

First Quarter MEC Meeting

February 5-9, 2001—Hyatt Regency, Crystal City

Day One, Monday, February 5, 2001

1005 MEC Chair Beebe calls meeting to order.

Vice Chair Pollock, Secretary-Treasurer Osterhus present

Roll call:

Council 32	Milkey	DiOrio proxy Milkey
Council 41	Tosi	Greenhall
Council 90	McKee	Kelly
Council 94	Starnes proxy Baker	Baker
Council 135	Belz absent	Kudey
Council 138	Mayer (Baier's proxy) absent	Hocking
Council 148	Stephan	Gillespie

Point of order Milkey: Can't hear roll call.

Chair: Well taken

1007 Mayer arrives

1008 Starnes, Belz arrive

W/o objection, chair waives FedEx requirement for Merger letter.

Point of order Milkey: Tosi remarks out of order

Chair: Well taken

AI 01-05 Chairman's Report—Chris Beebe

Point of order Starnes: Tosi speaking to intent

Chair: Not well taken

Point of order: Speaker does not have the floor.

Chair: Well taken

1053 Chair closes meeting.

1612 Reconvene in open session

Following resolution is on floor: Substitute Gillespie/Kelly:

BE IT RESOLVED that the MEC chairman extend an invitation to UAL CEO Jim Goodwin to address the US Airways MEC at the 1st Quarter Meeting.

Motion passes unanimously.

1621 Recess

1702 Reconvene

Without objection, the following is discharged from subcommittee, to be dealt with now.

AI 01-27 Wholly Owned Representatives Attending AAA MEC Meetings

Motion Milkey/Greenhall:

WHEREAS the US Airways MEC passed resolution AI 00-69a prohibiting our wholly-owned pilots from attending our MEC meetings without special invitation, and

WHEREAS the Allegheny MEC chairman has written a letter to the US Airways MEC chairman which indicates that an apology has been made, and

WHEREAS the Allegheny MEC placed a message on the Allegheny Code-a-Phone that acknowledges that the matter should have been handled differently and that they have assumed responsibility for the manner in which they handled the jumpseat issue,

THEREFORE BE IT RESOLVED that the US Airways MEC accepts the apology for the Code-a-Phone message of February 2000 from the Allegheny MEC chairman, and

BE IT FINALLY RESOLVED that the wholly owned's designated representative(s) will be offered an invitation to attend the first day of MEC meetings and give a presentation to the US Airways MEC.

Motion passes unanimously.

AI 00-06 Vice Chairman's Report—Bill Pollock

AI 01-07 Secretary-Treasurer's Report—Philip Osterhus

Motion Kelly/Greenhall: Move to extend the orders of the day to 1900

Motion fails; Division Kelly

Yes: Greenhall, McKee, Kelly, Baker, Belz, Kudey

No: Milkey, DiOrio proxy Milkey, Tosi, Starnes proxy Baker, Hocking, Stephan, Gillespie

Absent: Mayer

Totals: 6 yes, 7 no; *Motion fails.*

1810 Meeting recessed

Day Two, Tuesday, February 6, 2001

0935 Beebe calls to order

Pollock, Osterhus present

Roll call: All MEC members present

Period for pilots in good standing to address MEC

Gillespie asks for Merger Committee to be present to listen to pilots

Code Sharing Partners

Without objection, chair asks Matt Kernan to speak while Merger Committee arrives. Kernan speaks on possible divestiture of wholly owned carriers and increased furlough protection for wholly owned pilots.

Period for pilots in good standing to address MEC cont.

Bill Goldstein PIT—asks MEC to provide furlough protection for those without.



Pedro Trinidad—also asks MEC to provide furlough protection for those without.

Les Smith DCA—DCAir concerns, job transfers to American

Neil Brackin BWM—furlough protection, MJ pay protection after transaction

Steve Whiting PIT—wants co. to fix Empire seniority date vs. hire date on list

Frank Hardy PHL—wants his letter sent to all pilots

Point of order Greenhall: Floor debate is occurring

Chair: Well taken

AI 01-08 EVP Report—David Morrow

Point of order Milkey: Question through the chair should be answered.

Chair: Well taken

1108 Recess

1119 Reconvene

VP Finance Report—John Feldvary

Baker violates audible devices decorum.

AI 01-09 Consent Agenda

Greenhall requests removal of AI 01-12 Jumpseat Report since it asks for action.

Without objection Consent agenda is passed.

AI 01-12 assigned to subcommittee 2

No Late Agenda Items offered

AI 01-24 Over 85 Hour Committee Report—Joe Schewe

1233 Lunch

1300 Reconvene

AI 01-20 Crew Accommodations Report—Jay Lyle

AI 01-19 Communications Committee Report—Roy Freundlich

Point of order Kelly: Will others be ruled out of order for using "BS" flags?

Chair: It will be up to the body to decide

Henry Gasque, ALPA Manager of Communications, speaks briefly

1503 Osterhus violates audible devices decorum

1538 Recess

1550 Reconvene

AI 01-25 R&I Committee Report—Rick Moseley, Steve Hodgson, Karen Browne

Without objection, late agenda item on R&I Succession Planning is accepted.

1650 Recess

1705 Reconvene

Point of order Milkey: BS flag is out of order.

Chair: Well taken

1731 Recess to subcommittee

Day Three, Wednesday, February 7, 2001

0937 Beebe reconvenes meeting.

Pollock, Osterhus present

Roll Call: All MEC members present

AI 01-23 Negotiating Committee Report—Kelly Ison, Ron Nelson, Jeff Tokash, Rob May, Phil Carey

Chair rules Milkey comments out of order

Point of order DiOrio: Hocking comments out of order.

Chair: Well taken

Point of order Kelly: Hocking comments indecorous

Chair: Well taken

Meeting is closed to those attending.

1028 Recess

1040 Reconvene in closed session

1130 Recess for photo, lunch, and installation of audio amplification system

1300 Reconvene in closed session

1308 Return to open session

Point of order Greenhall: Gillespie speaking without floor

Chair: Well taken

Point of order Kelly: Gillespie making indecorous comments.

Chair: Not well taken

1345 Recess

1352 Reconvene

1450 Recess

1501 Reconvene

Motion McKee: Move to postpone RJ discussion to 2Q01 MEC meeting

Motion dies for lack of second.

1515 Without objection, chair closes meeting.

Chair opens meeting

Chair recesses until 0930

Day Four, Thursday, February 8, 2001

0930 Beebe reconvenes meeting.

Pollock, Osterhus present

Roll Call: All MEC members present except Hocking proxy Mayer

Chair, without objection, closes meeting.

1522 Return to open session



Without objection, the body suspends the rules with respect to Negotiating Committee policy manual provisions to accomplish the following resolution:

Motion Tosi/Greenhall:

BE IT RESOLVED that Doug Mowery and Gerry McGuckin are elected to the Negotiating Committee,

BE IT FURTHER RESOLVED that Doug Mowery and Gerry McGuckin are designated as the AAA members of the Joint Negotiating Committee.

Motion passes unanimously.

AI 01-22a Fence Negotiations

Motion Starnes/Kudey:

WHEREAS the proposed merger between US Airways and United Airlines was announced on May 24, 2000, and

WHEREAS the Department of Justice is now scheduled to make its determination regarding the proposed merger no later than April 2, 2001, and

WHEREAS the Yellow Jacket transaction will likely follow shortly thereafter, and

WHEREAS US Airways and United Airlines will be separate airlines operating under the common corporate parent of UAL, and

WHEREAS it would be appropriate for the US Airways MEC, the United MEC, and United Airlines to agree on the proper allocation of flying within the separate airlines operating within this single corporate parent, as well as on other issues, and

WHEREAS the negotiation of a fence agreement would provide an appropriate mechanism to incorporate such provisions,

THEREFORE BE IT RESOLVED that the Merger and Negotiating Committees are charged under the direction of the MEC, to begin meetings with their counterparts at United, to negotiate with the United MEC and management to consummate this fence agreement, subject to MEC approval, and to update the MEC on a consistent basis regarding the status of these talks, and

BE IT FINALLY RESOLVED that any tentative agreement will be subject to MEC approval.

Point of order Greenhall: Numerous sidebars are disturbing.

Chair: Well taken

Motion passes unanimously.

Return to closed session

1705 Recess

1710 Reconvene in open session

AI01-36 Central Scheduling/Line Bldg. Report—

Jeff Edwards

Motion McKee/Hocking: Move to extend to 1900

Motion fails.

1750 Motion Greenhall/McKee: Move to extend until completion of report

Motion passes.

Without objection, body accepts 33, 34, 35, and 36 as late agenda items.

1826 Recess

Day Five, Friday, February 9, 2001

1209 Beebe reconvenes meeting.

Pollock, Osterhus present

Roll call: All MEC members present except DiOrio proxy Milkey

1216 DiOrio arrives

Appreciation for Captain Jack Stephan's Service to MEC and Pilots

Motion Gillespie/Starnes:

WHEREAS Captain Jack Stephan has served the pilots of US Airways through his involvement in ALPA for three quarters of his career at US Airways, and

WHEREAS Captain Stephan has served on the MEC as the first officer representative in Philadelphia and captain representative in Baltimore through some of US Airways' most challenging periods, and

WHEREAS Captain Stephan has also served as chairman of the Strike Preparation Committee for 10 years and has developed an industry-leading committee, and

WHEREAS Captain Stephan has served, and continues to serve on ALPA National committees, and

WHEREAS Captain Jack Stephan is concluding yet another term in office,

THEREFORE BE IT RESOLVED that the US Airways MEC stands in unanimous acclamation for Captain Stephan's unselfish and long-standing dedication to the Air Line Pilots Association, and

BE IT FINALLY RESOLVED, on behalf of all US Airways pilots, the US Airways MEC sincerely thanks Captain Stephan for the outstanding representation he has provided to the pilots of US Airways.

MEC rises in acclamation of motion and Stephan.

Motion Greenhall: Move to continue meeting until business is completed

Motion dies for lack of a second.

Motion Greenhall/Kelly: Move to continue meeting until business is completed

Kelly withdraws second.

Motion dies for lack of a second.

1230 Recess to check out

1310 Reconvene

AI 01-21 Grievance Committee Report

Motion Milkey/DiOrio:

WHEREAS System Board of Adjustment member Captain Ed Colgan is easing back on his participation with the System Board of Adjustment, and

WHEREAS System Board of Adjustment member Captain Mike Cleary is currently occupied with duties related to the US Airways Merger Committee, and

WHEREAS the MEC Grievance Committee chairman has requested First Officer Dennis Brennan be approved and appointed as an additional official member of the System Board of Adjustment,

THEREFORE BE IT RESOLVED that the MEC approves and appoints First Officer Dennis Brennan to the US Airways System Board of Adjustment.

Motion passes unanimously.

W/o objection, chair discharges subcommittee on Grievance Committee Report.

Motion Stephan/Baker: BE IT RESOLVED the Grievance Report is received.

Motion passes.

Appreciation of Retired Council 94 Chairman

Capt. John Davis

Motion Starnes/Gillespie:

WHEREAS very few pilots can project such a large image as a strong pilot advocate as Captain John Davis, and

WHEREAS Captain Davis has selflessly sacrificed time with his family to represent US Airways pilots, and

WHEREAS Captain Davis has been a tireless advocate for all pilots during his 7½-year tenure as an MEC representative, and

WHEREAS Captain John Davis has completed a 32-year pilot career that began with Mohawk Airlines in 1968, and

WHEREAS Captain Davis has dedicated countless hours of service and significant personal resources to ALPA, starting with his election as Communications Committee chairman in 1986, and

WHEREAS Captain Davis used his outstanding skills as a writer and editor to be the founding father and editor of *US AIRWAVES* magazine, a superior communications tool,

THEREFORE BE IT RESOLVED that the US Airways MEC acknowledges the dedication and service to US Airways pilots made by Captain Davis, and

BE IT FURTHER RESOLVED that the US Airways MEC thanks Captain Davis for the length of service, the depth of commitment, the selfless dedication and tenacious defense of the pilot profession demonstrated on a daily basis by his remarkable and unique pilot advocacy during his tenure on the MEC, and

BE IT FINALLY RESOLVED that the MEC extends its deep felt appreciation to Captain John Davis and wishes him the best of luck in his retirement.

MEC passes motion by acclamation.

AI 01-31 Elect a Training Committee Chairman

Chair opens nominations; Gillespie nominates Dugstad

Without objection, nominations are closed.

Dugstad is elected by acclamation.

Without objection, MEC returns to Merger Committee Report.

1400 Chair closes meeting.

1437 Chair opens meeting.

AI 01-22c Fence Agreement Charging Resolution

Motion Gillespie/Greenhall:

WHEREAS the Merger and Negotiating Committees were authorized to conduct fence agreement negotiations with the United Airlines MEC and management in MEC Resolution 01-22a,

THEREFORE BE IT RESOLVED that the following will provide an outline of the goals of these negotiations:

- The preservation of existing and announced flying for each pre-merger pilot group
- The sharing, on an equitable basis, of new/synergistic flying
- That the respective MECs should be recognized to oversee and enforce their respective collective bargaining agreements
- The formalizing of protection from furlough for all pilots
- The securing of longevity credit for all former US Airways furloughed pilots

- Other goals as developed by the MEC

Motion passes unanimously.

Without objection, body discharges subcommittee on Merger Report.

Motion Kelly/Kudey: BE IT RESOLVED the report is received.

Motion passes.

Without objection body discharges subcommittee on Negotiating Report.

Motion Stephan Kudey: BE IT RESOLVED the report is received.

Motion passes.

Motion Greenhall/Kelly:

WHEREAS the 1997 US Airways Collective Bargaining agreement with ALPA includes section 1(G)1, specifically granting no-furlough protection for all pilots on the system seniority list as of the effective date of the agreement, and

WHEREAS under Section 1(G)1, upon being recalled to service any pilot on furlough on or before the effective date of the agreement will be protected from furlough, and

WHEREAS UAL CEO Mr. Goodwin has stated, both to Congress and in the press, that no employee below the vice president level would be furloughed after UAL purchases US Airways, and

WHEREAS a lack of commitment on Mr. Goodwin's part would set a negative tone for UAL's purchase and integration of US Airways, and

WHEREAS management's decision to sell our airline to UAL has created additional pilot issues that must be addressed,

THEREFORE BE IT RESOLVED the MEC requests that UAL CEO Mr. Goodwin put his public promise of no-furlough protection into the US Airways Collective Bargaining Agreement so there can be no question about our ability to enforce UAL's job security commitment to the US Airways pilots.

BE IT FURTHER RESOLVED that the MEC further requests Mr. Goodwin to promptly address the pilot issues arising from UAL's purchase of US Airways.

BE IT FURTHER RESOLVED that the MEC directs the MEC chairman to promptly meet with the highest levels of senior management at US Airways and United Airlines to personally express the importance of attaining the MPPs and successful resolution of merger-related issues.

BE IT FINALLY RESOLVED that the union promptly communicates our request and also Mr. Goodwin's response to the membership so that all US Airways pilots be made aware of UAL management's intent and commitment in dealing with our interests.

Motion passes unanimously.

1448 Recess

1503 Reconvene

AI 01-41 Parity Review Report—Donn Butkovic, Paul DiOrio

1504 Meeting is closed.

1619 Recess

1622 Reconvene

1627 Motion McKee/Kelly: Move to table until next MEC meeting

1630 Recess

1637 Reconvene in open session

Without objection, Parity Review Report is set aside; Council Caucus

AI 01-19 Communications Committee Report

Motion Stephan/Hocking:

BE IT RESOLVED that the Communications Committee Report is received.

Motion passes.

AI 01-19a MEC WebCam

Motion Stephan/Hocking:

BE IT RESOLVED that the MEC authorizes the testing of the Web Cam system to transmit still images of MEC meetings to the MEC website during open meeting activity at the 2001 second quarter meeting.

Motion passes.

AI 01-19b Communications Enhancement Proposal

Motion Stephan/Starnes:

WHEREAS the potential merger transactions among AMR, UAL, and US Airways require increased communications services for US Airways pilots,

THEREFORE BE IT RESOLVED that the Communications Committee Budget is approved as described in the Communications Enhancement Budget Proposal.

Statement: The Communications Committee Chairman will bring an agenda item to the 2001 second quarter meeting for the MEC to consider the creation of a vice chairman position on the Communications Committee.

Point of order Milkey: Discussion not germane to resolution

Chair: Not well taken

Motion passes.

AI 01-19c Information Support and Coordination

Motion Stephan/Gillespie:

WHEREAS merger-related information is of high interest and importance to all US Airways pilots, and

WHEREAS US Airways pilots require information about the activity of the Merger and Negotiating Committees as they pursue pilot career interests,

THEREFORE BE IT RESOLVED that the Merger Committee and Negotiating Committee provide at least weekly updates to the Communications Committee for distribution to the pilot group, and

BE IT FINALLY RESOLVED that all Merger Committee and Negotiating Committee communication activity intended for distribution to the pilot group be coordinated with the Communications Committee.

Motion passes unanimously.

AI 01-05 MEC Chairman's Report

Motion Stephan/Greenhall:

BE IT RESOLVED the report is received.

Motion passes.

AI 01-07 Secretary-Treasurer's Report

Motion Stephan/Hocking:

BE IT RESOLVED the report is received.

Motion passes.

Agenda item remains open.

AI 01-23 Negotiating Committee

Motion Stephan/Milkey:

BE IT RESOLVED the Negotiating Committee Report is received.

Motion passes.

AI 01-28 Empire Pilots Seniority List Dispute Resolution

Motion Baker/Kudey:

WHEREAS a clerical error with the Empire pilots' longevity date has been identified by the former Empire pilots, and

WHEREAS including the Empire pilots' date of hire at Empire as a second column in the US Airways System Seniority List would clarify this longevity issue, and

WHEREAS correcting this clerical error does not reorder the US Airways System Seniority List as applied to the Empire pilots, and

WHEREAS in September of 2000, the Vice President of Flight Operations, Captain Greg Gibson, promised to show the original Empire date of hire for former Empire pilots on the Pilots' System Seniority List,

THEREFORE BE IT RESOLVED the US Airways MEC directs the master chairman to enter into discussions with the vice president of Flight Operations to include the correct Empire hire date as a separate header on the US Airways System Seniority List for longevity purposes only, and

BE IT FURTHER RESOLVED if a prompt correction is not accomplished, an MEC Grievance will be filed on this issue.

Motion passes.

AI 01-06 MEC Vice Chairman's Report

Motion Kudey/Stephan:

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

Motion passes.

AI 01-08 EVP Report

Motion Kudey/McKee:

BE IT RESOLVED that the EVP report is received.

Motion passes.

AI 01-12 Jumpseat Committee Report

Motion Kudey/McKee:

BE IT RESOLVED that the Jumpseat Committee Report is received.

Motion passes.

AI 01-12a Jumpseat Attire

Motion Kudey/Kelly:

BE IT RESOLVED the new Jumpseat attire will be communicated to the pilot group via all normal communication distributions.

Motion passes.

AI 01-20 Crew Accommodations Committee Report

Motion Kudey/Baker:

BE IT RESOLVED that the Crew Accommodations Report is received.

Motion passes.

AI 01-24 Over 85 Hour Committee Report

Motion Kudey/Hocking:

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

Motion passes.



AI 01-26 Training Committee Report

Motion Kudey Baker:

BE IT RESOLVED that the Training Committee Report is received.

Motion passes.

AI 01-30 Approve Robert Weigel to the Over 85 Hours Committee

Motion Kudey/Belz:

BE IT RESOLVED the MEC add Robert Weigel to the Over 85 Hours Committee.

Motion passes.

AI 01-34 Staffing the Company's Travel Services Department

Motion Kudey/Greenhall:

WHEREAS the Company has issued a COB to hire buyers for the Travel Services Department, and

WHEREAS the company has stated many times that if we can show them ways to save money, they would implement the suggestions,

THEREFORE BE IT RESOLVED that the master chairman begin discussions with Mr. Gangwal to utilize ALPA resources from the Crew Accommodations Committee rather than hire more people to staff the Travel Services Department.

Motion passes.

AI 01-36 Central Scheduling/Line Building Committee Report

Motion Kudey/Greenhall:

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

Motion passes.

AI 01-36a S Reserves Flying Out of Base Letter

Motion Kudey/Greenhall:

BE IT RESOLVED the MEC directs the master chairman to assure that the S Reserves Flying Out of Base letter is mailed to the pilots and placed on the MEC website, after MEC review, in an expeditious fashion, as referenced in AI 00-252.

Motion passes.

AI 01-36b Reserve Systems

Motion Kudey/Kelly:

WHEREAS AI 00-228 directed the Scheduling Committee chairman, vice chairman and the reserve specialist to specifically evaluate the current Reserve system and recommend changes that can be made to the benefit of the pilot group, and also tasked this group to evaluate other reserve systems, and report to the MEC the pros and cons of the other reserve systems at the 2001 first quarter meeting, and

WHEREAS this tasking has not been completed,

THEREFORE BE IT RESOLVED that the MEC directs the Scheduling Committee chairman to complete this task within 30 days of notification.

Motion passes.

AI 01-40 Application for Membership by Robert L. Reeves

Motion Kudey/McKee:

BE IT RESOLVED that the US Airways MEC will approve the reapplication of First Officer Robert L.

Reeves provided an acceptable payment plan is worked out with the secretary-treasurer and approved by the MEC chairman.

Motion passes.

AI 01-07a Offsetting Tax Liabilities for ALPA Expenses

Motion Stephan/Kelly:

WHEREAS the Association's Board of Directors recently amended Section 60, Part 2, of the Administrative Manual to allow for a "gross-up" payment to elected pilot representatives to offset tax liabilities incurred while performing Association business,

THEREFORE BE IT RESOLVED that the AAA MEC authorizes a "gross-up" payment, in accordance with Section 60, Part 2, of the Administrative Manual, to elected pilot representatives to offset tax liabilities associated with Association-paid expenses incurred since January 1, 2000, and

BE IT FURTHER RESOLVED that this resolution will be reviewed annually at the first regular AAA MEC meeting, and shall have continued validity until altered at any meeting of the AAA MEC.

Motion passes unanimously.

Appreciation for Ms. Jeannie Starnes

Motion Stephan/Baker:

WHEREAS Ms. Jeannie Starnes has hand-made a banner for the US Airways MEC, and

WHEREAS the MEC wishes to express its appreciation for this excellent work,

THEREFORE BE IT RESOLVED that the US Airways MEC expresses our sincere gratitude to Ms. Starnes for a job well done, and

BE IT FURTHER RESOLVED that the US Airways MEC will proudly display this banner at all future public events.

Motion passes by acclamation.

1840 Without objection, body enters committee of the whole to discuss payment of Leadership Development expenses.


1845 Body returns to plenary session.

Motion Stephan/Kudey:

Move to adjourn with all uncompleted business from this meeting is carried over to the next MEC meeting.

Motion passes.

1846 Meeting adjourned

FAA 
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Hours: TUES., WED., THURS. 8:30 to 5:00