

Transition

John Frogge (PIT)
Chairman, Training Committee

“The highest level of flight safety obtainable, realized by the best flight training available, directly impacts the collective future of our customers, flight crews, fellow employees, families, and our corporation's success or failure.”

Ladies and Gentlemen, the MEC appointed me as your interim Training Committee chairman at the First Quarter MEC meeting and then appointed me chairman at the Second Quarter MEC Meeting. Let me begin by expressing my appreciation to the MEC. The MEC openly considered me for the interim chairman position despite my lack of direct participation on the MEC Training Committee. The action taken by the MEC should encourage others wishing to contribute to the Association to step forward and present themselves.

By way of introduction I have included the following brief bio:

I have served US Airways as a pilot for 21-plus years with 15-plus years as captain. I have over 17,000 hours of accident- and incident-free flying experience. I have served ALPA as a committee member on the Professional Standards Committee and have interfaced with many other ALPA committees. Almost four years were spent in the B-737-200 Flight Training and Standards Department as a check airman. That experience included almost two years as an APD. A great deal of inter-departmental interface with ALPA, US Airways, and the FAA was afforded me in a short period of time. I am now a domestic B-757/67 reserve captain based in Pittsburgh. I am 46, live in Pittsburgh, have a Bachelor of Science degree in Sociology with an emphasis in Psychology and an Associate Degree with an emphasis in Aviation Technology. I am married with two children, one in her second year of university studies and another, a son, in middle school.

It has been challenging for all concerned to have a simultaneous transition in progress within

the MEC Training Committee, Flight Training and Standards Department, and Vice President-Flying. I would like to extend my thanks to the MEC officers, MEC and LEC representatives, the MEC staff, Training Committee members, fleet captains, senior check airmen, regional directors-flying and their assistant chief pilots for the collective effort during this transition. I have made mistakes and will probably make some more as I learn the intricacies of this challenging and important position. I appreciate the patience that has been afforded me by all concerned.

The pilot group at US Airways is very fortunate to have a group of very dedicated and experienced Training Committee team members in place. They make up the foundation of this volunteer committee and they, not me, will receive the accolades of our success. I am deeply honored to serve this group of very talented people as their chairman. Their expressed support, insight, and unmitigated willingness to “raise the bar” are inspiring. I will commit my time and energy to tirelessly help them be of even greater service to the MEC, each of you, and US Airways.

The Training Committee’s varied and multiple interdepartmental interfaces make this committee’s work unique and challenging. Safety of flight is intrinsically linked to flight training. Every pilot at US Airways is intrinsically linked to Flight Training. Every US Airways pilot utilizes the tools provided by flight training to meet the challenges of ensuring the safest flight operation possible. The highest level of flight safety obtainable, realized by the best flight training available, directly impacts

the collective future of our customers, flight crews, fellow employees, families, and our corporation's success or failure. Every US Airways pilot and his or her interface with the flight training experience, regardless of position held within the Corporation or Association, is represented equally by the Training Committee. This committee not only represents every line pilot but also represents senior check airmen, check airmen, instructor pilots, and line route instructor pilots.

The Working Agreement provisions of Section 10 and 11 address policies, procedures, standards and protocol. Contractual language, however, does not completely address or include all of the complexities that are inherent to flight training. It is in the best interest of US Airways to include the MEC Training Committee as an asset to advance safety of flight through the enhancement of flight training. It is in the best interest of every US Airways pilot that the Training Committee be an invited participant, and that the Training Committee, Flight Training and Standards Department, and Flight Operations Department of US Airways have and maintain an excellent working relationship. We are committed to constructively enhancing every interdepartmental relationship that my predecessors so diligently established and strived to maintain. Treating *all* pilots with dignity and respect will be a hallmark of this committee. We hold many people to very high standards, and we will continue to hold ourselves to the same very high standards. The Training Committee will continue to operate as a team and focus on problem resolution. We will continue to enhance the bridges of communication and understanding that have been built and strive to be beyond reproach in our representation of all US Airways pilots, in both words and actions.

Those of you who have a long history with US Airways have seen how far flight training has advanced. Fortunately, many of you have never known anything but excellent flight training. US Airways and this pilot group were fortunate when Ron Schilling was appointed to the position of director-flight training and standards several years ago. Ron worked closely with the Association and worked tirelessly to continually improve safety of flight through standardized flight training. He continually challenged himself and others, to seek advances to our training curriculum, ensure that the training environment promoted success, and that our pilots received every tool available to provide the safest possible flight operation. The

Training Committee extends our appreciation to Ron, and we hope that each of you will also thank him for all of his efforts as you cross paths with him on the line.

Our pilot group and US Airways are again fortunate, as Paul Morrel has accepted the position of director-flight training and standards. This Committee looks forward to working with Paul and his team, and to further enhancements that flight training at US Airways can realize through cooperative effort. Paul has a long history of working closely with the Association. We will work together to ensure that the line pilot remains the ultimate customer.

The collective efforts of the US Airways line pilot, Flight Training and Standards Department, and Flight Operations, were validated by the Line Oriented Safety Audit (LOSA), signed off on by Greg Gibson, spearheaded by Robert Sumwalt (CLT) of the MEC Central Air Safety Committee and Ron Thomas-Pilot Analysis US Airways, under the administration of the University of Texas. Every pilot at US Airways should be profoundly proud of the standardization and safety of flight that you and this airline demonstrated. The Training Committee will continue to work diligently to enhance the tools available to you so that the bar can be raised to even higher levels.

Insights from the MEC Training Committee members identified several enhancements that could be realized by the MEC Training Committee.

The attached "Primary and Alternate Points of Contact" is one enhancement. ***Please remove it from the US AIRWAVES publication, look it over, and keep it available for your referral.*** Note that you have access to specific individuals in ten separate categories. The MEC Training Committee members are then listed in alphabetical order. The LEC-appointed base representative is highlighted in the contact list.

The first category is **Fleet Specific**. Note that you have a Primary Point of Contact for each specific fleet type: Denny Giza (PIT)-**A330**, Mike Kennedy (CLT)-**A319/320/321**, David Culp (PHL)-**B-757/67**, and Sergio Fernandez (DCA)-**B-737-3/400**. These experienced committee members stepped forward to accept leadership positions of responsibility as your Primary Point of Contact. They have accepted the task of enhancing the working relationships with their respective fleet captains, senior check airmen, and fleet-specific check airmen. They will have the pulse of their respective department. The Primary will coordinate

“It is in the best interest of US Airways to include the MEC Training Committee as an asset to advance safety of flight through the enhancement of flight training.”

“ The Training Committee continues to enjoy inclusion in the development of the RLF. Every year the tools that this program provides to each of us just get better and better. ”

closely with the Alternate Point of Contact. These individuals also stepped forward and accepted leadership positions of responsibility. The Alternate Points of Contact will represent the Primary in their absence to ensure continuity and a seamless line of communication. Please use their talents and expertise as your Primary and Alternate Points of Contact.

The Training Committee will also be represented by a Primary Point and Alternate Point of Contact in six additional **Special Projects** categories separate from Fleet Specific issues.

The first is **LOFT-Specific**. The Training Committee continues to enjoy inclusion in the development of the RLF. Every year the tools that this program provides to each of us just get better and better. Denny Giza and Paul Obear (BOS) respectively have accepted the positions of Primary and Alternate Points of Contact. The new LOFT scenario started in April and next year’s RLF development will begin in July. The challenge of initially administrating a new LOFT is very taxing on the check airmen and simulators. Have some patience and enjoy the training. Keep Denny and Paul informed. They will constructively contribute towards any required enhancements.

The second is **Ground-School-Specific**. The ground school training is where it all starts. The FCTI (flight crew training instructor), through course curriculum, establishes the foundation for a successful flight training experience. John Wallace (PIT) and Mike Baier (PIT) will be the Training Committee’s interface and will strive to enhance the foundation. Kevin Ayala, manager–flight training, extended an invitation to this committee to be an active participant in Non-Aircraft-Specific Training Instruction (NASTI) course development, and for this committee to participate in “Distributive Cost Justification Committee” meetings. Our participation in NASTI course development will ensure pilot input towards the final product. The Distributive Materials concept will open up the firewall on the “Hub” and make Distributive Training Material, Distributive Reference Material and Distributive Enhancement material available to you both at home and in crew domiciles. We will work together to enhance your capabilities to prepare for both ground school training and your trip. Having a diverse amount of pertinent information available to you both at home or while on the road has the potential to enhance your professional and personal capabilities.

The third is **Training Pay & RTBS-Specific**. Sergio Fernandez and Joe Kukral (DCA) will be handling the many questions that pay and RTBS issues generate. Download the excellent *US AIR-WAVES* November/December 2000 RTBS article written by Tim Baker from the ALPA website. Read it carefully. Reference your contract and ask questions before you bid. Be sure that your bid does reflect your intentions. There is not much that we can do after you incorrectly bid an RTBS assignment and receive exactly what you unknowingly, in fact, bid.

The fourth is **International/Over-Water-Specific**. Al Beerley (PHL) and Mark Odom (CLT) have accepted what will be a challenging and exciting special project. International and domestic Over Water Operations coupled with new destinations present unique challenges. Al and Mark will be working closely with both Flight Training and Standards and Flight Operations to ensure that your concerns and input are included to enhance International and Over Water operations at US Airways. The Distributive Materials concept could provide an excellent capability to ensure that communication of these enhancements reach you in a timely and accessible format. Keep Al and Mark informed. They will constructively contribute towards any required enhancements.

Two additional special projects have also been incorporated. Both are **liaison positions**. Pete Dugstad (DCA) will serve as liaison: ALPA International Training Council, and Bob Georges (PHL) will serve as liaison: US Airways Central Air Safety Committee.

Again, please use their talents and expertise as your Primary and Alternate Points of Contact.

Check Airmen issues and Section 10

The Training Committee has work in progress regarding the following:

- Clarification of standardization meeting pay during line rotation and non-rotation months
- CAT menu display for standardization meetings
- Standardization meeting notification to promote SAP capabilities
- Clarification of flying at Company request
- Travel to and from training events while out of uniform with only two carry-on bags
- Development of a clear and uniformly applied Reduction In Force–RIF Policy



Some special thanks

Pete Dugstad elected to resign from the position of MEC Training Committee chairman. He sacrificed a great deal for the betterment of this pilot group during the most intense period of flight training ever known by US Airways. In typical Dugstad style, he has willingly given all of himself to ensure me a smooth transition as your chairman. I hope that you seek Pete out and express your personal appreciation for his efforts. Pete is not leaving the committee. He is working to develop a communication system for us, now in use by the United Airlines Training Committee, to submit to the MEC for consideration and is also serving the Committee as liaison: ALPA International Training Council. I would like to express my appreciation to his wife, Beth, and their two young sons for supporting Pete and for the sacrifice they also have made. I personally cannot begin to express my appreciation for Pete's support, council, and friendship.

Clyde Romero elected to resign from this committee to pursue additional interests. We thank Clyde for his dedication and hard work.

US Airways is losing a talented individual that made contributions to safety of flight as manager AQP. Our thanks, appreciation, and best wishes go to Ms. K.D. Van Drie.

Ladies and gentlemen, these are interesting times.

- Keep up the great work.
- Stay focused on the job at hand. Keep the moral obligation of flying safely as your primary concern.
- Do not let distraction affect your compliance with policy, procedure, standardization, and safety.

Remember that:

- No one knows the name of the pilot who goes around, or holds until conditions improve, or elects to divert when necessary.
- No one knows the name of the pilot who keeps him/herself defendable through compliance with policy and procedure while ensuring a standardized flight operation.
- No one knows the name of the pilot who requests clarification of a clearance.

The Training Committee remains dedicated to enhancing your flight training and all of the complexities that are inherent to flight training. We thank each of you for meeting the challenges you face day in and day out. Your efforts, com-

mitment, and professionalism have "raised the bar" at US Airways to new heights. You have redefined the pursuit of excellence. Stand tall, be proud of your achievements, and take care of each other.



“ Remember that no one knows the name of the pilot who goes around, or holds until conditions improve, or elects to divert when necessary. ”

ALPA Training Committee – US Airways

Primary and Alternate Points of Contact

ALPA Office: 800-872-4763 or 412-264-5600 • ASPEN Voice Mail: 703-689-4220

A330	A319/320/321	B-757/67	B-737-3/400
<i>Primary</i>	<i>Primary</i>	<i>Primary</i>	<i>Primary</i>
Denny Giza	Mike Kennedy	David Culp	Sergio Fernandez
216-272-8349	954-609-0773	910-763-6134	305-215-6733
dgiza@attbi.com	mike81@carolina.rr.com	70774.573@compuserve.com	sergiofer@compuserve.com
ASPEN: 2890	ASPEN: 1924	ASPEN: 2211	ASPEN: 1923
<i>Alternate</i>	<i>Alternate</i>	<i>Alternate</i>	<i>Alternate</i>
Paul Obear	Rob Arcure	Bob Georges	John Wallace
203-982-4664	734-945-0742	717-495-6595	412-680-2747
phobear@compuserve.com	jsadesign@aol.com	usabob@juno.com	wallace_av8n@msn.com
ASPEN: 5479	ASPEN: 3306	ASPEN: 3137	ASPEN: 7348
LOFT Specific	Ground School Specific	Pay & RTBS Specific	Int'l/Over Water Specific
<i>Primary</i>	<i>Primary</i>	<i>Primary</i>	<i>Primary</i>
Denny Giza	John Wallace	Sergio Fernandez	Al Beerley
216-272-8349	412-680-2747	305-215-6733	610-932-8353
dgiza@attbi.com	wallace_av8n@msn.com	sergiofer@compuserve.com	70774.2230@compuserve.com
ASPEN: 2890	ASPEN: 7348	ASPEN: 1923	ASPEN: 6588
<i>Alternate</i>	<i>Alternate</i>	<i>Alternate</i>	<i>Alternate</i>
Paul Obear	Mike Baier	Joe Kukral	Mark Odom
203-982-4664	607-731-8274	720-985-3301	817-946-3740
phobear@compuserve.com	73634.2362@compuserve.com	kukral@compuserve.com	modom39@aol.com
ASPEN: 5479	ASPEN: 1766	ASPEN: 7498	ASPEN: 8799

ALPA Training Committee Members

<i>Name</i>	<i>Base</i>	<i>ASPEN</i>	<i>Phone</i>	<i>E-mail</i>
Rob Arcure	A	3306	734-945-0742	jsadesign@aol.com
Mike Baier	A	1766	607-731-8274	73634.2362@compuserve.com
Al Beerley	P	PHL	610-932-8353	70774.2230@compuserve.com
David Culp	P	2211	910-763-6134	dhculp@aol.com
Pete Dugstad		1754	443-956-6228	pdugstad@aol.com
Liaison: ALPA International Training Council				
Sergio Fernandez	P	1923	305-215-6733	sergiofer@compuserve.com
John Frogge*		4520	412-956-6089 cell 724-935-3797 home/fax	froggej@alpa.org ALPA Office – ext. 234 usabob@juno.com
Bob Georges	A	3137	717-495-6595	
Liaison: US Airways Center Air Safety Committee				
Ben Gilbert		CLT	4896	smilnjac@xtalwind.net
Denny Giza**	P	2890	216-272-8349	dgiza@attbi.com
Mike Kennedy	P	1924	954-609-0773	mike81@carolina.rr.com
James Kent		8979	704-892-4830	jekent@compuserve.com
Joe Kukral	A	7498	720-985-3301	kukral@compuserve.com
Lee Leonard		DCA	1015	bleonard@cvn.net
Paul Obear	A	BOS/LGA	5479	phobear@compuserve.com
Mark Odom	A	8799	203-982-4664	modom39@aol.com
Richard Pfenninger		3572	817-946-3740	rgpilot@aol.com
John Wallace	P	PIT	7348	wallace_av8n@msn.com
P –Primary Contact	A –Alternate Contact	* Denotes Committee Chairman	** Denotes Committee Vice Chairman	
LEC –Training Committee LEC Appointed Representative				