in increased rates, and

WHEREAS the overall quality of hotels has deteriorated over the recent past due to management's actions to save money at the cost of quality accommodations for its pilots,

THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman to write a letter to Michelle Bryan objecting to these actions of the Company, and

BE IT FURTHER RESOLVED that the letter will reiterate the importance of the Flight Department and ALPA having more of a say in the selection of hotels, and

BE IT FURTHER RESOLVED that the Negotiating Committee in concert with the Crew Accommodations Committee will develop language for a proposed Letter of Agreement (LOA) that will describe ALPA's desired role in the selection of hotels.

BE IT FURTHER RESOLVED that the proposed LOA will be distributed to the MEC prior to presentation to management.

*Motion passes*

#### AI 00-85 Negotiating Notes Library

Motion Davis/Starnes:

BE IT RESOLVED that the MEC directs that the Contract Administrator will be responsible for seeing that once the negotiating notes get to the MEC office that they are properly collated, scanned, and stored in a Negotiating Notes Library (NNL), and

BE IT FURTHER RESOLVED that the NNL will be in both a paper and an electronic form, and

BE IT FINALLY RESOLVED that the Note Taker will ensure that all notes get to the MEC office in a timely manner but in no case more than two weeks after the meeting in which they were taken.

*Motion passes*

#### AI 00-115 Merger Committee Report

Motion Stephan/Gillespie:

BE IT RESOLVED the report is received

*Motion passes*

#### AI 00-115a **Efficient Use of Paid Professional Advisors**

Motion DiOrio/Gillespie:

BE IT RESOLVED that the MEC Chairman in conjunction with the appropriate committee will ensure that MEC business is administered to maximize the efficiency of paid advisors when they appear at MEC meetings so as to minimize any hourly charges, and

BE IT FURTHER RESOLVED that the committee members will also strive to make efficient use of the billable time of a paid advisor, and

BE IT FINALLY RESOLVED that the MEC Secretary/Treasurer, using all necessary resources, will negotiate a contract with Dan Katz to be approved by the MEC

*Motion passes unanimously*

Chair states subcommittee one will continue to develop strategy on this

#### 1535 Recess

#### 1543 Reconvene

Beebe violates phone decorum

#### AI 00-82a **Proposed LOA on Retirement Benefit Calculation and Distribution**

Motion Davis/Kelly:

WHEREAS the Negotiating Committee reports that Michelle Bryan is amenable to a two-step process that conforms to the intent of the MEC resolution passed in April 1999, and

WHEREAS the Company has agreed to resolve issues such as this in "the normal course of business,"

THEREFORE BE IT RESOLVED that the MEC directs the Negotiating Committee to negotiate the following proposed LOA 80 dated 7/21/00 with a two-step calculation for a retirement benefit payout to a retiring pilot,

BE IT FINALLY RESOLVED that the Negotiating Committee address this issue with the Company as soon as possible and report back to the MEC no later than the third quarter meeting.

*Motion passes unanimously*

#### AI 00-74a **Flight Crew Training Instructors**

Motion Milkey/Greenhall:

WHEREAS Flight Crew Training Instructors have requested permission from management to observe pilot simulator sessions, and

WHEREAS the US Airways MEC strongly opposes Flight Crew Training Instructors attending any simulator sessions,

THEREFORE BE IT RESOLVED that the US Airways MEC directs the MEC Chairman to communicate to the Director of Flight Training and Standards the MEC's opposition to Flight Crew Training Instructors observing any simulator sessions.

*Motion passes unanimously*

#### AI 00-108 **SMRA Retention**

Motion Milkey/McKee:

WHEREAS the MEC is currently engaged in numerous contractual discussions,

THEREFORE BE IT RESOLVED that the US Airways MEC recommends that the MEC will retain the 1997 and 1998 SMRA balances.

*Motion passes unanimously*

#### AI 00-111 **Short Duration (2 week TDY) Ref: Contract 25(H) 2.b.(2)**

Motion McKee/Greenhall:

WHEREAS there have been numerous misapplications of Contract section 25(H) 2.b.(2),

THEREFORE BE IT RESOLVED the MEC directs the Negotiating Committee, with the assistance of the Scheduling Committee Chairman, to make changes to the above referenced paragraph as follows:

For short duration TDY (two (2) weeks), the bid will be posted via Catcrew CBS message, the USAPILOT 800# and crew room posting as soon as the vacancies are known and for no less than seventy two (72) hours. The Company will also call all reserve pilots for the affected positions in the domicile where the TDY is posted. After awarding of the TDY, the successful bidder will have no less than twenty-four (24) hours to report to the temporary assignment, unless waived at pilot option.

BE IT FURTHER RESOLVED the Negotiating Committee will bring the final language back to the MEC for approval, and

BE IT FINALLY RESOLVED that the MEC directs the Scheduling Committee Chairman to develop an educational report for the *US AIRWAVES* concerning this change to the Contract language.

*Motion passes unanimously*

#### 1700 Recess

#### 1704 Reconvene

Body, without objection, accepts late agenda item on BOD special meeting scheduling, to be considered as the last order of business at this meeting, and this meeting will adjourn at the conclusion of that agenda item

Subcommittee to review global list for accuracy and completeness, to be brought to plenary for prioritization

#### 1715 Recess

#### 1725 Reconvene

#### 1745 Recess to subcommittee, plenary at 1000

**Day Four, Saturday, July 22, 2000**

#### 1010 Beebe reconvenes meeting

Pollock, Osterhus present

Roll Call: All MEC members present except McKee proxy Kelly, Nolan proxy Amos

Beebe violates phone decorum

1015 Council caucus

1035 Reconvene; Pollock will get a list of ALPA -PAC contributions

Body reviews fleet data from Negotiating Committee Chair Ison

#### AI 00-050 **Policy on Flight Currency**

Motion Davis/DiOrio:

WHEREAS the MEC encourages all pilots to maintain currency while engaged in ALPA work, and

WHEREAS flying the line keeps all pilots in touch with day-to-day working conditions,

THEREFORE BE IT RESOLVED that any pilot who becomes non-current as a result of doing ALPA work will notify the MEC Chairman, and the MEC Chairman will notify the MEC, and

BE IT FURTHER RESOLVED that the above language will be put into the MEC Policy manual.

Point of order Gillespie: Editorial changes should be an amendment

Chair: Point well taken

Amendment Davis/DiOrio:

WHEREAS the MEC desires all pilots to maintain currency while engaged in ALPA work, and

WHEREAS flying the line keeps all pilots in touch with day-to-day working conditions,

THEREFORE BE IT RESOLVED that any pilot who becomes non-current as a result of doing ALPA work will notify the MEC Chairman of the steps and timeline the pilot will take to get recurrent, and the MEC Chairman will notify the MEC, and

BE IT FURTHER RESOLVED that any instance of non-currency of any pilot (including MEC members, officers, and committee members) who becomes non-current as a result of doing ALPA work will automatically be placed on the agenda of the next MEC meeting for review, and

BE IT FINALLY RESOLVED that the above language will be put into the MEC Policy manual.

Intent : To conform with Policy Manual and Constitution, including the ability of the Master Chairman to bring an agenda item forward at any time during a regular meeting. The intent is to require the Master Chairman to bring all such agenda items above to regular meetings.

Point of order Greenhall: Secunder was not asked about the editorial change

Chair: Well taken

### 1115 Recess

### 1120 Reconvene

Motion Starnes/Greenhall: Call the question

Roll Call Davis

**Yes:** Milkey 121, DiOrio 82, Tosi 650, Greenhall 571, McKee 858, Kelly 614, Davis 805, Starnes 482, Nolan proxy Amos 58, Amos 50, Stevens proxy Amos 36, Baier 222, Hocking 132

**No:** Stephan 305, Gillespie 123

**Totals:** 4681 yes, 428 no

Point of order Starnes: Member is using point of information to gain the floor

Chair: Point not well taken

Vote on amendment; Roll call Milkey

**Yes:** Milkey 121, DiOrio 82, Greenhall 571, McKee 858, Kelly 614, Davis 805, Starnes 482

**No:** Tosi 650, Nolan proxy Amos 58, Amos 50, Stevens 36, Baier 222, Hocking 132, Stephan 305, Gillespie 123

**Totals:** 3533 yes, 1576 no; amendment passes

Substitute Gillespie/Hocking:

WHEREAS the MEC encourages all pilots to maintain currency while engaged in ALPA work,

THEREFORE BE IT RESOLVED that any pilot who becomes non-current as a result of doing ALPA work will notify the MEC Chairman, and the MEC Chairman will notify the MEC.

Point of order Davis: Gillespie speaking to intent

Chair: Well taken

Point of order Davis: Can we talk on phone at table during meeting?

Chair: Not well taken

Chair encourages members to participate and respect rights of others

Point of order Davis: There is a motion on floor, member gained floor improperly

Chair: Well taken

Point of order Kelly: Member is speaking on his cell phone and calling me an idiot

Chair: Not well taken

Point of order Kelly: Chair is losing control of meeting

Chair: Not well taken

Davis/Kelly Challenge chair; Pollock takes chair for challenge

Roll call Davis

**Yes:** Tosi 650, Baier 222, Hocking 132, Stephan 305, Gillespie 123

**No:** Milkey 121, DiOrio 82, Greenhall 571, McKee 858, Kelly 614, Davis 805, Starnes 482

**Totals:** 1432 yes, 3533 no; Chair's ruling overturned

Motion Baier/Tosi: Move to adjourn

Chair rules motion out of order

Motion Gillespie/Stephan: Move to adjourn;

Division Greenhall

**Yes:** Tosi, Baier, Hocking, Stephan, Gillespie

**No:** Milkey, DiOrio, Greenhall, McKee, Kelly, Davis, Starnes

**Totals:** 5 yes, 7 no; Motion fails

### 1246 Recess

### 1400 Reconvene

Chair Beebe tells body that point of order and decorum rulings are going to get a lot tighter, and after 3 calls of out of order, chair will ask the body to sanction the offending member. Finally a letter will go to the pilots and explain what was going on if this behavior continues

### 1404 Recess

### 1410 Reconvene

Motion Davis/Kelly: Move to call the question on substitute

McKee division

**Yes:** Milkey, DiOrio, Tosi, Greenhall, McKee, Kelly, Davis, Starnes, Baier, Hocking

**No:** Stephan, Gillespie

**Absent:** Nolan, Amos, Stevens

**Totals:** 10 yes, 2 no, 3 absent; Motion passes

*Vote on substitute;* Division Milkey



**Yes:** Tosi Baier, Hocking, Stephan, Gillespie

**No:** Milkey, DiOrio, Greenhall, McKee, Kelly, Davis, Starnes

**Absent:** Nolan, Amos, Stevens

**Totals:** 5 yes, 7 no, 3 absent; Substitute fails

Vote on main motion as amended:

WHEREAS the MEC desires all pilots to maintain currency while engaged in ALPA work, and

WHEREAS flying the line keeps all pilots in touch with day-to-day working conditions,

THEREFORE BE IT RESOLVED that any pilot who becomes non-current as a result of doing ALPA work will notify the MEC Chairman of the steps and timeline the pilot will take to get recurrent, and the MEC Chairman will notify the MEC, and

BE IT FURTHER RESOLVED that any instance of non-currency of any pilot (including MEC members, officers, and committee members) who becomes non-current as a result of doing ALPA work will automatically be placed on the agenda of the next MEC meeting for review, and

BE IT FINALLY RESOLVED that the above language will be put into the MEC Policy manual.

Intent: To conform with Policy Manual and Constitution, including the ability of the Master Chairman to bring an agenda item forward at any time during a regular meeting. The intent is to require the Master Chairman to bring all such agenda items above to regular meetings.

DiOrio violates phone decorum

Motion requires 2/3; Roll call Starnes

**Yes:** Milkey 121, DiOrio 82, Greenhall 571, McKee 858, Kelly 614, Davis 805, Starnes 482

**No:** Baier 222, Hocking 132, Stephan 305, Gillespie 123

**Absent:** Nolan, Amos, Stevens

**Totals:** 3533 yes, 1432 no; Main motion as amended passes

#### AI 00-88 F-100 Ground School Program

Motion McKee/Kelly:

WHEREAS one of the smallest fleets on this property, the F-100, has recently had the largest number of sub-satisfactory events, and

WHEREAS the F-100 and the Airbus program have similar automation systems, and

WHEREAS the Airbus initial ground school program consists of 11 days of academics with the oral on the 12<sup>th</sup> day and the F-100 initial ground school has only 8 days of academics with the oral on the 9<sup>th</sup> day, and

WHEREAS the Airbus program has an entire room of FMS desktop trainers and the F-100, 737-300, and MD-80 programs have been denied the financing for similar training equipment,

THEREFORE BE IT RESOLVED that the US Airways MEC directs the MEC Chairman and Training Committee Chairman to begin discussions to procure additional desktop style FMS trainers for the F-100, 737-300, and MD-80 ground school programs and to discuss additional academic training for the F-100 ground school program, and

BE IT FURTHER RESOLVED that the US Airways Training Committee will report to the MEC prior to its next regularly scheduled meeting on the results of this resolution.

Division Kelly

**Yes:** Milkey, DiOrio, Tosi, Greenhall, McKee, Kelly, Davis, Starnes, Baier, Hocking Stephan, Gillespie

**No:** None

**Absent:** Nolan, Amos, Stevens

**Totals:** 12 yes, 0 no, 3 absent; Motion passes

#### AI 00-093 MEC Policy Manual Addition on Note Taker Duties

Motion Davis/Starnes:

WHEREAS the Negotiating Committee Note Taker is a key person in providing the negotiating history for the MEC files, and

WHEREAS an important issue from the negotiating notes is the intent of a particular agreement,

THEREFORE BE IT RESOLVED that the MEC Policy Manual, page 59, Article VI - Committees, have the following language added:

##### B. Note Taker Duties

1. Take notes at all negotiations.

2. Make a special effort to ensure that the intent of a particular position of either side is included for future reference in contract interpretations or grievances.

3. Send the negotiating notes to the MEC office no more than two weeks after taking them for addition to the MEC Negotiating Notes Library (NNL).

4. Be available for any questions to help organize the NNL and periodically review the archiving process to ensure the notes are being properly filed.

5. Any direct participation in the negotiations will be secondary to the responsibility of taking the notes.

##### BC. Contract Interpretation Subcommittee.

(Note: The only change hereafter is making this paragraph go from B to C.)

Division Greenhall

**Yes:** Milkey, DiOrio, Tosi, Greenhall, McKee, Kelly, Davis, Starnes, Baier, Hocking Stephan, Gillespie

**No:** None

**Absent:** Nolan, Amos, Stevens

**Totals:** 12 yes, 0 no, 3 absent; Motion passes

#### AI 00-103 Election of Negotiating Committee Members

Motion Milkey/Gillespie: Move to take no action

Division DiOrio

**Yes:** Milkey, DiOrio, Tosi, Greenhall, McKee, Kelly, Davis, Starnes, Baier, Hocking Stephan, Gillespie

**No:** None

**Absent:** Nolan, Amos, Stevens

**Totals:** 12 yes, 0 no, 3 absent; Motion passes unanimous of those present

#### AI 00-106 Merger Assessment Fund

Motion Milkey/DiOrio:

BE IT RESOLVED that Agenda Item 00-106 is postponed until the Third Quarter MEC Meeting.

Division McKee

**Yes:** Milkey, DiOrio, Tosi, Greenhall, McKee, Kelly, Davis, Starnes, Baier, Hocking Stephan, Gillespie

**No:** None

**Absent:** Nolan, Amos, Stevens

**Totals:** 12 yes, 0 no, 3 absent; Motion passes

Negotiating Committee member reviews fleet plan info and gives informal brief on Allied Pilots Assn. Tentative Agreement

**AI 00-120 Negotiating Committee Report**

Motion Davis/DiOrio:

BE IT RESOLVED the Negotiating Committee Report is received  
Division DiOrio

**Yes:** Milkey, DiOrio, Tosi, Greenhall, McKee, Kelly, Davis, Starnes, Baier, Hocking Stephan, Gillespie

**No:** None

**Absent:** Nolan, Amos, Stevens

**Totals:** 12 yes, 0 no, 3 absent; Motion passes

**AI 00-121 Check Pilot Representation**

Motion Davis/DiOrio: Move to postpone to 3q00

Chair rules Gillespie comments out of order

Division Milkey

**Yes:** Milkey, DiOrio, Greenhall, McKee, Kelly, Davis, Starnes

**No:** Tosi, Baier, Hocking, Stephan proxy Gillespie, Gillespie

**Absent:** Nolan, Amos, Stevens

**Totals:** 7 yes, 5 no, 3 absent; Motion passes

**1533 Recess**

**1538 Reconvene**

Point of order Tosi: Sidebar conversations are out of order

Chair: Not well taken

**AI 00-89 MEC Policy Manual Revision On Notification Of Any Contact Between Management And An ALPA Official And Restrictions To Accepting A Company Position Other Than As A Line Pilot.**

Motion Davis/Starnes:

WHEREAS some pilots holding positions as ALPA officials (e.g., MEC Officer, LEC Officer, MEC or LEC Committee member, Executive VP, ) have gone into management positions, and

WHEREAS in at least one case a Check Pilot has been placed on an ALPA Committee while continuing to hold his Check Pilot position, and

WHEREAS there are several other positions in the Flight Operations, Training Department, and Corporate Safety, including vice-president and Senior Director, Director, and Manager positions that are staffed by pilots, and

WHEREAS these positions hold pay premiums over a normal 85-pay hour month regardless of whether the pilot's seniority would permit him to actually fly that many hours in a line position, and

WHEREAS the MEC recognizes the right of any pilot to make himself available for such positions, and

WHEREAS the MEC wishes to minimize the loss of ALPA's proprietary information and avoid even the appearance of a conflict of interest between the Company and ALPA officials,

THEREFORE BE IT RESOLVED that the following new language will be added to the Preamble of the *US Airways MEC Policy Manual*:

Section 4 – Contact with management for A POSITION OTHER THAN LINE PILOT AND RESTRICTIONS ON ACCEPTING A Company position OTHER THAN AS A LINE PILOT FOR AN ALPA OFFICIAL.

A. Any contact between Company official(s) and an ALPA official (as defined in paragraph D of this Section), or their designee(s), for the purpose of having that ALPA official fill any position within the Company other than or in addition to Line Pilot will be immediately reported in writing by the ALPA official to the MEC Chairman who will promptly report to the MEC in writing all details of the contact.

1. Such reports will occur regardless of who [Company or ALPA official, or their designee(s)], initiates the contact and regardless of the Company position involved, including Check Pilot. (Note: The use of third-party go-betweens may not circumvent the reporting requirements.)

2. Prospectively, all present and future ALPA officials will be advised of these reporting requirements by the MEC Chairman or his designee when the ALPA officials take their positions.

3. Retrospectively, present ALPA officials will be advised that these reporting requirements also apply so as to cover the time(s) they have been an ALPA official through the time this *MEC Policy Manual* language is initially approved by the MEC.

B. Each contact as described in this Section 4 between the ALPA Official and management will be reported by the ALPA official regardless if it is for the same or a different position.

C. ALPA officials will include at least the following which may be modified at any time by a 2/3 vote of the MEC:

1. MEC Officer.
2. LEC Officer.
3. MEC or LEC Committee member.
4. Autonomous MEC Committee member.
5. MEC or LEC ad-hoc committee or task force or similar group whose activity lasts more than six months.
6. ALPA National Officer
7. ALPA Executive Vice President.
8. ALPA National Committee member.
9. Any specially created ALPA position for ALPA pilots on the local, MEC, or national level.

D. Should it be discovered that any ALPA official failed to make the necessary report(s) to the MEC Chairman, then all the facts surrounding the situation will be promptly reported to the MEC. The MEC will review the information surrounding the situation. The ALPA official or former ALPA official may be subject to suspension and or removal from the ALPA Committee and or subjected to other sanctions permitted under Article VIII of the ALPA Constitution and By-Laws.

Motion Gillespie/Stephan:

Move to postpone until 3q00 for a full analysis by ALPA legal and ALPA VP Administration

Division Davis

**Yes:** Tosi proxy Hocking, Baier, Hocking, Stephan, Gillespie

**No:** Milkey, DiOrio, Greenhall, McKee, Kelly, Davis, Starnes

**Absent:** Nolan, Amos, Stevens

**Totals:** 5 yes, 7 no, 3 absent; Motion to postpone fails  
Vote on main motion

Roll call Greenhall

**Yes:** Milkey 121, DiOrio 82, Greenhall 571, McKee 858, Kelly 614, Davis 805, Starnes 482

**No:** Baier 222, Hocking 132, Stephan 305, Gillespie 123

**Absent:** Nolan, Amos, Stevens

**Totals:** 3533 yes, 1432 no; Motion passes

#### AI 00-57 Global List

Point of order DiOrio: I had the floor

Chair: Well taken

Motion DiOrio/Baier: Move to postpone this item to 3Q00 MEC meeting, as one of the first items of business, with document distributed (dated 7/22/00 1056 am AI 057.doc) here to be the official MEC Global list

Point of order DiOrio: We should vote on the motion on the floor

Division Greenhall

**Yes:** Milkey, DiOrio, Tosi, McKee, Davis, Baier, Hocking, Stephan, Gillespie

**No:** Greenhall, Kelly, Starnes

**Absent:** Nolan, Amos, Stevens

**Totals:** 9 yes, 3 no, 3 absent; Motion passes

[Pollock will keep master of Global List, changes allowed only by MEC action, potential items to be collected]

Point of order Stephan: This item is already dealt with, further discussion not in order

Chair: Not well taken

Chair, without objection, closes meeting

Chair states that members reading a magazine is not subject to closed meeting secrecy

#### 1734 Return to open session

#### AI 00-122 BOD Special MEC Meeting Scheduling

Motion Gillespie/DiOrio:

WHEREAS Chairman Beebe has proposed a special 2 ½ day MEC meeting on October 12, 13, and 15, 2000, immediately prior to the ALPA BOD meeting,

THEREFORE BE IT RESOLVED that the US Airways MEC hereby authorizes the dates of October 12, 13, and 14 for a special MEC meeting to prepare for the BOD meeting.

Substitute Davis/Greenhall:

BE IT RESOLVED the MEC supports the dates of October 13 and 14 for a special meeting in MIA to prep for the BOD.

Motion Starnes/Greenhall: Call the question

Roll call Davis

**Yes:** Milkey 121, DiOrio 82, Tosi proxy Hocking 650, McKee 858, Kelly 614, Davis 805, Starnes 482, Baier proxy Hocking 222, Hocking 132, Stephan proxy Gillespie 305, Gillespie 123

**No:** none

**Absent:** Nolan, Amos, Stevens

**Totals:** 4965 yes, 0 no, 3 absent; Motion to call the question passes

Vote on substitute; Division Milkey

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

**No:** Tosi proxy Hocking, McKee, Baier proxy Hocking, Hocking, Stephan, Gillespie

**Abstain:** Kelly

**Absent:** Nolan, Amos, Stevens

**Totals:** 5 yes, 6 no, 1 abstain, 3 absent; Substitute fails

Roll call Davis

**Yes:** Milkey 121, DiOrio 82, Greenhall 571, Davis 805, Starnes 482

**No:** Tosi proxy Hocking 650, McKee 858, Kelly 614, Baier proxy Hocking 222, Hocking 132, Stephan proxy Gillespie 305, Gillespie 123

**Absent:** Nolan, Amos, Stevens

**Totals:** 2061 yes, 2904 no; Substitute fails

Point of order Davis: Editorial change should be amendment

Chair: Not well taken

Davis challenges chair, dies for lack of a second

Motion Gillespie/DiOrio: Move to call the question

Division Gillespie

**Yes:** Milkey, DiOrio, Tosi proxy Hocking, Greenhall, McKee, Kelly proxy McKee, Starnes, Baier proxy Hocking, Hocking, Stephan proxy Gillespie, Gillespie

**No:** Davis

**Absent:** Nolan, Amos, Stevens

**Totals:** 11 yes, 1 no, 3 absent; Call the question passes

#### 1827 Recess

#### 1832 Reconvene

Vote on main motion

Division Greenhall

**Yes:** Tosi proxy Hocking, McKee, Baier proxy Hocking, Hocking, Stephan proxy Gillespie, Gillespie

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

**Absent:** Nolan, Amos, Stevens

**Totals:** 6 yes, 6 no, 3 absent, chair abstains; Motion fails

Roll call Hocking

**Yes:** Tosi proxy Hocking 650, McKee 858, Baier proxy Hocking 222, Hocking 132, Stephan proxy Gillespie 305, Gillespie 123

**No:** Milkey 121, DiOrio 82, Greenhall 571, Kelly 614, Davis 805, Starnes 482

**Absent:** Nolan, Amos, Stevens

**Totals:** 2290 yes, 2675 no; Motion fails

Chair rules Milkey language indecorous

#### 1849 meeting adjourned