

# **EXHIBIT K**

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IN THE UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF ARIZONA  
CASE NO.: CV-13-00471-PHX-ROS

\_\_\_\_\_)  
Don Addington; et al., )  
 )  
Plaintiffs, )  
 )  
vs. )  
 )  
US Airline Pilots Ass'n, et al., )  
 )  
Defendants. )  
\_\_\_\_\_)

DEPOSITION OF STEVEN ANTHONY CRIMI  
(Taken by Plaintiffs)  
Charlotte, North Carolina  
Thursday, September 19, 2013

Reported in Stenotype by  
V. Dario Stanziola, CSR (N.J.), RPR, CRR

1           Did you agree with that?

2           A.    Again, I can't agree with it -- it's his  
3 opinion.  I --

4           Q.    Was that your opinion at the time?

5           A.    No, I don't believe it was.

6           Q.    So you didn't believe that Hummel was  
7 giving away the scope protections?

8           A.    I believe that we were going to get a  
9 final document that was inadequate with -- in  
10 relation to the scope protections that I would not  
11 be satisfied with.

12          Q.    And was it your opinion that he was  
13 including the Nic in the MOU?

14          A.    I didn't have -- as you asked earlier, I  
15 didn't have an opinion on that one way or another.  
16 I wasn't concerned that he was going to take that  
17 position, I guess.

18          Q.    You were -- I'm sorry.  I didn't hear --

19          A.    I was not -- no, I was not -- I was not  
20 concerned.  I was -- you know, USAPA's position was  
21 then that the Nicolau won't be advanced, and I was  
22 confident that he was not going to change that.

23          Q.    And is that your position that the Nicolau  
24 should not be advanced?

25          A.    Yes.

1 than 60 seconds.

2 Q. Okay. So sitting here today, your four  
3 years on the BPR, you have no opinion about whether  
4 the Nicolau award complies with the USAPA  
5 constitution?

6 A. The Nicolau award at face value,  
7 stand-alone Nicolau award, does not comply.

8 Q. Okay. But you do think that a dynamic  
9 proposal would comply with the USAPA constitution?

10 A. As I've said, yeah, it is within the  
11 realm of possibilities that with a dynamic list of  
12 the proper conditions and restrictions, you could  
13 argue that the Nicolau complies.

14 Q. Would you support a dynamic list?

15 A. I would, yes.

16 (Exhibit Number 1082: E-mail string with  
17 the top from Steve Crimi dated 1/10/13, Bates  
18 USAPA 233775 marked for identification, as of  
19 this date.)

20 Q. Mr. Crimi, I've handed you what's been  
21 marked as Exhibit 1082, which is a e-mail dated  
22 January 10th, 2013 from Dave Ciabattone to the  
23 Connecticut, D.C. and Philadelphia reps, and a reply  
24 from yourself; is that correct?

25 A. It appears correct, yes.

1 Q. And what's that?

2 A. That by law, I don't believe they're  
3 allowed to participate because there's a collective  
4 bargaining agent.

5 Q. And are you aware that there -- look at  
6 section 10A, correct? To the seniority integration  
7 process, consistent with McCaskill-Bond, shall begin  
8 as soon as possible after the effective date.

9 A. Yes.

10 Q. Okay. And it doesn't say anything in here  
11 about that process being limited to just USAPA,  
12 correct?

13 A. That is correct.

14 Q. Okay. What's the harm of having the West  
15 pilots participate in the McCaskill-Bond?

16 A. There are many subgroups who I imagine  
17 would like to participate, and that would be the  
18 harm. And it would abrogate the responsibilities  
19 of the union.

20 Q. What are the other subgroups that would  
21 want to participate?

22 A. Well, I'm sure the Empire group would  
23 like to participate. I'm sure the TWA group would  
24 like to participate. Perhaps the Piedmont group  
25 would like to participate.

1 Q. Okay. And do -- were the Empire pilots  
2 integrated into a seniority list with the U.S. Air  
3 pilots?

4 A. No, they were integrated with Piedmont.

5 Q. Piedmont.

6 And was Piedmont then integrated with the  
7 U.S. Air pilots?

8 A. Yes.

9 Q. Okay. So there was integrated operations  
10 between Piedmont and US Airways, correct?

11 A. Yes.

12 Q. Okay. And there's not integrated  
13 operations between the West pilots and the East  
14 pilots, correct?

15 A. Yes.

16 Q. So I think you said that the harm of having  
17 the West pilots participate would be that other  
18 groups would want to participate. And what was the  
19 other one, that they -- they weren't the --

20 A. It would abrogate the responsibilities of  
21 USAPA.

22 Q. Why would it abrogate USAPA's  
23 responsibilities?

24 A. Because they're the sole collective  
25 bargaining agent.