

# AA PILOTS FOR ALPA

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## Elected Officer Training Differences: ALPA vs. APA

The One Minute Summary:

***“Being a domicile rep shouldn’t be an entry-level job.”***

This statement remains a frequent comment from those having served at APA for a substantial period. Unfortunately, this sentiment discourages many capable and exceptionally talented AA pilots from participating in representative elections due to the perception that one needs to be an “insider” to participate in the daily functions of APA.

Q: What if there were an extensive union training program to bring any newly elected representative up to speed to best serve their base pilot constituents?

A: It turns out, ALPA offers this vital leadership training.

*When it comes to quality, consistency, and preservation of institutional knowledge, the professional training ALPA provides is objectively superior to the training provided at APA.*

### ALPA Leadership Training vs. APA Orientation

ALPA provides extensive Elected Officer training via a “Leadership Training Conference” after completing annual representative elections for ALPA’s local councils. This leadership conference is convened annually in the first quarter prior to newly elected officers assume office March 1st. The week of training is focused and tailored for all ALPA’s newly elected local council representatives and Local Executive Council (LEC) officers (equivalent to APA Domicile Chairmen and Vice Chairmen).

In contrast, APA provides a two-day orientation for newly elected Domicile Chairmen and Vice Chairmen. While this might be effective for those with previous union experience, there are many gaps to this approach that leave newly elected representatives to learn on-the-job. This problem will progressively worsen when APA inevitably loses pilots with significant institutional memory due to mandatory retirement age, and newcomers take APA leadership roles for the first time.

Want to know more? More detail below!

### ALPA’s Leadership Training Conference

- Duration: Three full days (Hours: 0800-1700)
- Audience: Newly elected local council reps, LEC officers & their significant others
- Schedule: Annually (first quarter), historically prior to elected ALPA leaders taking office the first of March each year.
  - *This full docket of immersive training is offered on-demand whenever a new union merges into ALPA, standardizing all ALPA Leadership positions towards a common, united goal and vision.*
  - *The conference also provides invaluable expansion of ALPA’s pilot leadership network, facilitating crosstalk and exponentially increasing the aggregate knowledge base of member airline pilot leadership...something sorely lacking at stand-alone pilot unions/associations.*

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- Description:
  - ALPA's Leadership Committee sponsors a comprehensive training program to help elected status/block representatives and LEC officers conduct union leadership roles and responsibilities effectively, utilizing ALPA's vast resources and staff support.
  - During training, pilot leaders learn firsthand from ALPA professional staff and pilot subject-matter experts, covering all areas served by the Association. The conference also affords participants opportunities to engage with ALPA's national officers, representatives from ALPA committees, and staff to effectively network with peers at other ALPA carriers.
- Areas Covered: (Note: List below is not all-inclusive)
  - Planning & Preparing for ALPA Meetings
  - Mock Master Executive Council (MEC) exercise
  - MEC'S Role in Negotiating the Contract
  - Strategic Planning
  - Tips & Tools for Secretary-Treasurers
  - Economic & Financial Analysis Department (Overview of Airline Economics)
  - Department of Representation (Labor Attorneys) to discuss Railway Labor Act (RLA) & National Mediation Board (NMB) processes
  - State of the Union
  - Engineering & Air Safety
  - Government Affairs & Pilot Partisanship
  - Communications
  - Legal Issues (RLA/Canadian Labor Congress (CLC), Duty of Fair Representation (DFR), and social media)
  - Representing Pilots in Disciplinary Investigations

#### APA's Domicile Officer Orientation

- Duration: Two days (Hours: 0900-1500/0900-1415)
- Audience: Newly elected Domicile Chairmen and Vice Chairmen
- Schedule: Following any domicile election
- Description: APA's Domicile Officer Orientation provides a review of resources APA has available from its committees and non-pilot staff.
- Areas Covered:
  - Robert's Rules of Order
  - Communications & IT Department

- Accounting Department
- Constitution & Bylaws
- APA's Policy Manual
- Benefits
- General Counsel & Legal Department
- Executive Support (Internal)

### The KEY takeaway

The Leadership training ALPA provides is extensive, with a broad range of professional training intensity. ALPA empowers newly elected leadership with varying levels of union experience to *thrive* as advocates for their constituent pilots rather than merely *survive* and learn on the job.

