



# Fourth Quarter MEC Meeting

November 12-16 and 27, 2001—

PIT Hyatt Regency and Holiday Inn

## Day One, Monday, November 12, 2001

### 1000 Pollock convenes meeting

Osterhus present, Beebe absent (conference call meeting with company)

Roll Call:

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

### AI 01-180 Review Status of Negotiating Committee Proposal and Progress and Take Appropriate Action

Following Starnes/Baker substitute is on floor from November 8, 2001 conference call:

WHEREAS the MEC has debated the issue of preventing possible furloughs, and

WHEREAS time available for decision making is very short, and

WHEREAS the MEC's goal of saving all the jobs could be jeopardized by further delay

BE IT RESOLVED that the Negotiating Committee forward the prepared proposal in an attempt to initiate discussions with the Company.

### 1020 Without objection body is in closed session and in committee of the whole to discuss this item

1058 Brennan arrives

1140 Kelly arrives

### 1215 Recess for lunch

### 1245 Reconvene in closed session, out of committee of whole

### Body returns to open session, per chair's previous ruling

### AI 01-180 Review Status of Negotiating Committee Proposal and Progress and Take Appropriate Action cont.

Amendment Greenhall/McKee: Amend to read:

BE IT RESOLVED the Negotiating Committee will forward a proposal, that includes specific provisions to protect all pilot jobs, in an attempt to initiate discussions with the Company.

Point of order Skinner: Amendment out of order

Chair: Well taken

Point of order Baier: No proposal not yet passed to company should be discussed in open session

Chair: Well taken

Chair, without objection, closes meeting

Without objection, chair rules that resolution, vote, and proposed LOA will become public after the proposal is passed to company, underlying discussion remains confidential

### 1436 Recess

### 1438 Reconvene

Vote on substitute as amended:

BE IT RESOLVED that the Negotiating Committee forward the prepared proposal to the Company with the following additional specific provisions:

60 SJs based on 9 pilots/SJ = 9 to ML, 9 to Regional

- 9 month time restriction to employ all pilots
- No later than 24 months after pilot ratification, all pilots will be returned to the mainline

BE IT FINALLY RESOLVED the company and the Association will establish mainline to regional aircraft growth ratios to be implemented when all pilots are returned to the mainline

*Motion passes; Division McKee*

**Yes:** DiOrio, Tosi, Kelly, Starnes, Baker, Belz, Kudey, Baier, Hocking, Skinner, Gillespie

**No:** Brennan, Greenhall, McKee

**Totals:** 11 yes, 3 no; *Motion passes*

Without objection chair declares agenda item complete, and opens meeting

Chair closes meeting at request of Negotiating Committee Chair

### 1622 return to open session

#### 1629 AI 01-213 EVP Report – David Morrow

1650 **Guest Speaker** John Feldvary ñ ALPA VP Finance

1720 **Code-Sharing Partners** ñ Warren Childers MEC Chair CCAir

#### 1750 AI 01-196 CASC Report – Terry McVenes

Starnes calls for orders of the day

1809 Motion Baker/Kudey: Move to extend for 12 minutes

*Motion passes*

1820 Recess ñ Hospitality Suite ñ Presentations by: US Aviation, Air Inc., and Aviation Jobs

**Day Two, Tuesday, November 13, 2001****0937 Beebe convenes meeting**

Pollock, Osterhus present

Roll call: All MEC members present

Period for US Airways pilots in good standing to address the MEC

Mike Gearing, Jon Wallace, Ronald Sadler, Mike Weisser, Dan Partyka

Courtney Borman, Dan Paulin

**AI 01-186 Approve Consent Agenda**

Consent Agenda is approved; Includes following reports:

AI 01-190 **Merger Report**

AI 01-191 **Nat'l Human Factors & Training Report**

AI 01-192 **Professional Standards Report**

AI 01-194 **Vacation Tracking Report**

AI 01-195 **Violations and Enforcement Report**

Following reports are removed and sent to subcommittee:

**AI 01-187 Communications Report****AI 01-188 Crew Accommodations Report****AI 01-189 Jumpseat Report****AI 01-193 R & I Committee Report**

Bill Despina Industry Update

**1111 AI 01-198 Grievance Committee Report – Doug Mowery****1200 Recess****1335 Reconvene**

Motion DiOrio/Greenhall:

Move to discharge subcommittee on this issue, and deal with it now

*Motion passes*

**AI 01-198c Captain's Authority**

Motion Brennan/DiOrio:

WHEREAS US Airways management has issued a disciplinary suspension to a pilot in connection with the denial of transportation of a passenger and an alleged inappropriate confrontation, and

WHEREAS there were no witnesses to support the passenger's allegation, and

WHEREAS the MEC has reviewed the facts of this case and has found no evidence of a misapplication of the FARs, the Flight Operations Manual, or company policy by the pilot, and

WHEREAS the decision of the Captain to deny transportation to the passenger was a reasonable and valid exercise of Captain's authority, and

WHEREAS management's retaliation seriously degrades Captain's authority, and

WHEREAS the pilot has a 15 year unblemished record of employment at US Airways, and

THEREFORE BE IT RESOLVED that the US Airways MEC believes that management's disciplinary suspension of the pilot is unwarranted as well as an abandonment of their policy regarding progressive discipline, and

BE IT FURTHER RESOLVED that the US Airways MEC considers management's severe misapplication of company policy and excessive discipline aimed at an individual to be an attack on all US Airways pilots, and

BE IT FURTHER RESOLVED that the MEC fully supports the pilot and authorizes that all appropriate ALPA resources be used in defense of Captain's authority and this pilot, and

BE IT FURTHER RESOLVED that the MEC Chairman will personally deliver this message to the VP of Flight Ops at the hearing on behalf of this pilot, the US Airways MEC and all US Airways pilots.

BE IT FINALLY RESOLVED that the MEC Chairman will write a letter to all US Airways pilots addressing the importance of Captain's authority.

Amendment Skinner/Gillespie: Strike last paragraph

Point of order Starnes: Member used indecorous language

Chair: Well taken

Point of order Kelly: Hocking is a first time speaker and should be recognized

Chair: Well taken

Point of order Tosi: I should be on speakers list

Chair: Tosi will be second

Point of order DiOrio: Time may not be yielded

Chair: Well taken

Without objection Skinner/Gillespie withdraw amendment

Point of order Gillespie: Brennan did not raise a point of information

Chair: Well taken

**1434 Recess****1437 Reconvene**

Amendment Baier/Gillespie: Amend 3<sup>rd</sup> and 4<sup>th</sup> WHEREAS to read:

WHEREAS the MEC Grievance Committee Chairman has reviewed the facts of this case and has found no evidence of a misapplication of the FARs, the Flight Operations Manual, or company policy by the pilot, and

WHEREAS the MEC was briefed that the decision of the Captain to deny transportation to the passenger was a reasonable and valid exercise of Captain's authority, and

Point of order DiOrio: Member speaking to intent

Chair: Not well taken

Point of order Baier: Member speaking to intent

Chair: Well taken

Point of order Baier: Not relevant

Chair: Well taken

**AI 01-198c Captain's Authority cont.**

Point of order Kelly: I have the floor

Chair: Well taken

**1509 Recess****1524 Reconvene**

Without objection proposed amendment changes are accepted as editorial changes. Resolution now reads:



WHEREAS US Airways management has issued a disciplinary suspension to a pilot in connection with the denial of transportation of a passenger and an alleged inappropriate confrontation, and

WHEREAS there were no witnesses to support the passenger's allegation, and

WHEREAS the MEC Grievance Committee Chairman has reviewed the facts of this case and has found no evidence of a misapplication of the FARs, the Flight Operations Manual, or company policy by the pilot, and

WHEREAS the MEC was briefed that the decision of the Captain to deny transportation to the passenger was a reasonable and valid exercise of Captain's authority, and

WHEREAS management's retaliation seriously degrades Captain's authority, and

WHEREAS the pilot has a 15 year unblemished record of employment at US Airways, and

THEREFORE BE IT RESOLVED that the US Airways MEC believes that management's disciplinary suspension of the pilot is unwarranted as well as an abandonment of their policy regarding progressive discipline, and

BE IT FURTHER RESOLVED that the US Airways MEC considers management's severe misapplication of company policy and excessive discipline aimed at an individual to be an attack on all US Airways pilots, and

BE IT FURTHER RESOLVED that the MEC fully supports the pilot and authorizes that all appropriate ALPA resources be used in defense of Captain's authority and this pilot, and

BE IT FURTHER RESOLVED that the MEC Chairman will personally deliver this message to the VP of Flight Ops at the hearing on behalf of this pilot, the US Airways MEC and all US Airways pilots.

BE IT FINALLY RESOLVED that the MEC Chairman will write a letter to all US Airways pilots addressing the importance of Captain's authority.

*Motion passes unanimously*

#### 1530 AI 01-197 **Scheduling Committee Report – Steve Smyser**

1559 *Late Agenda Items*

#### AI 01-218 **No Seniority Resignation**

#### AI 01-217 **Help Defray Type-Rating Expenses for Furloughed Pilots**

Without objection Late Agenda items are accepted

Motion Gillespie/Kelly: Move to obtain a copy of the proposed LOA now

*Motion passes unanimously*

#### 1608 Recess

#### 1630 Reconvene

Without objection, chair amends orders to allow Negotiating Committee to brief MEC on proposal, with Q&A for 35 minutes

#### 1753 Recess to subcommittee

**Day Three, Wednesday, November 14, 2001**

#### 1440 Beebe reconvenes meeting

Pollock, Osterhus present

Roll Call: All MEC members present except Kudey proxy Skinner, Baier proxy Hocking

1445 Baier arrives

#### AI 01-215 **Membership Services Report – Lew Milliner**

Point of order Gillespie: Discussion not relevant to Membership Services

Chair: Not well taken

Point of order Gillespie: Issue should be in subcommittee

Chair: Not well taken

Point of order Gillespie: Committee chair entering floor debate

Chair: Well taken

#### 1520 Recess

#### 1525 Reconvene; Council caucus

#### AI 01-101 **Policy Manual Change / Definition of Term for MEC Officers**

Motion DiOrio/Kelly: Move to postpone until 1<sup>st</sup> Q 2002.

*Motion passes unanimously*

#### AI 01-145 **Central Scheduling/Line Bldg Committee Report**

Motion Kelly/Greenhall:

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

*Motion passes unanimously*

#### AI 01-149 **Negotiating Committee Report**

Motion Kelly/Gillespie:

BE IT RESOLVED the Negotiating Committee Report is received

*Motion passes unanimously*

#### AI 01-155 **LOA 68**

Motion Starnes/Baker:

WHEREAS pilots are experiencing an increasing number of conflicts with their trips and reoccurring training, and

WHEREAS LOA 68 was designed to allow a pilot the ability to schedule such reoccurring training and split on to or off of a trip, and

WHEREAS LOA 68 expired when RTBS became fully functional.

THEREFORE BE IT RESOLVED that the MEC charges the Negotiating Committee in conjunction with the Training Committee to reestablish LOA 68 as a permanent part of the Pilots Working Agreement.

*Motion passes unanimously*

#### AI 01-167a **MEC Members on Committees**

Motion Hocking/Baier:

Hocking/Baier

BE IT RESOLVED that in accordance with the Policy Manual, article 6, section 1 A 5, Ray Belz is reaffirmed to the Bid Closing Committee.

*Motion passes unanimously*

#### AI 01-167b **MEC Members on Committees**

Motion Hocking/Baier:

BE IT RESOLVED that in accordance with the Policy Manual, article 6, section 1 A 5, Paul DiOrio is reaffirmed to the Parity Review committee.

*Motion passes*

**AI 01-167c MEC Members on Committees**

Motion Hocking/Baker:

BE IT RESOLVED that in accordance with the Policy Manual, article 6, section 1 A 5, Craig Skinner is reaffirmed to the Contract Interpretation Committee.

*Motion passes*

**AI 01-167d MEC Members on Committees**

Motion Kelly/DiOrio:

BE IT RESOLVED that in accordance with the Policy Manual, article 6, section 1 A 5, Don Baier is reaffirmed to the Policy Manual Review Panel.

*Motion passes unanimously*

**AI 01-193 Retirement & Insurance Committee Report**

Motion Kelly/Greenhall:

BE IT RESOLVED the Retirement and Insurance Committee Report is received.

*Motion passes*

**AI 01-201 Policy Manual Change to Furlough Administrator to Include an Assistant Furlough Administrator**

Motion Kelly/Gillespie:

WHEREAS the company has announced their intention to furlough 1350 pilots, and

WHEREAS the Furlough Administrator position requires two full time pilots,

THEREFORE BE IT RESOLVED that the MEC adopt the Following policy manual changes:

Policy Manual, page 53

Membership Services Committee:

1. Composition:

This Committee shall be composed of a Chairman elected by the MEC and additional members, including a Career Planning Subcommittee Chairman, a Furlough Administrator **and an Assistant Furlough Administrator if necessary**, selected and appointed by the Committee Chairman and approved by the MEC.

Policy Manual, page 54

Membership Services Committee:

D. Assistant Furlough Administrator

a. The Assistant Furlough Administrator shall serve as the primary assistant to the Furlough Administrator and shall be empowered to act in his/her stead during any absence of the Furlough Administrator.

b. The Assistant Furlough Administrator shall act at the direction of the Furlough Administrator in any other circumstance and perform any duties the chairman may direct.

*Motion passes unanimously*

**AI 01-201a Approval of the Furlough Administrator and Assistant Furlough Administrator**

Motion Kelly/Baker:

WHEREAS the MSC Chairman has appointed Adam Rosenberg as Furlough Administrator, and

WHEREAS the MSC Chairman has appointed Keith Rodriguez as Assistant Administrator,

THEREFORE BE IT RESOLVED that the MEC approves the appointment of Adam Rosenberg as Furlough Administrator and Keith Rodriguez as Assistant Furlough Administrator, and

BE IT FURTHER RESOLVED that the MSC Chairman will include in the MSC budget for 2002 to pay the Furlough Administrator and the Assistant Furlough Administrator \$3000/month each plus \$500/month for expense reimbursement, and

BE IT FINALLY RESOLVED that the consultant contracts for the furlough administrators be forwarded to the Executive Council for approval

**1704 Recess**

**1721 Reconvene**

Point of order Gillespie: Member speaking to intent

Chair: Not well taken

Point of order DiOrio: Member debating chair

Chair: Well taken

Turbett violates audible devices decorum

Motion McKee: Call the question

**1804 DiOrio calls the orders of the day**

Chair recesses meeting to subcommittee to reconvene at 1300 in plenary

**Day Four, Thursday, November 15, 2001**

**1310 Beebe reconvenes meeting**

Roll Call: All MEC members present except McKee proxy Kelly, Belz proxy Baier, Starnes proxy Baker

Motion McKee/Kelly: Call the question

Call the question passes; motion to be voted on:

**AI 01-201a Approval of the Furlough Administrator and Assistant Furlough Administrator**

Motion Kelly/Baker:

WHEREAS the MSC Chairman has appointed Adam Rosenberg as Furlough Administrator, and

WHEREAS the MSC Chairman has appointed Keith Rodriguez as Assistant Administrator,

THEREFORE BE IT RESOLVED that the MEC approves the appointment of Adam Rosenberg as Furlough Administrator and Keith Rodriguez as Assistant Furlough Administrator, and

BE IT FURTHER RESOLVED that the MSC Chairman will include in the MSC budget for 2002 to pay the Furlough Administrator and the Assistant Furlough Administrator \$3000/month each plus \$500/month for expense reimbursement, and

BE IT FINALLY RESOLVED that the consultant contracts for the furlough administrators be forwarded to the Executive Council for approval.

*Motion passes*

Chair briefs MEC on Labor Coalition meeting Wednesday

**Meeting closed**

**1630 Meeting open**

**AI 01-189 Jumpseat Committee Report**

Motion Baier/Hocking:

BE IT RESOLVED that the Jumpseat Committee report is received.

*Motion passes*

#### AI 01-189a **Central Database**

Motion Baier/DiOrio:

WHEREAS ALPA International is considering establishing a central database of all employed pilots, and

WHEREAS a central database of valid and employed pilots could assist in returning the ability of the Captain to once again offer the privilege of the cockpit jumpseat to all off-line pilots.

THEREFORE BE IT RESOLVED that the US Airways pilots support the development of a central database of acceptable pilots to use the cockpit jumpseat, and

BE IT FINALLY RESOLVED that the US Airways MEC Jumpseat Coordinator express this view to ALPA International and assist in its development.

Point of order Gillespie: Floor debate

Chair: Well taken

*Motion passes unanimously; Agenda item to remain open*

#### AI 01- 189 **Jumpseat Committee Report** - Bill Moore

#### AI 01-213 **EVP Report**

Motion Kelly/Baier:

BE IT RESOLVED the EVP report is received.

*Motion passes*

#### AI 01-213a **Post Names of Delinquent Pilots**

Motion Starnes/Kudey:

BE IT RESOLVED that the names of pilots that are delinquent in their ALPA assessments be posted in the crew rooms.

*Motion passes unanimously*

#### AI 01-215 **Membership Services Committee report**

Motion Kelly/Brennan:

BE IT RESOLVED that the report from the Membership Services Committee report is received.

*Motion passes*

#### AI 01-215a **Aviation Employment Services**

Motion Kelly/McKee:

WHEREAS management has announced the furlough of 1350 pilots, and

WHEREAS this furlough has placed a unexpected burden on the MEC and on our pilots and their families, and

WHEREAS the state of the industry will make it extremely difficult for our pilots to obtain employment as a pilot, and

WHEREAS three aviation employment services have presented proposals to the MEC and MSC,

THEREFORE BE IT RESOLVED the MEC hereby authorizes the MEC S/T in conjunction with Membership Services Committee Chairman to negotiate with the three employment services an employment service package for US Airways pilots, and

BE IT FURTHER RESOLVED that the MEC S/T in conjunction with the Membership Services Committee Chairman will provide a recommendation for the choice of employment service and the cost to the MEC in written format within 14 days, and

BE IT FINALLY RESOLVED the MEC will conduct an ASPEN vote to finalize a decision for contracting an Aviation Employment Service and approving the funds.

#### 1746 Recess

#### 1748 Reconvene

Meeting is closed, then opened

*Motion passes*

#### AI 01-215b **Additional Membership Services Committee Member**

Motion Baker/Kelly:

WHEREAS the Membership Services Committee Chairman has appointed Pat DeVore to the MSC.

THEREFORE BE IT RESOLVED the MEC approves the appointment of Pat DeVore to the MSC.

*Motion passes unanimously*

#### AI 01-054a **Proposed Modification of MEC Policy Manual/Confidentiality**

Motion Baier/McKee:

WHEREAS questions have arisen recently regarding the subject of confidentiality as it applies to confidential (executive) sessions of the MEC, and

WHEREAS MEC Chairman Beebe, upon consultation with the legal staff, has drafted a memo addressing these concerns, and

WHEREAS Captain Beebe concluded his memo by stating that the confidentiality policy should be clearly stated and easily accessible,

THEREFORE, BE IT RESOLVED that the contents of the attached document, entitled iProposed Addition to Article V-Parliamentary Law, Rules of Procedure and Points of Order and Decorum be placed into the MEC Policy Manual and listed in MEC publications so that the MEC's policy is clearly stated and easily accessible by the MEC and membership.

To: The US Airways MEC

From: Chris Beebe, MEC Chairman

Subject: PROPOSED ADDITION TO ARTICLE V-PARLIAMEN-TARY LAW, RULES OF PROCEDURE AND POINTS OF ORDER AND DECORUM

Date: June 19, 2001

PROPOSED NEW SUBSECTION 3: CONFIDENTIALITY (Move current Section 3, Points of Order and Decorum, to Section 4):

GENERAL:

In accordance with *Robert's Rules of Order, Newly-Revised*, a motion to go into executive (closed) session is a question of privilege, and therefore is adopted by a majority vote. Only members, special invitees, and such employees or staff members as the assembly or its rules may determine to be necessary are allowed to remain in the meeting room.

An MEC member is subject to the MEC's disciplinary procedures if he violates the secrecy of an executive session. Anyone else permitted to be present is honor-bound not to divulge anything that occurred. In addition, anyone who violates confidentiality or secrecy of an executive session is subject to potential charges under Article VIII (if an ALPA member) or possible legal action.

The minutes, or record of proceedings, of an executive session must be read and acted upon only in executive session, unless that which would be reported in the minutes that is, the action taken, as distinct from that which was said in debate was not secret or secrecy has been lifted by the assembly. If the MEC adopts a motion to go off the record, then no record of the closed session is made.

Anything discussed at a confidential meeting that is not already public must be kept confidential, unless the body lifts the veil of confidentiality. If there is any doubt the member should err on the side of non-disclosure and consult the MEC chairman or, if a meeting is in progress, request that the body clarify what is to be kept confidential in accordance with the procedure stated in Section E., below.

A. The MEC is solely responsible for making a determination regarding what is to be considered as Confidential. Once information is labeled as Confidential, changing the treatment of the information may only be done through action of the MEC, even if a committee or individual provided the information to the body. However, if the MEC is not in session the MEC Chairman may take action on behalf of the body.

The chair may state that the veil of confidentiality will be lifted in regard to a topic, executive session or document. Alternatively, confidentiality may be lifted regarding a portion of a topic, executive session or document.

The Chair shall allow a reasonable period for comments before making a final ruling to lift the veil of confidentiality. Therefore, a period of 24 hours for comments to be received prior to removing the confidentiality of a topic, executive session or document shall be allowed.

B. If a member of the MEC misses a meeting wherein confidential information was disclosed, the MEC member is entitled to receive the confidential information that was disclosed. However, the individual who receives the confidential information in this manner is duty bound to observe the same rules of disclosure as the members who were present.

C. If a member of a committee who would have been allowed to attend a closed MEC meeting misses a meeting wherein confidential information was disclosed, the committee member is entitled to receive the confidential information that was disclosed. However, the individual who receives the confidential information in this manner is duty bound to observe the same rules of disclosure as if he was present at the meeting.

D. Confidential information that is provided between meetings must be treated in the same manner as any other confidential information or information received in an executive session.

E. At the conclusion of an executive session, before resuming in open session, if any member is unsure whether something is to be kept confidential, the member should make a motion requesting that the body clarify how a topic or document shall be treated. If the motion is seconded, the body shall discuss the matter in closed session and clarify what is to be considered as confidential.

Freundlich violates phone decorum

Point of order Baier: Orders of the day

Motion Kudey/DiOrio: Move to extend to finish this item

*Division Greenhall*

**Yes:** Brennan, DiOrio, Greenhall, McKee, Baker, Belz proxy Baier, Kudey, Hocking

**No:** Tosi, Kelly, Starnes, Baier, Skinner, Gillespie

**Totals:** 8 yes, 6 no; Motion to extend fails;

**Meeting recessed**

**Day Five, Friday, November 16, 2001**

**0910 Beebe reconvenes meeting**

Pollock, Osterhus present

Roll Call: All MEC members present except Belz proxy Baier

Chair opens floor for nominations for Stock Advisory Committee Chairman

Greenhall nominates John Bailey

Tosi nominates Lou Conover

Point order McKee: Speaking to intent

Chair: Well taken

**0925 Recess**

**0928 Reconvene**

Tosi withdraws Lou Conover

Point of order Gillespie: Floor debate

Chair: Not well taken

Chair closes nominations

**0929 Recess**

**0930 Reconvene**

*Bailey elected by voice vote; Division DiOrio*

**Yes:** Brennan, DiOrio, Tosi, Greenhall, McKee, Kelly, Starnes, Baker, Belz, Kudey, Baier, Hocking, Skinner, Gillespie

**No:** none

**Totals:** 14 yes, 0 no; Bailey elected Chairman of Stock Advisory Committee

Election of Negotiating Committee Member

Motion Skinner/Tosi: Move to postpone until the 1Q02 MEC meeting

**0935 Recess**

**0954 Reconvene**

Skinner/Tosi withdraw motion to postpone

Starnes nominates Mike Cleary

Hocking nominates McGuckin

**0955 Recess**

**1009 Reconvene**

Nominations closed

Parliamentarian reads rules for Negotiating Committee election

McKee asks for roll call

**1013 Recess**

**1033 Reconvene**

**Voting for Cleary:** Brennan 139, DiOrio 124, Greenhall 607, McKee 796, Starnes 763

**Voting for McGuckin:** Tosi 578, Kelly 695, Baker 676, Belz proxy Baier 48, Kudey 48, Baier 172, Hocking 163, Skinner 343, Gillespie 258

**Totals:** Cleary 2429, McGuckin 2981; McGuckin elected

Baker comments out of order

Point of order Skinner: Body not following rules of decorum

Chair: Well taken

**AI 01-54a Proposed Modification of MEC Policy Manual/Confidentiality**

*Motion passes unanimously*

Point of order Kelly: I had floor on this item

Chair: Well taken

**AI 01-70b Members Acting Contrary to the Association's Best Interests**

Motion DiOrio/Skinner:

WHEREAS in accordance with Section 21 of the Working Agreement, the purpose of the System Board of Adjustment is to provide a forum for the resolution of grievances as brought by the Association, and

WHEREAS it is inappropriate for any Association member covered by the Working Agreement to serve as a representative of the Company on the System Board of Adjustment, and

WHEREAS such service is contrary to the Association's best interests and would be a violation of the ALPA Constitution and By-Laws,

THEREFORE BE IT RESOLVED that should any member of the Air Line Pilots Association covered by the Pilots Working Agreement serve as a representative of the Company on the System Board of Adjustment, such member shall be advised in writing by the MEC Chairman that such service is contrary to the best interests of the Association. Should the member continue in such service, ALPA shall take such action as allowed by Article VIII of the ALPA Constitution and By-Laws.

**1059 Body in closed session**

**1103 Meeting is open**

*Motion passes unanimously*

**AI 01-170 Vacation Tracking Report**

Motion Baier/Kelly:

BE IT RESOLVED that the Vacation Tracking report is received.

*Motion passes*

**AI 01-184a Private Security Screening**

Motion Brennan/Skinner:

BE IT RESOLVED the Vice Chairman will meet with management to insure management will continue to honor a pilot's request for a private security screening

*Motion passes unanimously*

Point of order: Subject of Gillespie point of info not relevant

Chair: Well taken

Point of order Baier: Subject being discussed is not on agenda

Chair: Well taken

**AI 01-184 Vice Chairman's Report**

Motion Baier/DiOrio:

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

*Motion passes*

**AI 01-196 Central Air Safety Committee Report**

Motion Baier/Greenhall:

BE IT RESOLVED that the Central Air Safety Committee Report is received.

*Motion passes*

**AI 01-200 Negotiating Committee Report**

Motion Baier/Baker:

BE IT RESOLVED that the Negotiating Committee report be and hereby is received.

*Motion passes unanimously*

**AI 01-206 Renew Consultant Agreement for Ron Carek and Steve Javaras**

Motion Baier/Brennan:

BE IT RESOLVED that the consultant agreements for Ron Carek and Steve Javaras are renewed according to the terms established in the current contract.

*Motion passes unanimously*

**AI 01-208 Limiting the Length of Speaking Privileges**

Motion Baier/Kudey:

WHEREAS the US Airways MEC practice affords the MEC members the opportunity to hold the floor with speaking privileges for any length of time providing that the member does not exceed 5 minutes of speech himself, and

WHEREAS our custom has evolved into one where we often see speakers lists that include many second-time and occasionally third-time speakers on the same subject, and

WHEREAS a practice has developed among the MEC to restate arguments, often verbatim, that have already been voiced during debate in session,

THEREFORE BE IT RESOLVED that the MEC adopts the following new policy as it relates to speaking privileges:

No MEC member may hold the floor for more than five (5) minutes during each speaking privilege. This five-minute period will include any and all discussion that may ensue once the speaker's five-minute privilege begins. The exception to this will be time consumed when: 1) a member rises to a Point of Order and awaits a ruling from the chairman; 2) a Point of Information is raised that is ruled out of order; 3) a Point of Personal Privilege or Parliamentary Inquiry is raised; 4) other iOut of Orderi conduct that precludes a speaker from continuing with his speech.

BE IT FURTHER RESOLVED that the MEC adopts an understanding that every effort will be made to reduce reciting fully developed arguments during debate while, alternatively, applying the procedure of simply speaking for or against the motion before the body, and

BE IT FURTHER RESOLVED that the MEC agrees to make every effort to improve our organizational efficiency by streamlining debate and thereby provide opportunity for additional issues to be examined by the MEC in session. Consequently, the MEC agrees to resist the temptation to speak multiple times on an issue while also resisting the desire to restate previously developed arguments, and

BE IT FURTHER RESOLVED that all written documentation be presented to the MEC 18 hours in advance for this rule to apply, and

BE IT FINALLY RESOLVED that the Policy Manual Review Panel develop language to be presented to the MEC at the 2002 first quarter meeting.

Amendment Kelly/Greenhall: replace

any and all discussion that may ensue once the speaker's five-minute privilege begins. The exception to this will be time consumed when: 1) a member rises to a Point of Order and awaits a ruling from the chairman; 2) a Point of Information is raised that is ruled out of order; 3) a Point of Personal Privilege or Parliamentary Inquiry is raised; 4) other iOut of Orderi conduct that precludes a speaker from continuing with his speech.

With the time that the MEC members speak, but will not include time used while proper questions are being answered, however in no case should the time period exceed ten minutes

Point of order Kelly: Seconder should have floor

Chair: Well taken

Motion Gillespie/Baier: Postpone until 1Q02

*Without objection item is postponed*

**AI 01-188 Crew Accommodations Committee Report**

Motion Baier/Kelly:

BE IT RESOLVED that the Crew Accommodations Committee report is received.

*Motion passes unanimously*

**AI 01-188a Crew Meals**

Motion Baier/Brennan:

BE IT RESOLVED that the MEC Chairman shall directly contact John Hedblom, VP of Labor Relations, to resolve the enforcement of the award from the MEC 00-12-10 Crew Meal grievance awarded on Feb. 20, 2001.

*Motion passes unanimously*

**AI 01-188b Crew Room Grievance**

Motion Baier/Brennan:

BE IT RESOLVED the Crew Accommodations Committee Chairman, in conjunction with the Grievance Committee Chairman, will take appropriate action to ensure the work on crew room program enhancements continues by using the continuation of the grievance process.

*Motion passes*

**AI 01-188c Orlando Overnight Hotel**

Motion McKee/Kelly:

WHEREAS the Orlando long hotel has been involved with the arrest of one of our captains, and

WHEREAS after the captain was identified as a US Airways employee and overnighting flight crewmember, the hotel proceeded with the trespassing complaint and arrest,

THEREFORE BE IT RESOLVED that the Crew Accommodations Committee Chairman takes all steps necessary to replace this hotel as a recommended overnight property.

Point of order Baier: Discussion out of order

Chair: Well taken

Point of order Baier: WHEREAS does not require a period

Chair: Well taken

*Motion passes unanimously*

**AI 01-210 Add Captain Denny Giza to the Training Committee**

Motion Hocking/Gillespie:

BE IT RESOLVED that the MEC approves Captain Giza as a member of the Training Committee.

*Motion passes unanimously*

**AI 01-198a Brookman Grievance Settlement Proposal**

Motion Baier/DiOrio:

BE IT RESOLVED the MEC accepts the settlement as briefed by the MEC Grievance Chairman on the Brookman grievance.

*Motion passes unanimously*

**AI 01-198b Vacation Bid Grievance**

Motion Brennan/DiOrio:

WHEREAS the MEC has filed MEC grievance 01-10-03 concerning the way vacation was bid and awarded in 2002, which has been denied,

THEREFORE BE IT RESOLVED that the MEC directs that this grievance be handled through the expeditious protocols of the Working Agreement.

*Motion passes*

**AI 01-198 Grievance Report**

Motion Baier/Greenhall: BE IT RESOLVED the Grievance Report is received

*Motion passes unanimously*

**AI 01-202a Armed Pilots**

Motion Baier/Kudey:

WHEREAS the US Airways MEC took unanimous action on this subject at the Oct. 23 special MEC meeting with agenda item number 22 entitled "Cockpit Security," which has been forwarded to the Executive Board and passed unanimously,

THEREFORE BE IT RESOLVED the MEC take no action on this agenda item.

*Motion passes unanimously*

**AI 01-209 Parliamentary "Point of Information" Resolution**

Motion Baier/Kudey:

WHEREAS "Roberts Rules of Order" prescribe the rules of debate under which the US Airways MEC conducts its business in session, and

WHEREAS our MEC practice has evolved into one allowing a liberal use of the "point of information," and

WHEREAS confining the use of "point of information" to the more narrow application prescribed by the Roberts Rules of Order will contribute to more orderly conduct of our MEC meetings,

THEREFORE BE IT RESOLVED that the US Airways MEC will subscribe to the narrow Roberts Rules of Order definition and application of "point of information," and

BE IT FINALLY RESOLVED that all "points of information" will be stated to the Chairman who will rule as to whether or not the point of information is in order. Those that are ruled to be in order will be directed by the chairman to the source of information called for in the "point of information." The ruling of the chairman that a point of information is not in order is in no way intended to limit future discussion of that item, in turn, under the established rules of debate.

*Motion passes unanimously*

**1313 W/o objection chair closes meeting**

**1346 Meeting is open**

**AI 01-216 Health Insurance for Furloughed Pilots**

Motion Starnes/Baker:

WHEREAS US Airways has announced the furlough of 1350 pilots, and

WHEREAS the contract allows US Airways pilots to remain in the Company's group medical insurance programs through the period they are receiving furlough pay and 2 months thereafter and then to pay an amount equivalent to the current premium in effect for such coverage until recalled from furlough, and

WHEREAS lapses in medical coverage for furlougees may potentially prove to be financially disastrous and accordingly are considered essential benefits, and

WHEREAS the cost of privately procuring these benefits may be prohibitive during the furlough,

THEREFORE BE IT RESOLVED that the US Airways MEC will ballot the all active members, including sick active and executive active members on whether or not to pay for an amount equivalent to 80% of the medical insurance premium for the furloughed pilots, during the period that the pilot remains eligible for recall, and

BE IT FURTHER RESOLVED this program will be available only to pilots not covered by other insurance (e.g. through a spouse, new employment, or any other means), and

BE IT FURTHER RESOLVED that this assessment be used to pay 80% of the benefit cost with 20% of the cost being paid by the furloughed pilots. This assessment shall not exceed \$70 per month for all A330 pilots and Captains, and \$45 per month for First Officers (excluding A330 F/Os), and will be subject to future downward readjustment to cover actual costs, as determined by the MEC Secretary- Treasurer, and

BE IT FURTHER RESOLVED that this assessment shall be used to fund managed care options only unless this option is not available in the pilot's geographic area, and

BE IT FURTHER RESOLVED that these benefits will be available only to pilots who have remained in good standing in the Association, and

BE IT FURTHER RESOLVED that this assessment shall be payable through a direct payment program, and if practicable, and at pilot option, through an assessment check-off program similar to dues check-off, and

BE IT FURTHER RESOLVED that this assessment ballot be completed no later than Feb 1, 2002 and the program will be overseen by the MEC Senior Benefits Specialist, R & I Committee Chairman, the Membership Services Committee Chairman, the Furlough Administrator and the MEC Secretary-Treasurer, and

BE IT FURTHER RESOLVED that the US Airways MEC Sr. Benefits Specialist will be responsible for administering the plan and the MEC shall seek a consulting contract for Wendy Doolan to assist the Sr. Benefits Specialist with this responsibility, and

BE IT FURTHER RESOLVED that a VEBA shall be established to receive the assessments and disburse premiums, and

BE IT FINALLY RESOLVED that this assessment will be reviewed annually at the fourth quarter MEC meeting.

Point of order Skinner: MEC S/T is not first on speaker's list

Chair: Not well taken

Skinner/Gillespie challenge chair

Chair reverses ruling after clarification

Challenge withdrawn

Amendment Greenhall: change 80% to 100%

BE IT FURTHER RESOLVED that this assessment will be levied on all active members (including sick active, executive active) and nonmembers, and

For this assessment First Officers, excluding A330 F/Os, will be assessed 65% of the cost of Captain and A330 pilots

Motion Gillespie/Starnes: Move to recommit

Starnes withdraws second; Kelly seconds

*Motion to recommit passes*

Freundlich violates phone decorum

Point of order Gillespie: Comments indecorous

Chair: Well taken

Chair rules Gillespie comments out of order

**AI 01-197a International Specialist to the Central Scheduling Committee**

Motion Kelly/Starnes:

WHEREAS the Central Scheduling Committee Chairman has requested the addition of an International Specialist to the Central Scheduling Committee,

THEREFORE BE IT RESOLVED that an International Specialist position be added to the Central Scheduling Committee, and

BE IT FURTHER RESOLVED the Central Scheduling Committee Chairman and the Policy Manual Review Panel develop appropriate policy manual language to create the position and annotate the duties of the International Specialist, and

BE IT FINALLY RESOLVED that such language will be reviewed by the MEC at the 1Q 2002 meeting for inclusion in the US Airways MEC Policy Manual.

*Motion passes unanimously*

**AI 01-217 Help Defray Type Rating Expenses for Furloughed Pilots**

Moved Kelly/Gillespie:

BE IT RESOLVED that the Furlough Administrator in conjunction with the Training Committee Chairman and Secretary-Treasurer develop and implement a voluntary pilot contributory fund to help offset type rating expenses for furloughed pilots.

BE IT FINALLY RESOLVED that the MEC will receive an ASPEN update and written description of the administration of this voluntary fund prior to implementation.

*Motion passes unanimously*

**AI 01-219 Vacation Tracking Assignment**

Motion Greenhall/Tosi:

WHEREAS the MEC has not been able to track the annual vacation bid awards and also the monthly vacation re-bid awards,

THEREFORE BE IT RESOLVED that the Permanent Bid Closing Committee is tasked to track annual vacation bid awards and also the monthly vacation re-bid awards, and

BE IT FINALLY RESOLVED that the Policy Manual Review Panel is tasked to develop policy manual language to include vacation tracking as a duty of the Permanent Bid Closing Committee and present that language to the MEC at the 1Q 2002 MEC meeting.

Baker comments out of order

*Motion passes unanimously*

**AI 01-204 Policy Manual Changes (Attached Excerpt)**

Motion Kelly/Baker:

WHEREAS the ALPA Constitution and By-Laws, Article 2, Section 4, C. (2), provides for the Local Council Chairman to designate a Local Council Officer or a Membership Committee member to approve an apprentice member,

THEREFORE BE IT RESOLVED that the Policy Manual Review Committee will develop language for the US Airways policy manual, Section 2, Membership Services Committee, 4. (a), that allows for the Membership Services Committee Chairman, only with the written authority from the Local Council Chairman, to approve US Airways pilots as apprentice members of ALPA, and present that language to the MEC at 1Q02, and



BE IT FINALLY RESOLVED that the MSC Chairman will familiarize him/herself with the responsibilities and requirements outlined under the ALPA Constitution and By-Laws for approving apprentice members.

Motion passes unanimously

AI 01-203 **Dues Check-off Contained Within the Contract**  
**Withdrawn**

AI 01-197 **Central Scheduling Committee Report**

Motion Kelly/Greenhall:

BE IT RESOLVED the Central Scheduling Report is received

Motion passes unanimously

AI 01-199 **HIMS Report**

Motion Kelly/DiOrio:

BE IT RESOLVED the HIMS report is received

Motion passes unanimously

AI 01-211 **Training Committee Report**

Moved Kelly/Baier:

BE IT RESOLVED that the report from the Training Committee is received.

Motion passes unanimously

**1558 Recess**

**1601 Reconvene**

Motion Starnes/Greenhall:

WHEREAS Bill McKee and Frank Kelly have served the pilots of US Airways in an outstanding manner, and

WHEREAS Bill McKee and Frank Kelly not only served this MEC with pride and professionalism, they served this pilot group with honor, and they are true pilot advocates, and

WHEREAS Bill McKee and Frank Kelly have demonstrated qualities of being open, direct, and clear, and

WHEREAS Bill McKee and Frank Kelly have demonstrated the quality of selfless dedication to their Council, this MEC, and the entire pilot group, and

WHEREAS Bill McKee and Frank Kelly have been tenacious in defense of the piloting profession,

THEREFORE BE IT RESOLVED that the US Airways MEC stand in recognition of two men who have demonstrated the highest levels of honor and integrity and recognize these men for a job well done.

Motion passes by acclamation

Motion Skinner/Baier:

BE IT RESOLVED that the following be accepted as a late agenda item:

Maintain Eric Kudey in Council 135.

Motion passes

Motion Baier/DiOrio: Move to recess until Tue Nov 27 in PIT

Tosi comments out of order

Point of order Baier: Caucus out of order

Chair: Well taken

**1639 Recess**

**1640 Reconvene**

Motion Skinner/Baier: Call the question

Without objection motion to recess is withdrawn

Call the question is withdrawn

Motion Baier/Gillespie:

Move to recess to the call of the chair, but no later than Nov 28, 2001

Motion passes

**1648 Recess**

**Tuesday, November 27, 2001**

*Holiday Inn Pittsburgh*

**1300 Pollock convenes meeting**

Osterhus absent (Recurrent Ground School), Beebe absent (Labor Coalition Meeting)

Roll Call: All MEC members present except Milkey proxy Brennan, Kudey proxy Belz, Gillespie proxy Skinner, Starnes proxy McKee

Pollock reviews subcommittee assignments

Bill Pollock briefs MEC on this morning's conference call - Rakesh Gangwal resignation

**1340 Closed Session**

**1350 Open Session**

Kelly Ison briefs MEC on RJ proposal

**1405 Recess**

**1415 Reconvene**

**1716 open session**

Motion Greenhall/Kelly:

WHEREAS the management of US Airways has furloughed valued employees and has now scheduled the furlough of 1341 pilots, and

WHEREAS the US Airways MEC and the Negotiating Committee have been attempting to negotiate changes to our Contract that address areas such as:

Pay Cap Reductions

Early Retirement Programs

Training Relief

Additional Small Jet Authority

WHEREAS these changes were considered to address the current needs of the Company and also the job protection requirements of the pilots, and

WHEREAS the proposed changes have the potential to produce several hundred million dollars in increased revenue and cost savings to the Company and also protect the jobs of all US Airways pilots, and

WHEREAS the Company has not engaged in any meaningful negotiations concerning these offers of significant contractual relief combined with pilot job protections.

THEREFORE BE IT RESOLVED that the MEC Chairman, Communication Committee, and the Legislative Affairs Committee are tasked to immediately pursue a communications strategy that highlights the efforts of the US Airways MEC and Negotiating Committee to provide job protection for the US Airways pilots and a means for the company

to acquire additional SJs while at the same time expresses our extreme disappointment that the management of our airline has failed to meet with the Negotiating Committee to discuss the significant cost saving benefits that the pilots have offered in exchange for pilot job protections, and

BE IT FURTHER RESOLVED that the Communication Committee Chairman is tasked to prepare a press release expressing the proposals and significant associated benefits that have been developed by the MEC and the Negotiating Committee, and

BE IT FURTHER RESOLVED that the press release will be sent directly to Mr. Wolf, the US Airways Board of Directors and all US Airways pilots, and other labor groups.

BE IT FINALLY RESOLVED that the MEC officers and the Negotiating Committee will meet with Mr. Wolf as the new CEO of US Airways to impress upon him the paramount importance of improved labor relations at our company.

*Motion passes unanimously*

### 1724 Recess to subcommittee until 1300

### 1020 reconvene

#### AI 01-185 Secretary-Treasurer Report

Motion Kelly/Greenhall:

BE IT RESOLVED that the report from the Secretary-Treasurer is received.

*Motion passes*

#### AI 01-185a 2002 MEC Budget

Motion Kelly/Gillespie:

WHEREAS we are entering a period of reduced income for the MEC, and

WHEREAS we must spend fewer dollars in 2002 on what likely will be challenges equal or greater to those we faced in 2001,

THEREFORE BE IT RESOLVED that flight pay loss is authorized for one travel day to MEC meetings for the year 2002, and

BE IT FURTHER RESOLVED that the Secretary-Treasurer will review all contracts and where possible, establish a 20% reduction in the cost of paid consultants to be implemented as soon as practical, and

BE IT FURTHER RESOLVED that the MEC directs the Merger Committee to complete the archiving of merger data by the 1<sup>st</sup> Quarter 2002 MEC meeting, and

BE IT FINALLY RESOLVED that the attached budget as amended is approved.

### 1032 Without objection body is in closed session

### 1050 Recess

### 1115 Reconvene in closed session

### 1140 Meeting open

Motion McKee/DiOrio: Call the question

Call the question fails; Roll call Kelly:

**Yes:** Milkey 139, DiOrio 124, McKee 796, Kelly 695, Starnes 763, Baker 676, Belz 48, Kudey 48, Baier 172

**No:** Tosi 578, Greenhall 607, Hocking 163, Skinner 343, Gillespie 258

**Totals:** 3461 yes; 1949 no; Call the question fails, requires 2/3

Amendment Hocking/Tosi: Remove \$50,000 from MEC meeting line

### 1228 Recess until 1315

### 1335 Reconvene

*Amendment passes*

*Budget, as amended passes unanimously*

#### AI 01-185b Two Furloughed US Airways Pilots Hired as Hotline Consultants

Motion Kelly/Brennan:

BE IT RESOLVED that two furloughed US Airways pilots be hired as Hotline Consultants, and

BE IT FURTHER RESOLVED that these consultants provide 24 hour 7 day availability for contract questions, and

BE IT FURTHER RESOLVED that each consultant be paid \$30,000 per year plus reasonable expenses not to exceed a total of \$8000 per year for this project, and

BE IT FINALLY RESOLVED that such contracts be forwarded to the Executive Council for approval

*Motion passes unanimously*

#### AI 01- 185c Delinquent Assessments

Motion Kelly/Greenhall:

WHEREAS some pilots have failed to pay their assessments, and WHEREAS the MEC has directed that the names of such pilots be posted in crew rooms, and

WHEREAS certain of these assessment accounts have been closed, THEREFORE BE IT RESOLVED that when a pilot who is delinquent in his assessments has paid the same amount of those assessments as other pilots paid, plus a 10% administrative fee, his name shall be removed from the posting in the crew room, and

BE IT FURTHER RESOLVED that the funds from such repayment shall be applied to the appropriate assessment account if such account is still open, and if the account is not open, such payment shall be deposited in the Pilot Voluntary Fund, and

BE IT FINALLY RESOLVED that the MEC Secretary-Treasurer shall make a quarterly report to the MEC of the delinquent funds collected.

Point of Order Greenhall: Wrong seconder

Chair: Well taken

*Motion passes*

#### AI 01-185d Negotiating Committee Members Return to the Line

Motion Gillespie proxy Skinner/McKee proxy Greenhall:

WHEREAS the US Airways pilots have been funding the MEC and Negotiating Committees' efforts to address the Small Jet issue, and WHEREAS the Company has rejected all of ALPA's efforts to address the Small Jet issue,

THEREFORE BE IT RESOLVED that the US Airways MEC directs all members of the Negotiating Committee to return to full flying status, and

BE IT FINALLY RESOLVED that the Negotiating Committee will remain in full flying status unless the Company commits to good faith negotiations to address the 1341 pilot furloughs or the initiation of Section 6 preparations.

Chair rules Hocking comments out of order

**1422 Recess**

**1428 Reconvene**

Amendment Kelly/Baker: Replace i commits to good faith and delete all after negotiations in BE IT FINALLY RESOLVED

*Division Kelly*

**Yes:** Tosi, Kelly, Baker

**No:** Brennan, DiOrio, Greenhall, McKee proxy Greenhall, Starnes proxy Greenhall, Belz, Kudey proxy Belz, Baier, Hocking, Skinner, Gillespie proxy Skinner

**Totals:** 3 yes, 11 no; Motion fails

Substitute Greenhall/Kelly:

WHEREAS the US Airways pilots have been funding the MEC and Negotiating Committees efforts to address the Small Jet issue, and

WHEREAS the AAA MEC budget will be significantly reduced in 2002, and

WHEREAS the budget for the Negotiating Committee, as the budget for the MEC meetings and other committees has been significantly decreased,

THEREFORE BE IT RESOLVED that all Negotiating Committee members must return to flying status as soon as possible and make significant efforts to reduce costly Flight Pay Loss by flying as much as practical, and

BE IT FINALLY RESOLVED that the Negotiating Committee must minimize flight pay loss throughout the year, even if the company commits to full time good faith negotiations to address the 1341 pilot furloughs, or the MEC directs preparations for Section 6 to begin.

*Motion fails; Division Kelly*

**Yes:** Brennan, DiOrio, Greenhall, McKee, Kelly, Starnes

**No:** Tosi, Baker, Belz, Kudey, Baier, Hocking, Skinner, Gillespie

**Totals:** 6 yes, 8 no; Substitute fails; Roll call Kelly

**Yes:** Brennan 139, DiOrio 124, Greenhall 607, McKee 796, Kelly 695, Starnes 763

**No:** Tosi 578, baker 676, Belz 48, Kudey 48, Baier 172, Hocking 163, Skinner 343, Gillespie 258

**Totals:** 3124 yes, 2286 no; Substitute passes

**AI 01- 185e Gross-up of Expense Payments**

Motion Kelly/Baker:

BE IT RESOLVED that, per ALPA policy, AAA MEC committee members are eligible for the gross-up of expense payments for offsetting of tax liabilities for the year 2001.

*Motion passes unanimously*

**AI 01-216 Health Insurance for Furloughed Pilots**

Motion Starnes/Baker:

WHEREAS US Airways has announced the furlough of 1350 pilots, and

WHEREAS the contract allows US Airways pilots to remain in the Company's group medical insurance programs through the period they are receiving furlough pay and 2 months thereafter and then to pay an amount equivalent to the current premium in effect for such coverage until recalled from furlough, and

WHEREAS lapses in medical coverage for furlougees may potentially prove to be financially disastrous and accordingly are considered essential benefits, and

WHEREAS the cost of privately procuring these benefits may be prohibitive during the furlough,

THEREFORE BE IT RESOLVED that the US Airways MEC will ballot the membership including active and sick active members on whether or not to pay for the medical insurance premium for the furloughed pilots, and

BE IT FURTHER RESOLVED this program will be available only to pilots not covered by other insurance (e.g. through a spouse, new employment, or any other means), and

BE IT FURTHER RESOLVED that this assessment be used to pay the benefit cost which shall not exceed \$75.00 for all A330 pilots and Captains, and \$50.00 per month for First Officers (excluding A330 F/Os) and will be subject to future downward readjustment to cover actual costs as determined by the MEC Secretary-Treasurer, and

BE IT FURTHER RESOLVED that this assessment shall be used to fund managed care options only unless this option is not available in the pilot's geographic area, and

BE IT FURTHER RESOLVED that these benefits will be available only to pilots who have remained in good standing in the Association, and

BE IT FURTHER RESOLVED that this assessment shall be payable through a direct payment program, and if practicable, and at pilot option, through an assessment check-off program similar to dues check-off, and

BE IT FURTHER RESOLVED that this assessment ballot be completed no later than Feb 1, 2002 and be administered by the MEC Senior Benefits Specialist, R&I Committee Chairman, the Membership Services Committee Chairman, the Furlough Administrator and the MEC Secretary-Treasurer, and

BE IT FURTHER RESOLVED that the US Airways MEC Sr. Benefits Specialist will be responsible for administering the plan and the MEC shall seek a consulting contract for Wendy Doolan to assist the Sr. Benefits Specialist with this responsibility, and

BE IT FURTHER RESOLVED that a VEBA shall be established to receive the assessments and disburse premiums, and

BE IT FINALLY RESOLVED that this assessment will be reviewed annually at the fourth quarter MEC meeting.

Amendment Kelly/Greenhall: add i/dental, change to 85/55, and strike idownward, add iBE IT FINALLY RESOLVED . . . i to read:

WHEREAS US Airways has announced the furlough of 1350 pilots, and

WHEREAS the contract allows US Airways pilots to remain in the Company's group medical insurance programs through the period they are receiving furlough pay and 2 months thereafter and then to pay an amount equivalent to the current premium in effect for such coverage until recalled from furlough, and

WHEREAS lapses in medical coverage for furlougees may potentially prove to be financially disastrous and accordingly are considered essential benefits, and

WHEREAS the cost of privately procuring these benefits may be prohibitive during the furlough,

THEREFORE BE IT RESOLVED that the US Airways MEC will ballot the membership including active and sick active members on whether or not to pay for the medical/dental insurance premium for the furloughed pilots, and

BE IT FURTHER RESOLVED this program will be available only to pilots not covered by other insurance (e.g. through a spouse, new employment, or any other means), and

BE IT FURTHER RESOLVED that this assessment be used to pay the benefit cost which shall not exceed \$85.00 for all A330 pilots and

Captains, and \$55.00 per month for First Officers (excluding A330 F/Os) and will be subject to future readjustment to cover actual costs as determined by the MEC Secretary-Treasurer, and

BE IT FURTHER RESOLVED that this assessment shall be used to fund managed care options only unless the this option is not available in the pilots geographic area, and

BE IT FURTHER RESOLVED that these benefits will be available only to pilots who have remained in good standing in the Association, and

BE IT FURTHER RESOLVED that this assessment shall be payable through a direct payment program, and if practicable, and at pilot option, through an assessment check-off program similar to dues check-off, and

BE IT FURTHER RESOLVED that this assessment ballot be completed no later than Feb 1, 2002 and be administered by the MEC Senior Benefits Specialist, R&I Committee Chairman, the Membership Services Committee Chairman, the Furlough Administrator and the MEC Secretary-Treasurer, and

BE IT FURTHER RESOLVED that the US Airways MEC Sr. Benefits Specialist will be responsible for administering the plan and the MEC shall seek a consulting contract for Wendy Doolan to assist the Sr. Benefits Specialist with this responsibility, and

BE IT FURTHER RESOLVED that a VEBA shall be established to receive the assessments and disburse premiums, and

BE IT FINALLY RESOLVED that this assessment will be reviewed annually at the fourth quarter MEC meeting.

BE IT FINALLY RESOLVED that all US Airways pilots are strongly requested by their elected representatives to vote in favor of this assessment authorization.

*Amendment passes; Division Kelly*

**Yes:** Brennan, DiOrio, Greenhall, McKee, Kelly, Starnes, Baker

**No:** Tosi, Belz, Kudey, Baier, Hocking, Skinner, Gillespie

**Totals:** 7 yes, 7 no: Roll call Kelly

**Yes:** Brennan 139, DiOrio 124, Greenhall 607, McKee 796, Kelly 695, Starnes 763, Baker 676

**No:** Tosi 578, Belz 48, Kudey 48, Baier 172, Hocking 163, Skinner 343, Gillespie 258

**Totals:** 3800 yes, 1610 no; amendment passes

Point of order Kelly: Hocking comments indecorous

Chair well taken

*Vote on Motion as amended; Division Skinner*

**Yes:** Brennan, DiOrio, Greenhall, Tosi, McKee, Kelly, Starnes, Baker, Belz, Kudey, Baier, Hocking, Skinner, Gillespie

**No:** None

**Totals:** 14 yes, 0 no; Motion passed unanimously

Point of order Kelly: Hocking comments indecorous

Chair: well taken

Move to reconsider Baier/Skinner

Chair without objection will reconsider

Motion back on the floor

Motion to reconsider withdrawn

#### 1710 AI 01-187 **Communications Committee Report**

Motion Baier/DiOrio:

BE IT RESOLVED that the Communications Committee Report be and is hereby received.

*Motion passes unanimously*

#### AI 01-187a **Misleading Statements on Web Board**

Motion Baier/Baker:

WHEREAS misleading statements posted on the MEC web board is a disservice to US Airways pilots,

THEREFORE BE IT RESOLVED that the Communications Committee Chairman is directed to increase oversight of web board postings to address postings of misleading statements on MEC issues.

*Motion passes unanimously*

#### AI 01-197b **Relief to Company to Start Flying DCA Trips Out of IAD & BWI**

Motion Baier/Skinner

WHEREAS the company has requested relief to start flying DCA trips out of IAD and BWI,

THEREFORE BE IT RESOLVED that the MEC grant, on a non-precedent, non-referral basis, the relief requested for January 2002, provided the company waives the 90-minute drive time to the parking lot for any flying that originates in BWI, and provides icrew movement must ride i transportation for DCA pilots to and from their homes for these trips and pays pilots two hour miscellaneous claim per trip, and

BE IT FURTHER RESOLVED that regardless of the city of origination or conclusion of the trip, all DCA trips will be flown by DCA pilots in accordance with the Pilots Working Agreement, and

BE IT FINALLY RESOLVED that the MEC reserves the right to terminate this waiver for any remaining months.

Intent: Steve Smyser to communicate this to the company.

Point of Order Skinner: member does not have the floor

Chair: Well taken

Point of Order Skinner: Member talking during point of order ruling

Chair: Well taken

#### 1741 Recess

#### 1745 Reconvene

*Motion passes unanimously*

#### AI 01-183 **Chairman's Report**

Motion Baier/DiOrio:

BE IT RESOLVED that the Chairman's report be and hereby is received.

*Motion passes unanimously*

#### AI 01-183a **Leaves of Absence**

Motion Greenhall/Tosi:

WHEREAS the contract, Section 13 (A), Leave of Absence, states that iSeniority shall not accrue for more than twelve (12) consecutive months except for leaves of absence for military service and service with the Association, provided such period of accrual may be extended with the approval of the Company and the Pilots i Master Executive Council.

THEREFORE BE IT RESOLVED that the US Airways MEC states their intent that during a period when US Airway pilots are on furlough, or scheduled to be furloughed, any pilots taking a leave of absence for any reason will be approved for extension of seniority accrual, and



BE IT FINALLY RESOLVED that the MEC directs the MEC Vice Chairman to obtain a statement of intent from the Company indicating their approval of the extension of seniority accrual for pilots on a Leave of Absence in excess of 12 months.

*Motion passes unanimously*

**AI 01-205 Monitoring Certain Provisions of Our Current Working Agreement During Furlough**

Motion Kelly proxy Greenhall/McKee proxy Greenhall:

WHEREAS US Airways intends to furlough 1350 pilots with no announced date for recall, and

WHEREAS many provisions of our current working agreement are in place to enhance and protect the working environment and quality of life of all pilots on the seniority list, and

WHEREAS strict compliance to all elements of our current working agreement by both management and all US Airways pilots is critical, especially at this time of impending furloughs,

THEREFORE BE IT RESOLVED the items outlined in AI 97-047b, as well as any other provisions of our current working agreement deemed appropriate by the MEC, will be closely monitored by the appropriate ALPA committee for compliance by both management and all US Airways pilots, and

BE IT FURTHER RESOLVED all suspected violations will be immediately investigated by the appropriate committees of the MEC in accordance with the ALPA Constitution and By-Laws, the MEC Policy Manual, and/or standing resolutions of the MEC, and

BE IT FINALLY RESOLVED that any violations will be forwarded to the MEC Chairman. The MEC Chairman will then take the supporting documentation to the MEC for appropriate action.

*Motion passes unanimously*

**AI 01-207 Review Nomination and/or Reaffirmation of Candidates for Positions on the Hearing & Appeal Board and Neutral Panel**

Motion Baker/Skinner:

Remove David Morrow from Hearing and Appeal Board Nominees

Remove Jim Garbett from Hearing and Appeal Board Nominees

Add Bill McKee to Hearing and Appeal Board Nominees

Add Craig Skinner to Hearing and Appeal Board Nominees

Add Bob Kirch to the Neutral Pilot Panel Nominees

Add Randy Mowrey to the Neutral Pilot Panel Nominees

*Motion passes unanimously*

**AI 01-214 Strategic Planning Committee Group Structure**

Motion Baier/Skinner

WHEREAS the Interim Strategic Planning Committee (ISPC) presented its final written report to the MEC at the 3Q-2001 meeting in BOS, and

WHEREAS the report contained the ISPC recommendations for a permanent planning group structure, and

WHEREAS the ISPC recommended and the MEC agrees that a structure such as that outlined in the report would be more effective,

THEREFORE BE IT RESOLVED that the MEC directs the Policy Manual Review Panel to draft appropriate Strategic Planning Committee structure amendments to the MEC Policy Manual along the lines suggested by the ISPC report to include an additional member beyond those suggested in the ISPC report and present the amendments to the MEC at its next quarterly meeting.

Motion Greenhall/Tosi:

Postpone AI-214 until the 1Q2002 MEC meeting

*Motion passed unanimously*

Move Skinner/Greenhall: Move to go into closed session

Chair, without objection, closes meeting

**1820 Meeting closed**

**1836 Meeting opened**

Motion Belz/Kelly:

WHEREAS Eric Kudey has served the pilots of US Airways as the First Officer Representative at LGA since June 2000, and

WHEREAS Eric Kudey has been forced to step down from this position as a result of the latest bid award and at this time faces furlough along with 1340 other US Airways pilots,

THEREFORE BE IT RESOLVED that the US Airways MEC unanimous commends Eric Kudey for his unselfish 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 Eric Kudey for the outstanding representation he has provided to the pilots of US Airways.

*Motion passes by acclamation*

**1840 Chair adjourns meeting**