

Special MEC Meeting

March 6-9, 2001—South Park Suites, CLT

Day One, Tuesday, March 6, 2001

1320 Chair Beebe calls roll.

Vice Chair Pollock absent, Secretary-Treasurer Osterhus present;
Roll call:

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

Chair, without objection, will use 5 minute speaking, 5 minute answer rule for MEC members for this meeting on a trial basis.

Chair asks subcommittees to select new chairmen for this meeting since neither chairman from last meeting is here.

1333 Belz, Kudey arrive

Motion Greenhall/Kelly:

Move to reconsider

AI 01-19c Information Support and Coordination

1358 Recess

1415 Reconvene

Motion to reconsider passes unanimously: Following resolution is on floor:

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.

1419 Recess

1428 Reconvene

AI 01-19c Information Support and Coordination

Amendment Greenhall/Milkey: Amend to read:

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

WHEREAS it is important for US Airways pilots to receive information about the activity of the Merger and Negotiating Committees as they pursue pilot career interests,

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

BE IT FINALLY RESOLVED that in order to complement the communications effort, all Merger Committee and Negotiating Committee communications activity intended for distribution to the pilot group be copied to the Communications Committee prior to distribution.

Motion Kelly/Gillespie: Move to commit to subcommittee

Kelly/Gillespie withdraw motion.

Amendment passes.

Motion, as amended, passes.

1452 Recess

1453 Reconvene

AI 01-45 Negotiating Committee Update

1516 Skinner arrives

1551 Recess

1613 Reconvene

Point of order Greenhall: Speaker speaking to intent

Chair: Not well taken

Point of order Skinner: Point of information?

Chair: I was answering question

Point of order McKee: Is Tosi a second time speaker?

Chair: Yes, I missed McKee as a first time speaker, McKee is next

1643 Nelson (Negotiating Committee) violates phone decorum.

Point of order Kelly: Sidebar conversation disruptive

Chair: Well taken

1729 Meeting closed

1740 Meeting open

1745 Body remanded to subcommittee until 0930 tomorrow.

Day Two, Wednesday, March 7, 2001

0943 Beebe calls to order

Pollock absent, Osterhus present

Roll call: All MEC members present except DiOrio proxy Milkey

AI 01- 43 Operation Maintenance Issues

Without objection, chair closes meeting.

1134 Body returns to open session.

Motion Skinner/Baker:

WHEREAS the US Airways MEC Safety Committee has made a presentation to the MEC that reviews an increase in maintenance-related incidents on US Airways aircraft, and in particular the Metrojet fleet, and

WHEREAS the Safety Committee has discovered a disturbing trend in the increasing number of maintenance diversions, engine shut-downs, powerplant malfunctions, electrical malfunctions, and number of MELs, and

WHEREAS these increases are the direct responsibility of management, and

WHEREAS the US Airways MEC will not tolerate any management action that seeks to limit the ability of maintenance personnel to fully perform their duties,

THEREFORE BE IT RESOLVED that the master chairman, in conjunction with the CASC chairman, shall meet as expeditiously as possible with the highest levels of senior management to express the MEC's serious concerns with the significant increase in the rate of maintenance-related aircraft problems and MELs, and

BE IT FURTHER RESOLVED that the MEC charges the CASC chairman to pursue his recommendations for increased oversight of aircraft maintenance, the monitoring and follow-up of significant maintenance events, as well as the monitoring and tracking of fleet MELs, and

BE IT FURTHER RESOLVED that the MEC supports the CASC chairman's recommendation for the establishment of a Maintenance Review Board and charges them with its development, and

BE IT FURTHER RESOLVED that the Maintenance Review Board shall be comprised of members of the IAM, TWU, ALPA Safety Committee, Corporate Safety, and the senior vice president of maintenance, and

BE IT FINALLY RESOLVED that the CASC chairman shall report back to the MEC expeditiously on the progress made to date on the above.

Skinner remarks out of order.

1138 Recess**1150 Reconvene**

Point of order Gillespie: I can't hear speaker.

Chair: Well taken

Point of order Kelly: Chair not paying attention to those seeking floor

Chair: Not well taken

Motion passes unanimously.

1240 Recess for lunch

1310 Council Caucus

AI 00-219a International Reserve PT

Motion Greenhall/Kelly:

WHEREAS questions have been raised by some International pilots concerning clarification of the legal rest requirements for International Reserve pilots,

THEREFORE BE IT RESOLVED that the US Airways MEC requests that the ALPA Legal Department obtains an interpretive letter from the FAA clarifying all past FAA interpretive letters which define or discuss mandatory minimum "required rest" before commencement of flight duty and the applicability of these interpretive letters and regulations on pilots flying international (flag) operations.

Motion passes.

AI 00-229 Lack of ALPA Input Into Trip Construction

Motion Greenhall/McKee:

WHEREAS there appears to be an increase in the percentage of 3- and 4-day pairings while the percentage of 1- and 2-day trips appears to be decreasing, and

WHEREAS a better mix of pairings would be of benefit to the pilots and the Company by increasing the efficiency of pilot utilization and also significantly reducing the need to split pairings for maximizing monthly time and Reserve days off, and

WHEREAS ALPA's increased involvement in the Pairings Construction process would produce a better product for the pilots,

THEREFORE BE IT RESOLVED that the MEC directs the Central Scheduling Committee chairman or vice chairman to address this issue with the Company and attempt to develop a protocol to be approved by the MEC for the Line Construction Committee to be involved in the pairings construction process.

Point of order Kelly: Chairman not paying attention to those seeking floor

Chair: Not well taken

Motion passes unanimously.

AI 00-231 US Airways MEC Policy Manual and Direct Mailings to Membership

Motion Starnes/Baker:

WHEREAS the MEC Policy Manual does not address ALPA website postings by MEC committees,

THEREFORE BE IT RESOLVED that the MEC Policy Manual Article VI, Section 1, paragraph I5, page 29 will be added as follows:

I. Committee Correspondence:

5. MEC website postings will be reviewed by the Communications Committee to determine if Article VI, Section 1, Paragraph I4A applies.

Amendment Kelly: Strike paragraph 5 and amend title of 4 to include after "Direct mailings to the membership" the following: "including letters and bulletins to be posted on sites accessible to membership viewing"

Point of order Skinner: Amendment needs a second.

Chair: Well taken

Motion Greenhall/Kelly: Move to recommit

Motion passes.

Motion Greenhall/Milkey: Move to commit 225 and 225a to subcommittee

Motion passes unanimously.

AI 00-233 AAA MEC Policy Manual Term of MEC Committee Members

Motion Greenhall/Starnes:

WHEREAS an MEC committee member may be removed from a committee at any time by majority vote of the MEC in spite of serving a normal term concurrent with that of the MEC chairman,

THEREFORE BE IT RESOLVED that the US Airways MEC Policy Manual, Article VI, Section 1, paragraph F3, page 24 will be changed as follows:

3. Any committee member or alternate member may be removed from office at any time without regard to the normal term concurrent with that of the MEC chairman's, either with or without cause, by majority vote of the MEC.

1410 Recess**1415 Reconvene****1423 Recess****1434 Reconvene**

Motion fails on voice vote; Division Milkey

Yes: Milkey, DiOrio proxy Milkey, Greenhall, McKee, Kelly, Starnes



No: Tosi, Baker, Belz, Kudey, Baier, Sauer, Skinner, Gillespie
Totals: 6 yes, 8 no; Motion fails

AI 00-235 US Airways MEC Policy Manual and Replacement and/or Removal of a Committee Member by the Committee Chairman

Motion Greenhall/Milkey:

WHEREAS the US Airways MEC Policy Manual gives the chairman of an MEC committee the right to replace a committee member but does not speak to just removal of a committee member,

THEREFORE BE IT RESOLVED that the US Airways MEC Policy Manual, Article VI, Section 1, paragraph F5, page 24 will be changed as follows:

5. Committee members and appointees, whether elected or appointed/approved, may be removed and/or replaced at the discretion of the committee chairman subject to the approval of the MEC.

1450 Recess

1457 Reconvene

Without objection, remanded to subcommittee 2

AI 00-237 AAA MEC Policy Manual Change on LOAs in Possession Of MEC

Motion Greenhall/Milkey:

BE IT RESOLVED that the MEC Policy Manual, Article I, Section 2, paragraphs D and E, page 5 will be changed as follows (strikethrough shows language to be deleted and underlined shows new language):

D. The MEC shall review and approve all any Letters of Agreement and Memoranda of Understanding (LOA and MOU) before being signed by the MEC chairman, and such any Letters of Agreement and Memoranda of Understanding LOA and MOU will be in the possession of all MEC members at least seven (7) days prior to being signed by the MEC chairman, or the scheduled beginning of any meeting to review and approve the LOA or MOU.

E. Prior to scheduling an MEC meeting for the purpose of reviewing collective bargaining agreements resulting from negotiations undertaken pursuant to the duration clause of the Agreement (Section 30) in accordance with Section 6 of the Railway Labor Act, the tentative agreement shall be distributed to the US Airways MEC so that it is in the possession of the elected representatives at least seven (7) days prior to the scheduled beginning of the meeting.

Motion Skinner/Gillespie: Move to recommit

Motion fails

Main motion passes unanimously.

AI 00-244 Flight Operations Working Group Report

Motion Greenhall/Gillespie:

BE IT RESOLVED that the Flight Operations Working Group Report is received.

Motion passes unanimously.

AI 00-234 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

ZMotion Baier/Belz:

BE IT RESOLVED to remove page 4, Section 4, Contact with Management, from the MEC policy manual

Substitute Greenhall/Baker:

BE IT RESOLVED that the policy manual be amended as follows: SECTION 4—CONTACT WITH MANAGEMENT FOR A POSITION OTHER THAN LINE PILOT AND RESTRICTIONS ON AC-

CEPTING 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 C of this section), or their designee(s), for the purpose of having that ALPA official fill any management position within the Company other than or in addition to Line Pilot or position covered by LOA 70 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. (Note: The use of third-party go-betweens may not circumvent the reporting requirements.)

2. All ALPA officials will be advised of these reporting requirements by the MEC chairman or his designee when the ALPA officials take their positions.

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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. Any specially created ALPA position for ALPA pilots on the local or MEC 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.

Point of order Baier: Comments not relevant to issue

1630 Recess

1632 Reconvene

Point of order Milkey: Speaking to intent by saying paranoia

Chair: Well taken

Point of order Skinner: Speaker not speaking to resolution

Chair: Not well taken

Point of order Gillespie: Speaker is speaking to intent

Chair: Not well taken

Point of order Milkey: Sidebar conversations disruptive

Chair: Well taken; Chair asks for quiet

Romero (Training Committee) violates phone decorum.

AI 00-234 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 cont.

Motion fails; Roll call Starnes

Yes: Milkey 134, DiOrio proxy Milkey 119, Greenhall 598, McKee 773, Kelly 688, Starnes 812, Baker 697

No: Tosi 577, Belz 44, Kudey 43, Baier 175, Sauer 167, Skinner 392, Gillespie 294

Totals: yes 3821; no 1692; motion passes



Point of order Milkey: Baier is badgering Greenhall.

Chair: Not well taken

Motion Skinner/Gillespie:

WHEREAS the MEC has just passed resolution 00-234, and WHEREAS concerns exist to the legality of such resolution, THEREFORE BE IT RESOLVED that MEC Resolution 00-234 shall be submitted by the master chairman to the Executive Council for review and comment, and

BE IT FINALLY RESOLVED that resolution 00-234 shall not become policy until the executive council has ruled.

1718 Recess

1738 Reconvene

Substitute Greenhall/Baier:

THEREFORE BE IT RESOLVED that MEC Resolution 00-234 shall be submitted by the master chairman to the Executive Council for review and comment.

Substitute motion passes.

Without objection, orders will be extended to complete plenary work, then Pollock and Beebe will report.

Starnes objects

Motion Gillespie/Skinner: Extend orders to include plenary work and briefing from Beebe.

Motion passes.

AI 00-219 Central Scheduling/Line Building Committee

Motion Skinner/Milkey:

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

Motion passes unanimously.

AI 01-25 R&I Committee Report

Motion Skinner/Gillespie:

BE IT RESOLVED the R&I Committee Report is received.

Motion passes.

AI 01-25a will be incorporated with 01-38 and dealt with in subcommittee 2.

AI 01-35 Transfer Travel Services Department to Flight Operations

Motion Skinner/Gillespie:

WHEREAS the Travel Services Department was moved from Flight Ops to Purchasing by US Airways management back in 1993-94, and

WHEREAS this change has resulted in unacceptable delays in addressing accommodation issues for our flight crews, and,

WHEREAS in the 1997 pilot negotiations the parties agreed that joint concurrence is required in the selection of hotel accommodations,

THEREFORE BE IT RESOLVED that the master chairman reemphasize to management the seriousness of this problem and report back to the MEC at the second quarter meeting on the progress that has been made on reestablishing Flights Operations department authority over Travel Services Department.

Motion passes unanimously.

AI 01-33 Legislative Affairs Committee Report

Motion Kudey/Greenhall:

BE IT RESOLVED that the Legislative Affairs Committee Report is received.

Motion passes.

AI 01-39 Additional Members on Training Committee

Motion Kudey/Starnes:

WHEREAS the Training Committee is in need of additional members to assist us in training issues, and

WHEREAS there will be an increase in training due to the loss of certain fleet types, and

WHEREAS the PIT domicile is without an Airbus representative,

THEREFORE BE IT RESOLVED that the MEC approves Bjorn Knudsen, Richard Pfenninger, and Robert Arcure to be added to the Training Committee.

Motion passes unanimously.

AI 01-45 Negotiating Committee Update

Motion Kudey/Gillespie:

BE IT RESOLVED the Negotiating Committee report is received

Motion passes unanimously.

1815 Chair closes meeting.

1851 Motion Starnes: Move to recess until 0930

Motion dies for lack of a second.

1923 Motion Milkey/Starnes: Move to recess

Motion fails.

1937 Motion Kelly/Tosi: Move to recess

Motion passes.

Day Three, Thursday, March 8, 2001

1030 Beebe convenes meeting.

Roll call: All MEC members present

Point of order Greenhall: Too much noise in room

Chair: Well taken

AI 01-44 Merger Committee Update

1135 Recess

1148 Reconvene in close session

1225 Recess for lunch

1250 Reconvene

1845 Recess

Day Four, Friday, March 9, 2001

1107 Body returns to open session.

Council Caucus

AI 00-231 AAA MEC Policy Manual and Direct Mailings to Membership

Motion Skinner/Gillespie:

WHEREAS the MEC Policy Manual does not address ALPA website postings by MEC committees,

THEREFORE BE IT RESOLVED that the MEC Policy Manual Article VI, Section 1, paragraph K5, page 29 will be added as follows:

I. Committee Correspondence

4. (deleted)

K. Website Postings and Electronic Distributions

Any committee website postings or other electronic forms of communications intended for membership access will

be coordinated with the Communications Committee for distribution on the MEC's official website and/or other official MEC electronic distribution method. If it is determined by the MEC chairman and/or Communications Committee chairman that a committee electronic communication requires MEC review as per Article VI, Section 1, Paragraph I.4.A., such communication will be postponed, removed, and/or corrected until an MEC review per the above mentioned provision is accomplished.

Motion passes unanimously.

AI 01-29 Glanzer Contract

Motion Skinner/Tosi:

WHEREAS the contract with Glanzer Co., LLD, is up for renewal, and

WHEREAS any contract that the US Airways MEC enters into with an investment banker must be competitive,

THEREFORE BE IT RESOLVED that the MEC directs the MEC vice chairman to review the terms of the Glanzer proposed contract with the prevailing terms of other candidates available to be our investment banker.

BE IT FINALLY RESOLVED that the MEC vice chairman, in conjunction with ALPA Legal, develop a proposed renewal contract for Glanzer & Co. based on the above comparisons, and present this proposal to the MEC for review.

Motion passes.

AI 01-41 Parity Review Report

Motion Skinner/McKee:

BE IT RESOLVED that the report from the Parity Review Committee is received.

Motion passes.

1201 Recess

1218 Reconvene

AI 00-225 MEC Members on Committees

Motion Baker/Starnes:

BE IT RESOLVED this item is postponed until 2Q01 pending legal review by Cohen Weiss and Simon

Motion passes unanimously.

AI 01-38 Election of R&I Committee Member

Chair opens floor for nominations.

McKee nominates Rich Alter.

Motion Milkey/Skinner: Move to close nominations.

Motion passes; nominations closed.

Without objection, chair declares Alter elected by acclamation.

Point of order Baier: Item is closed, no further discussion is in order.

Chair: Well taken

AI 00-127a Mission Statement

Motion Baker/Baier:

BE IT RESOLVED that the MEC adopts the following mission statement:

To provide the best working agreement, embodying pay and benefits, quality of life and job security provisions that can be achieved.

To effectively conduct the pilots' business in an efficient manner while preserving ALPA resources and assessments of our members.

To vigorously take every measure to ensure our working agreement is complied with at every level of management.

To provide vision and direction to the US Airways pilots by which we will stand together in unity and strength.

To improve upon the careers and livelihoods of all US Airways pilots and advance our profession.

Motion passes unanimously.

AI 00-235 US Airways MEC Policy Manual and Replacement and/or Removal of a Committee Member by the Committee Chairman

Motion Baker/Starnes:

WHEREAS the US Airways MEC Policy Manual gives the chairman of an MEC committee the right to replace a committee member but does not speak to just removal of a committee member,

THEREFORE BE IT RESOLVED that the US Airways MEC Policy Manual, Article VI, Section 1, paragraph F5, page 24 will be changed as follows:

5. Any committee member or appointee may be removed at the discretion of the Committee chairman subject to the approval of the MEC.

Motion passes unanimously.

AI 00-37 Unity Resolution

Motion Gillespie/Baker:

WHEREAS the US Airways MEC recognizes the challenges facing the US Airways pilot group, and

WHEREAS the US Airways MEC shares the common goal of protecting and enhancing the existing quality of life, compensation, and career expectations of the US Airways pilots, and

WHEREAS the US Airways MEC strongly believes the US Airways pilots should benefit from the synergies of any mergers and/or acquisitions, and

WHEREAS the US Airways MEC understands the importance of the US Airways pilot group remaining unified, and speaking with one voice,

THEREFORE BE IT RESOLVED that the US Airways MEC is committed to working together to safeguard the careers of the US Airways pilots, and shall continue to work collectively to accomplish this goal, and

BE IT FINALLY RESOLVED that the US Airways MEC shall remain focused on collectively achieving the best possible career protections and enhancements for every US Airways pilot.

Point of order Kelly: Parliamentary procedure not being followed

Chair: Well taken

Point of order Skinner: Member entering debate while waiting for point of order to be ruled on

Chair: Well taken

Motion Kelly/McKee: Move to postpone until 1430 today or other business is complete

Point of order Kelly: Member is speaking to intent

Chair: Well taken

Point of order Kelly: Member not speaking to motion

Chair: Well taken

Point of order Kelly: Gillespie speaking without floor

Chair: Well taken

Point of order Kelly: Speaker not speaking to motion

Chair: Well taken

1253 Recess

1313 Reconvene

Motion to postpone fails; Back on main motion

Motion passes unanimously.



AI 01-46 Stock Option Allocation

Tosi violates phone decorum.

Without objection chair postpones item until 2Q01 or special meeting called to consider Stock Option Allocation.

Chair appoints Jeff Hancock as interim Stock Advisory chairman to be considered for approval at 2q01.

Chair, without objection, declares **AI 01-43** Operation Maintenance Issues report received, agenda item closed.

Chair, without objection, declares **AI 01-44** Merger Committee Update report received, agenda item closed.

AI 01-48 MEC Officers Update

Motion Greenhall/Milkey:

BE IT RESOLVED that the MEC officers will promptly provide the MEC with written/electronic summaries of any meetings between our MEC officers and senior management of US Airways, United Airlines, or American Airlines or meetings with the leadership of UAL ALPA or APA.

Intent: This also applies to previous meetings as listed in the MEC Officers Update of March 5, 2001.

Motion passes unanimously.

Motion McKee/Kelly:

WHEREAS the Corporate Culture instituted by US Airways senior management follows a trend of noncompliance with our Working Agreement, and

WHEREAS the Human Resources Department and corporate legal counsel have used threats and intimidation tactics to investigate and interrogate our pilots, and

WHEREAS these tactics were recently utilized by corporate counsel Donna Lewis against an elected ALPA representative in an attempt to intimidate him and prevent him from fulfilling his representational responsibilities for one of our pilots, and

WHEREAS this outrageous and illegal attempt to intimidate an elected ALPA representative violated the Association's rights and protections under the Railway Labor Act and the US Airways Pilots Working Agreement, and illegally interfered with the Association's representational responsibilities,

THEREFORE BE IT RESOLVED that the US Airways MEC pursue appropriate legal remedies and recourse available to address the recent illegal and offensive behavior of corporate attorney Donna Lewis, and

BE IT FURTHER RESOLVED that US Airways senior management be held equally accountable and responsible for encouraging such illegal behavior and actions to flourish within the corporate structure.

1409 Meeting closed

1425 Meeting open

Body adopts resolution by acclamation.

Chair, seeing no further business before the body, declares the meeting adjourned.

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