



Bidding for the Millennium

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Very shortly permanent bids for the remainder of 1999 and for the first quarter of 2000 will be upon us. These bids will undoubtedly produce significant movement in our seniority list. We will begin staffing the A-330 widebody and will be adding large numbers of MetroJet and A-319/320 positions. Therefore, we felt that an overview of the bidding process would be helpful as we attempt to explain the nuances of Section 24 "Filling of Vacancies" in our new working agreement. Included are some actual mistakes made by our pilots on previous bids. Let's start with three easy rules and then some explanations.

RULE #1 Bid what you want.

If you don't bid it, you won't get it. Want to be a MetroJet Captain? Then BID MetroJet Captain. Airbus First Officer? Then bid it and temper your bid with the knowledge of any associated freezes and RULE #2. Don't try and out-think the bidding process of when to bid, or when not to bid a piece of equipment.

RULE #2 Bid what you want, but....

If you do bid it, and are awarded the bid, you OWN it and will be trained to it. Are you sure commuting to the bottom reserve Captain in BOS is really what you want? Perhaps a relative number would be appropriate. On multi-month bids, pilots are awarded and trained to positions indicated on the final month of the permanent bid (see the following paragraphs for more explanation).

RULE #3 Be sure your bids are current and accurate.

With past stagnation at our airline, some bids have been left unchanged for years. With today's movement we are now seeing a marked

rise in old bid and "typo" bid errors. This is especially true with First Officer (3) being inadvertently entered instead of Captain (1). On our last bid we had an International Captain mistakenly bid First Officer! Those of you within three years of retirement need to be especially watchful. Bid carefully and be sure to double-check then print your bid (CATCREW option #7). **THIS IS YOUR CAREER!!**

Now, for some explanations...

Relative number column

Pilots in amazing numbers insist on trying to use the old system (left unnamed to prevent confusion). We have for the past 5 years been using "relative numbers" or specific line bidding to process bids. Things to consider...

- 000 indicates that you will accept ANY position on that equipment at that base.
- 001 indicates you will accept the bottom primary line holder number or better on that equipment at the base.
- There is no specific code to enter if you wish to bid a secondary line. Secondary lines will comprise up to approximately 10% of the total positions on the equipment. Remember, this is a monthly bid function NOT a permanent bid function but relative number bidding really helps here.
- If you wish to bid a relative position on a given equipment type, enter the position number you want. For example, if there are a total of 150 positions on a given aircraft type and you enter 120 as your desired relative position, you will NOT be awarded the position unless you can hold position #120 or better. If you enter #100 that means you must be able to hold position #100 or

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better to receive the award. If not, the computer goes to your next choice.

- Review your bids when each permanent bid is put out for bidding. Delete old bids and remember if you're pushed off/out of your current equipment/base make sure you're following bids reflects your desires.

Training freezes

- The Company will post a roster in each base domicile of prior bid results. This roster will indicate whether a pilot is subject to a Section 24(E) "Training Freeze" and show the month that it applies.
- Because training events are potentially four to six months in the future from when a bid is run, you will be frozen to the position/equipment based on the "paper" bid, month; or last month in the case of a multi-month bids; your new bid was awarded to you. Example, you are on the B-737 and bid an MD-80. If awarded the 80, you are frozen on it and cannot bid, say, the A-319 on a following permanent bid "even if you have not started MD-80 training."
- Being frozen runs for varying lengths of time and for varying reasons. The freeze can also be lifted for different reasons also, (First Officer upgrade to Captain as an example). New equipment, or re-qual versus initial training all effect freeze duration.
- If this is entering into your decision on bidding a piece of equipment, our best advice is to read the contract (it really describes this section pretty well) and/or call Resource Planning. They've got the answers. Still confused? Give one of your committee reps a call and we will be glad to help.

Being released from a training freeze

- You can be released from a training freeze if you are awarded a vacancy on a newly acquired aircraft or a newly established or re-established domicile within the first 6-months after its introduction. Note: Be advised, a freeze isn't necessarily a free move. Example, a B-737-300 Captain who is frozen to that position for whatever reason, CAN have his/her freeze lifted to go to the A-330 First Officer position because it is new equipment. HOWEVER, that pilot then incurs a potential two-year freeze due

to this move being a down bid. This provision of the contract allows the freeze to be lifted, but you still; in most cases; incur a freeze for moving there and getting a dose of initial training.

- You are released if you are a First Officer upgrading to a Captain.
- Involuntary displaced pilots do not incur a training freeze regardless of position/equipment.
- Training freezes do not prohibit a pilot from moving from one domicile to another in the same status and equipment.
- As always, the Company can lift a pilot's training freeze whenever it deems necessary.

Displacements

There are two types of displacements; voluntary and involuntary. If you are displaced involuntarily, you may displace a more junior pilot in any aircraft or in any domicile with one exception. You may not displace a pilot at another domicile if you can displace a pilot on that same equipment in your domicile. An involuntarily displaced pilot is entitled to moving expenses in accordance with Section 5 "Expenses." One note, an involuntary displaced pilot is not frozen to any position/equipment moved to, unless that position/equipment is listed in preference to the one the pilot is displaced from. Example, B-737 First Officer is involuntarily displaced and moves to the B-767 First Officer position. If the B-767 was listed in preference to the B-737 on the pilot's list of bid choices, then that pilot will incur a freeze on the B-767 even though the pilot was displaced.

- You may bid a voluntary displacement if you are a primary line holder and there will be a reduction in the number of primary lines in the subsequent bid such that you will no longer hold a primary line. Voluntary displacements are awarded in seniority order. You may bid for normal vacancies ahead of your voluntary displacement bid.
- Remember that voluntary displacements were put in place to allow bottom line holders to capture other line positions due to loss of lines at their base. You must exercise this option in the month that the loss of primary lines occurs. Also, you cannot be released from a training freeze to exercise a voluntary displacement bid.

Training holds

- You can be held up to four months in your present position awaiting training. This increases to six months when the Company is taking deliveries of aircraft that reflect a net increase in fleet size. In either case, you will be pay protected to the higher of your present position or your newly awarded position.

Multi-month bids

- If the bid covers several months and you are awarded various positions during those months, you will be frozen and trained to the position awarded in the FINAL MONTH of the bid. You will be paid for the awarded position each month of the multi-month bid or your present position, whichever is higher. A good idea on multi-month bids is to place your bid preference in the first month the bid is effective. Example, say a new bid is for Jan/Feb/Mar and you place your Captain bid in for the March month. If there are openings in January, a junior pilot may get the award and you may not. Why? Because you bid for a March Captains slot and if openings only existed in January and February they were filled by others. When it got to March, there were no positions available...hence you are out of luck for a Captains slot this bid. Remember RULE #1.

Pre-Retirement training bypass

- If you are within 12 months of your 60th birthday you may be pay protected, but not trained to a new bid award position. If you are within 24 months prior to your 60th birthday, you may request a pre-retirement training bypass which pay protects you also. However, both of these programs are at the Company's discretion so be prepared for possible rejection. A call to Resource Planning will remove all doubt as they are the ones who decide who receives training and when.

First Officer training bypass

- This program applies to First Officers who can hold higher paying equipment (as a First Officer) but cannot yet hold a Captain position. It is similar to the Pre-Retirement Bypass above as it seeks to reduce the Company's training burden through pay protection. The key number here is 15 months. If you have the potential to upgrade to Captain in 15 months, the Company may

bypass awarded First Officer bids. Example, MD-80 First Officer bids the B-767 First Officer position (with a bypass) then a MD-80 Captain position. He's awarded the B-767 position because he cannot hold the MD-80 Captain slot yet. If Resource Planning deems the First Officer will be able to upgrade to the MD-80 Captain slot within the next 15 months, they can (at their option and due to the bypass request) pay the pilot the B-767 First Officer rate and not train, leaving the pilot to fly the MD-80 till the time the pilot upgrades to Captain.

- CAUTION: This is awarded at Company discretion. You might be trained instead of pay protected. Also, once you start down this path you are committed. You MUST continue to bid your initial Captain position(s) until one is awarded and you are trained to it.
- Think carefully before bidding this and if you have questions, call one of the Bid Closing Reps.

Conclusion

Remember that IT'S YOUR CAREER. We hope this overview has been helpful. This is only a summation and not intended to replace your careful reading of the Contract prior to changing your permanent bids. There are ALPA reps on the Bid Closing Committee (listed in *US AIRWAVES*) at your domicile. If you still have questions, please feel free to give us a call.



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