



Special MEC Meeting

January 14, 1999 - Washington Marriott

1005 Chairman Beebe convenes meeting

Vice Chair Skinner, Secretary/Treasurer Osterhus present; Roll Call:

Mike Cleary proxy Milkey	Jay Milkey
Peter Gauthier	Mike Tosi proxy Gauthier
Bob Gaudio proxy Byrnes	Lyle Newman proxy Byrnes
John Davis	Jeff Tokash
Chip Mayer proxy Baier	Don Baier
Jack Stephan	George Preas proxy Stephan

Also present during meeting or portions: Paul Di Orio, BOS F/O rep-elect; Frank Starnes, PIT F/O rep-elect; Donn Butkovic, Kelly Ison, Kim Snider, Negotiating Committee; Dave Morrow, EVP; Kye Johanning, ALPA EF&A; Tim Baker, Training Committee

Jim Johnson of ALPA Legal is Parliamentarian

Chair states that unless there is an objection he will allow Tony Bralich and Dave Crowther to speak to the MEC on company's request for relief

Davis objects

Motion Gauthier/Byrnes: Move to allow Tony Bralich and Dave Crowther to address MEC

Division Davis

Yes: Gauthier, Tosi proxy Gauthier, Gaudio proxy Byrnes, Newman proxy Byrnes, Mayer proxy Baier, Baier

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

Totals: 6 yes, 6 no; Tie vote; Chair abstains; motion does not pass

Stephan asks recess

Motion Stephan/Gauthier: Move to reconsider

Motion passes; Main motion back on floor

Vote on main motion reconsidered; Division Davis

Yes: Gauthier, Tosi proxy Gauthier, Gaudio proxy Byrnes, Newman proxy Byrnes, Mayer proxy Baier, Baier, Preas proxy Stephan

No: Cleary proxy Milkey, Milkey, Davis, Stephan

Abstain: Tokash

Totals: 7 yes, 4 no, 1 abstain; Reconsidered motion passes

Tony Bralich, Director, Labor Relations – Flight; and Dave Crowther, Senior Director Crew Planning and Administration address MEC

Bralich commits to resolve grievances in accordance with contractual time limits

1210 Recess for lunch

1245 Reconvene

Motion Davis/Tokash:

WHEREAS US Airways management has asked for relief on the lack of trained crews in PHL due to a shortage of pilots, and

WHEREAS the MEC has in the past repeatedly urged management to take actions that would have prevented the situation it now finds itself in,

THEREFORE BE IT RESOLVED that relief to be granted to the Company in PHL for the month of January 1999 on the Airbus pilot shortage provided that the following issues are completely resolved to the Association's satisfaction prior to such relief being granted:

- 1) For the month of December 1998, all Reserve pilots will be paid the greater of their actual pay time or 80 hours.
- 2) For January 1999, all Reserve pilots in positions for which a flex month has been declared will be paid the greater of their actual pay time or 80 hours.
- 3) For January 1999, all PHL Airbus Reserve pilots will be paid the greater of their actual pay time or 85 hours.
- 4) All outstanding issues on LOA 44 will be resolved to the Association's satisfaction.
- 5) All vacation days carried over to 1999 and used in connection with six or more days will be paid at the rate of 4:30 per day.
- 6) The number of eligible jumpseaters will be increased to the number of seats available in the cabin.
- 7) Discussion will begin promptly between the Jumpseat Chairman and management on turning over administration of the jumpseat to the Association.
- 8) Over 85 procedures will be accomplished under LOA 11.
- 9) All penalties accruing to the PBHR for January 1999 as a result of providing help to the Company will be omitted from all parity reviews.
- 10) Settle MetroJet training claims and parity review.
- 11) Separate 401K to allow US Airways pilots to have their own plan.
- 12) Get letter from management to say that Company will, if pilot eligible, pay both the QPSA and PDSIP (Pilot Dependent Survivor Income Plan).
- 13) Get in writing from the Company that commuting pilots will not be disciplined if they have scheduled a backup commuting flight.
- 14) Voluntary pilot substitution will be permitted on the next to last leg if the last leg is a deadhead.
- 15) Green Reserves will be permitted to sit reserve out of base with a nine-hour call.
- 16) All days off will be moved out of a Reserve's vacation and restored.

1420 Recess

1520 Reconvene

Substitute resolution Baier/Stephan:

WHEREAS management has approached the Association with a request for relief due to the PHL Airbus pilot shortages that they discovered in early December 1998, and

WHEREAS these shortfalls may extend well into the future, and

WHEREAS the Association has repeatedly attempted to resolve issues with the company that have been detrimental to our pilots with regard to their pay and working conditions,

THEREFORE BE IT RESOLVED that the Negotiating Committee be charged to enter into discussions with the company for the purpose of securing significant returns for the US Airways pilots in exchange for granting relief to the company on the PHL Airbus pilot shortages of January.

BE IT FURTHER RESOLVED that the discussions on returns shall include but not be limited to the following returns:

- 1) For the month of December 1998, all Reserve pilots will be paid the greater of their actual pay time or 80 hours.
- 2) For January 1999, all PHL Airbus Reserve pilots will be paid the greater of their actual pay time or 85 hours.
- 3) All outstanding issues on LOA 44 will be resolved to the Association's satisfaction.
- 4) All vacation days carried over to 1999 and used in connection with six or more days will be paid at the rate of 4:30 per day.
- 5) The number of eligible jumpseaters will be increased to the number of seats available in the cabin.
- 6) Discussion will begin promptly between the Jumpseat Chairman and management on turning over administration of the jumpseat to the Association.
- 7) Over 85 procedures will be accomplished under LOA 11.
- 8) All penalties accruing to the PBHR for January 1999 as a result of providing help to the Company will be omitted from all parity reviews.

9) Settle MetroJet training claims and their exclusion from the parity reviews.

10) Separate 401K to allow US Airways pilots to have their own plan.

11) Get letter from management to say that Company will, if pilot eligible, pay both the QPSA and PDSIP (Pilot Dependent Survivor Income Plan).

12) Voluntary pilot substitution will be permitted on the next to last leg if the last leg is a deadhead.

13) Green Reserves will be permitted to sit reserve out of base with a nine-hour call.

14) Days off will be moved out of a Reserve's vacation and restored.

BE IT FURTHER RESOLVED that the result of these discussions will be presented to the MEC for acceptance or disapproval, and

BE IT FINALLY RESOLVED the relief shall be granted for January 1999 only after final MEC approval.

Point of order Davis: Object to member's use of word "phobia" in describing my objection to word "negotiations" in this resolution
Chair: Well taken

Point of order Milkey: Who's got the floor?

Chair: Stephan

Point of order Gauthier: Member's comments are out of order

Chair: Well taken

Point of order Gauthier: Speaker is not speaking to the motion

Chair: Well taken

Point of order Gauthier: Same speaker is not speaking to motion

Chair: Well taken, please direct your comments to the issue at hand

Motion passes

1726 Meeting is adjourned