

## Third Quarter MEC Meeting

September 21 - 25, 1998; October 5 - 6, 1998;  
October 14-16, 1998; October 19-23, 1998

### Monday, September 21, 1998

#### 1005 MEC Chair Jon Bryan calls meeting to order

Vice-Chairman David Morrow, Secretary/Treasurer Philip Osterhus present

Roll Call: All members present or represented by proxy

Council 32      Mike Cleary                      Jay Milkey

Council 41      Peter Gauthier                      Mike Tosi

Council 90      Drew Riolo (Gaudio's proxy)

Bruce Gorrell (Newman's proxy)

Council 94      John Davis                      Frank Starnes (Tokash's proxy)

Council 138      Chip Mayer                      Don Baier

Council 148      Jack Stephan                      George Preas

#### AI 98-143 MEC Chairman's Report – Jon Bryan

#### AI 98-144 MEC Vice Chairman's Report – David Morrow

#### 1135 Recess

#### 1151 Reconvene

#### AI 98-145 Secretary/Treasurer's Report – Philip Osterhus

#### AI 98-146 EVP Report – John Feldvary

#### AI 98-174 BOD Steering Committee Report – David Stillings, Dan Mouliot, Bill Pollock

#### AI 98-187 Communications Report – Roy Freundlich

#### 1300 Lunch

#### 1405 Reconvene

Roll Call – All MEC members present;

#### AI 98-170 Merger Committee Report – Dick Wallis

Without objection, meeting is closed

Confidentiality lifted on Shuttle proposal immediately

After this Friday, Shuttle proposal is not secret

#### 1550 Recess

#### 1605 Reconvene

#### AI 98-186 Training Committee Report – Tim Baker

Phil Carey speaks to MEC to reaffirm his interest in notetaker position on Negotiating Committee

#### 1705 Recess to subcommittee

### Tuesday, September 22, 1998

#### 0935 Bryan reconvenes meeting;

Morrow, Osterhus present

Roll Call: All MEC members present

Chair; without objection, allows a non-pilot guest to attend

Chair relays information from Merillat on improper use of FOQA data

Gauthier requests of chair a complete report on issue; Chair agrees to get one

Motion Stephan/Davis:

WHEREAS the MEC has received information that B737-300 Flight Manager Bill Wilkerson has violated terms of the FOQA LOA,

THEREFORE BE IT RESOLVED that the MEC withdraws its support from the FOQA program

Point of order Gauthier: This item should be developed in subcommittee

Chair: Point well taken; Item will go to subcommittee one

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

Donn Butkovic addresses MEC seeking support for ALPA VP Administration

Code-Sharing Partners - Bob Pantazis, MECC Piedmont asks for support for wholly owned Express in contract negotiations, regional jets, and flow-through

Chair assigns wholly owned issues to subcommittee one

Matt Kernan, Allegheny MECC echoes Pantazis comments

#### AI 98-147 Approve Consent Agenda

Motion Milkey/Gorrell: Move to Approve Consent Agenda

*Motion passes*

Without objection body accepts AI 98-197 Training Freeze of Returning Furloughed Pilots as late agenda item

#### 1035

**AI 98-172 Over 85 Hour Committee Report – Joe Schewe**

Without objection body accepts AI 98-196, and AI 98-198 as late items

Subcommittee chairs brief upcoming issues; Council Caucus

**Recess to subcommittee**

Bryan calls to order; Morrow, Osterhus, present;

Roll call: All MEC members present; Council Caucus

1630 Paul DiOrio interviews for Negotiating Committee notetaker

**AI 159 Schedule 1999 Quarterly MEC Meetings**

Motion Mayer/Davis:

BE IT RESOLVED that the 1999 regular quarterly MEC meetings be scheduled as follows: CLT - March 8-12, PHL - June 7-11, BWI - September 13-17, PIT - December 6-10.

BE IT FURTHER RESOLVED that in the event of a special MEC meeting, strong consideration be given to DCA as its location.

*Motion passes*

**AI 98-84 Printing and Distribution of the Annual System Seniority List**

Motion Davis/Cleary:

WHEREAS Section 22(B) 4 requires the Company to post an updated Pilot System Seniority List within 30 days of Jan. 1 each year, and

WHEREAS a pilot has an option to receive a paper copy or on computer disk, and

WHEREAS a pilot has only 30 days to protest any error or omission, and

WHEREAS the current method of printing only a handful of copies and then taking orders for subsequent printings puts a pilot at risk for missing the 30 day window to review and protest any omission, and

WHEREAS in years past pilots automatically received a copy in their mailbox, and

WHEREAS the high percentage of commuters and the often minimum time spent in the crew room make it difficult for pilots to know exactly when the list is available let alone if there is even enough copies to go around, and

WHEREAS ALPA has objected to management's penny pinching approach to providing an important document,

THEREFORE BE IT RESOLVED that the MEC directs that the MEC Chairman get a written memo stating the Company's intention to comply with Section 22(B)4, and

BE IT FURTHER RESOLVED that if the MEC Chairman is unable to secure such a memo then an MEC grievance will be filed by the MEC Grievance Chairman.

*Motion passes unanimously*

**AI 98-144 Vice Chairman Report**

Motion Cleary/Preas:

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

*Motion passes*

**AI 98-144a Negotiations Review Committee**

Motion Cleary/Milkey:

WHEREAS MEC resolution 98-119 directed the MEC Officers in conjunction with Communications, Negotiating, Strike Prepared-

ness, and Family Awareness Committees to conduct an after action review of the 1996-1997 negotiations, and

WHEREAS MEC resolution 98-119 directed the Negotiations Review Committee to present its report to the MEC at its third quarter meeting, and

WHEREAS the MEC Vice Chairman reported to the MEC on the progress of the review directed under MEC resolution 98-119, and

WHEREAS the Negotiations Review Committee needs more time to complete its charge,

THEREFORE BE IT RESOLVED that the Negotiations Review Committee continue its work and present its report to the MEC at its fourth quarter meeting.

*Motion passes*

**AI 98-144b Strategic Scenarios**

Motion Cleary/Milkey:

WHEREAS MEC resolution 98-49a directed the MEC chairman to appoint an ad hoc Strategic Scenarios Group, and

WHEREAS MEC resolution 98-49a directed the Strategic Scenarios Group to present its report to the MEC at its next regular meeting, and

WHEREAS the MEC Vice Chairman reported to the MEC on the progress of the Strategic Scenarios Group as directed under MEC resolution 98-49a, and

WHEREAS the Strategic Scenarios Group is continuing its work, THEREFORE BE IT RESOLVED that the Strategic Scenarios Group continue its work and present its report to the MEC at its fourth quarter meeting.

*Motion passes; (AI 98-144 remains open)*

**AI 98-146 EVP Report**

Motion Cleary/Gauthier:

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

*Motion passes*

**AI 98-160 Approve appointment of McVenes to Safety Vice Chair**

Motion Cleary/Baier:

BE IT RESOLVED that the appointment of Captain Terry McVenes as Vice-Chairman of the Central Air Safety Committee be approved.

*Motion passes*

**AI 98-162 Appreciation of Captain Dick Volkwein**

Motion Davis/Cleary:

WHEREAS Captain Dick Volkwein retired in August, 1998, and

WHEREAS Captain Volkwein has been a member of the MEC Communications Committee and *US AIRWAVES* editorial staff since June 1992, and

WHEREAS Captain Volkwein's experience, talent, and steadfast contributions to the Communications Committee and the *US AIRWAVES* have benefited our pilot group,

THEREFORE BE IT RESOLVED that the MEC expresses its sincere appreciation to Captain Volkwein for his work on the Communications Committee and *US AIRWAVES*, and wishes him well in his retirement.

*Motion passes by acclamation*

**AI 98-164 Captain's Authority and FOM Changes**

Motion Mayer/Davis:

WHEREAS the Company issued a completely revised FOM on 01Jan98 that omitted key language in the Captain's Authority Section and modified language in Section 7 on diversions, and

WHEREAS the MEC proposed modifications, in a 17Jan98 resolution, that would have restored Captains Authority language from the previous version of the FOM, and the MEC also directed a grievance be filed failing a timely resolution, and

WHEREAS management insisted in a 23Feb98 meeting with ALPA that the 01Jan98 FOM changes were not intended to diminish Captains Authority but to actually strengthen it, and

WHEREAS after a review of the MEC resolution, management did issue an FOM revision on 01May98 that restored minimal language to Captains Authority, and

WHEREAS key language dealing with the Captain's right to delay, cancel, divert, or discontinue a flight under unsuitable or unsafe conditions was not restored, and

WHEREAS language in FOM Section 7 incorrectly implies a Captain needs the concurrence of the dispatcher before diverting to a listed alternate on the Flight Release, and

WHEREAS such distractions and delays could negatively impact the safety margin on a in-flight diversion to a listed alternate, and

WHEREAS the MEC considers the entire FOM language matter still not resolved, and

WHEREAS certain FOM changes are related to the safety of flight,

THEREFORE BE IT RESOLVED that the MEC directs the Central Air Safety Committee Chairman (CASCC) or his designee to work with management, ALPA resources, and any regulatory agency as needed, to achieve a timely reinsertion of the desired FOM language in Captains Authority, including but not limited to the "*Delay, canceling, diverting or discontinuing a flight when operational conditions are not suitable for safely starting or continuing,*" and

BE IT FURTHER RESOLVED that the CASCC will work to get the corresponding changes to Section 4 and 7 which will make it clear that a Captain does not need a dispatcher's concurrence prior to diverting to the flight's alternate airport(s), and

BE IT FURTHER RESOLVED that the concept of OCC interference with the Captain's decision can create an unnecessary distraction negatively impacting the safety of flight be made clear in the new FOM language, and

BE IT FINALLY RESOLVED that failing resolution of these issues by Dec. 1, 1998, an MEC grievance will be filed.

*Motion passes unanimously*

**AI 98-182 Time Limits for Scheduling Tapes**

Motion Cleary/Gauthier:

WHEREAS MEC AI 98-060b directed the Negotiating Committee, in part, to reduce the time frame for holding the scheduling tape recordings, and

WHEREAS this reduction impedes the gathering of evidentiary material that would support a pilot's claim,

THEREFORE BE IT RESOLVED that the MEC redirects the Negotiating Committee to leave the 120 day time frame in place.

*Motion passes*

**AI 98-184 Failure of an LEC Representative to Comply with the MEC Policy Manual**

Motion Davis/Starnes:

WHEREAS the MEC Policy Manual, Article I, Section 4C and Article VI, Section 1C8 says MEC members and committee members should advise the MEC of any potential contract violations that remain uncontested in the grievance arena, and

THEREFORE BE IT RESOLVED that the MEC reminds all its members and committee members of the importance of complying with Article 1, Section 4C and Article VI, Section 1C8 of the MEC Policy Manual.

Point of order Gauthier: What is on the floor?

Chair: Motion from Davis /Starnes

Point of order Tosi: Subcommittee recommendation was to take no action

Chair: Subcommittee chair did not move no action; Davis was recognized and motion was in order

Point of order Davis: Starnes's comments referred to public information

Chair: I understand

Motion Mayer/Tosi: Move to recommit

Mayer/Tosi withdraw motion to recommit

Motion Riolo/Gauthier: Move to recommit to subcommittee one

**1730 Chair recesses until 0930**

**Wednesday, September 23, 1998**

**0930 Bryan reconvenes**

Morrow, Osterhus present

Roll Call: All present except Gauthier proxy Tosi

Jeff Edwards interviews for Central Scheduling Committee Chairman

Bill Moore reports jumpseat abuse; Chair assigns issue to subcommittee two

Point of order Gorrell: We're wasting time

Chair: Well taken

**AI 98-184 Failure of LEC Representative to Comply with the MEC Policy Manual cont.**

*(Unfinished action from previous day; Motion Riolo/Gauthier: Move to recommit to subcommittee one is on floor)*

Point of order Milkey: Speaker is not speaking for or against

Chair: Not well taken

Point of order Cleary: Speaker is speaking to motivation

Chair: Well taken

Point of order Gorrell: Speaker not speaking to motion

Chair: Not well taken

Vote on motion to recommit; Division Davis

**Yes:** Cleary, Milkey, Davis, Starnes, Stephan

**No:** Gauthier, Tosi, Gaudio, Gorrell, Mayer, Baier, Preas

**Totals:** 5 yes, 7 no; Motion to recommit fails

Vote on main motion; Division Davis

**Yes:** Cleary, Milkey, Davis, Starnes, Stephan

**No:** Gauthier, Tosi, Gaudio, Gorrell, Mayer, Baier, Preas

**Totals:** 5 yes, 7 no; Main motion fails



### AI 98-190 Amend Pilot's Working Agreement and Dependent Survivor Income Plan

Motion Cleary/Davis:

WHEREAS the Company and the Association have clarified the agreement concerning the payment of death benefits to survivors of disabled pilots from the Retirement Income Plan for pilots of US Airways, Inc. and the US Airways, Inc. Pilots' Dependent's Income and Welfare Plan, and

WHEREAS the language contained in the second paragraph of Section 28(D)(5) of the Pilots' Working Agreement and Section 2.2(b) of the Dependents' survivor Income Plan need to be addressed in light of the aforementioned clarification,

THEREFORE BE IT RESOLVED that the MEC direct the Negotiating Committee Chairman and the R&I Committee Chairman to enter into discussions with the Company for the sole purpose of amending the Pilots' Working Agreement and the Dependents' Survivor Income Plan to delete appropriate obsolete language concerning the payment of death benefits to survivors of disabled pilots.

*Motion passes unanimously*

### AI 98-192 Retirement Benefits and Survivor Benefits

Motion Cleary/Gauthier:

WHEREAS a dispute has arisen concerning the death benefits payable to the spouse of a disabled pilot who dies after retirement, and

WHEREAS this dispute has led to a deadlock on the issue amongst the Company and Association members of the Retirement Board, and

WHEREAS this dispute arises out of the interpretation of the Letter of Agreement relating to the Age 57 grievance settlement and Section 28(D) of the Pilots' Working Agreement, and

WHEREAS the grievant has indicated a willingness to enter into settlement discussions with the Company on the aforementioned subject,

THEREFORE BE IT RESOLVED that the MEC directs the Negotiating Committee Chairman and the R&I Committee Chairman to enter into discussions for the sole purpose of settling the dispute, and

BE IT FURTHER RESOLVED that any settlement is contingent upon the grievant's and the MEC's approval.

Point of order Davis: Contract Administrator is not answering my question

Chair: He has just answered it

#### Chair recommits to subcommittee

#### 1105 Recess

#### 1125 Reconvene

### AI 98-185 R&I Report – Ed Hill, Karen Browne, David Vance, Bob Lipsey

### AI 98-165 Implementation of LOA 44 by Management

Motion Cleary/Milkey:

WHEREAS the purpose of LOA 44 is to minimize the impact of growth and the Early Retirement Incentive Program on our operations, and

WHEREAS management has prematurely implemented the provisions of LOA 44, and

WHEREAS the MEC has conducted a review at the third quarter MEC meeting of the terms and conditions of LOA 44 and determined that a violation of the spirit and intent has occurred,

THEREFORE BE IT RESOLVED that the MEC, after such review, directs that an expedited grievance be filed to challenge the premature implementation of LOA 44 in 1998.

Motion Cleary/Tosi: Move to recommit

*Motion to recommit passes*

Subcommittee Chairs brief on upcoming session

#### Recess to subcommittee

Thursday, September 24, 1998

#### 0940 Bryan reconvenes meeting

Morrow, Osterhus present

Roll Call: All MEC members present

Ed Hill interviews for R & I Chairman

### AI 98-161 Renewal of Consultant Contracts

Motion Mayer/Davis:

BE IT RESOLVED that the current consulting agreement for Denis Brennan be extended through October 4, 1998.

BE FINALLY RESOLVED that the consulting agreement for Ed Colgan be extended through March 31, 1999.

*Motion passes*

### AI 98-173 Reinstatement of Members

Motion Davis/Mayer:

BE IT RESOLVED that Michael McCormack, #824292, and John Delafosse, #459495, be reinstated for membership into the Association with all reinstatement fees waived.

*Motion passes*

### AI 98-175 Approve Consultant Agreement for Moughamian

Motion Mayer/Stephan:

BE IT RESOLVED that the consulting agreement for Bob Moughamian, Furlough Administrator, be approved for the period of August 1, 1998 through October 5, 1998.

*Motion passes*

### AI 98-181 Approve Moughamian as Furlough Administrator

Motion Mayer/Milkey:

WHEREAS FranMEC Secretary/Treasurer Kelly was recalled to active service effective August 10<sup>th</sup>, and

WHEREAS Bob Moughamian was appointed interim Furlough Administrator subject to MEC approval,

THEREFORE BE IT RESOLVED that the MEC approve the appointment of furloughed pilot Bob Moughamian as Furlough Administrator.

*Motion passes unanimously*

### AI 98-185 R&I Committee Report

Motion Mayer/Davis:

BE IT RESOLVED that the report from the R&I Chairman be and is hereby received.

*Motion passes unanimously*

**AI 98-183 Approve Kelly and Pimm to Membership Services Committee**

Motion Mayer/Gaudioso:

WHEREAS Frank Kelly and Wayne Pimm have been appointed to the Membership Services Committee subject to MEC approval,

THEREFORE BE IT RESOLVED that the MEC approve the appointment of Frank Kelly and Wayne Pimm to the Membership Services Committee.

*Motion passes*

**AI 98-179 US Airways Year 2000 Compliance**

*Motion Davis/Starnes:*

WHEREAS the transition of computer software to accommodate the year 2000 (Y2K) change has been a formidable challenge to corporations and the federal government, and

WHEREAS failures to make this transition in a timely manner could possibly create problems at US Airways, and

WHEREAS it is in the MEC's interest to remain apprised of how US Airways is progressing on their internal solutions to Y2K,

THEREFORE BE IT RESOLVED that the MEC Chairman appoint a temporary ad-hoc committee to become knowledgeable about this issue, particularly as it relates to US Airways and our pilots, and to make periodic written reports to the MEC Chairman, and BE IT FURTHER RESOLVED that the MEC will fund this Committee with a budget of \$3,000.

*Motion passes*

**AI 98-165 Implementation of LOA 44 by Management cont.**

Motion Cleary/Milkey:

WHEREAS the intent of LOA 44 is to minimize the impact of aggressive growth and the Early Retirement Incentive Program on flight operations, and

WHEREAS management has implemented the provisions of LOA 44 in 1998 for purposes other than its intended use in an effort to alleviate pre-existing staffing shortages, and

WHEREAS the use of LOA 44 for purposes other than its intended use gives the Company additional productivity not agreed to at the negotiating table, and

WHEREAS the improper implementation of these provisions negatively affects job security and reduces the need for pilot hiring,

THEREFORE BE IT RESOLVED that the US Airways MEC strongly objects to the current use of this LOA and directs all US Airways pilots to not participate in any of the voluntary provisions of LOA 44 until advised by the MEC that the LOA is being used as agreed to, and

BE IT FURTHER RESOLVED that failure of a pilot to follow this MEC directive may subject the pilot to discipline under Article VIII, Section 1A(3), of the ALPA Constitution and By-Laws, and

BE IT FURTHER RESOLVED that the Communications Committee Chairman utilize all appropriate resources to convey this directive to the pilot group, and

BE IT FINALLY RESOLVED that the MEC Grievance Chairman file an expedited grievance on this issue

Motion Gorrell/Gaudioso: Move to amend by deleting paragraph referring to Article VIII

Point of order Stephan: Is speaker speaking for or against the

amendment

Chair: Well taken, speaker will please clarify his position

Vote on amendment; Division Gaudioso

**Yes:** Gauthier, Gaudioso, Gorrell, Mayer

**No:** Cleary proxy Milkey, Milkey, Tosi, Davis, Starnes, Baier, Stephan, Preas

**Totals:** 4 yes, 8 no; Amendment fails

Vote on main motion

*Main motion passes*

**1105 Recess****Reconvene****AI 98-166 QPSA Payments Withheld from Widows**

Motion Davis/Cleary:

WHEREAS the widows of two deceased US Airways pilot were held hostage for 15-18 months from the QPSA portion of their rightful Survivor Benefits, and

WHEREAS US Airways management eventually attempted to tie the payment of the widows' QPSA benefits to the settlement of a separate and unrelated retirement dispute, and

WHEREAS management eventually commenced payments in July 1998 of the delayed QPSA benefits with lump sum catch-up payments and the beginning of monthly payments,

WHEREAS the widows lost use of their money for at least 12 and 18 months, due to the unwillingness of management to properly pay monies in excess of \$35,000.00 and \$55,000.00 respectively,

THEREFORE BE IT RESOLVED that the MEC will receive both a written and oral report on this matter from the MEC R&I Committee, and

BE IT FURTHER RESOLVED that a claim will be made for interest on all lost funds as well as a call for awarded damages to be tied to lost income as well as pain and suffering and if the Company fails to pay within in 30 days, a grievance will be filed, and in no event filed no later than October 1 to preserve time limits, and

BE IT FURTHER RESOLVED that, pending review of the full report, any other actions that may be appropriate on behalf of the widows or to protect future spouses will be fully explored.

Point of order Davis: This should be discussed in closed session

Chair requires Davis comments to be kept as confidential

*Motion passes unanimously*

**AI 98-168 Grievance Report**

Motion Cleary/Preas:

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

*Motion passes; Item still open*

**AI 98-172 Over 85 Hour Report**

Motion Cleary/Gauthier:

BE IT RESOLVED the report from the Over 85 Hour Chairman is hereby received.

*Motion passes*

**AI 98-174 BOD Steering Committee Report**

Motion Cleary/Gauthier:



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

*Motion passes*

#### **AI 98-186 Training Committee Report**

Motion Cleary/Preas:

BE IT RESOLVED the report from the Training Committee Chairman is hereby received

*Motion passes; Item still open*

#### **AI 98-186a Limit CPTs to Two Pilots**

Motion Cleary/Baier:

WHEREAS US Airways has enjoyed an experienced pilot group with a minimum tenure of nine years at US Airways, and

WHEREAS, despite this depth of experience, US Airways has previously considered it necessary to limit the number of pilots to no more than two in a cockpit procedural trainer for the purpose of receiving training, and

WHEREAS the Director of Training at US Airways has indicated that all other major airlines place no more than two pilots in a cockpit procedural trainer at any one time for the purpose of receiving training, and

WHEREAS US Airways will take delivery of the newest generation of high technology aircraft, and

WHEREAS US Airways has announced its intentions to recall all of the furloughed pilots, some of whom have not flown in years, and to hire new pilots who potentially have no experience in jets, and

WHEREAS US Airways has scheduled a Boeing 757/767 initial training class with three pilots in a cockpit procedural trainer, and

WHEREAS having three pilots in a cockpit procedural trainer reduces by one third the amount of hands on training a pilot will receive in this procedural trainer, and

WHEREAS this additional pilot is being put in the cockpit procedural trainer solely to increase the output of the training department at the expense of the quality of training,

THEREFORE BE IT RESOLVED the US Airways MEC strongly objects to this reduction in training quality, and

BE IT FINALLY RESOLVED that the MEC will take all necessary action to stop this process up to and including notification of the appropriate regulatory authority and other public venues.

*Motion passes*

#### **AI 98-192 Retirement Benefits and Survivor Income Benefits**

Motion Tosi/Starnes:

WHEREAS a dispute has arisen concerning the death benefits payable to the spouse of a disabled pilot who dies after retirement, and

WHEREAS this dispute has led to a deadlock on the issue amongst the Company and Association members of the Retirement Board, and

WHEREAS this dispute arises out of the interpretation of the Letter of Agreement relating to the Age 57 grievance settlement and Section 28(D) of the Pilots' Working Agreement, and

WHEREAS the appellant has indicated a willingness to enter into settlement discussions with the Company on the aforementioned subject, provided his rights to go the retirement board neutral will not be negatively affected if he is dissatisfied with the settlement

THEREFORE BE IT RESOLVED that the MEC directs the Negotiating Committee Chairman and the R&I Committee Chairman to enter into discussions for the sole purpose of settling the dispute, and

BE IT FURTHER RESOLVED that any settlement is contingent upon review by the appellant and approval by the MEC.

Point of order Mayer: Speaker may not ask maker what intent of motion is

Chair: Let's cool down and try to answer these substantive questions

Point of order Davis

Point of order Davis

Point of order Davis: I should not have to say point of order 3 times to get recognized

Point of order Davis: Maker should be required to explain intent  
Chair allows Tosi to withdraw as maker

Motion is now made and seconded by Gaudioso/Baier

Point of order Baier: I would correct the speaker's reference to my remarks

Chair: Thank you

Amendment Davis/Cleary: In last paragraph replace "review" with approval

Point of order Cleary: Remarks should be limited to speaking for or against amendment

Davis/Cleary withdraw amendment

Amendment Gaudioso/Baier: Move to strike final BE IT FURTHER RESOLVED

*Amendment passes*

Point of order Tosi: AI 98-180 is not in subcommittee

Chair: Secretary/Treasurer will find out

#### **1300 Recess for lunch**

#### **1400 Reconvene**

Chair recommits AI 98-192 to subcommittee one

#### **AI 98-206 Flight Security Committee Report – Doug Rice**

#### **AI 98-158 R&I Committee Chairman Election**

Gaudioso nominates Ed Hill

Stephan nominates Cleary

Stephan withdraws Cleary's nomination

*Ed Hill is elected by acclamation*

#### **AI 98-188 Block Building and Scheduling Committee Chairmen Elections**

Gaudioso nominates Jeff Edwards for Chairman of Block Building and Scheduling Committees

Cleary nominates Stephan

Cleary withdraws Stephan nomination

*Edwards is elected by acclamation*

#### **1430 Recess to subcommittee**

#### **1640 Reconvene**

#### **AI 98-189 Negotiating Committee Report –Butkovic,**



McGuckin, Snider, Ison

**1825 Recess**

**Friday, September 25, 1998**

**0935 Bryan reconvenes meeting**

Morrow, OsterMEC Secretary/Treasurerhus present  
Roll Call: All MEC members present except Davis proxy Starnes  
0940 Davis returns; Negotiating Committee continues briefing

**1205 Recess for Lunch**

**1330 Return to closed session**

**1405 Out of closed session**

Negotiating Committee briefing continues

**1410 Meeting closed**

**1425 Meeting open**

Negotiating Committee briefing continues  
Point of order Gaudio: I call for the orders of the day  
Chair: Not well taken

**AI 98-137 Negotiating Committee Notetaker Election**

Milkey nominates Di Orio  
Gauthier nominates Carey  
Floor closes nominations  
DiOrio receives 5 votes  
Carey receives 7 votes  
*Carey is elected notetaker*

**AI 98-198 LOA Seniority after One Year**

Motion Mayer/Baier:  
WHEREAS there have been US Airways pilots on furlough for over eight years, and  
WHEREAS a number of pilots have taken leaves of absence during the time pilots remained on furlough, and  
WHEREAS Section 13 A, Leave Of Absence, of the Pilot's Working Agreement says, "When the requirements of the Company will permit, a pilot may be granted a leave of absence. When such leave is granted, a pilot shall retain and continue to accrue seniority. Seniority 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' Master Executive Council.", and  
WHEREAS in the early 90s the Company and the Association agreed that pilots on leave during the time when US Airways pilots were on furlough would not be required to make yearly requests for seniority retention approval from the Company and the Association,  
THEREFORE BE IT RESOLVED that the MEC approves seniority accrual for those pilots currently on leave for twelve months beginning October 5<sup>th</sup>, 1998. Any pilot remaining on leave after October 5<sup>th</sup>, 1999, must secure the approval of the MEC and the Company prior to that date to continue accruing seniority.  
BE IT FINALLY RESOLVED that the MEC Chairman secure the

approval of the Company as required by Section 13 A and that the Company and ALPA notify the pilots remaining on leave of their obligation under this section.

*Motion passes unanimously*

Meeting is closed

Return to open session

**AI 98-148a Post Incident/Accident Debriefing**

Motion Cleary/Davis:

WHEREAS pilots involved in incidents and accidents have been requested by the company to participate in telephonic debriefing conference calls immediately following the events, and

WHEREAS the ability to communicate on a telephone is limited due to the lack of non-verbal cues and communication, and

WHEREAS these limitations of communication hamper proper representation of pilots by the Association, and

WHEREAS these calls have extended duty periods to an excess of 16 hours and have occasionally been openly confrontational and hostile to the pilots involved, and

WHEREAS US Airways pilots have a right to ALPA representation as a matter of Contract and law,

THEREFORE BE IT RESOLVED that the US Airways MEC opposes the use of telephonic debriefing conference calls, and.

BE IT FURTHER RESOLVED that the MEC Chairman and the CASC Chairman, the Accident Investigation Committee Chairman and the MEC Grievance Committee Chairman develop a protocol to insure appropriate and proper representation and to limit the exposure of our pilots in this matter, and

BE IT FURTHER RESOLVED that the protocol will strictly adhere to the contractual limits of Section 19, (A) 3 of the Pilots Working Agreement, and

BE IT FINALLY RESOLVED that the protocol be submitted to the MEC at the next regular meeting for approval.

*Motion passes unanimously*

Without objection Chair discharges the subcommittee on AI 98-201, and 98-201a

**AI 98-201 Flow Through**

Motion Davis/Mayer:

WHEREAS US Airways has announced the recall of all our furloughed pilots and will be hiring soon, and

WHEREAS the wholly owned Express carriers have been entrusted to carry our US Airways passengers and have executed that trust in an exemplary manner, developing a nucleus of motivated, experienced and skilled group of pilots, and

WHEREAS it is in the best interests of US Airways to retain these experienced pilots within the US Airways family, and

WHEREAS the demand for pilots in the marketplace is very strong and many of these experienced pilots will be leaving for positions with our competitors, and

WHEREAS the US Airways MEC strongly endorses the retention of these experienced pilots within the US Airways family,

THEREFORE BE IT RESOLVED that the US Airways MEC directs the Negotiating Committee, in consultation with the Merger Committee, to enter into discussions with the company before October 5<sup>th</sup>, 1998 with the intention of securing an agreement for an equitable flow through agreement, and

BE IT FINALLY RESOLVED that the MEC will be kept informed of the progress of these talks and that any agreement is subject

to MEC approval.

*Motion passes*

**AI 98-201a Regional Jets for Wholly owned**

Motion Mayer/Gorrell:

WHEREAS the dispatch reliability of the new regional jets carrying the US Airways code has been abysmal, and

WHEREAS becoming the "Carrier of Choice" includes the time when our customers are riding on our code sharing partners, and

WHEREAS after October 5<sup>th</sup>, with the recall of all our furloughed pilots, an increased number of RJs will be authorized under Section 1B3d4 of the Pilot's Working Agreement, and

WHEREAS the US Airways MEC has authorized flow through talks regarding our wholly owned regional carriers,

THEREFORE BE IT RESOLVED that the MEC authorizes the Negotiating Committee to begin, prior to October 5<sup>th</sup>, 1998, exploring the feasibility and ramifications of bringing the contractually permitted increase in the number of RJs to our wholly owned regional carriers, and

BE IT FINALLY RESOLVED that the Negotiating Committee will report its progress to the MEC at the MEC meeting in Bal Harbour.

Chair, without objection recommits

**AI 98-200 FOQA Program**

Motion Davis/Gaudio:

WHEREAS in 1995 the Association and Company entered into an industry leading Flight Operations Quality Assurance Program (FOQA) in order to promote the safe operation of US Airways, and

WHEREAS the success of the FOQA Program is based on the mutual trust developed by the parties, and

WHEREAS recent events may have undermined the integrity and effectiveness of the Program, specifically when a Flight Manager appears to have used FOQA information improperly and when the Company has failed to use the findings of the FOQA Program in a timely and effective manner,

THEREFORE BE IT RESOLVED that the MEC Chairman, in consultation with the Association's FOQA Monitoring Team, inform the Company that ALPA's continued participation in the FOQA Program is contingent on the following action being taken by US Airways:

1. Immediate suspension from his position of the Flight Manager who improperly used FOQA information.
2. A presentation be made to the MEC by Company officials responsible for the FOQA Program (in coordination with the Association's FOQA Monitoring Team) to explain the difficulties of administration of the program.
3. Agreement to immediately develop a specific procedure to more effectively disseminate the findings of the program on a timely basis.

BE IT FURTHER RESOLVED that the MEC Chairman be authorized to take whatever action is necessary to insure that the above corrective actions are implemented. Further, the MEC Chairman shall be authorized to terminate the Associations' participation in the FOQA Program if the Company does not take appropriate action as stated above.

*Motion passes unanimously*

**AI 98-199 Overbank and Over 85 Hour Database**

Motion Tosi/Cleary:

WHEREAS the assignment of pilots to improperly fly over 85 hours or improperly fly in excess of maximum bank continues to be a problem, and

WHEREAS Grievance 97-03-7 has been filed which states that "the Company has been scheduling pilots to fly over 85 hours in violation of the current working Agreement," and

WHEREAS Grievance No. 97-03-8 has been filed which states "It has come to the Association's attention that the Company is refusing to reduce a pilot's bank once a pilot has exceeded 27:30 hours . . .", and

WHEREAS the MEC must take action to insure that the problems related to pilots flying over 85 hours and over maximum bank are effectively resolved,

NOW THEREFORE BE IT RESOLVED that the MEC orders that the following actions be taken:

1. The Over 85 Hour Committee will compile a report of all pilots exceeding 85 hours or exceeding 27:30 bank time and such report be submitted to each LEC chairman on a monthly basis, and
2. The Over 85 Hour Committee establish and maintain a database listing the pilots who improperly exceeded 85 hours or exceeded 27:30 bank time (by position, equipment and domicile).
3. On a monthly basis, the Committee shall submit a request to the Company to pay reserves(s) in seniority order on the affected equipment an amount of flight time equivalent to the overbank hours and hours over monthly maximum that were logged.
4. The MEC authorizes that all necessary action be taken to facilitate the above including expeditious arbitration of the pending grievances if necessary

*Motion passes unanimously*

Motion Tosi/Mayer: Move to discharge subcommittee on AI 98-180

*Motion passes*

Point of order Davis: I need a written copy

Chair: Well taken

**AI 98-180 MEC Officer Elections**

Motion Tosi/Gauthier:

WHEREAS the Council 41 representatives called for the MEC Officer elections in accordance with the ALPA Constitution and By-Laws and the US Airways MEC Policy Manual, and

WHEREAS the elections were not able to be held at the September 3<sup>rd</sup> Quarter MEC meeting because they were not properly scheduled nor advertised, and

WHEREAS the term of office of the current officers will expire one day prior to the start of the 4<sup>th</sup> Quarter MEC meeting in December 1998, and

WHEREAS it is advantageous that the new officers have a period of transition prior to taking office in December and to also introduce themselves to their counterparts and other ALPA MECs ,

THEREFORE BE IT RESOLVED that said elections be scheduled and held at the MEC meeting prior to the BOD meeting in October 1998 in Bal Harbour, FL, and

BE IT FURTHER RESOLVED the elections will be announced and advertised in accordance with the MEC Policy Manual, Article IV, Section 1A

Motion Gauthier: We should reconvene Oct 5 in PIT

Chair: Motion not in order

Motion Gauthier/Mayer: Move to recess until Oct 5 at 1000 in PIT  
Division Davis

**Yes:** *Gauthier, Tosi, Gaudioso, Gorrell, Mayer, Baier, Preas*

**No:** *Cleary, Milkey, Davis, Starnes, Stephan*

**Totals:** 7 yes, 5 no; *Motion passes*

**Monday, October 05, 1998**

**1015 Bryan reconvenes**

Morrow, Osterhus present

Roll Call: All MEC members present except Gauthier proxy Tosi, Newman proxy Tosi, Stephan proxy Preas, Gaudioso absent

Chair briefs on recent events

1030 Gaudioso, Newman arrive

Without objection meeting is closed

**1055 return to open session**

*All 98-180 was on floor at recess*

WHEREAS the Council 41 representatives called for the MEC Officer elections in accordance with the ALPA Constitution and By-Laws and the US Airways MEC Policy Manual, and

WHEREAS the elections were not able to be held at the September 3<sup>rd</sup> Quarter MEC meeting because they were not properly scheduled nor advertised, and

WHEREAS the term of office of the current officers will expire one day prior to the start of the 4<sup>th</sup> Quarter MEC meeting in December 1998, and

WHEREAS it is advantageous that the new officers have a period of transition prior to taking office in December and to also introduce themselves to their counterparts and other ALPA MECs,

THEREFORE BE IT RESOLVED that said elections be scheduled and held at the MEC meeting prior to the BOD meeting in October 1998 in Bal Harbour, FL, and

BE IT FURTHER RESOLVED the elections will be announced and advertised in accordance with the MEC Policy Manual, Article IV, Section 1A

Motion Mayer/Preas: Move to recommit

Point of order Davis: Can it be recommitted without discussion?

**1150 Recess**

**1205 Reconvene**

Chair rules it can be recommitted

Preas withdraws second; Tosi seconds

*Motion to recommit fails*

Motion Mayer/Tosi: Move to amend motion to read:

WHEREAS the Council 41 representatives called for the MEC Officer elections in accordance with the ALPA Constitution and By-Laws and the US Airways MEC Policy Manual, and

WHEREAS the elections were not properly advertised, and

WHEREAS the term of office of the current officers will expire during the 4<sup>th</sup> Quarter MEC meeting in December 1998,

THEREFORE BE IT RESOLVED the elections will be announced and advertised in accordance with the MEC Policy Manual, Article

IV, Section 1A, and held on December 8, 1998, the second day of the 4<sup>th</sup> Quarter MEC Meeting

Point of order Gaudioso: Statement by MEC Chair is inaccurate; Item was properly submitted; Chair violated policy manual by failing to advertise an item that was properly submitted

Chair: Point not well taken

Gaudioso/Newman: Challenge chair

Division Mayer; **Yes** vote upholds challenge; **No** vote upholds chair

**Yes:** *Gauthier proxy Tosi, Tosi, Gaudioso, Newman, Mayer, Baier, Stephan proxy Preas, Preas*

**No:** *Cleary, Milkey, Davis, Starnes*

**Totals:** 8 yes, 4 no; *Challenge to chair is upheld; Gaudioso point of order is well taken*

Discussion on motion to amend

Point of order Cleary: Member is not speaking to motion

Chair: Well taken

Point of order Milkey: Member is speaking to intent

Chair: Well taken

Davis begins to offer a substitute motion

Point of order Mayer: A substitute is not in order now

**1300 Recess for lunch**

**1410 Reconvene**

Davis withdraws substitute motion

Vote on amendment

*Amendment passes; Division Mayer*

**Yes:** *Gauthier proxy Tosi, Tosi, Gaudioso, Newman, Mayer, Baier, Stephan proxy Preas, Preas*

**No:** *Cleary, Milkey, Davis, Starnes*

**Totals:** 8 yes, 4 no; *Amendment passes*

Substitute motion Davis/Cleary:

WHEREAS the Council 41 representatives called for the MEC Officer elections in accordance with the ALPA Constitution and By-Laws and the US Airways MEC Policy Manual,

THEREFORE BE IT RESOLVED that the elections for MEC Officers will be held during the 4<sup>th</sup> Quarter MEC meeting no sooner than the 2<sup>nd</sup> day of that meeting

*Substitute motion fails; Division Davis*

**Yes:** *Cleary, Milkey, Davis, Starnes*

**No:** *Gauthier proxy Tosi, Tosi, Gaudioso, Newman, Mayer, Baier, Stephan proxy Preas, Preas*

**Totals:** 4 yes, 8 no; *Substitute fails*

Vote on amended motion, which reads:

WHEREAS the Council 41 representatives called for the MEC Officer elections in accordance with the ALPA Constitution and By-Laws and the US Airways MEC Policy Manual, and

WHEREAS the elections were not properly advertised, and

WHEREAS the term of office of the current officers will expire during the 4<sup>th</sup> Quarter MEC meeting in December 1998,

THEREFORE BE IT RESOLVED the elections will be announced and advertised in accordance with the MEC Policy Manual, Article IV, Section 1A, and held on December 8, 1998, the second day of

the 4<sup>th</sup> Quarter MEC Meeting

Division Davis

**Yes:** *Gauthier proxy Tosi, Tosi, Gaudioso, Newman, Mayer, Baier, Stephan proxy Preas, Preas*

**No:** *Cleary, Milkey, Davis, Starnes*

**Totals:** *8 yes, 4 no; Amended motion passes*

Matt Merillat, Don McClure brief MEC on FOQA issues

1455 Gauthier arrives

### 1530 Recess to subcommittee

**Tuesday, October 06, 1998**

### 0910 Bryan reconvenes

Morrow taking minutes, Osterhus absent

Roll Call: All MEC members present except Gauthier proxy Tosi.

Chair statement on AI 98-200 and the motion previously passed on FOQA:

I will advise management that inadequate safeguards are in place, that the flight manager in question has indicated no remorse and pledged to act in the same manner if faced with a similar situation, that management needs to improve their coordination in this area, and needs to incorporate enhancements to the program. For those reasons and consistent with my requirement under AI 98-200, I will inform them today the FOQA program is shut down until December 9, 1998, at which time it will be automatically restored unless otherwise notified by the MEC. The program will be restored earlier if management incorporates the essence of the enhancements requested by ALPA and agrees to a protocol to ensure that the 737-300/400 flight manager does not receive restricted data and a further protocol that will provide the 737-300/400 pilots with the full benefits of the FOQA program in the absence of the involvement of the flight management himself.

Davis: Will the MEC be able to say that the enhancements are OK?

Chair: Yes.

0920 Osterhus arrives.

### AI 98-165 Implementation of LOA 44 by Management cont.

Motion Mayer/Baier:

WHEREAS management had failed to provide ALPA with the data necessary to allow the implementation of Letter of Agreement 44 during 1998, and

WHEREAS as a result of this lack of information the MEC passed a resolution opposing management's implementation of the provisions of LOA 44 for 1998, and

WHEREAS management has now provided information indicating their fulfillment of the provisions necessary for the implementation of LOA 44 in 1998,

THEREFORE BE IT RESOLVED that the MEC hereby rescinds AI 98-165, and

BE IT FURTHER RESOLVED that the Association will seek further verification of the data provided by management pertaining to the implementation of LOA 44 in 1998, and

BE IT FINALLY RESOLVED that AI 98-165 will be automatically reinstated in the event that the data provided by management in this matter is materially contrary to evidence gathered by the Associa-

tion

Motion Davis/Tosi: Move to recommit to subcommittee

Chair will recommit

### 0950 Released to subcommittee until 1300

### 1430 Reconvene

### AI 98-148 Accident Investigation Report

Motion Cleary/Preas: BE IT RESOLVED the report is received

### AI 98-154 Route Committee Report

Motion Cleary/Preas: BE IT RESOLVED the report is received

*Motion passes*

### AI 98-156 CATCREW & Computer Information Services Report

Motion Cleary/Gauthier: Move to receive report

*Motion passes; Item remains open*

### AI 98-170 Merger Committee Report

Motion Cleary/Davis: BE IT RESOLVED the report is received

*Motion passes*

### AI 98-194a Availability of the FOM in Electronic Format

Motion Gaudioso/Newman:

WHEREAS the FOM is available in electronic version,

THEREFORE BE IT RESOLVED that the CATCREW Committee be tasked with obtaining and uploading the FOM to the ALPA CompuServe Forum.

*Motion passed unanimously*

### AI 98-194b Availability of Secure ID for Pacer Access

Motion Gaudioso/Newman:

WHEREAS Secure ID for Pacer has been successfully Beta Tested, and

WHEREAS Home access to flight loads and Pacer information would be of benefit to all crewmembers,

THEREFORE BE IT RESOLVED that the CATCREW Committee be tasked with exploring the feasibility of providing Pacer Access to all Crewmembers and report back to the MEC no later than the 4<sup>th</sup> Quarterly MEC meeting.

*Motion passes*

### AI 98-203 Education On And Ratification Of Changes To 1998 Contract

Motion Davis/Starnes:

WHEREAS the Company and the Negotiating Committee have had discussions on clarifying and/or modifying the Contract, and

WHEREAS sections under discussion deal with the Reserve system, including but not limited to Section 14(D) Sick Leave – Reserve Pilots, Section 25(E) Scheduling – Reserve Rules Transition To Short Call Reserve,

THEREFORE BE IT RESOLVED that the MEC will ensure an opportunity for pilot education such as road shows or written contract briefings on those items or language that require interpretation.

Amendment Davis/Starnes:

Strike "require interpretation" and insert "differ from what the pilots ratified in October 1997"



Add, "BE IT FINALLY RESOLVED that any changes to the already ratified 1998 Contract requiring a Letter of Agreement, other than language clarification will be submitted for membership ratification."

Chair suggests recommittal

Point of order Gauthier: Issue was debated in subcommittee; recommittal is not proper

Chair: Not well taken

Point of order Baier: Recommittal not appropriate

*Without objection motion is tabled*

#### **AI 98-202 Jumpseat Abuse**

Motion Davis/Starnes:

WHEREAS the purpose of the cockpit jumpseat is not to transport another carrier's pilots when on Company business, and

WHEREAS on August 10, 1998 a UPS management pilot traveled on a US Airways jumpseat while on company business, and

WHEREAS it is the intent of the Jumpseat Committee to protect the interests of both our pilot group and our corporation,

THEREFORE BE IT RESOLVED that a letter be sent to the UPS Independent Pilots Association from the US Airways Jumpseat Committee Chairman, describing the abuse of the system that occurred, and

BE IT FURTHER RESOLVED that the Jumpseat Committee Chairman contact Captain Jerry Fenzel explaining the MEC's concerns for a proper resolution.

*Motion passes unanimously*

#### **AI 98-206 Flight Security Report**

Motion Cleary/Baier: Move to receive report

*Motion passes unanimously*

#### **AI 98-165a Management's Implementation of LOA 44**

Motion Mayer/Baier:

WHEREAS management had failed to provide ALPA with the data necessary to allow the implementation of Letter of Agreement 44 during 1998, and

WHEREAS as a result of this lack of information, the MEC passed a resolution opposing management's implementation of the provisions of LOA 44 for 1998, and

WHEREAS management has now provided information indicating their fulfillment of the provisions necessary for the implementation of LOA 44 in 1998,

THEREFORE BE IT RESOLVED that the MEC hereby rescinds AI 98-165, and

BE IT FURTHER RESOLVED that the Association will seek further verification of the data provided by management pertaining to the implementation of LOA 44 in 1998, and

BE IT FINALLY RESOLVED that AI 98-165 will be automatically reinstated in the event that the data provided by management in this matter is materially contrary to evidence gathered by the Association.

Baier withdraws second; Gauthier seconds

Motion Baier/Davis: Move to recommit

*Motion to recommit passes*

#### **AI 98-192 Retirement Benefits and Survivor Income Benefits**

Motion Davis/Cleary:

WHEREAS a dispute has risen concerning the death benefits payable to the spouse of a disabled pilot who dies after retirement, and

WHEREAS this dispute has lead to a deadlock on the issue amongst the Company and Association members of the Retirement Board, and

WHEREAS this dispute arises out of the interpretation of the Letter of Agreement relating to the Age 57 grievance settlement and Section 28(D) of the Pilots' Working Agreement, and

WHEREAS the appellant has indicated to the MEC R&I Committee and ALPA Legal a willingness to let the MEC enter into timely settlement discussions with the Company on the aforementioned subject, provided his rights to go to the Retirement Board Neutral will not be negatively affected if he is dissatisfied with the settlement, and

WHEREAS the appellant has reviewed and understands this resolution,

THEREFORE BE IT RESOLVED that the MEC directs the Negotiating Committee

Chairman and the R&I Committee Chairman to enter into settlement discussions, and

BE IT FURTHER RESOLVED that the settlement discussions will occur on a schedule that will not, unless mutually agreed to by all parties, conflict with the timetable in retirement Board LOA 9 (previously LOA 12), Paragraph 2.6, and

BE IT FURTHER RESOLVED that the appellant's right to go to the Retirement Board Neutral will not be negatively affected if he chooses to reject the settlement, and

BE IT FINALLY RESOLVED that should a settlement be offered that is acceptable to the appellant, but deemed harmful by the MEC to the interests of the US Airways pilots, then no settlement will occur on those terms, thereby leaving open the option for the appellant to go to the Retirement Board Neutral.

(Counselor confirms appellant has reviewed and understands this resolution)

*Motion passes*

### **1600 Recessed until October 14 in Bal Harbour at BOD**

#### **Wednesday, October 14, 1998**

1000 Bryan reconvenes meeting; Morrow, Osterhus present

Roll Call: All MEC members present except Mayer proxy Tosi, Stephan proxy Preas

Other ALPA pilots present: John Feldvary, Roy Freundlich, Tim Hartman, Craig Skinner, Kim Snider, Gerry McGuckin, Phil Carey, David Stillings, Dan Mouliot, Donn Butkovic, Kelly Ison, Bob Pantazis, Ray Sweeney

ALPA Staff: Jeff Small, Jeannie Redd, Joe Zentis, Jodi Elder-Close

Chair updates MEC on recent conversation with US Airways VP John Long

Skinner, Butkovic, and Snider brief MEC on Scheduling issues

### **Recess to subcommittee**

### **1540 Reconvene**

#### **AI 98-165a Management's Implementation of LOA 44**

**cont.**

Motion Gaudioso/Gauthier:

WHEREAS management had failed to provide ALPA with the data necessary to allow the implementation of Letter of Agreement 44 during 1998, and

WHEREAS as a result of this lack of information, the MEC passed a resolution on September 24 opposing management's implementation of the provisions of LOA 44 for 1998, and

WHEREAS on October 6 management provided information indicating their fulfillment of the provisions necessary for the implementation of LOA 44 in 1998,

THEREFORE BE IT RESOLVED that the MEC hereby rescinds AI 98-165, and

BE IT FURTHER RESOLVED that the Association will seek further verification of the data provided by management pertaining to the implementation of LOA 44 in 1998, and

BE IT FINALLY RESOLVED that AI 98-165 will be automatically reinstated in the event that the data provided by management to the MEC in this matter is materially contrary to evidence gathered by the Association.

Point of order Davis: Speaker is not speaking for or against motion

Chair: Well taken

**1630 Recess****1715 Reconvene**

Stephan arrives

**1725 Recess****1745 Reconvene**

Substitute Motion Gaudioso/Davis:

WHEREAS management had failed to provide ALPA with the data necessary to allow the implementation of Letter of Agreement 44 during 1998, and

WHEREAS as a result of this lack of information, the MEC passed a resolution on September 24 opposing management's implementation of the provisions of LOA 44 for 1998, and

WHEREAS on October 6 management provided information that may indicate the fulfillment of the provisions necessary for the implementation of LOA 44 in 1998, and

WHEREAS the Company is buying back vacation from some pilots under LOA 44 while not allowing other pilots to rebid vacation,

THEREFORE BE IT RESOLVED that the MEC hereby rescinds AI 98-165, and

BE IT FURTHER RESOLVED that no pilot will lose vacation if that pilot is unable to get that vacation rebid in 1998, and

BE IT FURTHER RESOLVED that the vacation unable to be rebid in 1998 will be carried over at 1998 vacation rates (4:30 per day) and rebid or assigned in 1999, and

BE IT FINALLY RESOLVED that should management's data prove materially contrary to the evidence gathered by the Association, or should the Company not agree to comply with the previous two paragraphs by October 20, 1998, the MEC withdraws its support for granting implementation of LOA 44, and AI 98-165 will be automatically reinstated.

Point of order Cleary: Motion out of order since it applies to actions that may not be reversed

Chair: Not well taken; portions not executed may be rescinded

*Substitute motion passes*

Motion Davis/Tokash: Move to pass by acclamation

*Motion fails*

Motion Davis/Cleary: Move to suspend rules and continue until 1845

*Motion fails*

Recessed to subcommittee

**Thursday, October 15, 1998****1240 Bryan reconvenes**

Morrow, Osterhus present

All MEC members present except Mayer proxy Tosi

Council Caucus

1325 DAL pilot Denny Dolan speaks briefly on his candidacy for ALPA First VP

**AI 98-143a Fleet Plan Information**

Motion Milkey/Baier:

WHEREAS management has refused to provide ALPA with fleet plan information to verify compliance with contractual obligations,

THEREFORE BE IT RESOLVED that if the fleet plan data is not received by October 23, the MEC directs the MEC grievance Chairman to file an expedited grievance on the Company's refusal to provide fleet plan data necessary to ensure the Company's compliance with contractual obligations.

*Motion passes*

**AI 98-145 Secretary/Treasurer Report**

Motion Milkey/Cleary:

BE IT RESOLVED the report from the Secretary/Treasurer is received

*Motion passes*

**AI 98-191 Distribution from the Retirement Income Plan**

Motion Davis/Milkey:

WHEREAS a dispute has arisen concerning the timeliness of distributions from the Retirement Income Plan for pilots of US Airways, Inc., and

WHEREAS several ideas have been discussed with management that would facilitate a more timely distribution,

THEREFORE BE IT RESOLVED that the MEC direct the Negotiating Committee and the R&I Committee to enter into discussions with management for the sole purpose of formally expediting the distributions made to retiring pilots, and

BE IT FUTURE RESOLVED that a two-week maximum time period be established for distributions to retiring pilots, and

BE IT FINALLY RESOLVED that any agreement concerning this issue will be contingent upon MEC approval.

*Recommitted*

**AI 98-169 Aeromedical HIMS Report**

Motion Milkey/Davis:

BE IT RESOLVED that the report from the Aeromedical/HIMS



Chairman is received

Motion passes unanimously

Chair states a legal report providing guidance on co. unreasonable figure of \$500 property damage to trigger a drug and alcohol test will be requested

AI 98-171 Policy Manual Change

Motion Milkey/Davis: Move to approve Publications Review Subcommittee language for inclusion to the MEC Policy Manual.

Motion Baier/Tosi: Amend by striking "and the MEC" in line 204

Motion Cleary/Gaudioso: Move to recommit

Chair without objection recommits

AI 98-095 Minimum Pay Guarantee

Motion Stephan/Davis:

WHEREAS the Company has begun to implement parts of the new monthly bidding procedures on the Mainline such as Secondary Reserve Lines and early bidding

WHEREAS the benefits from that are flowing to the Company without the corresponding increase in Mainline Reserve Guarantee, and

WHEREAS several of our pilots have made bid decisions in anticipation of a higher Reserve guarantee, and

WHEREAS the new Contract was effective January 1, 1998,

THEREFORE BE IT RESOLVED that the MEC file a grievance on behalf of all Mainline Reserve pilots who are not being paid a 76-hour monthly guarantee

Motion passes unanimously

AI 98-203 Education On And Ratification Of Changes To 1998 Contract

Motion Davis/Tokash:

WHEREAS the Company and the Negotiating Committee have had discussions on clarifying and/or modifying the Contract, and

WHEREAS sections under discussion deal with the Reserve system, including but not limited to Section 14(D) Sick Leave – Reserve Pilots, Section 25(E) Scheduling – Reserve Rules Transition To Short Call Reserve,

THEREFORE BE IT RESOLVED that the MEC will ensure an opportunity for pilot education such as road shows or written contract briefings on those items or language that require interpretation, and

BE IT FINALLY RESOLVED that any changes to the already ratified 1998 Contract requiring a letter of agreement will be ratified in accordance with the MEC Policy Manual Article 1, Section 2C.

Substitute Tosi/Gauthier: Delete all after "interpretation"

Substitute fails

Main motion passes

1444 Recess to certify BOD credentials

1510 Reconvene

ALPA Director Economic and Financial Analysis Jalmer Johnson, and ALPA Director Representation Seth brief MEC on NWA strike and settlement

1625 Recess

1630 Reconvene

AI 98-174a Endorsement of National Officer Candidate

Motion Gauthier/Tosi:

WHEREAS Captain Donn Butkovic has announced his candidacy for Vice-President Finance of the Air Line Pilots Association, and

WHEREAS Captain Butkovic is a member in good standing and has the education, experience, talent, professional interest, and strong desire to execute the Office of Vice-President Finance in the highest tradition of excellence, and

WHEREAS Captain Butkovic states his intention to resign from the negotiating committee if elected,

THEREFORE BE IT RESOLVED the US Airways Master Executive Council wholeheartedly endorses the candidacy of Captain Butkovic for Vice-President Finance of the Air Line Pilots Association.

Point of order Cleary: Forgot to transmit information on subcommittee recommendation

Chair: Proceed with the information

1700 Recess

1725 Reconvene

Vote on endorsement resolution; Division Gauthier

Yes: Gauthier, Tosi, Mayer proxy Tosi

No: Cleary, Milkey, Davis, Tokash, Stephan, Preas

Abstain: Gaudioso, Newman, Baier

Totals: 3 yes, 6 no; Motion fails

Motion Gaudioso: Move that US Airways MEC support Duane Woerth NWA for ALPA President, Dennis Dolan DAL for First Vice President, Jerry Mugerditchian UAL for Vice President Administration, John Feldvary AAA for Vice-President Finance

1720 Recess

1740 Reconvene

Motion Gaudioso/Davis: Move to postpone this item until 1600

Chair: Without objection so ordered

Motion Cleary: Move to endorse Feldvary by acclamation

Motion withdrawn

David Morrow and BOD Steering Committee go over BOD items

1835 Motion Tosi/Gauthier: Move that the Negotiating Committee be invited to stay in Bal Harbour next week

Cleary calls for orders of day

1840 Recessed until 0930

Friday, October 16, 1998

0945 Bryan reconvenes; Morrow, Osterhus present

ALPA presidential candidate Duane Woerth speaks to group briefly

Roll call: All MEC members present except Gauthier proxy Tosi, Davis proxy Tokash, Mayer proxy Tosi

Return to motion on floor (Motion Tosi/Gauthier: Move that the Negotiating Committee be invited to stay in Bal Harbour next week)

1000 Davis returns 1020 ALPA General Manager Howard Pike, ALPA VP-Finance John Donnelly, ALPA Director Finance Kevin Barnhurst, General Counsel Bob Savelson, and Capital Structures Study Committee member Howard Attarian brief MEC on financial issues

### 1125 Recess

1150 Reconvene; Return to motion on floor (Motion Tosi/Gauthier: Move that the Negotiating Committee be invited to stay in Bal Harbour next week)

Point of order Gaudio: Member's question is out of order

Chair: Well taken

Point of order Gaudio: Member's questions are out of order

Chair: Not well taken

Motion to invite negotiating committee to stay in Bal Harbour passes

### 1215 Recess for lunch

### 1340 Reconvene

#### AI 98-156a Forum Decorum

Motion Davis/Cleary:

WHEREAS a US Airways pilot posted a message #84195 on the ALPA Compuserve Forum which violated the decorum rules, set up by the CATCREW Committee, which flash up each time a pilot signs on to the Forum, and

WHEREAS this message also alluded to discussion of FOQA data by an individual who works with the FOQA program, and

WHEREAS the MEC has temporarily suspended the FOQA program pending enhancements flowing from another violation of the FOQA program,

THEREFORE BE IT RESOLVED that the MEC directs Matt Merillat to contact the subject pilot to learn the details of the FOQA data comment and report back to the MEC on the outcome, and

BE IT FURTHER RESOLVED that the EC directs the CATCREW Committee Chairman to investigate this matter for potential violations of the ALPA rules of Forum Decorum and to report to the MEC at the fourth quarterly meeting on the outcome of these directives.

*Motion passes unanimously*

#### AI 98-204 Printing and Distribution of the New Contract

Motion Davis/Cleary:

WHEREAS it has been nearly one year since the pilots ratified the new Contract, and

WHEREAS the Contract was signed in Toulouse, France on Dec. 7, 1997, and

WHEREAS Section 26(M) requires the Company to provide each pilot with a copy of the Agreement within 60 days of the signing, and

WHEREAS Section 26(M) also requires any amendments to the Agreement to be distributed in the same manner, and

WHEREAS LOA 59 has no provision for delaying distribution of the Contract as the effort is undertaken to assure that the language comports with the negotiating intent,

THEREFORE BE IT RESOLVED that a grievance will be filed no later October 23, 1998 on the Company's failure to comply with

Section 26(M), and

BE IT FURTHER RESOLVED that due to time constraints there will be no further delay due to clarification discussions between the MEC Negotiating Committee and management, and

BE IT FINALLY RESOLVED that the MEC will provide management with the names of pilots who have requested a second copy of the Contract to insure proper distribution.

*Motion passes*

#### AI 98-208 Struck Through Text on Contract Language Changes

Motion Davis/Cleary:

WHEREAS struck-through text is often helpful in understanding changes to contractual language, and

WHEREAS the MEC Chairman, in lieu of an October 1997 resolution that was withdrawn based on the promise of an MEC chairman's directive, directed the Negotiating Committee to provide the MEC struck-through text on deleted language, and

WHEREAS the effect of an MEC Chairman's directive has the full effect of the MEC's position, and

WHEREAS the Negotiating Committee has informed the MEC that final draft of the new contract will be submitted to the company on October 23<sup>rd</sup>,

THEREFORE BE IT RESOLVED that the Negotiating Committee is reminded that struck-through text is a requirement of changed language or clarification language on documents presented for review by the MEC or the membership and,

BE IT FINALLY RESOLVED that the struck-through document for the new contract will be produced on language current as of October 23, 1998.

*Motion passes unanimously*

Chair, without objection closes meeting

### 1418 Meeting is open

#### AI 98-189a Split Trips for Training

Motion Davis/Tokash:

WHEREAS the proposed Sept. 4, 1998 MOU (Memorandum of Understanding) on Split Trips for Training from the Company was developed in concert with the Negotiating Committee as a solution to a problem that occurred after the Contract was ratified and signed, and

WHEREAS the resolution of this issue was not discussed during Contract negotiations, and

WHEREAS no direction was given to the Negotiating Committee on this issue,

THEREFORE BE IT RESOLVED that this issue will be resolved by a Letter of Agreement, and

BE IT FURTHER RESOLVED that the MEC will give the Negotiating Committee direction.

*Motion passes*

Discussion on Split trips MOU

Chair says consensus is 4 hours pay no credit; rest of training claim is pay and credit

### 1455 Recess

### 1505 Reconvene



Retiring ALPA President Babbitt updates AAA MEC on Flight Time/Duty Time NPRM, NWA strike. He thanks MEC for its support, says he enjoyed working with us; MEC gives him standing ovation

#### 1535 Recess

#### 1605 Reconvene

Without objection candidate endorsement is postponed until Monday afternoon

Without objection late agenda item which includes all BOD items is accepted and assigned AI 98-209 BOD Items

#### AI 98-171 Language for Publications Review Committee

Motion Baier/Newman: Move to approve the following Publications Review Subcommittee language for inclusion in the policy manual:

[MEC Policy Manual language]

Amendment Davis: add "and the MEC" to line 204

Amendment dies for lack of a second

*Motion passes*

Point of order Davis: We have been discussing split trip for training issue as an LOA, not an MOU; reference previous resolution

#### AI 98-191 Distribution from the Retirement Income Plan

Motion Davis/Tokash:

WHEREAS a dispute has arisen concerning the timeliness of distributions from the Retirement Income Plan for pilots of US Airways, Inc., and

WHEREAS several ideas have been discussed with management that would facilitate a more timely distribution,

THEREFORE BE IT RESOLVED that the MEC direct the Negotiating Committee and the R&I Committee to enter into discussions with management for the sole purpose of formally expediting the distributions made to retiring pilots, and

BE IT FURTHER RESOLVED that any agreement concerning this issue will be contingent upon MEC approval.

*Motion passes*

#### AI 98-195 Green Reserves Out of Base

Motion Stephan/Preas:

WHEREAS six years have elapsed since the previous contract was implemented,

WHEREAS the intent of the reserve scheduling provisions of the previous contract was to allow green reserves to remain out of domicile

WHEREAS the recent ratified contract allows regular or long call reserves to remain out of domicile with an even shorter report time to transition to short call reserve status than the previous contract, and

WHEREAS the Company has yet to implement the new scheduling provisions of Section 25 of the Agreement on the Mainline,

WHEREAS allowing regular reserves or green status reserves to remain out of domicile is a no cost item to the Company and a significant quality of life enhancement for the pilot group, and

WHEREAS the company has failed to implement the regular reserve provisions of the new contract,

THEREFORE BE IT RESOLVED that the MEC direct the MEC

Chair to enter into discussions with the company for the purposes of allowing green reserves to remain out of domicile as a transitional move until the implementation of the scheduling provisions of the new contract is completed

*Motion passes*

#### AI 98-197 Training Freeze of Returning Furloughed Pilots

Motion Stephan/Preas:

WHEREAS the company is attempting to place a training freeze on the returning furloughed pilots, and

WHEREAS many of the returning furloughed pilots were not given the opportunity to bid, and

WHEREAS some of these pilots may end up on MetroJet out of seniority, and

WHEREAS the company has imposed a training freeze on these individuals and has failed to adequately recognize the impact of out of seniority bidding,

THEREFORE BE IT RESOLVED that the MEC directs the MEC Grievance Chairman to file a grievance on behalf of the returning furloughed pilots.

*Motion passes*

#### AI 98-167 Voluntary Pilot Substitution

Motion Davis/Tokash:

WHEREAS the current FOM only authorizes a voluntary pilot substitution on the last leg of a trip except when the last leg is ground transportation in which case voluntary pilot substitution is authorized on the leg prior to the ground transportation, and

WHEREAS there are situations, such as 30 in 7, out of time for the month, voluntary or involuntary split, where the last leg is a deadhead flight back to the original pilot's domicile with no chance of a reschedule upon completion of the next to last leg, and

WHEREAS in those situations where there is no degradation of the Company's ability to protect the operation with a reschedule it would make sense to permit a second pilot to voluntarily substitute for the original pilot on the next to last leg,

THEREFORE BE IT RESOLVED that the MEC Chairman, in conjunction with the MEC Scheduling Committee Chairman or their designees engage in the necessary action and discussions to achieve a change to the FOM language to get a change permitting a voluntary pilot substitution under certain conditions to also occur on the last flying leg of a trip, and

BE IT FURTHER RESOLVED that all LEC reps are encouraged to keep their Chief Pilots informed of this issue and solicit their help in affecting the desired changes,

BE IT FINALLY RESOLVED that if these talks do not produce a satisfactory result that an MEC grievance will be considered

*Motion passes*

#### AI 98-177 Election of Membership Services Committee Chairman

*Lew Milliner is elected by acclamation*

**Recessed until 0830 Monday**

**Monday, October 19, 1998**

**0835 Bryan calls to order**

Morrow, Osterhus, present



Roll call: All present except Milkey proxy Cleary, Gauthier proxy Tosi,

Tokash proxy Davis, Stephan proxy Preas

0840 Milkey, Tokash arrive

Also present: Stillings, Mouliot, Butkovic, Snider, Freundlich, Hartman, Ison, Pollock, Skinner

Dillon from UAL asks MEC to co-sponsor 2 resolutions

Motion Gaudio/Davis: Move to co sponsor the resolutions on Land and Hold Short, and Restricted Certificate

*Motion passes*

Meeting is closed while Mike Abram and Jalmer Johnson brief MEC on interim parity review process

### 0855 Recess to BOD

### 1805 Reconvene after BOD meeting

Bryan presiding, Morrow, Osterhus present

Roll call: All MEC members present except Gauthier proxy Tosi

Meeting closed to continue parity review

1820 Gauthier arrives

The following motions passed in closed session are public:

Motion Baier/Mayer: Consistent with the parties' intent, the MEC will not exercise the interim parity review arbitration process in 1998

Motion Davis/Tokash: Move that the issue be postponed until Wednesday at 1800

Motion to postpone passes

Meeting is open

Motion Gaudio/Newman: Move that the MEC support Duane Woerth for ALPA President; Dennis Dolan for First Vice-President, Jerry Mugerditchian for Vice-President Administration, John Feldvary for Vice-President Finance

*Motion passes*

Delegates recount BOD delegate committee activities

Motion Cleary/Tokash: Move that we not support the hiring of the additional person until we get more information

Motion withdrawn

Motion Davis: Move that AAA delegates seek support to reconsider BOD AI 16

*Motion fails*

### 1945 Recess until 1800 Tuesday

**Tuesday, October 20, 1998**

### 1920 Reconvene

MEC discusses BOD items, Delegates brief on Committee activities, Q & A on LOA 44

Motion Tosi: Move to recess until 0800 tomorrow

*Motion dies for lack of a second*

### 2030 Chair recesses body until after EVP elections tomorrow

**Wednesday, October 21, 1998**

### 1050 Reconvene

Executive Vice President election caucus procedures

### 1055 Recess

### 1200 Reconvene

Floor is open for nominations

Preas nominates David Morrow

Davis nominates Dave Stillings

Motion Stephan/Milkey: Move to close nominations

*Motion passes unanimously; Nominations closed*

Preas makes nominating speech

Morrow speaks

Davis makes nominating speech

Stillings speaks

Secret roll call ballot is conducted by Price Waterhouse accounting firm

David Morrow is elected Executive Vice President

### 1150 Back in plenary session to discuss LOA 44

### 1246 Recess to BOD

### 1810 Reconvene

Discussion on LOA 44

Return to closed session

Motion postponed from previous night is now on the floor

Motion Baier/Mayer: Consistent with the parties' intent, the MEC will not exercise the interim parity review arbitration process in 1998

Motion passes; Veil of confidentiality is lifted from previous resolution

Meeting is in open session

Motion Cleary/Davis: Move to work until 2000

Substitute Motion Stephan/Baier:

Move to recess until 1100 tomorrow in room to be named

*1915 Motion passes*

**Thursday, October 22, 1998**

### 1230 Room 208

Bryan reconvenes meeting, Morrow absent, Osterhus present

All MEC members present except Gauthier proxy Tosi, Mayer proxy Tosi,

1250 Mayer returns

### AI 98-165 Management's Implementation of LOA 44 cont.

Motion Milkey/Preas:

WHEREAS US Airways management delayed the recall of our furloughed pilots and created a crew shortage that has negatively impacted our pilots and operations, and

WHEREAS management continually refused to provide to the MEC the block hours, training projections, early retirements, and check airmen staffing data necessary to verify the proper activation of

LOA 44 until the US Airways pilots responded to the directive contained in MEC resolution 98-165 and resisted using the voluntary portions of LOA 44, and

WHEREAS the Association was successful in ensuring that the activation of LOA 44 would not continue to be used as an alternative to proper staffing and the needed recall of all of our furloughed pilots, and

WHEREAS in response to management providing the data necessary to verify the proper activation of LOA 44, the MEC rescinded MEC resolution 98-165 and advised the pilots that they may participate in the voluntary provisions of LOA 44, and

WHEREAS the Association has filed a grievance on behalf of those pilots who have been disadvantaged by the lack of open vacation time available for the monthly rebid during 1998, and

WHEREAS the Association has learned that management is constructing lines of flying for December of up to 90 hours in accordance with Paragraph 1 of LOA 44 and is not raising the minimum pay guarantee of the Reserve pilots accordingly, and

WHEREAS raising the Reserve guarantee when implementing Paragraph 1 of LOA 44 was the clear intent of the Association during the negotiations,

THEREFORE BE IT RESOLVED that the MEC rescinds MEC resolution 98-165 in its entirety, and

BE IT FINALLY RESOLVED that the US Airways MEC directs the MEC Chairman to immediately seek relief from management's improper implementation of certain portions of LOA 44 up to and including injunctive relief.

Amendment Tosi/Gaudio: Replace

"BE IT FINALLY RESOLVED that the US Airways MEC directs the MEC Chairman to immediately seek relief from management's improper implementation of certain portions of LOA 44 up to and including injunctive relief."

With

"BE IT FINALLY RESOLVED that the US Airways MEC directs the Grievance Chairman to immediately file an expedited grievance regarding management's improper implementation of certain portions of LOA 44.

**1330 Recess to Airline Systems meetings**

**1600 Reconvene**

Bryan presiding; Morrow, Osterhus present

All MEC members present except Gaudio proxy Newman, Gauthier proxy Tosi

**1605 Recess**

**Reconvene**

Vote on amendment

Show of hands is 6 to 6; Chair breaks tie, votes against; Amendment fails

Maker and seconder withdraw motion

Motion Davis/Tokash:

WHEREAS US Airways management delayed the recall of our furloughed pilots and created a crew shortage that has negatively impacted our pilots and operations, and

WHEREAS management continually refused to provide the MEC with the block hours, training projections, early retirements,

Check Pilot staffing, and fleet plan data necessary to verify the proper activation of LOA 44 until the US Airways pilots responded to the MEC's directive contained in MEC resolution 98-165 by rejecting the voluntary portions of LOA 44, and

WHEREAS the MEC was successful in ensuring LOA 44 would not continue to be used to impede proper pilot staffing or the needed recall of all our furloughed pilots, and

WHEREAS the MEC, in the absence of data management had not provided, took firm action in directing its pilots to not participate in the voluntary provisions of LOA 44, and

WHEREAS the MEC took and continues to take actions in an effort to get data to verify the validity of implementing LOA 44, and

WHEREAS the MEC agreed that the data may permit the implementation of parts of LOA 44, and

WHEREAS the MEC has been attempting to solve problems related to vacation rebid

WHEREAS in the interest of trying to take a cooperative position with management yet protect the rights of all pilots the MEC passed a resolution 98-165A which gave management six days to respond to a vacation rebid solution, and

WHEREAS resolution 98-165A also rescinded the earlier resolution 98-165 and permitted pilots to participate in the voluntary provisions of LOA 44, and

WHEREAS the MEC's support of LOA 44 was tied to management's solution to the vacation rebid problem, and resolution 98-165A also called for a reinstatement of 98-165 if management rejected the vacation rebid solution, and

WHEREAS management did reject the vacation rebid solution

WHEREAS the MEC has filed a grievance on behalf of those pilots who have been disadvantaged by the lack of open vacation time available for the monthly rebid during 1998, and

WHEREAS management has constructed December lines using the flex cap provision in LOA 44 of up to 90 hours without raising the minimum pay guarantee of the Reserve pilots accordingly, and

WHEREAS raising the Reserve guarantee when implementing provision (1) of LOA 44 was the clear intent of the Association during the negotiations, and

WHEREAS Management Bulletin 98-16 contains contractual errors concerning a pilot's monthly flying obligations,

THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman to immediately file the necessary expedited grievances regarding management's improper implementation of some provisions of LOA 44, and

BE IT FURTHER RESOLVED that the MEC hereby rescinds resolution 98-165, and

BE IT FURTHER RESOLVED that while pilots may participate in the voluntary portions of LOA 44 in provisions (2), (3), and (4) dealing with vacation and pay bank cash outs and adding to the pay bank above 27:30, the MEC recommends that pilots not participate in the voluntary portions of LOA 44 until advised by the MEC Chairman that all contested areas of LOA 44 have been satisfactorily resolved.

Amendment Tosi/Gaudio: Strike paragraphs 7 through 11

*Amendment fails*

Motion Tokash/Newman: Move to recess until 15 minutes past BOD plenary session

*Motion fails*

Motion Tokash/Newman: Move to call the question

*Motion fails*

### 1821 recess until 0800

**Friday, October 23, 1998**

### 0805 Reconvene, Bryan presiding

Morrow absent, Osterhus present

Roll call: All MEC members present except Gauthier proxy Tosi  
0815 Morrow, Gauthier arrive

Mike Abram answers questions on LOA 44

Chair rules Abram's comments are confidential

(AI 98-165) Amendment Mayer/Tosi: Strike last BE IT FURTHER RESOLVED

Substitute Motion Davis/Tokash:

WHEREAS US Airways management delayed the recall of our furloughed pilots and created a crew shortage that has negatively impacted our pilots and operations, and

WHEREAS management continually refused to provide the MEC with the block hours, training projections, early retirements, Check Pilot staffing, and fleet plan data necessary to verify the proper activation of LOA 44 until the US Airways pilots responded to the MEC's directive contained in MEC resolution 98-165 by rejecting the voluntary portions of LOA 44, and

WHEREAS the MEC was successful in ensuring LOA 44 would not continue to be used to impede proper pilot staffing or the needed recall of all our furloughed pilots, and

WHEREAS the MEC, in the absence of data management had not provided, took firm action in directing its pilots to not participate in the voluntary provisions of LOA 44, and

WHEREAS the MEC took and continues to take actions in an effort to get data to verify the validity of implementing LOA 44, and

WHEREAS the MEC agreed that the data may permit the implementation of parts of LOA 44, and

WHEREAS the MEC has been attempting to solve problems related to vacation rebid

WHEREAS in the interest of trying to take a cooperative position with management yet protect the rights of all pilots the MEC passed a resolution 98-165A which gave management six days to respond to a vacation rebid solution, and

WHEREAS resolution 98-165A also rescinded the earlier resolution 98-165 and permitted pilots to participate in the voluntary provisions of LOA 44, and

WHEREAS the MEC's support of LOA 44 was tied to management's solution to the vacation rebid problem, and resolution 98-165A also called for a reinstatement of 98-165 if management rejected the vacation rebid solution, and

WHEREAS management did reject the vacation rebid solution

WHEREAS the MEC has filed a grievance on behalf of those pilots who have been disadvantaged by the lack of open vacation time available for the monthly rebid during 1998, and

WHEREAS management has constructed December lines using the flex cap provision in LOA 44 of up to 90 hours without raising the minimum pay guarantee of the Reserve pilots accordingly,

and

WHEREAS raising the Reserve guarantee when implementing provision (1) of LOA 44 was the clear intent of the Association during the negotiations, and

WHEREAS Management Bulletin 98-16 contains contractual errors concerning a pilot's monthly flying obligations,

THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman to immediately file the necessary expedited grievances regarding management's improper implementation of some provisions of LOA 44, and

BE IT FURTHER RESOLVED that the MEC hereby rescinds resolution 98-165, and

BE IT FURTHER RESOLVED that while pilots may choose to participate or not participate in the voluntary portions of LOA 44 provisions (2), (3), and (4) dealing with vacation and paybank cash outs and adding to the paybank above 27:30, the MEC cautions pilots that the current documented crew shortages alone may create more stressful working conditions for individual pilots and that any participation in the above voluntary provisions of LOA 44 should be done so as to not create additional stress to negatively impact a safe operation.

Without objection Chair gives floor to Dave Stillings who presents Diane Ison with a gift in appreciation for her managing AAA hospitality suite.

AAA positions on BOD items:

Chair receives consensus to support \$35M as floor for SMRA sweep into MCF

Chair receives permission to speak on BOD floor on compensation

### 0903 Recess to BOD

### 1145 Reconvene

Bryan presiding, Morrow absent, Osterhus present

All MEC members present except Gauthier proxy Tosi, Mayer proxy Baier

Vote on AI 98-165b substitute motion; Division Gaudio

**Yes:** Cleary, Milkey, Davis, Tokash, Stephan, Preas

**No:** Gauthier proxy Tosi, Tosi, Gaudio, Newman, Mayer proxy Baier, Baier

**Totals:** 6 yes, 6 no, Chairman breaks tie, votes yes, substitute motion passes

Motion Stephan/Milkey:

WHEREAS on October 21, 1998, John Long, US Airways Executive VP Human Resources, transmitted a letter to the ALPA MEC Chairman with copies to management pilots, and

WHEREAS management continues to blame ALPA for their inability to properly plan and manage their resources, and

WHEREAS that letter demonstrates management's continuing efforts to separate the pilot group from their lawfully designated representatives, and

WHEREAS ALPA has continually urged management to stop their harsh and divisive communications with the lawfully designated ALPA representatives, and instead implement an enlightened policy that recognizes the contributions of the MEC and the pilot group to the health and prosperity of US Airways and the legitimate needs of the US Airways pilots, and

WHEREAS ALPA remains the only labor group to have achieved an



agreement with management to this date—an agreement that has facilitated the growth and prosperity of US Airways, and

WHEREAS ALPA continues to demonstrate its unwavering support for the growth and development of US Airways as the global carrier of choice, and

WHEREAS ALPA's recent strong public and regulatory support of the US Airways' initiatives to obtain reasonable access to London's Heathrow Airport is a contemporaneous example of the Association's contribution to management's growth objectives, and

THEREFORE BE IT RESOLVED that the US Airways MEC vigorously objects to the hostile tone of John Long's letter of October 21, and

BE IT FINALLY RESOLVED that the US Airways MEC urges management cease and desist in their continuing stream of hostile communications to ALPA and instead engage in constructive dialogue aimed at resolving rather than exacerbating our differences.

*Motion passes by acclamation*

Motion Gaudio/Preas: Move to adjourn and defer remaining items to 4Q98

*Motion passes*

