



Fourth Quarter MEC Meeting

December 7-11, 1998 - Pittsburgh, PA

Monday, December 7, 1998

1000 MEC Chair Jon Bryan convenes meeting

Vice Chair David Morrow, Secretary/Treasurer Osterhus present
Roll Call: Cleary, Milkey, Gauthier, Tosi, Gaudio, Newman, Davis, Tokash, Mayer proxy Baier, Baier, Stephan, Preas

AI 98-260 - Chairman's Report – Jon Bryan

AI 98-261 - Vice Chairman's Report - David Morrow

AI 98-210 - Secretary/Treasurer's Report – Philip Osterhus

AI 98-211 - EVP Report – David Morrow

1046 ALPA VP-elect – Finance John Feldvary speaks to MEC in brief closed session

1110 Return to open session;

Vice Chair Morrow presents Feldvary with token of appreciation for his service as an Executive Vice President

1115 Without objection chair requests Tim Baker brief MEC on addendum to Training Committee Report - Day 2 of Recurrent Ground School; Training Bidding

AI 98-223 - Route Committee Report - Todd Cardoza

1200 Break for Lunch, then subcommittee

1600 Reconvene

AI 98-224 - Block Bldg./Scheduling Report - Jeff Edwards

AI 98-262 - BOD Steering Committee Report - David Stillings

AI 98-211 EVP Report – David Morrow

Motion Baier/Milkey:

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

Motion passes

AI 98-223 Route Committee Report

Motion Baier/Davis:

BE IT RESOLVED the Route Committee Report is hereby received

Motion passes

AI 98-231 Proposed ad hoc Pilot Selection Study Committee

Motion Baier/Davis:

WHEREAS the Membership Services Committee has been pursuing ALPA involvement in the company's new hire process, and

WHEREAS the Committee and the Committee Chairman concur

that this would be better accomplished through the creation of an ad-hoc subcommittee with the sole purpose of securing ALPA involvement in the hiring process at US Airways, and

WHEREAS three Committee members have volunteered to serve on this Committee,

THEREFORE BE IT RESOLVED that the MEC approve the creation of the Pilot Selection Study Committee as an ad-hoc subcommittee to the Membership Services Committee staffed by both Captains and First Officers, and

BE IT FURTHER RESOLVED that the subcommittee would report to the Membership Services Committee Chairman who in turn will report to the MEC, and that this committee will be further reviewed and evaluated after a period of six months.

Motion passes

AI 98-233 Membership Services Committee New Members

Motion Baier/Stephan:

WHEREAS Paul Ryder, Steve Crimi and Bob Moughamian have volunteered and been appointed to the Membership Services Committee subject to MEC approval,

THEREFORE BE IT RESOLVED that the MEC approve the appointment of Paul Ryder, Steve Crimi and Bob Moughamian to the Membership Services Committee.

Motion passes

AI 98-237 MOU Approval by the MEC

Motion Davis/Tokash:

WHEREAS the MEC Policy Manual does not address a Memorandum Of Understanding (MOU), and

WHEREAS an MOU becomes the word of the MEC and should, therefore, be subjected to the same opportunity for review and approval as a Letter Of Agreement (LOA), and

WHEREAS an MOU should also carry the signature of the MEC Chairman,

THEREFORE BE IT RESOLVED that Article I, Section 2D of the MEC Policy Manual be amended as follows:

D. The MEC shall review and approve all Letters Of Agreement and Memoranda Of Understanding before being signed by the MEC Chairman, and such Letters Of Agreement and Memoranda Of Understanding will be in the possession of all MEC members at least seven (7) days prior to being signed by the MEC Chairman.

Motion passes unanimously

AI 98-253 Training Committee Composition

Motion Baier/Milkey:

WHEREAS US Airways' Training programs are standardized to



the point where differences between aircraft types are minimal, and WHEREAS the Training Committee has found a local contact in each crew base to more effectively meet the needs of the pilot group,

THEREFORE BE IT RESOLVED that the US Airways MEC Policy Manual, Page 70, paragraph 1, be modified to as follows:

06/02/97

Page 70

Training Committee:

1. Composition:

This Committee shall consist of a Chairman elected by the MEC. There will be at least one representative per crew base, as well as the Human Performance Subcommittee Chairman, CRM, ground school, and special projects members selected and appointed by the Committee Chairman and approved by MEC.

Motion passes unanimously

AI 98-255 Training Committee Composition

Motion Baier/Gauthier:

WHEREAS the Training Committee has increased its visibility among the pilot group, and

WHEREAS both initial and recurrent training are now provided in CLT, and

WHEREAS training is forecast to more than double in 1999 and remain at this level for the foreseeable future,

THEREFORE BE IT RESOLVED that the US Airways MEC Policy Manual be modified to include the position of Vice Chairman for the Training Committee and that the language be submitted for MEC approval at the next regular MEC meeting, and

BE IT FURTHER RESOLVED that the MEC approves an interim position of Training Committee Vice Chairman.

Motion passes

AI 98-210 Secretary/Treasurer's Report

Motion Tokash/Preas:

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

Motion passes

AI 98-220 Aeromedical/HIMS Report

Motion Tokash/Gaudio:

BE IT RESOLVED the report from the Aeromedical/HIMS Chairman is hereby received.

Motion passes

AI 98-224 Blockbuilding/Scheduling Report

Motion Tokash/Preas:

BE IT RESOLVED that the Blockbuilding/Scheduling report is hereby received

Motion passes

AI 98-230 Renew Consultant Contract

Motion Tokash/Davis:

WHEREAS the consultant contract for Ron Carek expires December 31, 1998, and

WHEREAS his services are required by the Block Building Committee.

THEREFORE BE IT RESOLVED that Ron Carek's contract be renewed

Motion passes

AI 98-260 Chairman's Report

Motion Tokash/Cleary:

BE IT RESOLVED that the report from the MEC Chairman be and is hereby received.

Motion passes

AI 98-262 BOD Steering Committee Report

Motion Tokash/Preas:

BE IT RESOLVED that the report from the BOD Steering Committee is hereby received.

Motion passes

1810 Recess

Tuesday, December 8, 1998

0930 Bryan reconvenes meeting

Morrow, Osterhus present

Roll Call: All MEC members present

Period for US Airways pilots in good standing to address the MEC; None do

Code-Sharing Partners; Pantazis asks for delay

AI 98-212 - Approve Consent Agenda

98-217 Professional Standards Report, and 98-219 R&I Report pulled, sent to Subcommittee 1

Without objection Consent Agenda is accepted

AI 98-263 - Central Air Safety Report - John Cox

Motion Gauthier/Tosi: Move to discharge committee and deal with AI 264,266,247

Motion passes

AI 98-247 Extension of FOQA LOA

Motion Gauthier/Tosi:

WHEREAS the Flight Operations Quality Assurance (FOQA) LOA is due to expire on January 1, 1999,

THEREFORE BE IT RESOLVED that the FOQA LOA be extended to January 1, 2000.

Motion passes

AI 98-264 FOQA Monitoring Team

Motion Stephan/Gauthier:

WHEREAS currently Captain Matt Merillat and Captain Bill Weeks are the two ALPA FOQA Monitoring Team members, and

WHEREAS the FOQA Letter of Agreement provides for three (3) or more ALPA members on the FOQA Monitoring Team,

THEREFORE BE IT RESOLVED that Captain Terry McVenes be appointed as a member of the ALPA FOQA Monitoring Team.

Motion passes

AI 98-266 FOQA Event Set for the Airbus A319/320

Motion Gauthier/Tosi:

BE IT RESOLVED that the US Airways MEC approve the interim Airbus A319/320 event set.



1100 Recess

1115 Reconvene

Tosi asks roll call; All present except Newman proxy Gaudio, Tokash proxy Davis, Stephan proxy Preas

1121 Tokash returns

1122 Newman returns

Motion passes (AI 98-266)

Without objection body accepts AI 98-263 Over 85 Hour Report, AI 98-265 1999 MEC Budget; AI 98-267 CASC Report; AI 98-268 MEC Funding for LEC Activity; AI 98-269 Reinstatement of Kevin Turley as Late Agenda items

1145 Recess to subcommittee

1400 Reconvene

Mayer presents retiring Scheduling/Blockbuilding Chairman Captain Nick Zello with a picture

Motion Mayer/Davis:

WHEREAS Captain Nick Zello has served the US Airways pilots in dedicated service for nearly his entire airline career spanning over 30 years, and

WHEREAS the US Airways MEC wishes to recognize Captain Nick Zello for those many years of service and thank him for his untiring efforts on behalf of the US Airways pilots, THEREFORE BE IT RESOLVED that the US Airways MEC extends warm wishes and congratulations to Captain Nick Zello on his retirement.

Motion passes by acclamation

Without objection meeting is closed

AI 98-226 - Merger Committee Report - Bob Kirch, Randy Mowrey, Dick Wallis

1625 Return to open session; Recess

1650 Reconvene

AI 98-221 - CATCREW Committee Report - William Stokes

AI 98-229 - MEC Officer Elections

Chair reads election rules from Policy Manual

Ballot Certification Committee will consist of Bob Hammarley, Roy Freundlich, and Teller Philip Osterhus

Milkey nominates Bill Pollock

Baier nominates Beebe

Newman nominates Litt

Motion Gauthier/Milkey: Move to close nominations

Motion passes

Milkey gives Pollock nominating speech

Baier gives Beebe nominating speech

Newman gives Litt nominating speech

Candidates draw straws to determine order of speaking

Beebe speaks; Q&A period

Motion Davis/Milkey:

Move to suspend the rules to allow more time for Q&A (requires 2/

3)

Motion passes

Pollock speaks, Q&A period

Litt speaks, Q&A period

Tokash calls for the orders of the day

Point of order Gauthier: Rules were suspended to allow process to continue

Chair not well taken; rule was to allow speakers more time

Motion Tosi/Newman: Move to set aside the orders of the day and continue the MEC Officer Elections.

1850 Recess

1905 Reconvene

Tokash withdraws call for orders of day

Tosi/Newman withdraw resolution

Beebe elected on first ballot

Motion Davis/Cleary:

WHEREAS Capt. Jon Bryan has served his MEC and his fellow pilots as the Master Chairman with outstanding diligence and dogged advocacy for the past two years, and

WHEREAS Capt. Bryan will be participating in the negotiated early retirement program and thus leaving his airline of 30 years, and

WHEREAS Jon's efforts are a testimony to the benefits of research and preparedness,

WHEREAS his efforts will be sorely missed by the MEC and US Airways pilots,

THEREFORE BE IT RESOLVED that the MEC thanks Jon Bryan for his many years of hard work and dedicated service to his fellow pilots and wishes him good health and the best of luck in his future endeavors.

Motion passes by acclamation

1915 Recess

Wednesday, December 9, 1998

0935 Beebe convenes meeting

Morrow, Osterhus present;

Roll Call: All MEC members present except Cleary proxy Milkey, Davis proxy Tokash, Mayer proxy Baier

AI 98-229 - MEC Officer Elections cont.

Chair asks Morrow to conduct MEC Vice Chair election

0937 Newman arrives

0938 Cleary arrives

0939 Davis arrives

Floor is open for nominations

Tokash nominates Skinner

Cleary nominates Lyons

Tokash nominating speech

Lyons speaks; Q&A period

Skinner speaks, Q&A period



Skinner elected

Floor open for nominations for Secretary/Treasurer

Mayer nominates Osterhus

Motion Gaudioso/Gauthier: Move to close nominations

Motion passes

Motion Gaudioso: Move to elect Osterhus by acclamation

Point of order Davis: Secret ballot is required

Chair: Well taken

Mayer nomination speech

Osterhus speaks; Q&A period

Osterhus elected

1040 AI 98-220 - Aeromedical/HIMS Report - Steve Javaras

Motion Davis / Gauthier: Move to discharge the subcommittee on AI 98-220a

Motion to discharge passes

Motion Davis/Gauthier:

WHEREAS the MEC is very concerned that the Company has taken a totally unreasonable position requiring pilots to participate in drug/alcohol testing after minor incidents, and

WHEREAS Aeromedical and ALPA Legal researched this issue and believe that a grievance pursuant to Section 15 of the Agreement could appropriately address this matter, and

WHEREAS the Committee has explored other avenues but has been unsuccessful in resolving this problem,

THEREFORE BE IT RESOLVED that the MEC instructs the Aeromedical Chairman and Drug Testing Coordinator in coordination with the MEC Grievance Chairman to file an MEC group grievance to seek appropriate resolution to this issue,

BE IT FURTHER RESOLVED that the MEC requests that the grievance be given expedited treatment by the Grievance Committee

Motion passes unanimously

1120 Recess and Council Caucus

1150 Reconvene

AI 98-222 - Grievance Committee Report - Craig Skinner

1300 Recess to Subcommittee

Thursday, December 10, 1998

0935 Beebe convenes meeting

Skinner, Osterhus present

Roll Call: All MEC members present except Gaudioso, Newman, Mayer proxy Baier

0940 Newman arrives, with Gaudioso's proxy

Council Caucus

0950 Mayer arrives

AI 98-222 Grievance Committee Report

Motion Davis/Tokash:

BE IT RESOLVED that the report from the Grievance Chairman be and is hereby received.

Motion passes

AI 98-242 Assessment Collection

Motion Tokash/Cleary:

WHEREAS in 1994, 1995, 1996, and 1997, the ALPA members of US Airways, voting in a membership referendum conducted in accordance with Article IX, Section 7.C of the ALPA Constitution and By-Laws and ALPA voting procedures, authorized assessments on US Airways pilots to cover expenses for providing health insurance for furloughed pilots, and

WHEREAS on January 16, 1998, the US Airways MEC, under the authority of Article IX, Section 7.C of the ALPA Constitution and By-laws, by secret ballot, levied an assessment on US Airways pilots to cover merger expenses associated with the US Airways Shuttle merger, and

WHEREAS a number of pilots have failed to remit their assessments in a timely manner, and

WHEREAS it is appropriate that delinquent members be given a final warning before further action is taken against them,

THEREFORE BE IT RESOLVED that January 25, 1999 is established as the date by which delinquent pilots must pay their unpaid assessments, it being agreed that those not paid in full by that date shall be furnished a copy of this resolution and advised that such nonpayment shall serve as a basis for all available and appropriate actions which will be set in motion against them to collect the delinquent obligations.

Motion passes unanimously

AI 98-246 NRC Continuation

Motion Davis/Tokash:

WHEREAS the volume of research and coordination with other participants in a review of negotiations is enormous, and

WHEREAS the project demands almost full time participants, and

WHEREAS the current team has many other duties in addition to the NRC work, and

WHEREAS MEC resolution 98-119 called for the MEC officers to conduct this review in conjunction with certain other MEC committees, and

WHEREAS Capt. Bryan appointed the MEC Vice Chairman, David Morrow, to conduct the review, and

WHEREAS Capt. Morrow is not seeking reelection as the MEC Vice Chairman,

THEREFORE BE IT RESOLVED that the MEC appoints Capt. Morrow to complete the review and authorizes a budget of \$10,000, and

BE IT FINALLY RESOLVED that the NRC continue its review and report its progress to the MEC at the next regular meeting.

Motion passes

AI 98-248 Regional Code-Sharing Partners, the Next Step

Motion Tokash/Baier:

WHEREAS the ALPA Administration Manual, Section 40, Part 7, (C) 1a, suggests that periodic joint sessions of affiliated airline MECs should take place, and

WHEREAS since June, 1997, the US Airways MEC officers have invited our affiliated airline partners to attend our MEC meetings and they have, from time to time, accepted our invitation, and

WHEREAS this interaction has resulted in greater understanding by both the mainline pilots and the affiliated pilots of each others' issues and problems,



THEREFORE BE IT RESOLVED that the MEC officers are encouraged to arrange periodic joint sessions of the MECs at future MEC meetings.

Amendment Mayer/Newman: Replace "encouraged" with "directed"

Mayer/Newman withdraw amendment

Motion passes unanimously

AI 98-270a Jumpseat Issues

Motion Tokash/Preas:

WHEREAS the MEC Jumpseat Committee Chairman, in his December 8, 1998 report to the MEC, has identified several changes to the Jumpseat Policy made unilaterally by management, and

WHEREAS these changes will negatively affect the US Airways Pilots Jumpseat authority granted in the Working Agreement and supported in past practice,

THEREFORE BE IT RESOLVED that the MEC Chairman and the Jumpseat Committee Chairman meet with the Vice President of Flying in an attempt to resolve these open issues, and

BE IT FURTHER RESOLVED that they report back to the MEC as soon as possible.

Motion passes

1110 Recess

1130 Reconvene

AI 98-257 Labor Liaison

Motion Davis/Milkey:

WHEREAS the value of strong relationships between the employee groups at US Airways and our affiliated partner airlines is recognized as important to our mutual security, and, **AI 98-257 Labor Liaison cont.**

WHEREAS an ALPA pilot serving as a Labor Liaison, for the purpose of representing ALPA interests to fellow employee groups, while similarly serving as a point of contact for understanding and relaying their problems, concerns and issues has been demonstrated, and,

WHEREAS the functions of the Labor Liaison should be conducted on a continual/ongoing basis to produce the greatest benefit to ALPA by building ever strengthening relationships with fellow employee groups,

THEREFORE BE IT RESOLVED that the US Airways MEC hereby establishes the Labor Liaison Subcommittee under the Strike Preparedness Committee.

BE IT FURTHER RESOLVED that the MEC authorizes the Labor Liaison Subcommittee an annual budget of \$1,000.00 which will be used primarily to cover the telephone/communication costs of the Labor Liaison Subcommittee.

BE IT FINALLY RESOLVED that MEC Policy Manual language be developed and submitted for MEC review at the next regularly scheduled MEC meeting.

Substitute motion Gauthier/Mayer: Move to take no action

Motion Stephan/Cleary: Move to recommit

Motion to recommit passes

AI 98-221 CATCREW Committee Report

Motion Baier/Cleary:

BE IT RESOLVED that the CATCREW Committee report is

hereby received

Motion passes

AI 239 Vacation Tracking

Motion Davis/Gauthier:

WHEREAS the distribution of pilot vacation bids is not normally reported to the MEC, and

WHEREAS the MEC has little or no knowledge of the status of awarded vacation days that are cancelled in the year they would normally have been taken, and

WHEREAS there has been an alarming increase in the problem of denied vacation re-bids that the MEC has no way of even quantifying, **AI 239 Vacation Tracking cont.**

THEREFORE BE IT RESOLVED that the MEC directs the Bid Closing Committee to develop a system to track the initial pilot vacation bids and the subsequent cancellations and re-bids to insure that cancelled vacation is properly being returned to the pilots for re-bid, and

BE IT FURTHER RESOLVED that the Bid Closing Committee will provide the MEC with periodic reports that show the initial distribution by month of pilot vacations and the status of all vacation subsequently not taken and/or becoming eligible and available for re-bid, and

BE IT FURTHER RESOLVED that the first of these reports be presented at the next regular MEC meeting, and

BE IT FURTHER RESOLVED that the Electronic Information Systems Subcommittee work with the Company to provide the appropriate open vacation rebid information on a CATCREW screen.

Motion passes unanimously

AI 98-243 Prosecution of Passenger Accusation

Motion Davis/Gauthier:

WHEREAS the Company has instituted a procedure to respond to a passenger comment that a pilot might in some way be impaired, and

WHEREAS the Company's procedure involves having a pilot observed by another employee who has received training to detect signs of possible substance abuse and may direct that additional testing be done if, in the opinion of the observer, it is warranted, and

WHEREAS the pilot never sees the report(s) completed by this observer, and

WHEREAS these reports become part of a confidential medical affairs file to which the Company has denied ALPA access, even though the Association believes the pilot has the right to see such file under the Contract and the FARs, and

WHEREAS the Company is unwilling to challenge or hold accountable a passenger who may make a frivolous charge or comment about pilot impairment, and

WHEREAS such comments or charges by a passenger, similar to comments about a bomb on the airplane, cause a disruption to the operation but with the major difference that there is no penalty to the passenger for the comments about pilot impairment, and

WHEREAS such comments relating to pilot impairment create an opportunity for the trained observers to behave maliciously and without accountability toward a pilot by subjecting him to a test for specious reasons, and

WHEREAS the MEC wishes to take a position that holds all

parties to a similar level of accountability, and

WHEREAS a US Airways pilot was subjected to such an ordeal on Jan. 5, 1998 in PHL,

THEREFORE BE IT RESOLVED that the Association's General Counsel will be tasked with the prosecution of this case on behalf of the US Airways MEC, and

BE IT FURTHER RESOLVED that General Counsel will also provide to the MEC a detailed strategy for holding other parties (e.g., passenger, management, the trained observers) more accountable in these types of situations.

Intent Statement: A portion of any monetary award received will be returned to the Association to reimburse the expenses of prosecution.

Motion passes unanimously

Recess to lunch

1335 Reconvene

Roll call: All MEC members present except Cleary proxy Milkey, Davis proxy Tokash, Mayer proxy Baier Stephan proxy Preas

1337 Cleary, Mayer, Newman, Davis, Gaudioso proxy Newman return

AI 98-249 Paralegal for US Airways MEC Office

Motion Baier/Milkey:

WHEREAS US Airways management continues to creatively interpret the US Airways Pilots Working Agreement resulting in numerous grievances, and

WHEREAS the workload of the US Airways Grievance Committee has increased significantly, and

WHEREAS a paralegal dedicated exclusively to the US Airways pilots would enable the US Airways Grievance Committee to more effectively manage the work load to the benefit of the US Airways pilots, and

THEREFORE BE IT RESOLVED that the US Airways MEC requests the ALPA Executive Council approve funding for a paralegal dedicated exclusively to US Airways.

Motion passes

AI 98-227 - Negotiating Committee Report - Butkovic, McGuckin, Snider, Ison

1350 Meeting closed

1420 Meeting open

Bob Pantazis gives code-sharing partner report

Negotiating Report continues

1515 Recess

1530 Reconvene

1715 Recess

1730 Reconvene;

Skinner presiding

AI 98-251 EIS Subcommittee

Motion Baier/Tosi:

WHEREAS a Communications Committee subcommittee is necessary to develop, administer, and coordinate electronic MEC communications, and

WHEREAS the responsibilities for overseeing the US Airways CATCREW/Computer systems should be incorporated into this subcommittee,

THEREFORE BE IT RESOLVED that the Electronic Information Systems subcommittee be established within the Communications Committee, and

BE IT FURTHER RESOLVED that William Stokes be approved as Chairman, Electronic Information Systems Subcommittee, and

BE IT FURTHER RESOLVED that the CATCREW and Computer Information Services Committee be dissolved and MEC Policy Manual page 32 be revised to read, "Page Intentionally Left Blank," and "CATCREW and Computer Information Services Committee [page] 32" be deleted from the Table of Contents, and BE IT FURTHER RESOLVED that "Electronic Information Systems Subcommittee" be added to the Table of Contents in appropriate sequence, and

BE IT FINALLY RESOLVED that the following additional changes be made to the MEC Policy Manual with new language underlined and over-struck language deleted:

Communications Committee:

1.Composition:This Committee shall consist of a Chairman elected by the MEC and the following members appointed by the committee chairman, subject to approval by the MEC: US AIRWAVES Editor, Electronic Information Systems Subcommittee Chairman, Family Awareness Subcommittee Chairman and Media Spokespersons.

2.Term of Office:The Committee Chairman shall serve a term concurrent with the term of the MEC Chairman.

3.Scope: The internal and external dissemination of all important and relevant MEC information in the most timely, effective, and/or efficient means possible.

4.Duties and Responsibilities:

A.Chairman:

1.Work with the MEC Officers as well as all MEC Committees to coordinate any and all forms of communication necessary to enhance the information flow between National ALPA, the MEC, the MEC Officers, MEC Committees, the US Airways pilots and their families, as well as the traveling public.

2.He shall select and appoint, subject to approval by the MEC:

a.US AIRWAVES Editor

b.Electronic Information Systems Subcommittee Chairman

c.Family Awareness Subcommittee Chairman

d.Media Spokespersons

3.Coordinate activities of all appointed specialists including their training. Media spokespersons shall attend the ALPA National Public Relations Course, or suitable equivalent.

4.Utilize appropriate MEC forums to inform the membership of the election process and the positions to be filled prior to the regular election of MEC Officers and MEC Committee members.

5.Create a manual to train committee members in their



duties and their responsibilities.

6. Send a written report to the MEC prior to each regular MEC meeting.

A. *US AIRWAVES* Editor:

1. The *US AIRWAVES* Editor will select and appoint additional members as needed subject to the approval of the Communications Chairman.
2. Responsible for the *US AIRWAVES* publication as the primary communication tool of the MEC, MEC Officers, and MEC Committees to the US Airways pilots.
3. The editor shall obtain information from the US Airways MEC and its committees, as well as Company and industry sources for items of interest for publication in the *US AIRWAVES*.
4. Publish and distribute the *US AIRWAVES* by mail to the pilot group, ALPA National Officers, and other approved recipients.

B. Electronic Information Systems Subcommittee:

The Electronic Information Systems Subcommittee Chairman shall:

1. Be responsible for maintaining/enhancing electronic MEC communication/information systems. This includes online services such as an MEC public web site, the MEC ALPA Intranet web site, the AAA MEC CompuServe Forum, and other electronic communication tools and systems as appropriate.
2. Supervise the implementation of new Contract provisions into the US Airways CATCREW/Computer system.
3. Oversee the CATCREW system and ensure home access is available to US Airways pilots.
4. Provide assistance to US Airways pilots, committees, and LECs for accessing online computer services (i.e., ALPA Intranet, CATCREW, CompuServe forums, etc.).
5. Select additional subcommittee members subject to the approval of the Communications Chairman.
6. Create a manual to train subcommittee members on their duties and responsibilities.

C. Family Awareness Subcommittee:

The Family Awareness Subcommittee Chairman shall:

1. Select and appoint additional members subject to approval of the Communications Chairman.
2. Promote cohesion, interaction and communication among the US Airways pilots, particularly at the family level, and, if appropriate, by including other employees and their families.
3. Staff and maintain the subcommittee as necessary.
4. Create a manual to train subcommittee members on their duties and responsibilities.
5. Create, maintain and administer a communications system for all US Airways pilots. Ensure the ability to rapidly contact each pilot through the Family Awareness structure.
6. Create, maintain and administer an accurate data

base of US Airways pilot information including current address, phone numbers, professional information and ALPA data useful to the Committee and to the MEC in its communication efforts.

D. Media Spokespersons shall:

1. Ensure that the media is kept informed of the positions and actions of the US Airways MEC and the US Airways pilots.
2. Assist the MEC by acting as public relations spokesman for the US Airways MEC when so requested.
3. Develop and maintain a working relationship with local and national media including newspapers, periodicals, TV, radio, etc.
4. Establish and maintain a media log, a press pack, and clipping scrapbook for historical and reference capability.

Motion passes unanimously

AI 252 Appoint Trustee to the US Airways Merger Fund

Motion Baier/Newman:

WHEREAS John Feldvary has resigned as a trustee of the US Airways Merger Fund,

THEREFORE BE IT RESOLVED that the MEC appoints Philip Osterhus as a Trustee of the US Airways Merger Fund.

Without objection Chair recommits

AI 98-259 "Bermuda II" agreement

Motion Baier/Cleary:

WHEREAS the United States of America is disadvantaged by the restrictive and protectionist terms of the "Bermuda II" agreement resulting in a 60% share of the US - UK market being coveted by the carriers of the United Kingdom, and,

WHEREAS the US - UK market is particularly significant because it is the largest intercontinental travel market in the world, and,

WHEREAS, recent bilateral aviation negotiations with the UK have broken down due to intransigence on the part of the UK negotiators, and,

WHEREAS, true "Open Skies" is a worthy US negotiating goal and one that has been successfully negotiated with all of our large European trading partners except the United Kingdom, and,

WHEREAS US efforts to produce an equitable agreement with the United Kingdom have been unsuccessful,

THEREFORE BE IT RESOLVED, that the US Airways pilots call for the renunciation of the "Bermuda II" treaty while supporting the efforts of the US Department of Transportation to achieve an agreement that offers US carriers equal competitive opportunities in the US -UK aviation market.

Motion passes unanimously

AI 98-261 Vice Chairman's Report

Motion Baier/Stephan:

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

Motion passes

AI 98-263 Over 85 Report

Motion Baier/Stephan:

BE IT RESOLVED that the report of the Over 85 Committee is



hereby received
Motion passes

1800 Recess

Friday, December 11, 1998

0930 Beebe convenes meeting

Skinner, Osterhus present
Roll Call: All MEC members present except Gaudioso proxy Newman

AI 98-227a LOA on Training Awards

Motion Baier/Davis:
BE IT RESOLVED that the MEC charges the Negotiating Committee to develop a Letter of Agreement on Section 11 (H) 5a reading, generally, as follows:

Such Training dates for a lineholder shall be awarded after the Secondary Lines have been awarded and for Reserves after the Reserve Lines have been awarded.

Motion passes unanimously

AI 98-236 BOD After Action Report

Motion Cleary/Milkey:
BE IT RESOLVED that the US Airways Master Executive Council BOD Steering Committee, with input from the MEC and MEC Committees, develop an After Action Report to be submitted to the MEC at the First Quarterly 1999 MEC Meeting, and
BE IT FINALLY RESOLVED that the After Action Report be redistributed with any appropriate additional data to the MEC at the Second Quarterly 2000 MEC meeting for use at the 2000 Board of Directors Meeting

Motion passes unanimously

AI 98-238 National Affairs Steering Committee

Motion Cleary/Milkey:
BE IT RESOLVED that the current Board of Director Steering Committee be renamed the National Affairs Steering Committee, and
BE IT FURTHER RESOLVED that the MEC Policy Manual Review Panel, in conjunction with the National Affairs Steering Committee and utilizing the After Action Report, develop Policy Manual Language for the National Affairs Steering Committee duties and responsibilities to be submitted to the MEC for Approval at the first Quarterly 1999 MEC meeting.

Division called

Yes: Cleary, Milkey, Gaudioso proxy Newman, Newman, Davis, Tokash, Mayer, Baier, Stephan, Preas

No: Gauthier, Tosi

Totals: 10 yes, 2 no; Motion passes

AI 98-257 Labor Liaison

Motion Baier/Stephan:
WHEREAS the value of strong relationships between the employee groups at US Airways and our affiliated partner airlines is recognized as important to our mutual interests, and
WHEREAS the functions of a Labor Coalition should be conducted on a continual/ongoing basis to produce the greatest benefit to ALPA by building ever-strengthening relationships with fellow employee groups,

THEREFORE BE IT RESOLVED the MEC hereby directs the MEC Chairman to re-establish the Labor Coalition, and
BE IT FURTHER RESOLVED that the position of Labor Liaison be reaffirmed to support and assist the MEC Chairman as appropriate.

Motion passes unanimously

AI 98-258 Appoint Jim Gardner to Legislative Affairs Committee

Motion Baier/Mayer:
Move to table

Motion passes unanimously

AI 98-240 Consulting Contract for Steve Javaras

Motion Newman/Tosi:
WHEREAS the help provided by Captain Steve Javaras and his committee has proven to be invaluable as manifested by the number of successes throughout the year, and
WHEREAS the extensive knowledge and the numerous contacts that Captain Steve Javaras has achieved over the years have proven to be of great value to this pilot group,
THEREFORE BE IT RESOLVED that the MEC offer Captain Steve Javaras a standard consulting contract.

Motion passes unanimously

AI 98-252 Appoint Trustee to US Airways Merger Fund

Motion Baier/Mayer:
WHEREAS John Feldvary has resigned as a trustee of the US Airways Merger Fund,
THEREFORE BE IT RESOLVED THAT THE MEC appoints Philip Osterhus as a Trustee of the US Airways Merger Fund

Motion passes unanimously

AI 98-252 Appoint Trustee to US Airways Merger Fund

Motion Baier/Mayer:
WHEREAS John Feldvary has resigned as a trustee of the US Airways Merger Fund,
THEREFORE BE IT RESOLVED THAT THE MEC appoints Philip Osterhus as a Trustee of the US Airways Merger Fund

Motion passes unanimously

AI 98-265 1999 MEC Budget

Motion Baier/Gauthier:
BE IT RESOLVED that the US Airways MEC accept the 1999 budget as amended, and
BE IT FURTHER RESOLVED that the MEC officers pursue an agenda, in accordance with ALPA National direction, to seek Company-paid flight pay loss throughout the negotiating process.

Budget notes: Add Morrow NRC budget \$10,000

If approved, Glanzer contract requires minimum budget of \$100,000

LEC representation budget \$21,000 to be added if approved

Negotiating Committee budget amended as follows:

Negotiating Budget

Flight Pay Loss	543816
Hotels	25000
Meals	10000



Telecommunications	10000
Legal/Professional	5000
Supplies/Equipment	5000
Printing Expenses	1500
Meeting Expenses	0
Other Expenses	1000
Travel Expenses	5000

Total 606316

Flight Pay Loss

	Rate	Hours	Months	Fringe	Total
Ison	126	64	9	1.3	94348.8
McGuckin	126	64	9	1.3	94348.8
Snider	190	56	9	1.3	124488
Carey	162	56	9	1.3	106142.4
Butkovic	190	56	9	1.3	124488
Total					543816

Motion Mayer: Move to table

Motion dies for lack of a second

Motion to approve budget as amended passes

AI 98-268 MEC Funding for Local Council Activity

Motion Newman/Preas:

WHEREAS the representation of pilots at the local level is a fundamental duty of ALPA, and

WHEREAS the resources of the MEC should be available to ensure that the heavy workload, or possible scheduling conflicts of local representatives will not limit the availability of local representatives or their designees in the defense or representation of pilots, and

WHEREAS there may be occasion where an LEC representative or his designee may be required to perform duties on a local basis, and

WHEREAS such duties may involve the loss of flight pay,

THEREFORE BE IT RESOLVED that the MEC hereby establishes MEC funding for LEC activity, and

BE IT FURTHER RESOLVED that any request for flight pay loss from this account will require the normal advance approval of the MEC secretary/treasurer, and

BE IT FINALLY RESOLVED that the MEC secretary/treasurer shall report back to the MEC at the 1999 third quarterly meeting on the continued feasibility of this fund.

Motion passes

AI 98-273 Environmental Hazards of International Flying – Respiratory Problems

Motion Tosi/Gauthier:

WHEREAS there have been several pilots who have complained of upper respiratory infections and irritations following both high density international flying and three and four day pairings,

THEREFORE BE IT RESOLVED that the MEC directs the MEC CASC to research whether the Company has any maintenance program (such as periodic maintenance of filters, etc.) to insure that air quality on our aircraft meets industry standards, and

BE IT FURTHER RESOLVED that the MEC should ascertain from ALPA Aeromedical if US Airways' and other airline pilot groups are experiencing similar problems and, if so, what steps these pilots are taking to reduce such occurrences, and

BE IT FINALLY RESOLVED that the information received from these investigations be reported to the US Airways pilots at the earliest convenience.

Motion passes

AI 98-157 Reconsider Limits on Vacation Activity Pay

Motion Tokash/Mayer: Move to postpone until 2Q99

Motion passes

AI 98-196 Failure of the Company to Implement Negotiated Agreements of Understanding That Affect Pilot Pay and Working Conditions

Motion Preas/Stephan:

WHEREAS the company has agreed with the Association on various temporary and permanent interpretations of the new agreement, and

WHEREAS these agreements should have resulted in the pay adjustment of many of our pilots, and

WHEREAS many of these pilots are still waiting to be paid properly, and

WHEREAS the withholding of pay from our pilots is an illegal and egregious act,

THEREFORE BE IT RESOLVED that the MEC directs the MEC Grievance Committee Chairman to file a grievance no later than December 16, 1998 with the company on behalf of all pilots who have had their pay unjustly withheld, and

BE IT FURTHER RESOLVED that part of this grievance include an interest penalty to the company for withholding any money due to our pilots.

Motion passes

AI 98-222a Grievance Committee Report Action Items

Motion Tokash/Mayer:

WHEREAS the MEC Grievance Chairman's report requested several action items from the MEC,

THEREFORE BE IT RESOLVED THAT:

1.the dispute over Section 25F be submitted for expedited arbitration in accordance with the agreements reached in Toulouse, France between the Association and management, and

2.the position of MEC Grievance Committee Vice Chairman be established effective immediately, the position to be filled by appointment of the MEC Grievance Chairman and to be approved by the MEC at the 1st Quarterly 1999 MEC Meeting, the Duties and Responsibilities of this office to be developed by the Policy Manual Review Panel and submitted to the MEC for approval at the 1st Quarterly 1999 MEC Meeting

3.The MEC directs the MEC Grievance Chairman to arbitrate PHL 98-2-1 by bifurcating the issues as orally briefed to the MEC.

Motion passes with 2/3

AI 98-226 Merger Committee Report

Motion Tokash/Preas:

BE IT RESOLVED that the report from the Merger Committee is hereby received.

*Motion Passes***AI 98-226a Merger Assessment**

Motion Cleary/Mayer:

WHEREAS the merger between US Airways (AAA) and the US Airways Shuttle (USS) is ongoing, and

WHEREAS in accordance with the ALPA Administration Manual Section 45K1a, all AAA merger related expenses must be paid exclusively from funds collected through a merger assessment of the AAA pilot group, beginning with the Policy Initiation Date through the merger of the MEC's, and

WHEREAS the MEC Secretary/Treasurer and the Trustee of the Pilot Merger Fund have advised the MEC of the necessity of an additional assessment, and

WHEREAS the ALPA Constitution and By-Laws require a secret ballot of the AAA MEC to authorize this additional assessment,

THEREFORE BE IT RESOLVED that AAA pilots who, on December 11, 1998, are classified as active, active/sick, executive, or inactive, be immediately assessed \$120, that is due and payable in two monthly installments beginning as soon as is administratively possible.

Ballot Certification Committee is Gerry McGuckin, Tim Hartman, and Teller Philip Osterhus

Motion passes by secret ballot

AI 98-226b Merger Assessment Refund

Motion Davis/Cleary:

WHEREAS AI 98-088 directs that the MEC will refund the Merger Assessment to all pilots who retire prior to the combined operation of US Airways and the US Airways Shuttle, and

WHEREAS the MEC seeks to apply a uniform policy for levying merger assessments,

THEREFORE BE IT RESOLVED that the MEC rescinds actions previously taken in AI 98-088.

Motion passes unanimously

AI 98-250 Merger Assessment Reversal for Pilots on Furlough

Motion Newman/Tosi:

WHEREAS the US Airways MEC decided to assess the furloughed pilots in AI 98-042 who have been furloughed for more than 6 years, and

WHEREAS these pilots were not active pilots at the time of the assessment.

THEREFORE BE IT RESOLVED that the US Airways MEC rescinds the assessment of these pilots called for in AI 98-042, and

BE IT FURTHER RESOLVED that those pilots who have already paid this assessment will receive a refund, and

BE IT FINALLY RESOLVED that a complete accounting of the pilots who have paid to the merger fund be accurately compiled by the merger fund trustee in case a refund of the balance of the fund ever be needed.

Motion passes

AI 98-232 Strategic Scenarios Planning Group

Motion Tokash/Mayer:

WHEREAS the work of the Strategic Scenarios Planning Group is not complete, and

WHEREAS David Morrow, as the MEC officer assigned to the project, is not seeking reelection as the MEC Vice Chairman,

THEREFORE BE IT RESOLVED that the MEC removes the requirement for an MEC officer to serve on the project and directs that David Morrow remain with the project until its completion, and

BE IT FINALLY RESOLVED that the SSPG continue its work and present its report when completed.

Motion passes

Point of order Davis: Chair should ask members to return to table

Chair: Not well taken, member's proxy is at table, member may be in vicinity of table and participate

AI 98-234 US Airways Labor Leaders

Motion Tokash/Cleary:

WHEREAS our brother and sister labor groups at US Airways are involved in contract negotiations with US Airways management, and

WHEREAS the Air Line Pilots Association has concluded Section 6 negotiations and our contract is not amendable for another four years, and

WHEREAS the US Airways MEC desires to establish and maintain closer relations with our fellow labor groups,

THEREFORE BE IT RESOLVED that the MEC encourages its officers to invite the officers from the other labor groups on our property to attend our MEC meetings on a basis similar to that enjoyed by our code sharing partners.

Motion passes

AI 98-244 Proposed US Airways MEC Policy Manual Changes

Motion Tokash/Mayer:

BE IT RESOLVED that the MEC Policy Manual Review Panel develop language which effects the following changes, and which shall be presented to the MEC at its next regularly scheduled meeting:

1. The MEC Chairman will authorize reasonable hotel, meal and travel expenses for pilots who appear before the MEC seeking election to an MEC level position.

2. Consider that the terms of office of MEC Committee Chairmen start one quarterly meeting following the election of MEC officers since it may be difficult to adequately consider all committee chairmanships in the time remaining after the election of an MEC Chairman.

Motion passes

AI 98-256 Telephones and Beeper Decorum at MEC Meetings

Motion Tokash/Preas:

BE IT RESOLVED that Article 5, Section 3, Points of Order and Decorum, of the US Airways MEC Policy Manual will be modified to establish rules to avoid distractions caused by pagers and telephones:

I. 1. All beepers, pagers, telephones or other audible devices will be placed in the silent mode while the MEC is in plenary session. No one shall be allowed in the meeting room with such an operative audible device. Failure to comply with this rule shall be deemed a violation of order.

I. 2. The MEC Chairman shall inform all attendees of this rule prior to the start of the meeting. Should visitors attend an MEC



meeting, they will be informed of this rule. The rule will also be posted at the entrance to the meeting room.

I. 3. Any attendee at an MEC meeting who may need to receive an urgent message while the MEC is in session shall inform a staff member who shall be designated to receive such messages. The MEC will arrange for a silent pager/telephone to be available to receive urgent messages during the meeting.

Motion passes unanimously

AI 98-267 CASC Report

Motion Tokash/Mayer:

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

Motion passes unanimously

AI 98-270 Jumpseat Committee Report

Motion Tokash/Mayer:

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

Motion passes

AI 98-272 Late and Short Reserve Lines Bid Window in New Scheduling Procedure

Motion Tosi/Gauthier:

WHEREAS the Company is endeavoring to implement the new scheduling provisions of our contract, and

WHEREAS the computer program to develop the secondary lines is not completely developed, and

WHEREAS under the present system reserves have less than four days to bid reserve lines, and

WHEREAS these few days in which to bid come very late in the month,

THEREFORE BE IT RESOLVED that the MEC pursue changes to the scheduling system to have the Company publish reserve lines as early in the bid month as possible, and to have the bidding window for reserve lines be at least five days.

Motion passes unanimously

AI 98-254 Elect Contract Study Subcommittee

Motion Tokash/Mayer:

Move to postpone AI 98-254 Elect Contract Study Subcommittee until next regular meeting

Motion passes

AI 98-228 withdrawn

Beebe presents Glanzer contract

1720 Recess

1725 Reconvene

1755 Recess

Motion Mayer/Gauthier:

Move to accept the Glanzer agreement with the suggested change: insert "US Airways" after "group" on page 4.

Mayer/Gauthier withdraw motion

1900 Motion Milkey Newman: Move to adjourn

Motion passes

