

AA PILOTS FOR ALPA

Why ALPA?

The One Minute Summary:

1. *The objective of AA Pilots for ALPA is to help our pilots make an informed choice about their collective bargaining agent.*
2. *The resources, governance, and guardrails offered by ALPA will provide our outstanding group of representatives, volunteers, and staff at APA with a stronger set of tools to fight for us. We cannot replicate that capability as an independent union.*
3. *An APA/ALPA merger would grow the world's largest pilot union, ensuring American pilots' voices are heard by Congress, the regulators, and the company.*

Want to know more? More detail below!

Resources, governance, and membership engagement: The ALPA Advantage

Here is the arsenal that ALPA provides that APA would have a hard time ever effectively replicating:

1. The resources of ALPA National
 - Experienced labor attorneys who have negotiated multiple collective bargaining agreements. They can make pattern bargaining work for us at AA.
 - An Economic & Financial Analysis Department of finance professionals who have experienced many Section 6 negotiations. They can quickly and accurately value contract proposals.
 - A powerful legislative liaison staff in Washington, DC that has demonstrated its formidable lobbying power over the decades. ALPA has a long history of deep relationships with the White House, the legislative branch, and regulatory agencies.
 - An Engineering and Air Safety Department that is recognized as a subject matter expert around the globe. ALPA is the largest volunteer safety organization in the world and is the leading voice in air carrier safety.
 - Industry leading training for both volunteers and elected leadership.
2. Membership engagement
 - ALPA's Constitution and Bylaws mandates domicile meetings at least every four months.
 - A nationally administered electronic voting system ensures that the greatest number of pilot voices are heard.
 - ALPA's structure lends itself to consensus building among leaders and creates clear lines of communication with volunteers and the membership.
 - Volunteers benefit from well-organized and frequently scheduled training that is respected around the world. Training is for all ALPA volunteers, so pilots benefit from the experiences of those at other airlines.

Fast Facts

- ALPA was founded in 1931, represents 38 American and Canadian airlines, and currently has about 62,000 members. It is the largest pilots' union in the world.
- American Airlines pilots were part of ALPA at its very beginning. AA Captains Walter Hallgren and Lawrence Harris were two of the original "key men."
- American Airlines pilots left ALPA in 1963 over political differences with ALPA national leadership. Most of these problems were due to the arrival of the "Jet Age" and disagreements over ALPA's crew complement policy.
- AA pilots would not be the first group to leave the ALPA fold and return. Continental Airlines pilots rejoined ALPA in 2001 after eight years under an independent union.

3. Guardrails and accountability

- Large ALPA carriers have dedicated local ALPA staff to support their specific needs. Additionally, ALPA maintains a well-qualified and experienced staff at their national office that is equipped to support all ALPA pilots.
- ALPA staff employees have upward mobility options for their own careers if they desire to develop themselves professionally. Many are globally recognized for their expertise.
- The crosstalk between an AA ALPA union and other ALPA-represented airlines would encourage best business practices, the study of new ideas, and more efficient use of our pilots' resources.
- Elected representative accountability is enhanced. Representatives must not only answer to their membership, but they must follow the ALPA Constitution and Bylaws as well.

The key takeaway

The pilots of American Airlines need union representation with the resources worthy of the largest airline in the US. A merger between APA and ALPA will provide our elected union representatives with the training, tools, and support they need to successfully advocate for our pilots.