

# AA PILOTS FOR ALPA

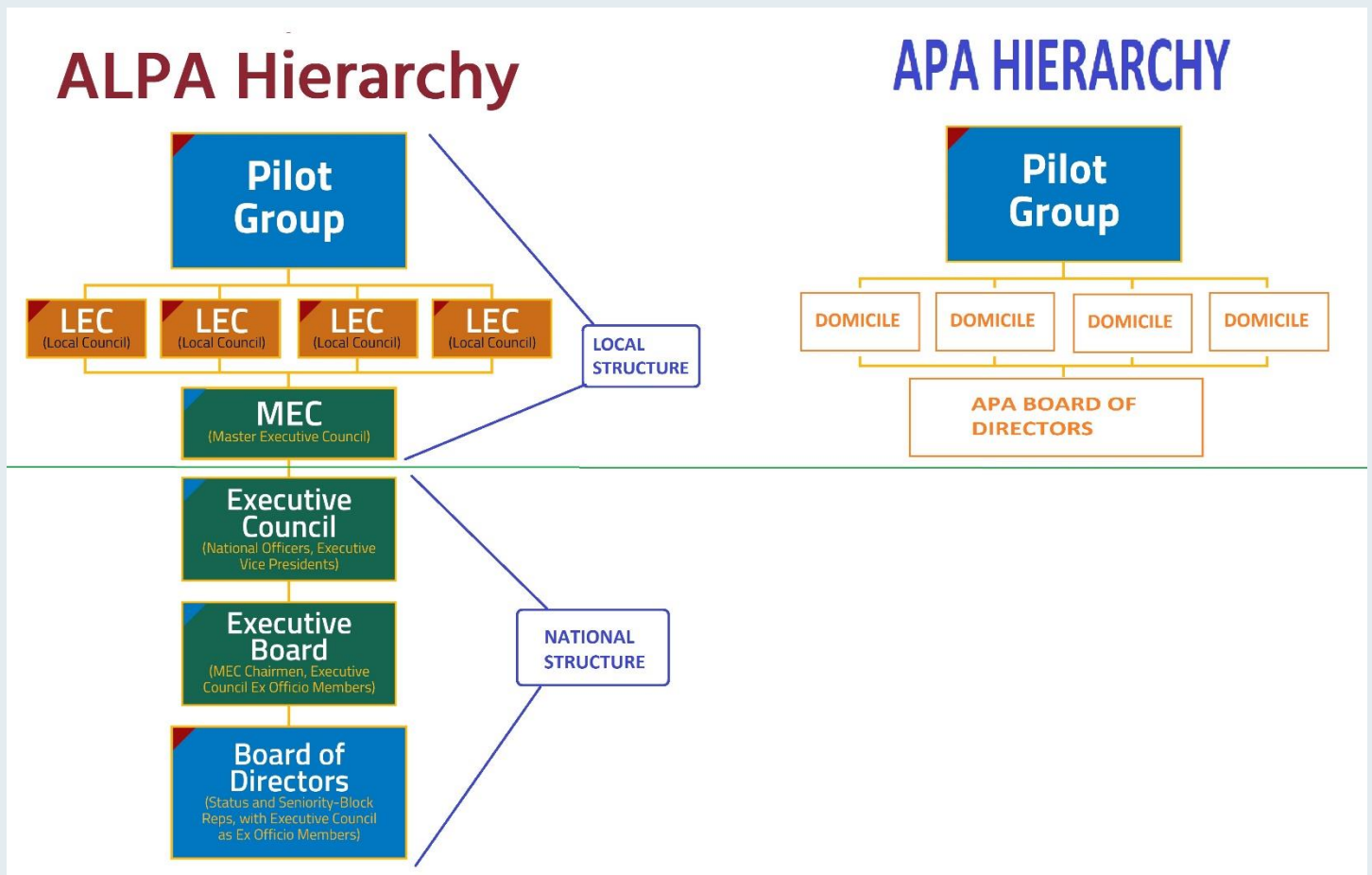
## The ALPA Structure Part I – Local Representation

How your union structure functions on your behalf.

This is the first in a series of short articles that will explain the structural differences between APA and ALPA.

The first (and most obvious) difference between APA and ALPA: APA, who represents pilots from a single airline, does not have a true “national” structure that involves pilots from other airlines. However, the structure that APA has at AA is somewhat similar to the internal structure ALPA member airlines have (though with some notable differences).

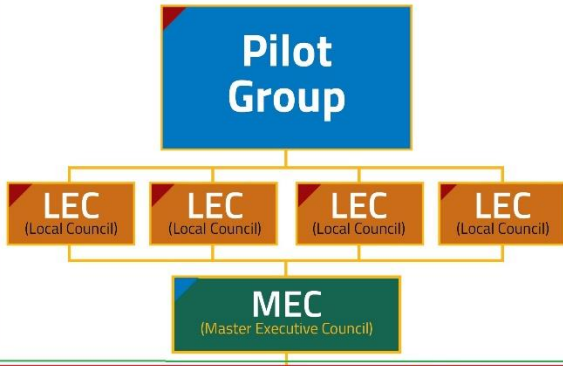
The following graphic illustrates the difference between the two structures:



This article will focus on the top of the hierarchy of both structures: The Membership. Under both structures, each pilot domicile elects representatives. Under both structures, the membership interacts with, and gives guidance to, its representatives primarily through domicile meetings.

# ALPA Hierarchy

# APA HIERARCHY



LOCAL STRUCTURE



What do the APA and ALPA local structures have in common?

- The two structures are similar: Each pilot domicile elects representatives, and those representatives comprise the body setting the direction for the union.
- Pilots at each domicile elect representatives to sit on their airline’s governing body.
  - The “Board of Directors” (BOD) at APA.
  - The “Master Executive Council” (MEC) at ALPA.
- The Board of Directors / Master Executive Council sets the direction for officers and negotiating committee.
  - May use a “Division of the House” or “Roll Call” vote in doing so.

How do the APA and ALPA local structures differ?

FEATURE	APA	ALPA
Type of representatives	Chairman and Vice-Chairman (no requirement for either to occupy a specific seat)	Equal number of captains and first officers. There may be “check airman” as part of a domicile or if there is a separate local council for the training department.
Candidate limit in an election	Top 3 nominees for each position proceed to the election.	Top 2 nominees for each position proceed to the election.
Method of election	Paper ballots. 21-day voting window (from mailing of ballots).	Electronic ballots. 15-day voting window.

FEATURE	APA	ALPA
Runoff election?	Yes if no candidate receives at least 50% of the ballots cast.	No (as there are no more than two candidates per position). A tie goes to the candidate with the greater number of nominations.
Separate chairman / vice-chairman election?	No.	Yes. Once the status representatives are elected, there is a subsequent electronic ballot to determine which is chairman and vice-chairman.
Recall provisions	Requires a petition signed by at least 30% of the members of that domicile. Then proceeds to a ballot where it takes a majority of the votes case to recall the representative.	Requires a resolution for recall to be passed by the majority of members present at a local council meeting. Proxy votes are allowed. Then proceeds to a ballot where it takes a majority of the votes case to recall the representative.
Frequency of meetings	No requirement.	At least once every 4 months. There are also provisions by which a special domicile meeting may be called by the membership, MEC or ALPA President.
Representation at the national level	Local and national representation are one and the same.	Each elected representative also serves on ALPA's Board of Directors (ALPA's highest governing body).
Training	No formal training program.	ALPA's one week "Leadership Training Conference"
Election of union officers for the airline.	Pilot elected.	Elect all MEC officers by a senatorial (non-weighted) vote.
Election of National Officers	N/A	Casts a weighted vote. (Collectively AA pilots would carry approximately 15,000 of ALPA's 75,000 votes in a national officer election).

## Key takeaways:

- The “domicile” structures under both unions are similar in nature, but with some key differences.
  - Domicile representatives under ALPA are elected by way of electronic balloting with fewer election rounds.
  - There are more stringent requirements for domicile meetings under ALPA, including a minimum number of meetings per year.
  - There is a lower threshold for recalling representatives under ALPA, thereby providing increased membership accountability for elected representatives.
  - Under ALPA, your elected domicile representatives also serve on ALPA’s highest national governing body, where AA pilots would carry 20% of the vote. AAL, UAL, and DAL combined would carry 60% of the vote.

## Common questions:

- What are the advantages of having the MEC elect the officers instead of the pilots?
  - *The advantage can be most easily explained in that given that the officers work for the BOD/MEC under both structures, it makes sense that the BOD/MEC should also be the ones to hire (and fire) the officers to perform the work on their behalf. Pilot-elected officers under APA often results in a rift between the BOD and officers, and almost ongoing (and expensive) BOD meetings wherein the BOD micromanages the officers.*
  - *This will be the topic of a future article.*
- If we elect domicile representatives under ALPA similar to how we do so now, why is ALPA’s structure advantageous?
  - *The ALPA structure emphasizes frequent domicile meetings wherein the membership can more directly and readily provide direction to the representatives.*
  - *The membership can also more easily remove representatives from office who do not perform to the membership’s satisfaction.*

- Wouldn't we still be electing a large number of people to sit on a potentially dysfunctional board?
  - *The purpose of having representatives from every domicile is to ensure that the pilot groups' broad range of perspectives and interests is given a voting voice at the table. ALPA has several large MEC's and its structure contains tools for successfully managing them.*
  - *This will be the topic of a future article.*
- Doesn't adding three other "national" governing bodies to what we already have create an additional, unnecessary layer of bureaucracy?
  - **No.** *The local and national structures focus on separate issues. Under ALPA, our MEC would set the direction on issues specific to our airline as our APA BOD does today. The national governing bodies would only become involved in issues pertaining to amending or interpreting the union's constitution, or in other issues affecting the union as a whole.*
  - *This too will be the topic of a future article.*