

## Yada Yada An `at



Tim Baker (PIT)  
Chairman, Training Committee

Section 10 of our contract has changed many things for the better in the way we conduct training around these parts. One of the best things is the requirement that the Training Committee be notified each and every time that an 11(J) Failure to Qualify training event occurs. This allows us to contact the pilot who was on the receiving end of the bust to make sure that all the loose ends are addressed prior to the start of the retraining. This includes any contract or pay questions and even any issues from the checkride itself. We find that it is essential to “clear the air” as soon as possible so that the follow-up training can be successfully completed. But this access to information has the added benefit of allowing us to see what particular maneuver is causing trouble for pilots during checks. Would you be interested in hearing what seems to be causing pilots trouble in the sim? I thought that would get your attention!

In the last few weeks the bugaboo seems to be with non-precision approaches. As usual, there are several subsets to this one area. The first is in the conduct of the approach itself. Face it, we just don’t do many non-precision approaches on the line. This is especially true since the ILS was installed on 23 in CLT. As big of a pain in the neck as the Localizer Back Course 23 was, it at least gave us an opportunity to perform these non-precision procedures. Remember that these approaches are different animals. So help yourself out by reviewing the

callouts and procedures that are specific to non-precision approaches. For example, the “500’ above the airport” callout is deleted for non-precision approaches. Since most MDAs are about 500 feet above the airport, this callout used to happen right about the same time as the “minimums” callout so it was dropped some time back. Bottom line? Get into Section 18 and know the procedures for non-precision approaches cold.

The other area of concern is what pilots are doing, or not doing, when they arrive at the MDA. Think about this scenario for a minute. You cross the final approach fix and start the descent to the MDA. The clock is started. At 100 feet above the MDA you pop out of the bottom of the clouds and begin the level off so you don’t bust through the minimum altitude. Right then the non-flying pilot calls out “runway in sight!” You confirm that you see it too and begin the descent to landing. But your check pilot has a different plan. Just before touchdown you hear, “Truck (or car, tug, bus, cart, boat or train) on the runway – GO AROUND!” You start the go-around procedure and do it flawlessly. But wait, what is the missed approach altitude!?

Go back to what happens 100 feet above minimums. Three things happen almost simultaneously. First, you begin the level off at MDA. Second, you pop out of the clouds and pick up the runway. Third, the non-flying pilot sets the missed approach altitude after the MDA

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is captured. Guess which one of the proceeding three items gets ignored. You got it, the missed approach altitude. So when the inevitable go-around happens, more times than not our crew goes sailing through the missed approach altitude they are frantically scrambling to set in the altitude alerter.

A lot of things happen in a very short time at MDA on the non-precision approach. This in conjunction with the fact that the last thing we think about when we pick up the runway for landing is missing the approach. But a missed approach is always a factor on a checkride. So what should you do to prevent this from happening to you?

The first thing to do is to study Section 18 of the Pilot's Handbook. Familiarity breeds proficiency in our business. Another suggestion is to do some non-precision approaches on the line. If the weather is really good, brief a LOC ONLY approach instead of an ILS. Make all of your callouts as if you were flying a LOC ONLY approach. Practice starting the clock at the FAF and setting the missed approach altitude at MDA. If you work on these techniques you won't be taken by surprise when that blasted truck inevitably pulls out on the runway just before you land out of that NDB approach.

### **Take me home country roads**

A couple of weeks back I got a phone message from a pilot who was bumped off of a full flight home following training in PIT. When I called him back the next day to get the details, he told me that 18 pilots were denied boarding on this flight! Each pilot had a Space Positive ticket with an appropriate record locator number to verify their reservation. I brought this to the attention of the PIT Chief Pilots Office, who is working to resolve this situation to ensure that this doesn't happen again.

The Contract is usually helpful in situations such as this. Check out Section 11(C)1 of the working agreement. It says, "Pilots who are required to attend training will be furnished "must ride" transportation to and from such training. However, in order to accommodate a revenue passenger who otherwise would be denied boarding on a flight scheduled for two hours or less, such pilot may be requested to use an unoccupied cockpit jumpseat." Read this language closely, as there is a lot there.

First and most importantly, it says that pilots attending training receive **MUST RIDE** transportation **TO AND FROM** such training. Be-

fore I go on, does everyone out there know the difference between "must ride" and "space positive" transportation? I didn't think so, so let's go over the differences because they are significant. "Must ride" means just what it says, you must ride on the flight you have the reservation to ride on. This means that revenue gets bumped to accommodate a confirmed must ride passenger. How do you know you are confirmed as a must ride passenger? The record locator number that is issued by the reservation agent at the time of booking is your proof of confirmation. Jot this down and present it to the gate agent when boarding your flight. I write my confirmation number right on my space positive ticket so it is there for all to see.

Remember, the instructions for booking your must ride seat are contained in the information packet that Training Scheduling sends to you prior to training. It's good to book your seat early as flights that fill up and are blocked from accepting further revenue passenger bookings are blocked from accepting must ride reservations. So don't wait 'til the last minute to book your seat.

"Space positive" reservations are a lower priority than must ride seats. There must be space available on the airplane to accommodate space positive riders. All a "space positive" seat does is put you on the airplane before every other non-revenue space available passenger. Space positive riders **DO NOT DISPLACE REVENUE!** That is an important distinction to understand with today's high load factors.

The jumpseat language is self-explanatory. I hope that none of you out there with a must ride seat in the back will block a cockpit jumpseat when another pilot is there at the gate looking for a ride to work or home. My suggestion would be to hold onto your must ride seat until just prior to departure so that no pilot running to the gate misses out on that opportunity to get into the jumpseat. Call Bill Moore, chairman of the Jumpseat Committee, if you have any questions about the jumpseat part of this equation. The one thing that bugs me about this situation is that 18 pilots were illegally bumped off of this flight and I only received calls from two pilots. Everyone affected should have called a Training Committee member to document this event. If this happens to you in the future, don't wait. Call us! If this happens again, Grievance Committee Chairman Doug Mowery wants to know about it so we can pursue grievance action. We're not perfect at ALPA, but we

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can't fix something that we don't know is broken!

### Probation checkrides

The new hire pilots who joined us in January are now approaching the end of their probationary period. Your long national nightmare is nearly over! But before you can exit probation and be drawn fully into the bosom of ALPA, you have to successfully complete a probationary simulator checkride. So as part of the Training Committee's continuing mission to explore new worlds, to seek new civilizations, and to boldly go where no Training Committee has gone before, let's discuss what all you "probies" need to be ready for as you face the probationary checkride.

The probationary checkride is simply a Proficiency Check (PC) that will be administered sometime during the 9th, 10th, 11th, or 12th month of your employment. To prepare for this check, first go and get the "100 Question Study Guide" for your airplane and study the heck out of it. These guides are available in either operations or your Chief Pilots office. They're free for the asking, so take two. This guide has the questions that will be the foundation of your oral examination, so know these items cold. It also lists the maneuvers that you will be required to perform in the simulator. Go to Section 18 in your Pilot's Handbook to review the profiles and callouts for each of these maneuvers. Also know all of your boldface limitations in Section 2 of the Handbook along with your Emergency Memory Items from the QRH.

Another good idea is to keep up with your flying currency and experience. The only way to do this is by flying as often as possible. You may wonder how you can fly if the tyranny of the seniority list has you in a position where trips don't get down to you often. Not to worry as, believe it or not, the FOM has a policy that is just for you. Section 4.4.1 discusses probationary flying. It says that "probationary pilots will fly at least two trips per month. If *not* flying regularly, they will contact their Regional Director of Flying who will ensure they are assigned at least two trips per month." Translated into English, this means that if you aren't flying twice a month, the Chief Pilots office *must* buy you a trip or two to keep you proficient. I also recommend that you try to have some type of trip scheduled as close as possible to your LOFT and PC to make sure that your flying skills are sharp.

The probationary checkride will look and feel like the check you took at the end of your initial simulator training, so don't get all wrapped around the axle worrying about it. Remember you have already been down this road before and passed the test. The key to the exercise is giving yourself enough time to prepare and study the proper material (which I've just told you about). So go in there and make the check pilot's eyes water and knock 'em dead!

Some of you have called me to ask why you have to go into the sim so soon after taking your LOFT checkride. Here's the answer to that one. Because the training pipeline was jammed full, some of you had your initial airplane training delayed while you waited for an available training slot. As a result, some of you didn't finish your initial airplane training until your third month of employment. The LOFT check is scheduled for 6 months after that, which is now your 9th month of employment. The probationary check has to be scheduled before the end of your probationary year. So you can see how

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these sim visits can pile up. The good news is that if the Probationary Check is conducted outside of your regularly scheduled quarter, the recurrent simulator training window will be reset from the date of your probation check. Confused? Don't worry. Just concentrate on successfully completing the sim check and give us a call on the Training Committee if you have any questions on the timing of your next check.

### **Have a Holly Jolly . . .**

Since this is a super-special holiday edition of the *US AIRWAVES*, this will be the last session of Training Committee drivel you will be subjected to this century. Isn't that a relief! I just hope that you aren't reading this by the light of a campfire while fending off the marauding hordes that are trying to steal your supply of freeze-dried prunes and powdered milk. Y2K and anarchy: perfect together!

But seriously, this year has been the most demanding one in the history of the Training Department. We got through it only because of cooperative efforts between the Company Training Department and ALPA. So a tip of the Training Committee cap to Captain Ron Schilling, to the Flight Managers, to the Senior Check Pilots, and to the Flight Crew Training Instructors who put in so much extra time to get us through the sheer volume of training that was accomplished this year. I can't tell you how

many times I have called these folks after hours at home and beat their ear about some training issue. Thanks also to the pilot volunteers who serve on this committee. I can't tell you how many times you have called them with a question and they were there to give you what you needed. Thanks to all for what was done this year! Without everybody's extra efforts there is no way this airline could have trained 1,000 new hires and a like number of upgrades and transitions in 1999. But it happened. I think that what happened in training this year should be a lesson for every other department in this company. The lesson is that it's OK to ask for high performance from your people, but the only realistic way that you can possibly expect that high performance is unless everyone (management and ALPA) works together in an atmosphere of cooperation and respect. That's how so much gets done in the training arena. I'll guarantee you that this will work in every other department in the airline.

So on that hopeful note, I wish you all a Merry Christmas! Happy Hanukkah! Happy PC! Merry LOFT! Happy Kwanza! Merry Recurrent! Happy Boxing Day (Canada only)! Merry AQP! And a successful Type Rating ride to all!

*See you in school!*



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