

Special MEC Meeting

November 8, 2000—CLT Executive Park Hilton

1225 Beebe calls meeting to order

Pollock absent, Osterhus present

Roll call:

Council 32	Milkey	DiOrio
Council 41	Tosi -absent	Greenhall
Council 90	McKee	Kelly
Council 94	Davis	Starnes
Council 135	Belz	Kudey
Council 138	Baier -absent	Hocking - absent
Council 148	Stephan - absent	Gillespie - absent

1232 Hocking arrives, Tosi proxy Hocking, Baier proxy Hocking present

Chair, without objection, cancels 1500 conference call meeting

Without objection chair will allow pilot in audience to speak, Starnes objects

1237 Recess

1238 Reconvene

Starnes withdraws objection; Chris Olney objects to whole meeting being closed; Charles Davis also objects to meeting being closed

Merger Committee will provide non confidential briefing to extent possible before meeting is closed

AI 00-251 Merger Briefings on UAL Board's Lack of Action on Amendment to Merger Agreement

Ison violates phone decorum

1256 Meeting is closed

1630 Return to open session

Beebe has left, Osterhus is acting chair, Hartman is acting secretary

AI 00-252 Legal/Grievance Action on UAL Board's Lack of Action on Amendment to Merger Agreement

Motion McKee/Greenhall:

WHEREAS, US Airways and United Airlines have announced their intent to merge, and

WHEREAS, US Airways and United Airlines have failed thus far to adequately address the concerns of the US Airways pilots regarding Section 1 of our Collective Bargaining Agreement (CBA) with respect to the proposed merger, and

WHEREAS, numerous letters have been exchanged and numerous discussions have occurred between ALPA and the corporations regarding these issues beginning with the MEC Chairman's letter dated June 2, 2000, and

WHEREAS, United letters dated August 3 and September 6 fail to adequately address the pilots' concerns regarding compliance with Section 1 of our CBA, and

WHEREAS, a proposed amendment to the corporations' merger agreement to include as a condition of the merger the requirements that UAL comply with the provisions of Section 1 was approved by the Board of US Airways Group, Inc. in September 2000 but has not been considered by the Board of UAL Corporation, notwithstanding the commitment of UAL Chairman James Goodwin to recommend its adoption at the UAL Corporation Board meeting on October 26, 2000, and

WHEREAS, the MEC has previously adopted resolutions contemplating the filing of an MEC grievance and/or the institution of other appropriate legal recourse unless the corporations complied with the merger-related protections embodied in Section 1 of the CBA,



THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman to immediately file an expedited MEC grievance in accordance with Section 1(l) of the CBA and continue to pursue immediate compliance by US Airways and UAL with the US Airways-ALPA CBA by use of all of the resources available to the Association, including the institution of other appropriate legal action to secure compliance with the CBA prior to and as a condition of the proposed merger transaction, including the enjoining of the consummation of the acquisition itself unless and until the requirements of Section 1 of the CBA are fulfilled.

Motion passes unanimously

Division Greenhall

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

No: *None*

Absent: *Gillespie, Stephan*

Totals: *12 yes, 0 no, 2 absent; Motion passes unanimously*

1635 Without objection body returns to closed session

1650 Recess

1710 Reconvene in closed session

1715 Return to open session

Without objection, the following is accepted as a late agenda item:

AI 00-253 Communications Strategy

Motion Greenhall/Davis:

WHEREAS the US Airways fleet plan is projected to decrease, and

WHEREAS hiring has stopped, and

WHEREAS there has been a loss of almost 300 pilot positions from July 2000 through March 2001, and

WHEREAS there are numerous contractual abuses and incorrect scheduling interpretations occurring that negatively affect the lifestyle of all US Airways pilots, and

WHEREAS the Company has made significant errors on the allocation of stock options, and

WHEREAS the Company has implemented a Retirement Benefit Calculation that is costing retiring pilots tens of thousands of dollars, and

WHEREAS the Company has not addressed the required Pilot Protections listed below:

1. Furlough Protection for all US Airways pilots.
2. Longevity Credit for all Furlough Time for pay, vacation, and retirement for all US Airways pilots for furloughs at US Airways or merged predecessor carriers.
3. Retirement Enhancements including the establishment of an Early Retirement Incentive Program no less favorable than LOA 46.
4. To capture the significant fleet growth and block hour growth that was scheduled prior to the announcement of the UAL/US Airways transaction.
5. Other Career Enhancements no less favorable than the enhancements granted by UAL Corporation to their pilots.

THEREFORE BE IT RESOLVED that the US Airways MEC will address strategies at the 4th quarter MEC meeting to communicate our extreme displeasure concerning the actions and lack of actions of Management that are affecting all the US Airways pilots, and

BE IT FURTHER RESOLVED that the strategy will be a visible public strategy with the goals of bringing the pilot group together to ensure management's compliance with our contract and to successfully attain the Pilot Protective Provisions listed above, and

BE IT FINALLY RESOLVED that the strategy could include the following items:

bag tags, buttons, stickers, leaflets, informational picketing, utilizing the Strike Preparation Committee, and others.

Motion passes unanimously

Division Davis

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

No: *None*

Absent: *Gillespie, Stephan*

Totals: *12 yes, 0 no, 2 absent; Motion passes unanimously*

1740 Meeting adjourned