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From: ALPA Communications for AAA MEC [alpacomunications-aaamec@ames.alpa.org]
Sent: Friday, March 14, 2008 5:06 PM
To: alpacomunications-aaamec
Subject: Further Clarification of Separate Operations

ALPA: The Pilots Union



AIR LINE PILOTS ASSOCIATION, INTERNATIONAL
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March 14, 2008

Dear US Airways Pilot:

I want to respond quickly and in a definitive way to the positive reactions and questions from many of you to my letter on separate operations and separate ratification votes.

There should be no confusion on these important points, so I will be as clear and precise as I can be.

The Transition Agreement *requires* that the parties maintain *separate operations* until the implementation of a new collective bargaining agreement covering the entire airline. Both the Transition Agreement and ALPA Merger Policy *prohibit* US Airways from utilizing the single seniority list until we reach a single agreement.

Merger Policy does *not* contain a timetable for completing the single agreement. Rather, Merger Policy calls on the two MECs to work toward that ultimate goal. While they are doing that, it is *not* the responsibility or prerogative of the Association to direct them to reach agreement on specific contract issues or impose specific contract solutions.

Some members have asked what will happen if pilots from one group or the other sue the Association either to block implementation or to force implementation of the Nicolau award. I repeat—there is no required timetable for implementation of the award. That only

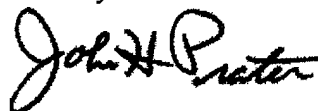
happens with a single collective bargaining agreement.

So, as required by Merger Policy, the Association will defend the award but will *also* work tirelessly to help the two MECs forge solutions and craft comprehensive proposals that resolve all seniority, career advancement, and contract issues for all US Airways pilots. That course of action is consistent with the resolutions of our Executive Council. As long as the two MECs are working in this direction, there is a solid defense against court intervention.

When the representation election is behind us, the two MECs can turn their attention to resolving their differences and reaching an agreement on contract and career progression issues that will benefit all US Airways pilots. This will lead to a contract that is much better than any contract that USAPA can obtain, as it will be a contract that addresses all pilot concerns. On the other hand, USAPA will propose a quick, cheap, cost-neutral contract that addresses only seniority, that will be tied up in endless litigation, and that is subject to being undone in future negotiations or in future mergers.

When a tentative agreement is reached under the ALPA structure, each MEC, followed by each pilot group, will have the right to a separate ratification vote on that agreement. I want to assure you that trusteeship will *not* be used to deprive you of your right to separate membership ratification. That protection—for each MEC and each pilot group to analyze, debate, and ratify a contract that meets its needs—exists in ALPA Merger Policy and does *not* under USAPA representation.

In Unity,



Captain John H. Prater
President

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3/15/2008

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