



November 16, 2014

Moving Forward

Designing, editing, publishing and amassing the results of the C2015 survey was more like a marathon than a 5K. It took more than a month, and a lot of effort from everyone who steps up for union work. But everyone pressed hard, and you responded with many of the answers our MEC seeks to move ahead with the next step in achieving Contract 2015. Some of us are wondering, “*Now what?*”

“*Now what?*” involves a lot of moving parts, but it always involves moving forward toward our contract negotiations. The services at ALPA National that produced the contract survey have ensured that the data is both secure and valid. The pilots of the Negotiating Committee have organized your responses in preparation for the MEC special meeting on November 18 and 19, where they will present the results to our reps.

“*Now what?*” also applies to every Delta pilot who will fly under C2015. The contract survey is important because it has the *broadest* reach as a source of direction from line pilots, but that shouldn’t make it the *only* source of direction. Keep the information flowing to your reps, stay alert to everything that happens along the way, and continue to participate in the process.

Ours is a big industry, and the Delta pilots aren’t the only ones seeking a new contract; hopefully every Delta Pilot has noticed current events at American, whose pilots are working to reach a tentative agreement. The UPS pilot contract became amendable in December 2011, and Southwest pilots have been at it since August 2012. Our fellow ALPA pilots at Air Transport International, Air Wisconsin, Atlantic Southeast, ExpressJet, Mesa, and Sun Country have filed Section 6 notices, and are either in negotiations or mediation.

The pilots of FedEx Express saw the amendable date for their contract pass in February 2013, and have engaged in informational picketing to press the gas pedal a bit harder. Pilots from other airlines - including Delta, ASA, Envoy, ExpressJet, Endeavor, Air Wisconsin, PSA, and United - have come out in force to attend these events over the last several weeks.

But none of us operates in a vacuum. Our support for other MECs and unions is a business decision as much as it is a statement. The Railway Labor Act makes the government a factor in every pilot contract, whether the involvement of the National Mediation Board is actual, or merely implied. There could be *nine* Section 6 notices in play a year from now, and the outcome of one contract has consequences for all the others. The failure or success of one pilot group plays a factor in the potential of all the others.

This will be a different ball game compared to 2012; industry-wide, there is a lot more action on the table with those ongoing negotiations (especially if the National Mediation Board plays a role in any of them), and pilot salaries across the industry aren't scattered like buckshot as they were in 2012. With rationalized top and bottom wages in our industry, we are certainly better positioned to bargain for contract improvements than in the recent past.

"Now what" means recognizing our reality. We will enter negotiations with an up airline in an up industry in an up economy. The only variable left is us-our level of dedication and business savvy-our determination to stay informed and involved-our always moving forward positively to achieve the best pilot contract in the world. The planets have aligned for us, and it's getting close to launch time.

In the end, our success will be determined not by our three negotiators and dedicated legal and professional staff, nor the nineteen voting reps; success will depend on your participation in the process.

Fly well, be safe, and watch out for each other - we have a lot of work before us.