

Pilot Advocacy Leadership

A brief history

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- 1996 APA EAGLE AT MAINLINE
- 2003 COMAIR SCOPE DFR V ALPA
- ALPA REGIONAL WAGE ARBITRAGE EFFORTS
- ALPA REFUTES ATP SHORTAGE
- 2021 MANAGEMENT WAGE INITIATIVES
- 2022 UAL ALPA UNDERSHOOT
- 2022 DAL ALPA NMB POTENTIAL LOCA
- 2023 ACPA CAPTURE BY JAZZ ALPA

APA EAGLE AT MAINLINE

- APA advocated for American Eagle pilots with American Airlines and Eagle management to bring all flying under the mainline brand on a cost-neutral basis with then CEO Bob Crandall's endorsement
- At APA's request, I advocated with ALPA for similar treatment industry-wide, noting the widening gap between pay and benefits, and increasing RJ capability and use – 'the sky's the limit'
- ALPA – separately representing regional and mainline pilots at some airlines – declined
- Despite APA's go-it-alone effort bearing fruit at Eagle, American reneged on its offer of a cost-neutral solution
 - If everyone wouldn't do it, neither would Crandall

COMAIR DFR SUITS vs ALPA

- 2003 Ford v. ALPA – Scope DFR
 - Regarding ALPA preserving Comair-Delta scope fence, resulting in regional pilots' loss of flying
 - Decided for Comair pilots, with monetary award
- 2005 Comair Pilots v. ALPA – Bargaining DFR
 - Regarding ALPA-negotiated two-year pay freeze, reduction in benefits, increase in hours of service
 - Decided for Comair pilots, with monetary award

ALPA REGIONAL WAGE ARBITRAGE

- ALPA has for decades bargained on behalf of both mainline and mainline-owned regional pilots, in some cases at the same parent firm
- Until 2016, annual first-year FO regional salaries were in a \$20-27,000 range vs. \$60,000 mainline
- ALPA continues to deny there is an ATP shortage, indirectly depressing regional wages

MANAGEMENT INITIATIVES

- Until 2016, annual first-year ALPA FO regional salaries were in a \$20-27,000 range vs. \$60,000 at ALPA mainline for Probationary FO
- ALPA continues to this day to deny there is an ATP shortage
- Management alone elected to incentivize and serially increase six-figure recruiting and retention bonuses, along with higher wages and improved benefits

UAL ALPA AIP UNDERSHOOT

- In May 2022 UAL ALPA negotiators/advisors secured an AIP, approved by UAL ALPA in June
- In September 2022, 94% of members voting rejected the economic and working terms of the AIP/TA, resulting in turnover in leadership

DAL ALPA NMB POTENTIAL LOCA

- In 2019, Delta and its ALPA pilots entered the NMB process
- Entering the NMB process risks loss of control to a third-party, with no firm timeline
- In 2022, DAL ALPA takes strike vote
- In 2023, DAL ALPA ratified its AIP/TA/PWA

ACPA CAPTURE BY ALPA

- In 2003/2004, ALPA was successful in wresting from ACPA all E175, E190 and CRJ900 (CRJ705) flying for Jazz (Air Canada regional), on degraded scope and economic terms (wages and benefits), despite ALPA's expert's agreement there was no economic advantage to Air Canada to doing so
- In 2023, after significant turnover in ACPA leadership, an increase in the mix of former ALPA-represented regional pilots and increase in percentage of regional and 'Rouge' (AC high density/low cost/leisure division) flying, ACPA elected to join ALPA

Summary

- ALPA has lagged on pilot leadership issues
- Repeated 'predatory' scope DFR issues vs. regional pilots
- Refutes ATP shortage, influencing bargaining
- Decades of regional labor arbitrage was erased by management, not ALPA
- By contrast APA advocated earliest, including scope-eliminating 'Regionals At Mainline' in 1996, which ALPA declined to support

Comair: What Next?

in McGraw-Hill's "Aviation Daily", May 26, 2001

Analyst Robert Mann of R.W. Mann & Company noted that Mesa's entry into Cincinnati and the fact that other Delta franchise partners are operating Comair assets "raise questions about the effectiveness of ALPA's fragmentation and 'flying struck assets' policies."

A group of Comair pilots who make up the Regional Jet Defense Coalition recently sued ALPA claiming it cannot fairly represent both mainline and regional pilots.

Mann contends that the suit raises the Duty of Fair Representation to members "that for the time being appears to have ALPA frozen like the proverbial deer in the headlights."

He predicts the solution will require realignment of regional and mainline wage scales, pay progressions, benefits and work rules.