

## Hot Topics August 2023

### **What is the authorization for representation election card?**

By signing a card, you are authorizing AA Pilots for ALPA to petition the National Mediation Board (NMB) to conduct a secret ballot representation election. When we receive a strong majority (minimum of 50% +1) of cards from American Pilots, we will submit them to the NMB. Any non-management pilot, to include those on probation, LTD, or leaves of absence, are eligible to sign and submit a card. The NMB will review the cards for accuracy. The cards are kept confidential and never shared with management or APA.

If the NMB determines the cards are accurate, then they will conduct a secret ballot election to give the American Pilots an opportunity to vote on ALPA representation. The will of the American Pilots who choose to vote will determine the results. If a majority of votes are cast for ALPA representation, ALPA will be certified by the NMB as your exclusive collective bargaining representative under the Railway Labor Act.

### **What's the point of switching to ALPA if it's the same people in charge?**

A card drive is a "gut renovation" of our representation that brings in the assistance of professionals rather than pilots. If a card drive is successful, then both the name of our union and the names around the table will immediately change.

### **Why would I want to pay extra dues?**

You wouldn't put the cheapest tires you could find on your daughter's car before sending her off to college. The level of representation is everything to the value of your career. A contract is worthless if not enforced; ALPA has a much better track record of contract enforcement through the grievance process than our discount in-house union.

### **What will happen to APA's Benefits plans?**

This is 100% up to APA.

### **Will ALPA National tell us how to conduct our affairs?**

Our pilot group will still be free to chart our own course; ALPA simply provides us the tools to reach our goals in a more efficient manner than our discount in-house union can. ALPA is a bottom-up trade association that operates on an "Independence Plus" model that is pilot-driven and staff-supported.

### **Is there significant seniority list integration risk associated with being an ALPA carrier?**

The APA BOD's hand-picked Merger Exploratory Committee assessed the downside risk in a seniority integration as an ALPA carrier to be largely the same as it is as an in-house union.

### **And what will happen if we merge with our regional carriers as an ALPA carrier?**

Predicting a seniority integration process is a fool's errand. The APA BOD's hand-picked Merger Exploratory Committee assessed the downside risk in a seniority integration as an ALPA carrier to be largely the same as it is as an in-house union.

### **What will happen to our assets that APA currently controls?**

If we join ALPA via a Card Drive, then APA must return its remaining assets to the American Pilots after its dissolution in accordance with APA's Constitution and Bylaws. Several of your representatives lied to you in domicile blasts about what would happen to our assets in a merger. If we had MERGED with ALPA, then the merger agreement would have addressed what happens to our assets.

### **Why would I want ALPA to represent me when the TWA pilots won a lawsuit against them for a breach in their duty to fairly represent the TWA pilots in the AA-TWA merger?**

ALPA made a mistake. APA has made several very costly mistakes. One example is the 45M fine for the Reno Sickout. The question we need to ask ourselves as a pilot group: which of these two unions will provide more value and job protection for our careers moving forward? The American Pilots need to have their voice heard on this critical business decision.

### **All unions are the same! What will actually change if we join ALPA?**

All unions are not the same. ALPA is significantly more robust in terms of resources and influence. A card drive is a "gut renovation" of our representation that brings in the assistance of professionals rather than pilots. If a card drive is successful, then both the name of our union and the names around the table will immediately change.

### **What will happen to APA's Staff?**

ALPA will hire a staff to serve the American MEC after we join ALPA with a card drive. This staff would have to be interviewed by ALPA. Based on an analysis of prior mergers, if we had merged with ALPA, then the APA staff would likely have all been offered employment at ALPA. Unfortunately, our in-house union showed they cannot be trusted to negotiate a merger agreement given their dishonesty with the merger process. This leaves a card drive as our pilot group's only good-faith and legal option to have our voices heard regarding ALPA representation.

### **Why would I want to go back to ALPA after having such a poor ALPA experience at "Brand X?"**

Everyone can find something to be unhappy with their union about. Having said that, ALPA has consistently outperformed APA in representing their members. The question we need to ask ourselves as a pilot group: which of these two unions will provide more value and job protection for our careers moving forward? The American Pilots need to have their voice heard on this critical business decision.

**What about ALPA at United? They seemed to struggle getting a contract this bargaining cycle.**

Our in-house union just told us that United's Pilots changed the landscape. Several of our contractual gains in TA 2.0 are contingent on United ratifying their contract. Be sure to thank a United Pilot next time you see them for bringing our contract closer to industry standard.

**Why can't we just fix APA and hire more resources?**

The benefit of scale enjoyed by ALPA can't be replicated on a smaller scale. Don't believe us? APA's own hand-picked Merger Exploratory Committee told our reps this. But our in-house union doesn't want you to have a vote on this matter.

**Why would we want more bureaucracy under ALPA than we have at APA?**

Bureaucracy equates to accountability. Letting our in-house union operate autonomously has not worked out well for us.

**What happens in the transition to ALPA if a card drive is successful?**

If a card drive is successful, then both the name of our union and the names around the table will immediately change with ALPA being the only certified pilot union on the AA property. APA will dissolve and return its remaining assets back to their owners: the American Pilots.

**Is it true that ALPA supports scabs?**

ALPA does not support scabs. ALPA's pilots determined it was in the best interests of the piloting profession to employ a process to bring some pilots who crossed picket lines back into ALPA membership.