

# AA PILOTS FOR ALPA

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## ALPA, Dues, and You

### Why this is important

The only contribution that you make to any union that isn't optional is dues. Dues pay for the representation you receive and the benefits you enjoy. How much dues are taken out of your pay is something that is visible to you every time you look at a pay statement, so you want to ensure that you understand what that percentage is and how efficiently your money is being spent.

### Is ALPA more expensive and is it worth it?

The simple answer is that if AA pilots were to join ALPA today, the current dues rate charged by ALPA would result in AA pilots paying more. Airline management has access to the best resources and professionals money can buy. To effectively engage with management, ALPA strives to provide the same caliber of professional resources along with significant contingency funding. Those assets cost money, but there is a clear accounting available to the membership for all of ALPA's funds.

### Current ALPA dues versus current APA dues

According to ALPA's Constitution and Bylaws (which can be viewed [here](#)), pilots are assessed dues at a rate of 1.85% of their monthly compensation. Like many other things in life, the details are important! While the total ALPA rate of dues is higher than APA, there are some forms of income that are exempt from dues under the ALPA Constitution. For example, bonuses paid to all employees of the airline or vacation paid out after the date of retirement are exempt from ALPA dues assessment.

### How has the rate of dues assessed by ALPA changed over time?

The dues rate charged by ALPA has not been static over its history. In fact, the trend has been that ALPA dues has been trending down.

Until the mid-1980's, the ALPA dues rate was 1.35%. By 1985, the impact of deregulation was being felt; ALPA had to build a Major Contingency Fund (MCF) to support striking pilots fighting for their rights. This necessitated an increase in the dues rate to 2.35%.

In 1994, the ALPA BOD determined the Association's finances warranted a dues reduction assessment to 1.95%. In 2014 a further reduction to 1.9% was implemented. The dues percentage was lowered again to 1.85% in 2020, which is what ALPA pilots are charged today all while increasing membership numbers.

### How dues would be collected under an ALPA-run union

You likely would not notice any difference in how dues are collected if APA were to merge with ALPA. Both unions use "dues checkoff," which is the standard for any pilot group represented by a union.

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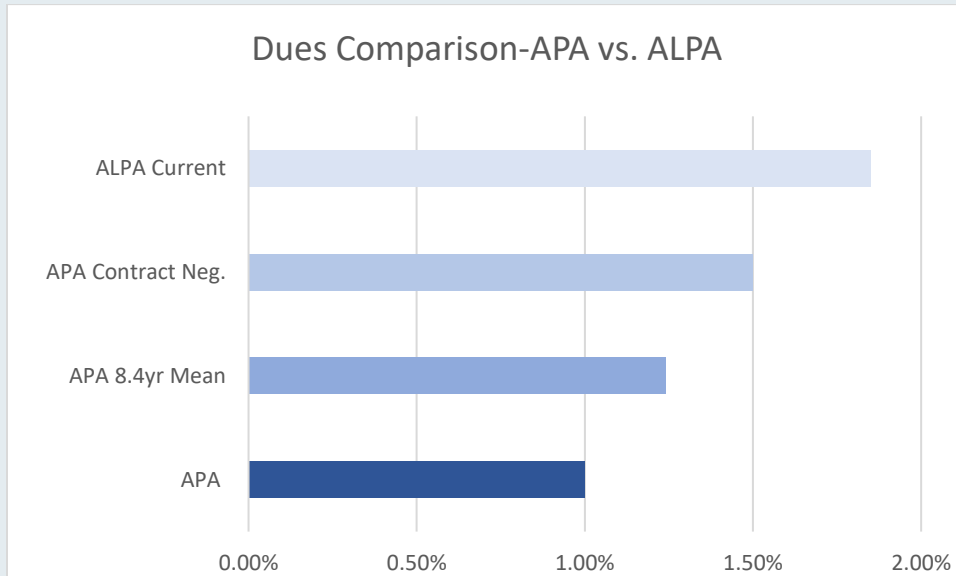
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## What is the *actual* percentage of your pay that you have paid to APA?

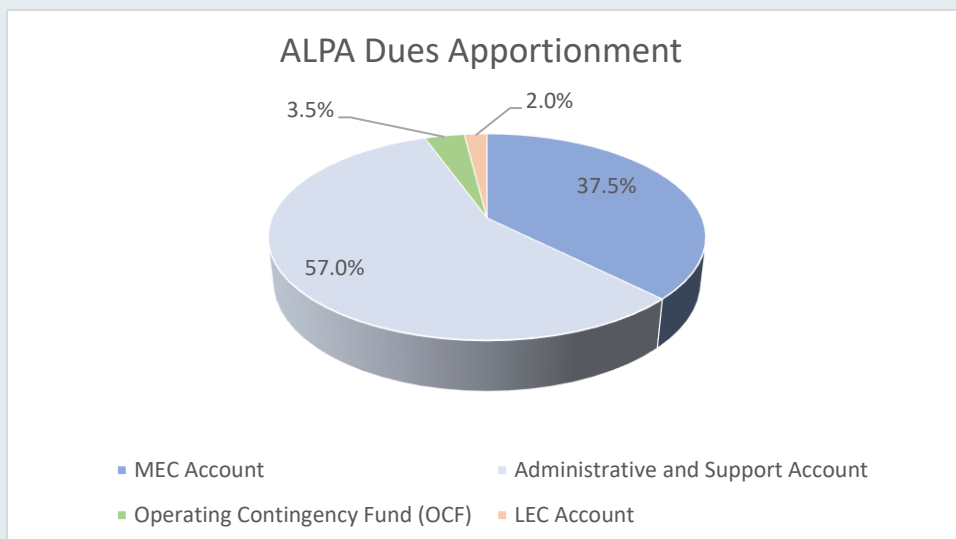
According to the APA Constitution and Bylaws (which can be viewed [here](#)), members are assessed a 1% dues rate on “current monthly income.” But did you know that there are times when the APA board of directors can assess a dues rate higher than 1%? According to the APA Constitution and Bylaws, AA pilots can be assessed an additional .5% for the purposes of funding negotiations related to the collective bargaining agreement or an airline bankruptcy.

*Here is what all that means to you: As an APA member, you have paid more than 1% of your total compensation to APA. The more recent your date of hire, the closer to 1.5% your effective dues rate has been.*



## How would your ALPA dues be spent?

There may be a misconception that the vast majority of ALPA dues are sent to the national headquarters, or to other airlines. That is not the case. How dues are allocated is set by the ALPA Constitution and Bylaws, as represented by the chart below.



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## Key Takeaways

- APA dues are nominally 1% of compensation but can be raised to 1.5% during bankruptcy or contract negotiations. Every pilot on the property at AA has paid more than 1%. The more recent your hire date, the higher the percentage of your pay has gone to APA dues.
- ALPA's dues rate is 1.85%. That dues rate has been decreasing since the mid-1990's.
- ALPA dues maintain top-tier support staff and considerable contingency funding. Should an exigency require additional funding, ALPA International has the funds to ensure the important work is done right.
- ALPA dues would be collected through a dues checkoff process that would be identical to how pilots pay APA dues currently.
- The ALPA Constitution and Bylaws require a high degree of monetary transparency. The membership will always know how their money is spent.

