

AA PILOTS FOR ALPA

Paid Union Leave and Trip Drops Under ALPA

How union leave is tracked and minimized under ALPA's structure.

APA and ALPA are quite similar in the sense that while much of the work of the union is performed by volunteers during their time off, not all of that work can be performed with a full flying schedule. Therefore, under both unions, a mechanism exists for a pilot to be removed from flying (or reserve duty) by the union, but to be paid by the company just as if the pilot had flown the trip (or been available for reserve duty). Under both unions, the company, in turn, invoices the union for the cost of the dropped trip / reserve day(s). Under both unions, the mechanism for trip drop approvals and invoicing is negotiated at each airline. Also, both unions use their own internal controls and audits for paid union leave and trip drops to ensure it is not overused or abused (as it is the largest expense for any pilot union).

Although union leave / trip drop (called "flight pay loss" under ALPA) provisions are negotiated separately at each member airline, all of the member airlines adhere to the following national system that is designated to maximize accountability and minimize use of flight pay loss:

1. Flight pay loss requests are administered through a uniform computer system. The union volunteer uses the system to make the request, the MEC officer uses the system to approve the request, and then the approved request is forwarded to the company for processing.
2. The system reports these requests to ALPA Finance who tracks use and uses the data to assist each member MEC with budgeting data and to reconcile the requests with the invoices later received by the airline.
3. Flight pay loss reports from ALPA Finance are available to ALPA members.

Additionally, ALPA has two flight pay loss policies used at all member airlines:

1. **"Neither gain nor lose from union work"** – ALPA policy states that compensation to any union volunteer for performing ALPA work cannot be more than the maximum that could have been earned by the volunteer for line flying considering that volunteer's bid status, seniority / longevity, and bid position.
2. **"Flyback" Policy** – ALPA policy states that when any member performs a full month of union work free from flying, any flying during that month that the pilot picks up reduces the amount of flight pay loss the pilot will receive that month. For example, a pilot on full-time flight pay loss who would have received 85 hours for the month

picks up a two-day trip worth 10:30. The pilot would then receive 85 hours – 10:30 hours = 74:30 hours of flight pay loss. In other words, under this policy, a pilot on full-time union leave would not be paid “extra” for performing additional flying.

Key takeaways:

- Under both unions, paid union leave provisions are negotiated individually at each airline.
- Under ALPA, a uniform computer system is used at all member airlines to process flight pay loss requests. The computer system is designed to provide improved tracking, accountability, and transparency of union leave use.
- ALPA has two key flight pay loss policies applicable to all member airlines designed to avoid overuse and abuse of union leave: the “neither gain nor lose” policy and the “flyback” policy.