



New-found Seniority for Travel and Other Things



Lew Milliner (PIT)
Chairman, Membership Services Committee

The last time I published an article in *US AIRWAVES*, events were much different here than they are now. We were hiring, pilots were upgrading, and Reserves were becoming lineholders. That is no longer the case. One positive event that remains from the days of “turbo growth” is the hidden fact that our new-hire employees who came directly from a wholly-owned commuter were awarded their wholly-owned date of hire for travel privileges. Since I came from a wholly owned, I was concerned that this policy would unfairly place employees who have seniority with the mainline in a position that a new-hire could have an earlier DOH for travel. I tried unsuccessfully to have the policy applied to all pilots who were hired prior to 1998. Failing to achieve a

change, I filed a grievance with the Council 94 Grievance Committee who carried the issue through the process. The Company’s response was that there were no grounds for this grievance due to the fact that the Travel Department was, in fact, making adjustments to employees’ travel seniority.

The following letter, dated April 30, 2001, provides clear direction on the procedures needed to be followed to have your travel seniority adjusted if you meet the following perimeters. If you came directly from a wholly-owned carrier and there were no more than 30 days in a break from employment, call or write the travel department and enjoy your new-found travel seniority.

“ . . . our new-hire employees who came directly from a wholly-owned commuter were awarded their wholly-owned date of hire for travel privileges. ”

April 30, 2001



Dear: _____

As a result of a recent suggestion submitted through the Carrier of Choice Voice Employee Suggestion Program, we conducted a review of our travel seniority policy as it relates to transfers between US Airways Express division and US Airways. After a thorough review, we have decided to amend our policy. US Airways will provide employees who have moved from a wholly owned US Airways Express carrier to US Airways’ mainline operation, or vice versa, with seniority credit for travel purposes only. Travel seniority is retroactive to the original hire date with either a wholly owned US Airways Express carrier or US Airways mainline. Seniority credit will be provided in those situations where a break in service is thirty days or less, exclusive of unpaid training.

Our records indicate that you may be an eligible recipient of travel seniority credit. Please provide us with the following information:

- Name
- Employee Number (US Airways and US Airways Express)
- Dates and circumstances surrounding your change in employers



Please submit your request to:

US Airways
Employee Travel Office
2345 Crystal Drive
Arlington, VA 22227
Attn: Travel Seniority Date Review

You may also fax your request to the Employee Travel Office at 703-872-7827 or using dialnet at 872-7827. Once this information has been reviewed and verified, we will contact you and provide you with information on your new travel seniority date. If for some reason the information that you submit cannot be verified, we will advise you of this as well and allow you the opportunity to provide additional information.

I am pleased that we can offer consideration for additional travel seniority to our employees and welcome the opportunity to review your employment records to determine if an adjustment can be made. Should you have any questions concerning this letter, please call 1-800-872-4780 and press the listed prompt for the US Airways Employee Travel Office.

Sincerely,

William S. Jugus
William S. Jugus
Director - HR Services

“Regardless if you know the pilot, if you hear an announcement in the crew room or the terminal of a retirement flight, please make your way to the gate to help with the reception.”

I need your help with the Membership Services Committee Companion Pass Program for our furloughed pilots, but due to the September 11 events, there is a delay in obtaining these benefits. I have reinstated the Membership Services Committee Companion Pass Program, and I am requesting that you call the MEC office to donate any or all of your Companion Passes to this program. The transaction will be kept confidential, and the recipient will be fully responsible for all of the cost. Please call the MEC office at 800-USAIRMEC to donate.

The Contract provides jumpseat privileges for our furloughed pilots, but due to the September 11 events, there is a delay in obtaining these benefits. I have reinstated the Membership Services Committee Companion Pass Program, and I am requesting that you call the MEC office to donate any or all of your Companion Passes to this program. The transaction will be kept confidential, and the recipient will be fully responsible for all of the cost. Please call the MEC office at 800-USAIRMEC to donate.

The September 11 events have also hindered the Retirement Reception flights. Prior to 9/11, family and friends were allowed through security. That is no longer the case. It is very difficult to have a reception when no one is there. Regardless if you know the pilot, if you hear an announcement in the crew room or the terminal of a retirement flight, please make your way to the gate to help with the reception. Additionally, if you're walking by a gate at the time of the event, please stop. This only takes a few moments of your time and will instill lasting memories for our retiring pilots. I hope to see you for cake.

There are 138 age-60 retirements scheduled for this year. Only those who sent back a survey card requesting a reception committee. If you sent in your card and later changed your desire

to have a reception, please call the MEC Office, and we'll do our best to honor your request. The more notice you can give us, the better the reception will be. For those First Officers who have discovered that they are on a retirement flight, try to call the MEC office at the beginning of the trip instead of the last leg of the trip. By providing ample notice, we have sufficient time to customize the reception. Regardless of when we receive the call, we will do our best to honor every retirement.

I had the responsibility of appointing the furlough administrator position, and I am pleased at the high quality of applicants that came forward. Thank you for stepping up. The resumes I received will be kept on file in the event I need to staff the vacancies that may materialize.

At the fourth quarter MEC meeting, the MEC approved the appointment of Adam Rosenberg as the administrator, and they also approved my recommendation to create the assistance furlough administrator position staffed by Keith Rodriguez. Recently, Adam obtained employment elsewhere and was unable to fulfill the heavy demands of the position. Thank you, Adam, we hope to see you back soon. I appointed Keith as interim furlough administrator and also appointed Laurie McCarthy-Meyer as interim assistant furlough administrator, awaiting MEC approval.

