

**DAL LEC 20 DTW
Air Line Pilots Association
July 31, 2012
Detroit, MI**

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1 **RESOLUTION**

2 *BE IT RESOLVED* the pilots of Council 20 support the following resolution, and

3
4 *BE IT FURTHER RESOLVED* the pilots of Council 20 direct our LEC Officers to present the
5 following resolution to the DAL MEC at the next quarterly MEC Meeting.

6
7 **SOURCE**

Moved – Jim Vincze / Second – Paul Taylor

8 Council 20 LEC Meeting

9
10 **SUBJECT**

11 A330 Crew Rest Arbitration Transcripts

12
13 **BACKGROUND**

14
15 **PROPOSED RESOLUTION**

16 *WHEREAS* the arbitration is complete and awaiting the arbitrators decision, and

17
18 *WHEREAS* the transcripts should be made public, and

19
20 *WHEREAS* the Delta pilots have a right to know the position and argument of the company and
21 ALPA.

22
23 *THEREFORE BE IT RESOLVED* the MEC directs the MEC Chairman and compels the
24 immediate release of the arbitration transcripts and to allow for public dissemination

25
26 *BE IT FURTHER RESOLVED* once the transcripts are made publically available they will be
27 posted on the ALPA website.

AI #5

PASSED (4-YES, 3-NO)

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5 following resolution to the DAL MEC at the next quarterly MEC Meeting.

6
7
8 **SOURCE**

Moved – Flip Colmer / Second – Jim Vincze

9 CA Flip Colmer

10
11 **SUBJECT**

12 Relocation of Council 20 office from current location to Flight Operations area

13
14 **BACKGROUND**

15 The Council 20 office was located in its current location to be near all of the other union offices
16 of Northwest Airlines. This helped facilitate communication between all of the unionized work
17 groups. At Delta, there are no unions besides ALPA so that rationale is no longer valid.
18 Relocating the Council 20 office in close proximity to where the pilots are would improve
19 communications between the line pilots and ALPA as well as between ALPA and the Flight
20 Operations personnel.

21
22 **PROPOSED RESOLUTION**

23 WHEREAS the rationale to have our Council 20 office located in its current location is no longer
24 valid, and

25
26 WHEREAS the pilots of Council 20 would be better served if the office was located near where
27 the pilots congregate throughout the work day, and

28
29 WHEREAS sometime in 2012 the Flight Operations area is going undergo remodeling and
30 rehabbing,

31
32 THEREFORE BE IT RESOLVED that the Council 20 pilots desire that the Council 20 office be
33 moved to close proximity of Flight Operations, and

34
35 BE IT FURTHER RESOLVED that the Council 20 representatives meet with the Regional
36 Director of Flying DTW in order to achieve this move in a timely manner.

AI #6

PASSED UNANIMOUSLY

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1 **RESOLUTION**

2 *BE IT RESOLVED* the pilots of DAL Council 20 direct our LEC Officers to present the
3 following resolution to the DAL MEC at the 3rd Quarter 2012 MEC meeting.
4

5 **SOURCE**

6 Andrew Massey

Moved – Jim Vincze / Second – Flip Colmer

7
8 **SUBJECT**

9 Policy Manual Change
10

11 **BACKGROUND**

12 Due to lack of clarity and different interpretations of what constitutes “direction” during the
13 recent TA, the proposed Policy Manual changes are proposed.
14

15 **PROPOSED RESOLUTION**

16 *WHEREAS* during the recent TA negotiations there was some ambiguity as to the interpretation
17 of direction and latitude of the MEC Chairman and Negotiating Committee to conclude a TA,
18

19 *THEREFORE BE IT RESOLVED* that the C20 Officers present to the MEC during the 3rd
20 Quarter 2012 MEC meeting the following proposed policy manual change:
21

22 Section 7 – Committees of the MEC
23

24 B. 21 Negotiating Committee.
25

26 H. Negotiating Committee responsibilities
27

28 1) The Negotiating Committee will be responsible for negotiations
29 with Delta management on all amendments to the Delta PWA.
30

31 a) No TA will be reached without the knowledge of the entire
32 committee and consent of the majority of the committee. **The Negotiating**
33 **Committee *shall not* reach a TA that does not meet the written direction of**
34 **7.B.21.H.3.a. Furthermore, while an ex officio member of the committee, the**
35 **MEC Chairman shall not have a vote for the purposes establishing a**
36 **majority opinion.**
37

38 b) Negotiations ~~will~~ **shall** not be conducted without the prior

AI #8

PASSED (7-YES, 6-NO)

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1 knowledge of the MEC, MEC chairman, and the entire Negotiating
2 Committee. or without the consent of a majority of the
3 committee.

4
5 c) No negotiations will occur unless at least two of the
6 following are present: a member of the Negotiating
7 Committee; an MEC officer; or with the consent of the
8 MEC chairman, an MEC committee chairman or his
9 designee (acting within the purview of his respective
10 committee).

11
12 2) No TA will be submitted to the membership for ratification or to
13 the president of the Association for signature unless the TA has
14 been approved/ratified by the MEC.

15
16 3) The MEC ~~may~~ **shall** provide direction to the committee ~~as needed on any section 6 or~~
17 **LOA negotiation**

18
19 a) **All MEC direction will be clear and concise and recorded in written**
20 **format by the Negotiating Committee and readily available for reference.**
21 **To the greatest extent possible specific measurable criteria will be used as**
22 **opposed to ex. "improve".**

23
24 4) During negotiations, the committee, including the MEC chairman
25 as an *ex officio* member, will keep in mind that the Negotiating
26 Committee is a committee of, and directly responsible to, the
27 MEC. It will be the obligation of the Negotiating Committee
28 chairman to keep the MEC fully informed as to the progress of
29 negotiations. Negotiating reports, ~~and~~ reviews, **and direction** with the MEC ~~will~~
30 **shall** be made during negotiations as follows:

31
32 a) At each MEC meeting held while negotiations are in
33 progress.

34
35 b) When a need for new direction, additional direction, or
36 clarification from the MEC is required. **This shall occur anytime that written**
37 **direction of the MEC cannot be met**

38
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- c) When unresolved conflicts occur within the committee.
 - d) Upon any deadlock in negotiations.
 - e) When a TA or Memorandum of Understanding (MOU) is reached with the company on any section of the contract.
- 5) The committee will make periodic progress reports to the membership utilizing appropriate communication methods.

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7 **SOURCE**

Moved – Jim Vincze / Second – Flip Colmer

8 CA Joe Kannapell

9
10 **SUBJECT**

11 A330-300 Crew Rest Optimization Team (CROT) Crew Rest Arbitration

12
13 **BACKGROUND**

14 Delta Management has determined that they wish to eliminate the current pilot crew rest
15 compartment on A-330-300 aircraft. After the Company notified ALPA of this intent, per the PWA,
16 a Crew Rest Optimization Team was originated. Captain Tim O’Malley appointed the following
17 three pilots to the A330-300 CROT to represent the Association: Captain Randy Worrall SLC 73NA
18 Sen 3888, Captain Ron Flanders, SEA 330A Sen 1251, and Captain Ken Plunkett NYC 765A Sen
19 1711. The Arbitration was held before Arbitrator Richard Bloch in Atlanta June 18-20. Final written
20 arguments are being prepared for the Arbitrator. Line pilots have only recently become aware of the
21 backgrounds of the ALPA CROT in terms of actual widebody, long-haul, multi-day flight patterns,
22 as well as previous arbitral experience for ALPA. Because of the importance of this issue, it would
23 be prudent to ensure the strongest possible representation for the pilots by immediately expanding the
24 Arbitration Team by adding at least one or more, highly experienced pilot (widebody CA, long haul,
25 bunk room experienced, ALPA experienced) to help prepare the final argument to the Arbitrator
26 (similar to expanding the Negotiating Team during Contract 2012). This extra “set of eyes” could
27 help ensure that the ALPA case was most vigorously prosecuted.

28
29 **PROPOSED RESOLUTION**

30 *WHEREAS* the A-330 CROT is in the final phase of the Crew Rest Arbitration, and

31
32 *WHEREAS* A330 pilots deem this issue to be of utmost importance to flight safety, and

33
34 *WHEREAS* A330 pilots are rightly concerned about sleep and fatigue management on transoceanic,
35 multi-day, long haul patterns, and

36
37 *WHEREAS* A330 pilots wish to leave no stone unturned in the presentation of the case,

38
39 *THEREFORE BE IT RESOLVED* that the MEC advise the MEC Chairman to immediately expand
40 the ALPA A330-300 Arbitration Team to include at least one, or more, highly experienced pilot in
41 terms of widebody, long haul, bunk room, and ALPA representational experience.

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8 **SOURCE**

Moved – Jim Vincze / Second – Flip Colmer

9 Council 20 LEC Meeting

10
11 **SUBJECT**

12 Use of Employee Travel Benefits While on Sick Leave

13
14 **BACKGROUND**

15 Delta pilots are required to have a valid medical license to work as a pilot. Without a valid
16 medical license, a pilot is considered sick. These requirements are more stringent than other
17 employee groups. As an example, a Delta employee who has an office position could work with
18 a broken finger, following knee surgery, following a hysterectomy, or with kidney stones. The
19 former NWA Travel Pass regulations allowed the local Chief Pilot Office to authorize travel
20 while in a sick for situations previously noted.

21
22 **PROPOSED RESOLUTION**

23 *WHEREAS* pilots are held to higher medical standards in the performance of their duty as a Delta
24 employee.

25
26 *WHEREAS* these medical standards place pilots on sick leave at a higher rate compared to other
27 Delta employees.

28
29 *WHEREAS* pilots are considered sick when they are unable to exercise their medical license.

30
31 *WHEREAS* many pilot sick calls are related to physical conditions that do not allow the pilot to
32 exercise their medical license, but this physical condition allow other Delta employees to
33 perform their work duties.

34
35 *WHEREAS* pilots are not allowed to exercise travel benefits while sick.

36
37 *THEREFORE BE IT RESOLVED* the MEC Negotiating Committee is directed to open
38 discussion with Delta Flight Operations to allow pilots to exercise travel benefits under certain
39 conditions while in a sick leave status.

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7 **SOURCE**

Moved – Joel Gannon / Second – Flip Colmer

8 Council 20 LEC Meeting

9
10 **SUBJECT**

11 LCP Compensation

12
13 **BACKGROUND**

14 In our recently approved contract there was nothing that provided increased pay for Line Check
15 Pilots (LCP). Seniority List Instructors' (SLI) minimum pay guarantee was increased to the
16 equivalent of 85 hours, and could be scheduled to the equivalent of 110 hours (5 hours per
17 event). SLI's have the ability to double up events per day. SLI's are paid for the highest
18 equipment type they can hold relative to their seat position. Their ability to increase
19 compensation during higher training cycles is great.

20 LCP's have a much higher certificate exposure than SLI's. While conducting OE/TOE, line
21 checks, and other training events, LCP's are operating in the aircraft. LCP's receive
22 compensation only when conducting "checking" events, and then only for the leg(s) where a
23 checking event takes place. It is not unusual to have a line check added to a regular trip, to then
24 be paid only for those legs. Also, in low training months with few or no events, there is no LCP
25 pay. LCP's are always available for guidance and expertise, whether on a regular trip or a
26 training event trip.

27 It is apparent that Delta expects to lose 7000 pilots or 59% to retirement in the next 10 years or
28 so, which will cause unprecedented training cycles and will burden the training pipeline. It is
29 imperative to improve compensation to allow fleets to attract and retain LCP's to ensure the
30 stability of each fleets' LCP group and the highest quality of training for every pilot. Increased
31 compensation would entice the option of staying with the fleet rather than opt for the higher
32 paying category.

33
34 **PROPOSED RESOLUTION**

35 *WHEREAS* the new contract did not provide for any enhanced compensation for LCP's, and

36
37 *WHEREAS* SLI'S gained an improvement in the recent contract of an 85 hour guarantee, have
38 the ability to increase their compensation during periods of high training cycles, as well as being
39 paid equal to the highest equipment they can hold relative to their seat, and

40
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1 *WHEREAS* Delta Air Lines anticipates 7000+ pilots will retire in the next 10-12 years, in
2 addition to all of the retiring pilots throughout the industry, and
3
4 *WHEREAS* it is likely that LCP's will conduct training operations on most if not all line trips, in
5 order to accommodate the required hiring of replacements, in addition to FAA required periodic
6 line checks and other training events, and
7
8 *WHEREAS* LCP's carry high certificate exposure in aircraft operations while conducting
9 OE/TOE, Line Checks and other training events, and
10
11 *WHEREAS* LCP's represent Pilot Standards and are tasked with assisting the pilot group to
12 maintain the highest standards and safety, both during regular line trips and during training
13 events, and
14
15 *WHEREAS* it is in Delta Air Lines' best interest, and it is imperative that each fleet maintain the
16 stability of experienced LCP's in order to provide the highest quality of training to every pilot,
17
18 *THEREFORE BE IT RESOLVED* that the MEC will direct the Negotiating Committee to enter
19 into negotiations with the Company to improve compensation for Line Check Pilots.

AI #12

PASSED UNANIMOUSLY