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**Iron Compass: Vol. 4, Issue 4**



## Merger Library

All the NEW, important documents surrounding the US Airways-American Airlines potential merger are consolidated in one place for your convenience. Visit the Merger Library [here](#).

## Upcoming USAPA Events

- Jan. 24-25** NAC Road Show - PHX  
**Jan. 28-29** NAC Road Show - PHL  
**Feb. 5** CLT Recall Election Ends  
**Feb. 7** PHL Domicile Officers Election Ends  
**Feb. 8** MOU Ratification Balloting Ends

[Click here for the full USAPA Calendar.](#)

## USAPA Officers

### President

Gary Hummel

### Vice President

Stephen Bradford

### Secretary-Treasurer

Rob Strebler

### Executive Vice President

Steve Smyser

## Contacts

### Office

Toll-Free: 877-332-3342  
 Local: 704-936-4500

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- [NAC MOU Road Show Reminder](#)
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- [Election Notice: PHL Domicile Officers](#)
- [Ballot Certification Update: Attention CLT and PHL Pilots](#)

## Negotiating Advisory Committee Update

Over the last few weeks, quite a bit of information has been provided to you, including the [MOU](#), the associated [side-letter](#), and the previously released [APA 2012 Collective Bargaining Agreement](#) -- all of which are available to you on the USAPA Web site, at the top of the Merger Library, alongside other related information.

In addition, USAPA recently produced a "USAPA Flight Plan to a Merger" document mailed to all pilots, which not only outlines the pay rates throughout the terms of the 6-year contract, but also allows a side-by-side look at the current East and West contracts, comparing them with what the new provisions would contain in various sections of the new contract, should you choose to ratify the MOU. In a previous version, and the version you will receive by mail, the vacation information was inadvertently omitted. The updated online version is now available. ([Click here](#) to view the updated "Flight Plan to a Merger" document). Additionally, the expanded version of this file, titled "What the Memorandum of Understanding Means to You (Expanded Comparison)" has the updated information. ([Click here](#) to read the Expanded 31-page version).

Here is a summary of the vacation information:

- The Memorandum states that vacation accrual for all pilots shall be in accordance with the existing program for US Airways (West) pilots (31 days @3:40 per Day). (Note - This replaces the APA 2012 vacation provision of 35 days for 23 years of service paid at 3:15 per day.)
- Pilot may float or be paid for all but one week. Pilots can drop trips and charge to vacation bank. Vacation cash out is paid in January. Vacation days are paid 3:40 a day no matter how many days are used.
- Pilot can borrow from the next year's accrued vacation for personal or medical leave.

Dean Colello - Chairman      Ken Holmes  
 704-307-9768                      602-751-3697  
[dcolello@usairlinepilots.org](mailto:dcolello@usairlinepilots.org)    [kholmes@usairlinepilots.org](mailto:kholmes@usairlinepilots.org)

Rocky Calveri                      John Owens  
 435-313-6569                      843-318-7773

**USAPA Information Line**  
877-332-3350

**Contract Hotline**  
Toll-Free: 877-332-3342 ext 4555  
Local: 704-936-4555

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## NAC MOU Road Show Reminder

The NAC MOU Road Shows in DCA and CLT have been very well attended, and we thank all the pilots who have attended thus far. We encourage every pilot to make the effort to attend one of the upcoming presentations and ask questions in person. These Road Shows are the single best source of accurate information, to make an informed decision on the MOU.



[Click here](#) for more on the upcoming Road Shows.

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## Merger Committee Update

Up to now, recent USAPA Communications involving the proposed merger between US Airways and American Airlines have focused on the MOU, which addresses compensation, protections and work rules. The other part of the transaction is the seniority issue. In the past, the merger process has been to work the seniority integration issues followed by a joint contract addressing pay and contractual issues. As we are all well aware, that process has not worked well. This MOU specifically addresses the pay and contractual issues first, followed by the seniority integration, thereby ensuring all pilots receive at minimum, pay parity and have an opportunity to capture value through the merger's synergies.

The seniority integration process is spelled out in the MOU and establishes procedural steps to the integration and includes some very important substantive items. The procedural steps in the MOU are summarized in Attachment C to the MOU (the Timelines) and are also listed below.

[Click here](#) to read more.

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## What's Up on the Line?

*Do you have a question regarding something you heard on the line? Email [WhatsUp@usairlinepilots.org](mailto:WhatsUp@usairlinepilots.org) with your specific question and we will consolidate your feedback, address the most commonly asked topics, and post the answers here in the Iron Compass, as well as on the ["What's Up on the Line?"](#) page of the USAPA Web site.*

**Q** "Is it true that that ratifying the MOU means the Nicolau Award will go into effect?"

**A** "No, absolutely not. The MOU is completely neutral with respect to the Nicolau Award. In fact, Paragraph 10.h of the MOU says explicitly that neither the MOU nor the JCBA shall provide a basis for changing the seniority lists currently in effect at US Airways other than through the McCaskill-Bond process. So, no East pilot should vote against the MOU because they fear that ratifying the MOU will implement the Nicolau Award, and no West pilot should vote for the MOU because they believe the MOU will implement the Nicolau Award.

**Q** "What list will USAPA present in the McCaskill-Bond process?"

**A** "The short answer is that USAPA will propose a DOH integration in accord with the USAPA Constitution. At the outset of the McCaskill-Bond process, the parties exchange accurate information about their current seniority lists and with respect to each of the currently employed pilots (DOH, DOB, current bid and so forth). Based on this information, the

submitted to a panel of one or three neutral arbitrators who are required to issue a decision that integrates seniority according to a fair and equitable manner. As provided in the MOU, APA and USAPA have agreed that, if there is an arbitration proceeding, it will be a panel of three neutral arbitrators. In accord with the USAPA Constitution, our Merger Committee will propose a DOH method for integrating seniority.

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## Government Affairs Committee Update

As the 113th Congress reconvenes, your Government Affairs Committee (GAC) is poised to reintroduce your Pension Bill. We have had numerous meetings on Capitol Hill to solicit support for the latest version of the Bill. As you may recall, all legislation not passed at the end of a Congress expires and must then be reintroduced.

We are moving forward aggressively to find appropriate sponsors in both the House and Senate. To that end, several highly influential members are being considered and we hope to be able to share their names with you shortly.

[Click here](#) to read more.

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## January Issue of the USAPA Bulletin Available Online

The January issue of the USAPA Bulletin has been mailed to those who signed up to receive it by mail. This first edition for 2013 features an important overview from your Scheduling Committee on the new FAA Flight Time and Duty Time Limitations and Rest Requirements, and may be viewed by clicking [here](#).

For the full archive of USAPA Bulletins, you may visit the "USAPA Bulletins" section under the NEWS tab on the USAPA members' site.

If you missed your chance to sign up to receive the paper copy and are interested in doing so, you may sign up for the next issue by going to MEMBERS tab>Account Settings on the USAPA members' site, and selecting 'Yes' to receiving it by mail.

USAPA Communications

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## Age 60 List for March 2013 Bid Month

[Here](#) you will find a PDF of Age 60 Captains and First Officers, listed alphabetically, for March 2013. There are 734 (East) age 60 pilots included in the 2013 March bid month. From March 01, 2013 to Feb 28, 2104 there are 94 retirements, which is broken down as follows:

Retirements by month	Retirements by Base	By Equip
Mar- 9	CLT- 47	A330- 27
Apr- 5	DCA- 8	B75/76- 21
May- 5	PHL- 39	A320- 36
Jun- 4		B73- 7
Jul- 8		E190- 3
Aug- 9		
Sep- 9		
Oct- 6		
Nov- 6		
Dec- 8		
Jan- 12		
Feb- 13		

[Click here](#) for more details.

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BallotPoint Election Services voting system.

**Polls for this election are open and close at 2:00 p.m. ET on Friday, February 8, 2013.**

All active USAPA members who are in good standing at 2:00 p.m. ET, February 8, 2013, will have their vote(s) counted in the referendum. The first question requests that you approve or disapprove the Memorandum of Understanding (MOU) between USAPA, APA, US Airways and AMR. The BPR recommends you approve the MOU. It is available on the USAPA Web site. The NAC will conduct road shows, for members in good standing, in DCA January 18; CLT January 21, 22 and 23; PHX January 24 and 25; and PHL January 28 and 29. Please monitor the USAPA Web site and NAC updates for locations, times, and up-to-date information. In addition to the MOU, the referendum asks whether you authorize the use of the Furloughed Pilot Medical Insurance funds to fund merger related expenses. The BPR recommends that you approve using the funds for merger related expenses.

[Click here](#) for more.

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**Election Notice: PHL Domicile Officers**

The PHL Domicile Officer Election is being conducted by electronic ballot using the telephone and Internet, through BallotPoint Election Services voting system.

As provided in Article IV, Section 4B of the USAPA Constitution and Bylaws, all active USAPA members who are based in PHL and in good standing at 1400 ET on February 7, 2013, will have their vote counted in the PHL Domicile Officer Election.

[Click here](#) for more.

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**Ballot Certification Update: Attention CLT and PHL Pilots**

As noted on the Ballot Point server website, **you have multiple ballots to participate in**. The ballots have different schedules and the Ballot Certification Committee mailed separate Voting Notice and Instructions for each ballot.

**If you already have your Ballot Point VIN and PIN from previous elections, disregard the 16 digit activation code that comes in the instructions. You can go straight to the ballots at <https://www.ballotpoint.com/USAPA/> (be sure to type the s in https).**

If you do not have a VIN/PIN, you will receive a 16 digit activation code with the instructions. This code is specific to YOU, the voter and not to the ballot. Once used, it is no longer a valid code. Please keep this in mind if you need to use this code. **Problems will arise if you reset your voting credentials using this code on one ballot and plan to use the same 16 digit code once more on a subsequent ballot.**

**\*AS ALWAYS, PLEASE WRITE DOWN YOUR VIN/PIN ONCE YOUR VOTING CREDENTIALS HAVE BEEN RESET\***

Thank you.

Ballot Certification Committee

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## **NAC MOU Road Show Reminder**

The NAC MOU Road Shows in DCA and CLT have been very well attended, and we thank all the pilots who have attended thus far. We encourage every pilot to make the effort to attend one of the upcoming presentations and ask questions in person. These Road Shows are the single best source of accurate information, to make an informed decision on the MOU.



The Phoenix Road Shows begin tomorrow, Thursday, January 24, with presentations starting at 9:00 AM, 11:30 AM, and 2:00 PM. See the following schedule for more information.

Base	Dates (Times)	Location
PHX	Thurs, Jan 24 (9-5) Fri, Jan 25 (9-1)	International Concourse, Meeting Room next to British Airways Club, above B23.  Presentations at 9:00, 11:30, & 2:00 on the 24th, and 9:00, 11:30 on the 25th
PHL	Mon, Jan 28 (9-5) Tue, Jan 29 (9-4)	<b>*Venue changed to Airport Marriot Conference Room.</b>  Presentations at 10:00, 12:30, & 3:00 on the 28th, and 9:00 & 11:30 on the 29th

For anyone unable to make it to one of the base visits, a copy of the PowerPoint presentation is available in the Merger Library on the USAPA Web site.

We look forward seeing you at the road shows.

Regards,

Dean Colello - Chairman      Ken Holmes  
704-307-9768                      602-751-3697  
[dcolello@usairlinepilots.org](mailto:dcolello@usairlinepilots.org)    [kholmes@usairlinepilots.org](mailto:kholmes@usairlinepilots.org)

Rocky Calveri                      John Owens  
435-313-6569                      843-318-7773  
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## Merger Committee Update

Up to now, recent USAPA Communications involving the proposed merger between US Airways and American Airlines have focused on the MOU, which addresses compensation, protections and work rules. The other part of the transaction is the seniority issue. In the past, the merger process has been to work the seniority integration issues followed by a joint contract addressing pay and contractual issues. As we are all well aware, that process has not worked well. This MOU specifically addresses the pay and contractual issues first, followed by the seniority integration, thereby ensuring all pilots receive at minimum, pay parity and have an opportunity to capture value through the merger's synergies.

The seniority integration process is spelled out in the MOU and establishes procedural steps to the integration and includes some very important substantive items. The procedural steps in the MOU are summarized in Attachment C to the MOU (the Timelines) and are also listed below.

be the basis for any change in the current two list system at US Airways. This item eliminates the argument that ratifying the MOU will somehow include the Nicolau Award. There is nothing in the MOU that would benefit an East or West pilot that does or does not want the Nicolau Award.

If, in fact, there is a merger between US Airways and American Airlines, the McCaskill-Bond process is mandatory. It is a matter of federal law and does not need to be agreed to by USAPA, APA, or any other party. It provides for a seniority integration utilizing sections 3 and 13 of the labor protective provisions imposed by the Civil Aeronautics Board in the Allegheny-Mohawk Merger. In the course of this process, the parties will initially exchange relevant data on the pilots they represent (name; DOB; DOH; LOS; current status; and current bid, including aircraft and seat).

The McCaskill-Bond process has two parts: (a) negotiations to attempt to reach agreement on an integrated seniority system with the results of any agreement requiring pilot ratification, and (b) if the efforts do not produce an agreement, an arbitration before a panel of three neutral arbitrators selected by the parties will produce an integrated list that is in the opinion of the arbitration panel "fair and equitable." If the matter goes to arbitration, the parties will present their proposal as to how the combined lists should be constructed, and in any case, USAPA's proposal will be approved by the BPR. A decision by the arbitration panel is final and binding and is not subject to membership ratification.

The following outlines the MOU procedural issues in Paragraph 10 and summarizes the time table in Attachment C in the MOU:

- The seniority integration process required by McCaskill-Bond begins on the date the POR is approved (the "Effective Date").
- APA and USAPA are required to negotiate a Seniority Integration Protocol within 30 days of the Effective Date. This Protocol will establish various additional guidelines concerning the proceeding such as the length of the arbitration hearing, the order of presentation and the presentation of briefs.
- APA and USAPA will attempt to agree on an integrated seniority system within the 90-day period following the Effective Date. Any tentative agreement concerning an integrated seniority system will be subject to ratification by each of the pilot groups separately
- If APA and USAPA are unable to reach agreement within 90 days, then within the next 15 days, they will select a panel of three neutral arbitrators.
- Depending on the availability of the arbitrators, the actual arbitration proceeding will begin 60 days after the panel is selected but, important to note, not before the JCBA is effective.
- The panel must issue its decision not more than 6 months after the arbitration proceeding begins and not later than 24 months after the Effective Date.
- The McCaskill-Bond amendment provides that the decision of the panel is final and binding.

If a merger between US Airways and American Airlines is consummated, this merger update can be used as a reference as we move through the seniority integration process. We welcome your input and thank you for staying informed.

Jess Pauley  
Merger Committee Chairman  
[Merger@usairlinepilots.org](mailto:Merger@usairlinepilots.org)

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## Government Affairs Committee Update

As the 113th Congress reconvenes, your Government Affairs Committee (GAC) is poised to reintroduce your Pension Bill. We have had numerous meetings on Capitol Hill to solicit support for the latest version of the Bill. As you may recall, all legislation not passed at the end of a Congress expires and must then be reintroduced.

We are moving forward aggressively to find appropriate sponsors in both the House and Senate. To that end, several highly influential members are being considered and we hope to be able to share their names with you shortly.

GAC photo 012313



Recently, CAPA Executive Vice President Larry Rooney and USAPA GAC Vice Chairman Pete Machtel attended an Inaugural Commemoration presented by the Counsel for American Ireland Relations, hosted by our USAPA Legal Counsel Brian O'Dwyer. We were able to speak to several elected officials, including Senators Chuck Schumer of New York and Joe Donnelly of Indiana. These contacts serve to build invaluable connections for future meetings on a variety of issues. In addition CAPA EVP Rooney has assured us that he will provide us with all the resources that CAPA can bring to bear in our goal of passing our pension legislation in the 113th Congress.

Many of our members have been dutifully continuing to write their elective representatives as the prior Congress ended. As it reconvenes, various offices are playing catch-up and sending out responses indicating that the Bill has expired. Do not be confused; our Bill in the last Congress is gone, but continue to write, advising them that the Bill will be reintroduced shortly, and ask for their support and co-sponsorship of the reintroduced Bill.

Peter Machtel  
Vice Chairman, Government Affairs Committee

US Airline Pilots Association  
Member, Coalition of Airline Pilots Associations

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## Age 60 List for March 2013 Bid Month

[Here](#) you will find a PDF of Age 60 Captains and First Officers, listed alphabetically, for March 2013. There are 734 (East) "age 60" pilots included in the 2013 March bid month. From March 01, 2013 to Feb 28, 2104 there are 94 retirements, which is broken down as follows:

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Jun- 4		B73- 7
Jul- 8		E190- 3
Aug- 9		
Sep- 9		
Oct- 6		
Nov- 6		
Dec- 8		
Jan- 12		
Feb- 13		

The list of affected pilots is also available on the top of the NAC page of the USAPA members' site. For your convenience, we are also providing the following alternative formats of the Age 60 data on the USAPA Web site: [Captains Only](#), [First Officers Only](#), all pilots [alphabetically by position](#), all pilots [by employee number and position](#), and all pilots by [seniority and position](#).

The Age 60 list, provided to help address Age 60 pairing conflicts, will continue to be updated every month as information is received from the Company. Best efforts were made to ensure that the list is complete and accurate, however, we are not responsible for omissions.

*Special Note of Thanks:* The NAC would like to thank Paul DiOrio for continuing to provide this information to the pilots.

USAPA Negotiating Advisory Committee

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## MOU Referendum Notice

The 2013 MOU Referendum is being conducted by electronic ballot using the telephone and Internet, through the BallotPoint Election Services voting system.

**Polls for this election are open and close at 2:00 p.m. ET on Friday, February 8, 2013.**

All active USAPA members who are in good standing at 2:00 p.m. ET, February 8, 2013, will have their vote(s) counted in the referendum. The first question requests that you approve or disapprove the Memorandum of Understanding (MOU) between USAPA, APA, US Airways and AMR. The BPR recommends you approve the MOU. It is available on the USAPA Web site. The NAC will conduct road shows, for members in good standing, in DCA January 18; CLT January 21, 22 and 23; PHX January 24 and 25; and PHL January 28 and 29. Please monitor the USAPA Web site and NAC updates for locations, times, and up-to-date information. In addition to the MOU, the referendum asks whether you authorize the use of the Furloughed Pilot Medical Insurance funds to fund merger related expenses. The BPR recommends that you approve using the funds for merger related expenses.

All active members who are eligible or who may become eligible during the election process may cast a ballot. However, ballots cast by members who are inactive or in bad standing will be rejected during the election certification process. It is the member's responsibility to maintain eligible status as defined in the Constitution and Bylaws.

All members will receive a Voting Notice and Instructions in the mail. **If you do not have a VIN/PIN, you MUST WAIT** and follow the instructions in the notice. **If you still have your VIN/PIN from previous elections**, you may immediately access the BallotPoint Election Services voting system.

To vote by *Internet*:

- Go to <https://www.BallotPoint.com/USAPA/>. (Be sure to type the s in https.)

To vote by *telephone*:

- Call (800) 826-5530 and follow the voice prompts.

If you have any questions, please [click here](#). If you are in need of additional help, contact the USAPA Ballot Certification Committee by phone at (704)936-4576 or (877)332-3342 x4576, or by email at [ballot@usairlinepilots.org](mailto:ballot@usairlinepilots.org). **Please do not contact the Ballot Certification Committee for any questions regarding the content of the MOU. Please direct these to the NAC.**

## Election Notice: PHL Domicile Officers

The PHL Domicile Officer Election is being conducted by electronic ballot using the telephone and Internet, through BallotPoint Election Services voting system.

As provided in Article IV, Section 4B of the USAPA Constitution and Bylaws, all active USAPA members who are based in PHL and in good standing at 1400 ET on February 7, 2013, will have their vote counted in the PHL Domicile Officer Election.

The candidates for the PHL Domicile **Chairman** office are (in the order they will appear on the ballot):

**Jamie A. Weidner**

**Paul DiOrio**

The candidates for the PHL Domicile **Vice Chairman** office are (in the order they will appear on the ballot):

**Charles G. "Buck" Daugherty Jr.**

**Paul D. Music**

**Brian Pflanzner**

**John Dubarry**

**John A. Taylor**

All active PHL-based members who are eligible or who may become eligible during the election process may cast a ballot. However, ballots cast by members who are inactive or in bad standing will be rejected during the election certification process. It is the member's responsibility to maintain eligible status as defined in the Constitution and Bylaws.

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**Polls for this election opened at 0001 ET on January 17, 2013**

**and will close at 1400 ET on February 7, 2013.**

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(800) 341-7176 or  
(310) 854-5290  
[File ASAP Report](#)

## Contact Us

Phone: (877) 332-3342  
Fax: (704) 936-4592

200 East Woodlawn Road,  
Suite 250  
Charlotte, NC 28217

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Message: (877) 332-3350 - Phone: (877) 332-3342 - Fax: (704) 936-4592  
200 East Woodlawn Road, Suite 250, Charlotte, NC 28217