



First Quarter MEC Meeting

Monday, March 8, 1999 - Friday, March 12

Hilton Charlotte Executive Park, Charlotte, NC

Day One, Monday, March 8, 1999

1000 MEC Chair Beebe convenes meeting

Vice Chair Skinner, Secretary/Treasurer Osterhus present

AI 99-01 MEC Chairman's Report – Chris Beebe

Welcomes new members and visitors from wholly owned MECs, reads phone and beeper decorum policy, and rules of order and decorum

Point of order Davis: Roll call?

Chair: Point well taken

Roll call:

Council 32	Jay Milkey	Paul DiOrio
Council 41	Pete Gauthier	Mike Tosi
Council 90	Drew Riolo proxy Newman	Lyle Newman
Council 94	John Davis	Frank Starnes
Council 138	Mayer proxy Baier	Don Baier
Council 148	Jack Stephan	Kevin Gillespie

AI 99-02 Vice Chairman's Report – Craig Skinner

AI 99-03 Secretary/Treasurer's Report – Philip Osterhus

AI 99-04 EVP Report – David Morrow

ALPA VP-Finance John Feldvary makes brief remarks to MEC

Chair asks MEC to discharge, without objection, subcommittee on Chairman's report, Vice Chairman's report, Secretary/Treasurer's report, EVP report

Milkey objects

AI 99-13 Training Committee Report – Tim Baker

MEC allows Rick Ashman to address MEC on issue of LTD pilots in simulator

Chair agrees to produce for the Wednesday consideration of Shuttle interim agreement a chronology of events surrounding protocol and its changes of last summer

1220 Recess to subcommittee

1740 Reconvene; Council caucus;

Without objection body will continue until 1800

AI 99-01 MEC Chairman Report

Motion Stephan/Gaudioso:

BE IT RESOLVED that the MEC Chairman's report is received.

Motion passes unanimously

AI 99-03 Secretary/Treasurer Report

Motion Stephan Gillespie:

BE IT RESOLVED the report is received

Motion passes unanimously

AI 99-11 Professional Standards Committee Report

Motion Stephan/Gaudioso:

BE IT RESOLVED the report is received

Motion passes unanimously

AI 98-21 Add Members to Training Committee

Motion Stephan/Gauthier:

BE IT RESOLVED that the MEC approves John Wallace and Bruce Joseph as members of the MEC Training Committee.

Motion passes

AI 98-39 New Reserve System

Motion Stephan/Gillespie:

WHEREAS the current R to S transition negatively impacts a pilot's ability to get in his/her time for the month, and

WHEREAS this transition takes away the pilot's ability to exercise his/her seniority in picking up future trips as well as short call trips, and

WHEREAS this transition can currently last for an unnecessary extended period of time due to current language embodied under the new reserve system.

THEREFORE BE IT RESOLVED that the Scheduling Task Force be directed to establish a temporary solution to include the following:

1. When a pilot is transitioned from R to S, he/she will be moved back to R as

soon as coverage permits but no later than days off.

2. A pilot transitioned from R to S will retain the ability to bid for future trips as an R Reserve.

3. A transitioned pilot will have the option of picking up the first trip available or reverting to the S status cue based on lowest time

for the month. The pilot would be required to make this decision at the time of the transition.

BE IT FURTHER RESOLVED that this temporary solution will only affect MetroJet reserve pilots on a non-precedent basis which can be removed at any time by either party, and

BE IT FINALLY RESOLVED that the Scheduling Task Force report back to the MEC before the implementation of the new reserve system on the mainline with the intent of providing analysis on the success of the temporary transition language.

Motion Stephan/Gillespie: Move to amend by adding:

4) A pilot transitioned to S Reserve, may at his or her option, remain in the S Status until days off commence

Amendment passes unanimously

Main motion as amended passes unanimously

AI 99-41 is withdrawn by Stephan

Point of order Gauthier: There is no agenda item pertaining to topic being discussed

Chair: Well taken

AI 99-02 Vice Chairman Report

Motion Gauthier/Newman:

BE IT RESOLVED that the report by the MEC Vice Chairman is received.

Motion passes

AI 99-04 EVP Report

Motion Gauthier/Gillespie:

BE IT RESOLVED that the report by the Executive Vice President is received.

Motion passes

Tosi remark is ruled out of order by Chair

AI 99-06 Crew Accommodations Report

Motion Gauthier/Tosi:

BE IT RESOLVED that the Crew Accommodations Committee report is received

Motion passes

AI 99-08 Membership Services Committee Report

Motion Gauthier/Tosi:

BE IT RESOLVED that the report is received

Motion passes

AI 99-20 Crew Scheduling Calling Pilots at Night

Motion Gauthier/Newman:

WHEREAS we have been getting a number of cases where crew schedulers have been interrupting pilots' crew rest by calling them in the middle of the night, to offer trips or change reserve status, and

WHEREAS this issue has been addressed many times with the result being that crew schedulers should not interrupt a pilot's crew rest,

THEREFORE BE IT RESOLVED that the MEC Chairman or his designee review the policy of not calling pilots in the middle of the night, and

BE IT FURTHER RESOLVED the MEC Chairman will forward any recommendations from such review to the MEC for consideration.

Motion Starnes/Davis: Move to recommit

Motion passes

Chair states, without objection that body will continue to 1900 hours

AI 98-22 Pilots on LTD Working in Training

Motion Mayer/Newman:

WHEREAS US Airways has some pilots on Long Term Disability (LTD) that might be able to provide help in the Training Department, and

WHEREAS all of our furloughed pilot have been recalled, and

WHEREAS the feasibility of utilizing some of the LTD pilots in the Training Department should be explored.

THEREFORE BE IT RESOLVED that the MEC Chairman or his designee explore the feasibility of allowing some of our pilots on LTD to work in the Training Department as simulator instructors or flight crew ground instructors and report back to the MEC.

Motion Stephan/Gillespie: Amend by striking "simulator instructors or" in THEREFORE BE IT RESOLVED

Stephan/Gillespie withdraw amendment

Point of order Davis: Mover and seconder may withdraw motion

Mayer/Newman withdraw motion

Council 90 withdraws AI 99-22

AI 99-24 LAHSO

Motion Gauthier/Stephan:

WHEREAS the National ALPA LAHSO Oversight Committee has successfully negotiated an agreement with the FAA and ATA, and

WHEREAS the ALPA President has signed this agreement, and

WHEREAS the US Airways MEC endorses this agreement,

THEREFORE BE IT RESOLVED that the US Airways MEC appreciate the work of the ALPA National LAHSO Oversight Committee, and

BE IT FURTHER RESOLVED that the US Airways MEC directs the Communications Committee to work with Central Air Safety Committee to ensure that every US Airways pilot is provided with the necessary information so that US Airways Flight Operations will be conducted in accordance with the LAHSO Oversight Committee agreement.

Motion passes

Motion Davis/Gauthier: Move to work until 1930 or completion of Subcommittee two agenda items, whichever occurs first (requires 2/3)

Division Tosi

Yes: Milkey, DiOrio, Gauthier, Davis, Starnes, Stephan, Gillespie

No: Tosi, Gaudioso, Newman, Mayer, Baier

Totals: 7 yes, 5 no; Motion fails (requires 2/3)

Roll call Davis

Yes: Milkey 104, DiOrio 95, Gauthier 436, Davis 896, Starnes 756, Stephan 265, Gillespie 269

No: Tosi 455, Gaudioso 620, Newman 537, Mayer 132, Baier 129

Totals: Yes 2821, No 1873; Motion fails (requires 2/3)

1905 recess

Day Two, Tuesday, March 9, 1999

0930 Beebe reconvenes meeting; Skinner, Osterhus present

Roll Call: All MEC members present except Stephan proxy Gillespie
 0935 Stephan arrives
 Period for US Airways pilots in good standing to address the MEC
 CLT C/O Michael Mikita addresses MEC on LOA 44's unfairness to Reserves
 Code-Sharing Partners – Their MECs will join us for 1030 presentation

AI 99-55 FOQA Event Set for Airbus A319/320

Without objection Chair asks Matt Merillat to present AI 99-55 and accepts it as Late agenda item

Motion Gaudioso/Gauthier:

WHEREAS the A319/320 proposed event set is consistent with that of the B737-400, and

WHEREAS this event set will be permanent to build a FOQA A319/320 baseline database,

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

Motion passes unanimously

Point of order Gaudioso: Member is badgering speaker

Chair: Not well taken

AI 99-14 Approve Consent Agenda

Davis asks 99-17 and 99-18 be removed and assigned to Subcommittee two

Motion Stephan/Milkey: Move to approve the Consent Agenda

Motion passes; Reports are received

ALPA Director Representation Seth Rosen and ALPA Director Economic and Financial Analysis Ana McAhron-Schulz brief combined MECs on current state of airline business

1200 Lunch

1330 Reconvene

Roll call: Milkey, DiOrio, Davis, Starnes, Stephan, Gillespie absent, all other MEC members present;

No quorum is present; Parliamentarian advises no business is to be conducted until there is a quorum and that where MEC members are available, MEC Chair should take measures to obtain a quorum; MEC Chair asks Vice Chair to contact those not present and inform them there is no quorum.

Vice Chair advises he spoke with BOS C/O rep Jay Milkey of the group not present, and advised them that there was no quorum

1340 Milkey, DiOrio, Davis, Starnes, Stephan, Gillespie return

RJ Task Force – Kelly Ison gives interim report

1420 Chair recesses MEC to subcommittee

Davis/Starnes challenge chair on recess; Vice Chair Skinner takes chair, consults with parliamentarian, allows challenge to chair; "Yes" vote upholds chair

Yes: Gauthier 436, Tosi 455, Gaudioso 620, Newman 537, Mayer 132, Baier 129

No: Milkey 104, DiOrio 95, Davis 896, Starnes 756, Stephan 265, Gillespie 269

Totals: 2309 yes, 2385 no; Chair is overruled

Point of order Davis: How can parliamentarian rule on a point of order on something that occurred while he was not present, when yesterday he would not do so in subcommittee?

Chair: Not well taken

Point of order Gauthier: Speaker was not rising to a point of order, but a point of information

Chair: Well taken

Point of order Baier: Under what order of business is motion from Davis in order?

Chair: Not well taken, Davis has the floor

Motion Davis/Starnes:

BE IT RESOLVED that AI 99-35 and AI 99-45 be discharged from subcommittee one to plenary and considered early in the morning plenary session scheduled for 3/10/99

1450 Recess

1615 Reconvene

Vote on motion; Tosi requests roll call

Yes: Milkey 104, DiOrio 95, Davis 896, Starnes 756, Stephan 265, Gillespie 269

No: Gauthier 436, Tosi 455, Gaudioso 620, Newman 537, Mayer 132, Baier 129

Totals: Yes 2385, No 2309; Motion passes

1640 Recess to subcommittee

Day Three, Wednesday, March 10, 1999

0930 Beebe reconvenes meeting;

Skinner, Osterhus present

Roll Call: All MEC members present except Gauthier proxy Tosi, Mayer proxy Baier, Stephan proxy Gillespie

AI 99-07 Jumpseat Committee Report - Bill Moore

0950 Recess

1020 Reconvene

AI 99-06 Crew Accommodations Committee Report - Jay Lyle

Motion Mayer/Tosi:

WHEREAS the US Airways MEC, the US Airways Shuttle MEC, and ALPA adopted a protocol stating that discussions between the Joint Negotiating Committee and management were to be conducted in order to negotiate an interim agreement and

WHEREAS such discussions have led to management's proposal for an interim agreement which has been endorsed by the Joint Negotiating Committee, and

WHEREAS management's proposal offers substantial improvements in the terms and conditions of employment for Shuttle pilots while allowing the Shuttle to be expanded utilizing US Airways relationship with the MEC, and

WHEREAS additional oversight of the Negotiating Committee activities and expenditures is desired, and

WHEREAS a broadening of the perspectives of the Scheduling Task Force will be necessary and beneficial to the entire process, THEREFORE BE IT RESOLVED that the MEC does hereby establish the following Negotiating Committee Administrative Directives:

1. The Negotiating Committee will keep the MEC fully briefed on a real time basis when meeting with Company officials by sending the MEC ASPEN briefings promptly following each meeting.
2. The Negotiating Committee will provide the MEC on a weekly basis a tightly bulleted summary of their weekly activity.
3. The MEC Secretary/Treasurer will provide the MEC on a monthly basis an expense report, monthly projection and a monthly summary of the Negotiating Committee expenditures.

BE IT FURTHER RESOLVED that the MEC Vice Chairman's position on the Scheduling Task Force be vacated and that the Scheduling Task Force members are Jeff Edwards, Jack Greenhall, Paul Di Orio, Chip Mayer and Doug Mowrey, and

BE IT FURTHER RESOLVED that the Negotiating Committee Chairman will serve as an advisor to the Scheduling Task Force, and

BE IT FURTHER RESOLVED that all scheduled Negotiating Committee and Scheduling Task Force meetings with company officials will be announced when they are scheduled, and

BE IT FINALLY RESOLVED that the funding for the Scheduling Task Force activities will be authorized by the MEC Secretary/Treasurer in coordination with the MEC Central Scheduling Committee Chairman

Chair rules AI 99-35 and 99-45 are combined in the resolution

Davis challenges ruling

Chair overruled by MEC vote

Main motion passes unanimously

AI 99-45 is withdrawn by Davis

1225 Recess to subcommittee

1745 Reconvene

AI 99-05 Communications Committee Report

Motion Stephan/Gillespie: BE IT RESOLVED the report is received

Motion passes unanimously

AI 99-07 Receive Jumpseat Committee Report

Motion Stephan/Gillespie: BE IT RESOLVED the report is received

Motion passes unanimously

AI 99-13 Training Committee Report

Motion Stephan/Gillespie: BE IT RESOLVED the report is received

Motion passes unanimously

AI 99-013a New Hire Training

Motion Stephan/Gillespie:

BE IT RESOLVED that the MEC Chairman ascertain from the V. P. – Flight Operations that the Company's policy for successful completion of training for new hires and probationary pilots is consistent with the intent of Section 11 (J) of the Contract, and

BE IT FINALLY RESOLVED that the MEC Chairman report such information to the MEC no later than the 1999 second quarter meeting.

Motion passes unanimously

AI 99-19 Conference Call Meeting

Motion Davis/Starnes:

WHEREAS the *MEC Policy Manual* in Article III, Section 9D says that if 1/3 of the members participating in a Conference Call meeting determine that the Conference Call meeting is inappropriate to resolve the issue then the MEC Chairman shall discontinue the meeting on that issue and call a Special MEC meeting to deal with the issue, and

WHEREAS the US Airways MEC has previously interpreted this to mean only those members actually present on the call, thereby excluding proxies, reasoning that the proxy givers' absence made them unable to determine if the Conference Call meeting was inappropriate to resolve the issue, and

WHEREAS the use of a proxy in almost any other situation permits the proxy giver to have determinations made for him even though the proxy giver himself is absent, and

WHEREAS the denial of the right of a proxy giver to make a decision while absent through his written proxy holder is inconsistent with the normal use of a proxy, and

THEREFORE BE IT RESOLVED that the *MEC Policy Manual* Article III, Section 9D be amended by inserting the words "including proxies" as follows:

A. If one-third (1/3) of the MEC members, including proxies, participating determine that a Conference Call meeting is inappropriate to resolve the issue, then the MEC Chairman shall discontinue the meeting on that issue, and call a Special MEC meeting to deal with the issue.

Motion passes unanimously

AI 99-47 Electronic Balloting

Motion Stephan/Davis:

BE IT RESOLVED that the US Airways MEC will review whether electronic balloting is an appropriate method for the membership to vote, and

BE IT FURTHER RESOLVED that the Electronic Information Systems Subcommittee will review the requirements of electronic balloting and report back to the MEC at the 2Q MEC meeting with a full report on electronic balloting including costs, procedures, and safeguards.

Motion passes unanimously

AI 99-37 Civil Action to Enforce Grievance Settlements

Motion Starnes/Davis:

WHEREAS the Railway Labor Act requires that the grievance process be used to settle minor disputes, and

WHEREAS failure of US Airways management to abide by a System Board of Adjustment award or grievance settlement may provide the basis for legal action under the Railway Labor Act to enforce the award or settlement, and

WHEREAS US Airways management has failed to honor various awards and grievance settlements when the same situation arises again, and

WHEREAS such legal action against the company should be considered under these circumstances,

THEREFORE BE IT RESOLVED that the Grievance Committee Chairman, with necessary assistance from the ALPA Contract Administrators and ALPA legal counsel, is directed to consider the propriety of legal action for judicial enforcement of System Board of Adjustment awards and grievance settlements which are not



honored by US Airways management, including situations where the same situation arises again, and

BE IT FINALLY RESOLVED that such legal action will be considered and taken in appropriate cases upon review and determination by the MEC.

Motion passes unanimously

AI 99-23 Conference Call Notification and Waiving Notification
Motion Davis/Starnes:

WHEREAS the *MEC Policy Manual* does not address how notification will be given in the case of MEC Conference Call meetings, and

WHEREAS past practice has been to send overnight mail as the primary method of notification, and

WHEREAS the absence of specific language on notification could lead to confusion on how notification is to be accomplished, and

WHEREAS written notification to a member's home probably stands the best overall chance of being received, and

WHEREAS a fax machine in a member's home may be less reliable than mail delivered to his or her door,

THEREFORE BE IT RESOLVED that Article III, Section 9A of the *MEC Policy Manual* be amended as follows:

A. At least a forty-eight (48) hour written notification will be given for any Conference Call meeting. Any item of business to be considered but not included in the notification will require all members or their legal proxies present and a three-quarter (¾) majority approval, to be considered.

1. Other than personally delivering such written notification to a member, the preferred method of official notification shall be by overnight mail or U.S. mail. Written notification by fax may be used, but not in lieu of overnight mail if overnight mail can reasonably be accomplished.

2. It is also recommended that backup methods of notification also be used such as e-mail, ASPEN voice mail, and possibly personal telephone calls. However, such methods may not be used as the primary method of notification.

3. A member may elect to waive the 48 hour notice down to 24 hours. This is intended to allow for those situations where a written notice might not be deliverable due to weather, power failure, etc., yet permit the meeting to continue with a shorter notice if the member so desired. If the member declined to waive the 48 hour notice, the Conference Call meeting would have to be rescheduled.

Motion passes unanimously

Chair without objection extends session to 1900

AI 99-10 Negotiating Committee Report

Motion Baier/DiOrio: BE IT RESOLVED the report is received

Motion passes unanimously

AI 99-12 R&I Committee Report

Motion Baier/Newman: BE IT RESOLVED the report is received

Motion passes unanimously

AI 99-20 Calling Pilots at Night

Motion Newman/Davis:

WHEREAS we have been getting a number of cases where crew schedulers have been interrupting pilots' crew rest by calling them in the middle of the night, to offer trips or change reserve status, and

WHEREAS this issue has been addressed many times with the result being that crew schedulers should not interrupt a pilot's crew rest,

THEREFORE BE IT RESOLVED that the MEC Chairman or his designee review the policy of not calling pilots in the middle of the night, and

BE IT FURTHER RESOLVED the MEC Chairman will forward any recommendations from such review to the MEC for consideration, and

BE IT FINALLY RESOLVED that upon completion of the MEC's consideration, that the policy will be put in writing and the pilots and schedulers notified of the appropriate procedures for late night notification.

Motion passes unanimously

AI 99-26 Approve Policy Manual Changes

Motion Baier/DiOrio:

BE IT RESOLVED that the Policy Manual Changes/Revisions are approved.

Motion passes unanimously

AI 99-28 Policy Manual Change - FPL for Committee Chair To Attend MEC meeting

Motion Starnes/Davis: Move to remand to subcommittee

Motion passes unanimously

Motion Davis: Move to continue to 1930

Motion dies for lack of a second

1910 Recess to subcommittee

Day Five, Friday, March 12, 1999

1215 Beebe reconvenes

Skinner, Osterhus present

AI 98-157 Reconsider AI 96-07 VAP Cash-out

Motion Tosi/Gaudio: Move to postpone AI 98-157 until second quarter meeting

Point of order Mayer: No resolution is on floor

Chair: Not well taken

Davis: Challenge chair

Tosi/Gaudio: withdraw motion to postpone

Davis withdraws challenge

Motion Tosi/Gaudio:

WHEREAS the MEC in March 1996, instituted a two-year trial period which restricted Vacation Activity Pay cash-out to seven days (31:30) per year, and

WHEREAS the MEC also instituted additional administrative protections (independent of the cash-out restriction) to regulate the return of lost vacation to members who do ALPA work on their vacation, including:

Advance approval by the MEC Chairman

Copy of company vacation schedule

Supplemental ALPA justification form

Return of only the number of days actually worked

Return of only actual archived cash value

WHEREAS after the completion of the two-year trial period it is unclear whether any appreciable savings have occurred,

THEREFORE BE IT RESOLVED that effective April 1, 1999, the MEC institutes a second two-year trial period for Vacation Activity Pay which retains the additional administrative protections, and

BE IT FURTHER RESOLVED that at the end of this second two-year trial period, the MEC Secretary/Treasurer will produce a comparison of the data similar to one produced for the first two-year trial period, and the MEC will review the results of the trial and establish MEC policy accordingly.

Motion Gaudioso/Starnes: Move to recommit to subcommittee, and postpone to next meeting if not addressed in subcommittee at this meeting

Starnes withdraws second, Tosi seconds

Motion passes

AI 99-17 Security Committee Report

Motion Davis/Gillespie: Move to receive report

Motion passes

AI 99-49 Aspen Policy

Motion Davis/Starnes: Move to take no action

Motion passes

AI 99-173 Emergency Leave

Motion Mayer/Davis: projector

Motion passes unanimously

AI 99-75 Wet Lease Relief

Motion Baier/Gillespie:

WHEREAS the US Airways MEC supports efforts by the Company to obtain new routes which will enable the Company to grow, and

WHEREAS the Company has secured the right to fly such a new route by obtaining authority to operate CLT – LGW, and

WHEREAS the Company must begin operating this route on June 12, 1999, and

WHEREAS the Company does not have equipment available to operate this route unless service is reduced on another transoceanic route which could result in the loss of that route authority, and

WHEREAS the Company has requested an exception to the scope provisions of the Agreement in order to wet lease an aircraft so that US Airways may serve this route,

THEREFORE BE IT RESOLVED that the MEC authorizes the Company to arrange for a wet lease of equipment subject to the following specific limitations:

1. The wet lease shall be non-precedential;
2. The Company shall only be authorized to use the wet leased aircraft on the PHL – CDG route for a maximum period of June 12, 1999 – June 12, 2000 and in the interim the company shall make every effort to secure accelerated deliveries of US Airways aircraft to fly this route using US Airways Flight Crews;
3. During the term of the wet lease, the Company shall not reduce the amount of transoceanic flying on any other route.

Substitute motion Davis/Starnes:

WHEREAS the US Airways MEC supports efforts by the Company to obtain new routes which will enable the Company to grow, and

WHEREAS the Company has secured the right to fly such a new route by obtaining authority to operate CLT – LGW, and

WHEREAS the Company must begin operating this route on June 12, 1999, and

WHEREAS the Company says they do not have equipment available to operate this route unless service is reduced on another transoceanic route which could result in the loss of that route authority, and

WHEREAS they say no appropriate aircraft are available for leasing, and

WHEREAS the Company has requested an exception to the scope provisions of the

Agreement in order to wet lease an aircraft so that US Airways may serve this route,

THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman and the Route Committee Chairman to discuss and verify with the company the following:

1. The wet lease shall be non-precedential;
2. The Company shall only be authorized to use the wet leased aircraft on the PHL – CDG route for a maximum period of June 12, 1999 – June 12, 2000 and in the interim the company shall make every effort to secure accelerated deliveries of US Airways aircraft to fly this route using US Airways Flight Crews;
3. During the term of the wet lease, the Company shall not reduce the amount of transoceanic flying on any other route.
4. The company will create a new bid position and identify and pay protect the successful bidders and other potentially affected pilots through a phantom bid procedure.
5. Agreed that Section 24(B) 2b will have ALPA removed.
6. Underfly will be removed from all parity review.
7. An advertisement will be placed in appropriate publications requesting inquiries for the lease of one or more appropriate aircraft.
8. Voluntary pilot substitution on the next to last leg when a deadhead is the last leg.

Motion Tosi/Gaudioso: Move to call the question

Division Tosi

Yes: Gauthier, Tosi, Gaudioso, Newman, Mayer, Baier, Stephan, Gillespie

No: Milkey, DiOrio, Davis, Starnes

Totals: 8 yes, 4 no; Motion passes (requires 2/3)

Roll call Davis

Yes: Gauthier 436, Tosi 455, Gaudioso 620, Newman 537, Mayer 132, Baier 129, Stephan 265, Gillespie 269

No: Milkey 104, DiOrio 95, Davis 896, Starnes 756

Totals: 2843 yes, 1851 no; Motion fails (requires 2/3)

Vote on substitute; Division Davis

Yes: Milkey, DiOrio, Davis, Starnes

No: Gauthier proxy Tosi, Tosi, Gaudioso, Newman, Mayer, Baier, Stephan proxy Gillespie, Gillespie

Totals: 4 yes, 8 no; Motion fails

Back on original motion; Division Davis

Yes: Gauthier, Tosi, Gaudioso, Newman, Mayer, Baier, Stephan, Gillespie

No: Milkey, DiOrio, Davis, Starnes

Totals: 8 yes, 4 no; Motion passes

Davis asks Chair to call roll

Davis withdraws request

1400 Recess

1415 Reconvene

Chair asks members to wait until Monday to publicize wet-lease resolution

AI 99-25

Motion Baier/Gillespie:

WHEREAS grassroots lobbying is an effect tool in influencing decisions important to US Airways pilots, and,

WHEREAS grassroots lobbying efforts will be enhanced with the proactive notice of grassroots campaigns and the distribution of grassroots working documents, thereby enhancing the likelihood grassroots campaign success,

THEREFORE BE IT RESOLVED that the Chairman of the Legislative Affairs

Committee is authorized to provide notice of, and working documents for, grassroots lobbying campaigns directly to pilots who have requested same with a copy sent to the MEC.

Motion passes

AI 99-28 Policy Manual Changes for FPL for Committee Chairs at MEC Mtg.

Motion Davis/Gillespie:

WHEREAS the implementation of the new reserve system will reduce the amount of open time, and

WHEREAS the new reserve system will not allow a pilot to move his/her days off,

THEREFORE BE IT RESOLVED that the MEC amends the US Airways MEC Policy Manual, Article VI, Section 1, General, H. paragraph 6. to read as follows:

Unless authorized by the MEC Chairman under the pre-approval process all MEC Committee Chairman or Committee members attending MEC meetings shall not incur Flight Pay Loss but will be authorized normal expenses and per diem.

Motion passes unanimously

AI 99-30 Policy Manual Changes

Motion Baier/DiOrio:

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

1. The Contract Study Subcommittee shall be eliminated.
2. The Contract Interpretation Committee shall be made a subcommittee of the Negotiating Committee.
3. The Block Building Committee shall be made a subcommittee of the Central Scheduling Committee and shall be renamed the Line Construction Subcommittee.

Motion passes unanimously

AI 99-18 Violations and Enforcement

Motion Baier/Gillespie: Move to receive report

Motion passes

AI 99-27 Grievance of Company's Application of the Jumpseat Policy

Motion Baier/Davis:

WHEREAS the Company has failed to correct problems in the reservation of pilot jumpseats, and

WHEREAS this change has hindered our pilots from utilizing a negotiated benefit,

THEREFORE BE IT RESOLVED that the MEC directs the Master Chairman to meet with management to get immediate corrections to these errors and if they are not corrected in their entirety the MEC directs the Grievance Committee Chairman to file a grievance to secure such corrections.

Motion passes

AI 99-29 Grievance of Company's Actions Regarding Jumpseat Riders on Weight Restricted Flights

Motion Baier/Newman:

WHEREAS the Company has instituted a change to the jumpseat policy that violates our past practice, is more restrictive than the policy in place on January 1, 1989 and violates the intent of side letter #1 of our Agreement, and

WHEREAS this change has caused confusion in our daily flight operations, and

WHEREAS this change has hindered our pilots from utilizing a negotiated benefit,

THEREFORE BE IT RESOLVED that the MEC directs the Grievance Committee Chairman to file a grievance to return to the policy and procedures in effect prior to the company's unilateral changes to the previous jumpseat policy.

Motion passes unanimously

AI 99-32 Captain Nick Zello Contract Renewal

Motion Baier/Gaudioso:

BE IT RESOLVED that Captain Nick Zello's Contract is renewed through September 30, 1999.

Motion passes unanimously

AI 99-31 Increase Salary in Ron Carek's Contract

Motion Baier/Mayer:

BE IT RESOLVED that Ron Carek's monthly salary is increased to \$800 retroactive to February 1999.

Motion passes

AI 99-34 Unnecessary Screening

Motion Davis/DiOrio:

WHEREAS the pilots of US Airways have been subjected to unnecessary screening and searching of their person, flight bags and personal luggage, and

WHEREAS these searches distract screening personnel from their primary purpose of providing a safe and secure operating environment for the employees, passengers and airport operations, and

WHEREAS these searches have not only caused personal hardships and undue stress but have delayed scheduled flight operations, and

WHEREAS the technology used for UAS is mature, readily available and upgradable,

THEREFORE BE IT RESOLVED that the US Airways MEC direct the Master Chairman to use his appropriate resources to ensure that the company commit to a joint effort with the Association and airport authorities to install a UAS system at all major domiciles and other airports with significant operating presence in our system.

Motion passes

AI 99-36 Thank You to Supporters of ALPA-PAC

Motion Baier/Milkey:

WHEREAS US Airways ALPA-PAC supporters contribute voluntarily to ALPA-PAC for the purpose of supporting pilot friendly candidates running for federal elective office, and

WHEREAS ALPA-PAC supporters receive little direct recognition for their support from anyone in the US Airways MEC, and

WHEREAS recognition for ALPA-PAC supporters is appropriate and overdue,

THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman to correspond directly to ALPA-PAC supporters for the purpose of expressing gratitude for ALPA-PAC support.

Motion passes

AI 99-38 New Committee Member

Motion Gillespie/DiOrio:

WHEREAS Captain Van Thurston has volunteered and been appointed to the Pilot Selection Study Committee subject to MEC approval,

THEREFORE BE IT RESOLVED that the MEC approve the appointment of Captain Van Thurston to the Pilot Selection Study Committee.

Motion passes

AI 99-40 Media Spokespersons

Motion Baier/Gaudioso:

BE IT RESOLVED that the MEC approves the following pilots as media spokespersons:

First Officer Craig Skinner

First Officer Philip Osterhus

Captain Terry McVenes

Motion passes

AI 99-42 Approve Appointment of Vice Chairman for the Training Committee

Motion Baier/Gillespie:

WHEREAS on Agenda Item 98-225, the MEC approved the position of Training Committee Vice-Chairman, and

WHEREAS Pete Dugstad has served the MEC on the Membership Services, Training Committees and as the Furlough liaison, and

WHEREAS the Training Committee Chairman has appointed Pete Dugstad as Vice Chairman,

THEREFORE BE IT RESOLVED that Pete Dugstad be approved for the position of Training Committee Vice-Chairman.

Motion passes

AI 99-46 Contract for Bob Everley

Motion Baier/Davis:

BE IT RESOLVED that a standard consultant contract is approved for Bob Everley for Hotline work, for one year, at a rate of \$220 per day.

Motion passes

AI 99-48 Duty Breaks for Hotel Accommodations

Motion Baier/Mayer:

WHEREAS the length of overnights has a major impact on the nature of trip pairings and quality of life, and

WHEREAS the existing criterion for determining a "long" or "short" overnight accommodation fails to adequately address a number of factors, principally transportation time, affecting the true amount of time available at the overnight locations, and

WHEREAS this issue is system-wide in scope,

THEREFORE BE IT RESOLVED that the US Airways MEC directs the Crew Accommodations Committee Chairman to approach the company to determine the feasibility of a change from 14 to 16 hours duty break as the criteria for long overnight accommodations in selected cities such as: ATL, BOS, DTW, LGA, and PHL on a base/ pairing specific basis, and

BE IT FURTHER RESOLVED that other cities may be included under this new criterion if, in the judgment of the MEC, trip overnights are similarly affected by inadequate duty breaks.

Motion passes

AI 99-52 Over 85 Hour Committee Report

Motion Baier/Gillespie: Move to receive the report

Motion passes

AI 99-52a Over 85 Hour Notification Letters

Motion Baier/Gaudioso:

WHEREAS the Over 85 Hour Committee has been directed to send certified letters to pilots who may have violated the contract, and

WHEREAS this policy is expensive and occasionally results in the sending of a certified letter to a pilot that may have a valid reason for the overfly/ bank, and

WHEREAS this can be further compounded by the legal Over 85 Hour provisions allowed in LOA 44,

THEREFORE BE IT RESOLVED that the Over 85 Hour Chairman is authorized to defer these letters at the discretion of the Over 85 Hour Committee.

Motion passes

AI 99-54 Accurate On-Time Recording

Motion Baier/DiOrio:

WHEREAS on-time performance is, and apparently will continue to be, of prime importance to the daily operation of the airlines, and WHEREAS the ACARS is the basis for determining on-time performance, and

WHEREAS many people involved work diligently to accomplish a high degree of on-time performance, and

WHEREAS these efforts are regularly subverted by requirements to load late-arriving baggage,

THEREFORE BE IT RESOLVED the US Airways MEC directs the MEC Chairman, or his designee to enter into discussions with the company for the purpose of having the cargo door sensors on the DC-9 and F-100 fleets removed from the ACARS system, and

BE IT FURTHER RESOLVED that the same or similar systems be considered for elimination from the remaining fleet types.

Motion passes

AI 99-56 Mail Ballots

Motion Baier/Gillespie:

WHEREAS from time to time it may be cost effective to use mail balloting, and

WHEREAS it is unclear what constitutes a mail ballot as described in Section 10A of the MEC Policy Manual,

THEREFORE BE IT RESOLVED the MEC Policy Manual, Section 10A will be amended as follows:

SECTION 10 - MAIL BALLOTS

A. In the event that an MEC meeting is not scheduled in the near future, the MEC Chairman may conduct a mail ballot of the MEC for the purpose of approving the appointment of a standing committee appointee or any other matter requiring timely MEC action except an election or recall of an MEC Officer. A mail ballot

is defined as a ballot using normal or expedited postal or package delivery services, or electronic mail balloting to include the use of facsimile, e-mail or the ASPEN telephone voice messaging system. Notification of an MEC mail ballot shall be the same as that required for a special MEC meeting.

1520 Recess

1530 Reconvene

Motion passes unanimously

AI 99-57 MEC Safety Initiative

Motion Tosi/Gaudio:

WHEREAS US Airways is changing dramatically as the Company hires new pilots and receives deliveries of new technologically advanced aircraft, and

WHEREAS as the Company grows, most US Airways pilots will transition or upgrade creating an unprecedented need for training and integration of new hire pilots into our operation, and

WHEREAS we must anticipate the changes that expansion will bring to maintain the highest possible standards of safety, and

WHEREAS it is in the best interests of the US Airways pilots to establish a model industry safety program that will insure that US Airways continues to operate in accordance with the highest standards of safety,

THEREFORE BE IT RESOLVED that the MEC undertake an assessment of the major safety issues that will arise because of the rapid expansion that is anticipated with the objective of setting priorities,

BE IT FURTHER RESOLVED that this safety initiative brings together all the resources of ALPA through the cooperative efforts of our Safety, Training, Violations, Scheduling and other MEC Committees and personnel to achieve nothing less than a model safety initiative for the airline industry.

Motion passes

AI 99-63 is incorporated in previous resolution

AI 99-59 Tracking Polls

Motion Gaudio/Milkey:

Move take no action

Motion passes

AI 99-61 Approval of Kim Snider as Member of the Joint Negotiating Committee

Motion Gaudio/Tosi:

BE IT RESOLVED that Kim Snider is approved as a member of the Joint Negotiating Committee.

Motion passes unanimously

AI 99-65 Hearings for Allegations of Violating Company Sexual Harassment Policy

Motion Gaudio/Davis:

WHEREAS US Airways in its overly zealous prosecution of our pilots for sexual harassment of flight attendants has gone beyond its statutory duty to investigate allegations of sexual misconduct, and

WHEREAS the US Airways Human Resources Department has been conducting investigations of alleged sexual misconduct in a prejudicial fashion, assuming the guilt of our pilots at the beginning of their investigations and expecting our pilots to prove their innocence rather than attempting to discover all the facts before reaching conclusions, and

WHEREAS the US Airways Human Resources Department appears to operate under the assumption that any allegation of

violation of the zero tolerance policy is truthful even when such allegations are unsubstantiated and uncorroborated, and

WHEREAS the US Airways Human Resources Department has in some cases conducted "investigatory" meetings of pilots accused of sexual misconduct like interrogations, firing accusatory questions at pilots aimed at reaching preconceived conclusions of guilt, and

WHEREAS the US Airways Human Resources Department does not appear to be interested in fact finding when it conducts its "investigations" into allegations of pilot sexual misconduct since it has refused to consider relevant and exculpatory evidence, and

WHEREAS when US Airways "investigates" allegations of sexual misconduct against our pilots, it has failed to provide pilots with the necessary information beforehand to comprehend and identify the specific allegations thereby hampering the ability of the Association to properly defend our pilots,

THEREFORE BE IT RESOLVED that the US Airways MEC hereby authorizes and directs the MEC Chairman in concert with the MEC Grievance Chairman to secure from US Airways an agreement that investigations of sexual misconduct will be conducted fairly and will respect the rights of our pilots; and

BE IT FURTHER RESOLVED that if the MEC Chairman is unable to secure such an agreement then the MEC Grievance Chairman shall be authorized and directed to file an MEC grievance against the Company.

Motion passes

AI 99-43 ALPA Oversight of Daily Crew Scheduling During Implementation of the New Scheduling System

Motion Starnes/Gaudio:

WHEREAS management has had a spool up period on the new scheduling provisions through MetroJet, and

WHEREAS the new scheduling provisions will soon be implemented on the Mainline with the current target being June 1999, and

WHEREAS the opportunity for management to overwhelm our pilots with their interpretations during a time when our pilots are not as familiar as they should be with the new scheduling provisions, and

WHEREAS management has failed to print and distribute the Contract to the pilots in a timely manner,

THEREFORE BE IT RESOLVED that the MEC directs the MEC Chairman to secure any necessary authorization from management to place MEC authorized pilots into Crew Scheduling at a minimum of the first four months during implementation Section 25 on the Mainline, and

BE IT FURTHER RESOLVED that the pilots will consist of the MEC Chairman or his MEC member designee, and the Scheduling and Grievance Committee Chairmen or their designees, and

BE IT FURTHER RESOLVED that all pilots participating will undergo the necessary training by the Negotiating Committee and others who helped develop the new scheduling system, and

BE IT FINALLY RESOLVED that the cost of this will be billed to the Company.

Motion passes unanimously

AI 99-53 QRH Handbooks

Motion Gaudio/Gillespie:

WHEREAS introduction of the QRH has resulted in a large increase in bulk and weight to be carried by all pilots, and

WHEREAS the material could be printed on standard operating-handbook-sized paper for inclusion in the same for such purposes as home study, and

WHEREAS the operating policy of continually installing and removing the QRH unnecessarily invites opportunity for its misplacement and deterioration,

THEREFORE BE IT RESOLVED that the US Airways MEC Chairman or his designee study the economic advantages of installation of two QRH handbooks on each aircraft in addition to standard operating handbook paper reproduction of the QRH material for distribution to each pilot effective with the next posted change to the QRH, and

BE IT FINALLY RESOLVED that the MEC Chairman will report the findings of this study to the MEC not later than the second quarter 1999 meeting of the MEC.

Motion passes

AI 99-62 Reaffirmation of MEC Support for the Central Air Safety Committee

Motion Tosi/Gaudioso:

WHEREAS the US Airways ALPA has a history of being proactive in providing leadership in advocating a safe and responsible flying operation at US Airways, and

WHEREAS our current Central Air Safety Committee has spearheaded these efforts and the CASC's leadership has been universally recognized for its insightful, intelligent and effective participation in defending the reputation of our profession through its tireless search for the truth, and

WHEREAS the CASC operates in an environment including, but not limited to, company management, aircraft manufacturers, legal forums, the public, and the FAA, and

WHEREAS this CASC leadership role has been specifically recognized by the PIT Council captain representative who nominated our current CASC chairman for the ALPA Annual Air Safety Award, an award for which he has been recognized, and

WHEREAS US Airways pilots have a vested interest in the continued effectiveness of a Central Air Safety Committee which enjoys a proud and successful position of advocacy for them, and

WHEREAS the leadership of CASC must be free of all parochial interests, be they internal to ALPA or otherwise, to retain their objectivity in pursuing the goals of pilot advocacy when they represent the interests of our pilots in matters related to safety and to a safe flying operation, and

THEREFORE BE IT RESOLVED that the MEC recognizes the unique position that the CASC enjoys in the aviation industry, and reaffirms its support for the CASC and its current leadership and exhorts the committee to remain true to the tenants of ALPA philosophy to "Schedule with Safety" and remain focused on issues of pilot advocacy for safety,

BE IT FURTHER RESOLVED that the MEC honor the CASC's unique position as an advocate for the pilots as well as for the profession.

Motion Gaudioso/Gillespie: Move to recommit

Motion to recommit withdrawn by Gaudioso/Gillespie

Division Gaudioso

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

No: *Milkey, DiOrio proxy Milkey, Davis, Starnes, Stephan proxy Gillespie*

Totals: *6 yes to 6 no; Chair abstains*

Roll Call Davis

Yes: *Gauthier proxy Tosi 436, Tosi 455, Gaudioso 620, Newman 537, Mayer proxy Tosi 132, Baier proxy Gaudioso 129*

No: *Milkey 104, DiOrio proxy Milkey 95, Davis 896, Starnes 756, Stephan proxy Gillespie 265, Gillespie 269*

Totals: *2309 yes, 2385 no; Motion fails*

Point of order Davis: Member shouldn't admonish an officer

1700 Recess

1710 Reconvene

AI 99-58 Critical Month Relief for March 1999

Motion Starnes/Milkey:

WHEREAS US Airways management has asked for critical month relief for March

THEREFORE BE IT RESOLVED the MEC Chairman is directed to discuss with management the issues submitted with the January request for relief, and report back to the MEC

BE IT FINALLY RESOLVED the list is as follows

1. For the month of December 1998, all Reserve pilots will be paid the greater of their actual pay time or 80 hours.
2. All outstanding issues on LOA 44 will be resolved to the Association's satisfaction
3. 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.
4. The number of eligible jumpseaters will be increased to the number of seats available in the cabin.
5. Discussion will begin promptly between the Jumpseat Chairman and management on turning over administration of the jumpseat to the Association.
6. Over 85 procedures will be accomplished under LOA 11.
7. 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.
8. Settle MetroJet training claims and their exclusion in the parity reviews.
9. Separate 401 K to allow US Airways pilots to have their own plan.
10. Get letter from management to say that Company will, if pilot eligible, pay both the QPSA and PDSIP (Pilot Dependent Survivor Income Plan).
11. Voluntary pilot substitution will be permitted on the next to last leg if the last leg is a deadhead.
12. Days off will be moved out of a Reserve's vacation and restored.
13. Remove ALPA Flight Pay loss from parity reviews

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

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

Motion passes

Meeting adjourned

1330 Subcommittee/Plenary as necessary

Adjourn