



THE AIR LINE PILOTS ASSOCIATION, INTERNATIONAL (ALPA), IS THE LARGEST AIRLINE PILOT UNION IN THE WORLD AND REPRESENTS NEARLY 54,000 PILOTS AT 36 U.S. AND CANADIAN AIRLINES. FOUNDED IN 1931, THE ASSOCIATION IS CHARTERED BY THE AFL-CIO AND THE CANADIAN LABOUR CONGRESS. KNOWN INTERNATIONALLY AS US-ALPA, IT IS A MEMBER OF THE INTERNATIONAL FEDERATION OF AIR LINE PILOTS' ASSOCIATIONS.



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# FURLOUGHED PILOTS SUPPORT PROGRAM

*An Informational Network for the ALPA Pilot*

# Flight Path

JUNE 2009 VOLUME 1 ISSUE 3

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## FPSP UPDATE FROM YOUR NATIONAL COORDINATOR

I began my work with ALPA in February 2002 after I was furloughed from Delta Air Lines. I spent the next three years and eight months on furlough, and I spent more than five years as the furlough administrator for the Delta MEC. During that time, we supported as many as 1,310 furloughed pilots and their families. We tried to address every aspect of being furloughed. Our goal: to make sure every furloughed Delta pilot knew we cared and we were there for them. After all, they were Delta pilots and we are ALPA!

Today, we carry that same sentiment to all ALPA pilots through the work of the Furloughed Pilots Support Program. During the furloughs of 2001 and subsequent years, we provided tremendous support to our furloughed pilots from their individual MECs, but there was no coordinated effort on the national level.

Late last year, Captain John Prater asked me to spearhead an effort to improve our support on the national level. The Furloughed Pilots Support Program was born, and its volunteers have been working with the MEC designee at each individual ALPA airline to ensure that furloughed pilots' needs are met or exceeded. Our ultimate goal on the national level is to leverage our collective efforts, have a repository of information and services, and provide support that, when needed, can be utilized by each member airline for the benefit of our furloughed pilots and their families.

We have a dedicated section on the ALPA National website for furloughed pilot support. I hope you all have taken advantage of the information available there. We have created this quarterly newsletter to highlight our collective efforts and programs that are intended to help furloughed pilots. We are continually looking for opportunities to help, whether it is with finances, job hunting, stress relief, medical insurance, or any other area that being furloughed requires. Our task will never be complete, even when the last pilots are recalled to active status. We will always be looking for ways to improve, but we can't do it alone.

I ask every one of you, furloughed and active pilots, to get involved. Let your voice be heard. Tell us what you liked about our program, where it needs improvement, and what issues you wish you had known about before, during, and after furlough that would have helped you. Do the same for us on the national level. What programs should we have in place at the national level? What worked? What doesn't?

Bottom line: How can we help you? How can we improve our support of you? Be an active part of making our union better. Contact us at [furloughinfo@alpa.org](mailto:furloughinfo@alpa.org), or call me at (678) 849-6091.

Together we can build a support structure that you deserve. After all . . . "WE ARE ALPA!"

Larry Deist

Furloughed Pilots Support Program Coordinator  
Air Line Pilots Association, Int'l

### LOOKING AHEAD

Future issues of *Flight Path* will include articles on accessing your 401(k) and the creation of a Furlough Emergency Relief Fund. Please let us know what information you need to assist you during this tenuous time. We want to provide information that is useful to your wants and needs.

## FPSP UPDATES

Each publication of the *Flight Path* will have a list of ALPA carriers and the number of pilots who are on furlough.\*

AIS	7
ALA	60
ASA	80
ARW	22
ATN	51
CAL	148
CCI	3
CMR	267
DAL	292
EGL	71
EIA	29
FAB	2
HAL	9
MAG	99
MEA	245
PSA	54
RYN	140
SCA	57
SPA	73
TSA	138
UAL	870
XJT	292
<b>Grand Total</b>	<b>3,009</b>

\*As of 06/26/2009

### NOTE:

*It is imperative that you keep ALPA informed as to your current mailing and e-mail address so that you can receive the latest information as it becomes available.*

## ONE VOLUNTEER'S STORY

F/O Joel Barman  
ARW Furlough Assistance Committee Chairman

When I found out about Air Wisconsin's junior pilots' being furloughed, I stepped up and offered my services to assist them in any way I could. I have been down this road three times before, but I had not received any assistance during any furlough. Possibly because furloughs this time around are so widespread and similar, ALPA formed a national Furloughed Pilots Support Program, and I was approached by the MEC to chair the ARW committee.

I had lots of suggestions from several pilots, and a few of them also offered their help. I also received full support from the MEC. Most of all, my biggest supporter and assistant on this whole thing is my wife of 10 years, Joanna Barman. Her marketing skills were extremely useful in helping to produce the booklets on the ABCs of what to do upon separation of employment—from filing for unemployment to obtaining health-care coverage to finding another job.

Recently, I was flying with one of our pilots who was furloughed shortly after the Sept. 11, 2001, terrorist attacks, and he told me he was impressed with all that was done for newly furloughed pilots. He said nobody did anything for him when he was furloughed. He then asked me what I enjoy about doing this, and I said, "My biggest joy is getting the vacancy awards and calling each and every recalled pilot and saying, 'Welcome back.'" I also enjoy the reactions I get when I break

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## ONE VOLUNTEER'S STORY

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the news to them. Some cry in happiness, some express relief to finally be able to return, and I even got a loud yahoo in my ear.

On February 16, [ARW MEC Vice Chairman] Mark Lockwood and I had the opportunity to go to the first recall class and to shake each individual's hand and say, "Welcome back." Once again, it was delightful to see the reactions on their faces. Given our support from the MEC, we also were able to provide lunch, courtesy of ALPA.

I was unable to greet the March 20 class because I was denied time off due to understaffing and on April 14 due to my child's eye surgery. Mark Lockwood and [ARW MEC Chairman] Joe Ellis welcomed back these classes.

I plan to continue to work with those who are still furloughed until everyone is back on the line. One of the most important services we can provide is to relay job leads to those who remain on furlough—so if you are aware of something, please let me know! When you see a recently recalled pilot out and about, show them you care. Buy them a cup of coffee or shake their hand and tell them, "Welcome back, we missed you."

As of June 25, we still have 22 of our brothers and sisters on furlough. Let's all hope for their speedy return to the property.✈

## CREW LEASING

Many of the following leasing companies are in Europe, but the jobs they're trying to fill extend around the world. The key factor in determining whether you're qualified (besides the listed minimum hours and aircraft experience) is that they're accepting an ICAO ATP (an FAA ATP is ICAO).

If the listing requires a JAA or JAR ATPL (a European ATP), converting your FAA certificate to JAA/JAR will be necessary.

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**Aeroprofessional**

**AirCrewGlobal\***

**Avia Crews\***

**AviationJobSearch.com**

**Betts Recruitment**

**Brookfield**

**Confair Recruitment**

**Contract Air**

**Direct**

**GAP Aviation\***

**Global Flyers\***

**Hawaii Aviation\***

**IAC**

**IASCO\***

**PARC**

**PAS Aviation**

**Rishworth**

**Sigmar Aviation**

**Storm Aviation**

**World Aviation Systems, Inc (WASINC)\***

**World Airline Services (click "vacancies")**

**Wynnwith**

\*US-based companies.

The list provided above is for information only. The Air Line Pilots Association is not affiliated with any of the flight crew providers listed above. Visit the ALPA Furloughed Pilots Support Program page at [crewroom.alpa.org](http://crewroom.alpa.org) for the active links to these companies (click "vacancies").



## EMPLOYMENT ASSISTANCE AND OPPORTUNITIES

ALPA continues to offer furloughed ALPA pilots a full membership in FltOps.com ([www.fltops.com](http://www.fltops.com)) at no cost to you. You may register for this one-year complimentary service prior to your furlough date. If your furlough is rescinded, your one-year complimentary membership will be canceled. If your furlough commences as scheduled, your one-year membership begins on the date of registration. You have one year to register. If your furlough date changes, please send updated information to [membership@alpa.org](mailto:membership@alpa.org). FltOps.com specializes in job-hunting and career decision assistance to professional pilots. FltOps.com provides objective and independent information to help professional pilots make important decisions and reach their professional goals. With the complimentary one-year membership to FltOps.com ALPA provides access to an Afternoon Only-Combo session at a FltOps job fair in 2009. Once you register, you will receive a user name and password to access the [FltOps.com/alpa](http://FltOps.com/alpa) website, which provides up-to-date information regarding pilot hiring, airline profiles, pilot pay, major airline interview briefings, airline traffic reports, all airline fleets, and major airline financial reports.✈

## MANAGING STRESS

(Information from prior ALPA Family Awareness Programs)

**M**edical and psychological research shows that a mind-body connection does exist and that high levels of stress have serious health implications. Stress drains your body and mind of valuable energy. But you can manage stress—it doesn't have to manage you! Here are a few things you can do:

**Take responsibility for the way you feel.** Remember that you can't always control what happens to you, but you can control the way you respond.

**Keep things in perspective.** Don't engage in what psychologists call "all or nothing" thinking. Things are seldom, if ever, all good or all bad.

**Don't just react—act.** When something unpleasant happens, rather than thinking about how awful it is, think of things that you can do to either change the situation or minimize the effect it might have on you.

**Use self-talk to cope with unpleasant situations.** Saying things like "Relax," "Calm down," "Take a deep breath," "I've survived worse situations" will help minimize the stress and help you think more clearly.

**Be more accepting of you.** Don't fill your life with feelings of guilt or remorse about things you should have done. Reminding yourself that people learn by doing and failing will help you learn from the past and move on.

**Develop caring and loving relationships.** Maintaining a good relationship with your spouse, family, and friends can enrich the quality of your life and provide valuable support when you feel overwhelmed.

**Manage your time, and set a priority for doing things.** Make a list of things to do. Don't try to do everything at once. Schedule the time to do the most important things when your energy is high.

**Eat a balanced diet.** Eat food that is rich in vitamins and minerals. Make sure your diet includes ample portions of fresh vegetables and fruit. If you are nervous or worried, limit your intake of caffeine.

**Stay physically fit.** Exercise by playing sports, walking, jogging, swimming, or doing yoga. Make a habit of breathing deeply using your diaphragm. The brain uses 80 percent of the oxygen you breathe in. Well-oxygenated blood is essential for good health and clear thinking.

**Take time to relax.** Soak your cares away with a bath. Take a walk along the beach. Listen to soft and relaxing music. Sit in a comfortable chair and picture a tranquil scene.

**Learn how to meditate and quiet your mind.** Meditation is helpful in creating what is often referred to as a relaxed or settled state of awareness. It is very effective in lowering levels of stress, and it has proven effective in the treatment of high blood pressure and improving cardiac performance.

Practice these techniques to reverse and minimize the unhealthy effects of stress. Learning to relax and let go of troubling thoughts will improve your emotional outlook and boost your immune system, making you less vulnerable to illness.

Much of this is common sense. We all know how to eat well, exercise, and meditate, but sometimes we just need to be reminded to take time out for ourselves in this busy world. You have to take care of yourself first to be able to take care of your loved ones!

We want to let every pilot and their families know that if you need to talk to someone about the stress involved with being furloughed, you can call the ALPA Aeromedical offices at (303) 341-4435.

Dr. Don Hudson is extremely personable and is more than willing to offer professional assistance. Please do not try to make it through these tough times alone. Call your family. Call your sponsor. Call us, or call Dr. Hudson.✈

## SERVICES OFFERED BY FURLOUGHED ALPA PILOTS

### CFI LESSON PLANS

Hello. I am a furloughed Spirit Airline pilot, furloughed in September 2008. I'm a Gold Seal flight instructor with CFI, CFII, MEI, IGI, and AGI, and I run a website that sells CFI lesson plans for instructors and students on CD and digital download formats. I'm currently in the process in releasing newly revised CDs as well as some study guides, which are featured on my site. The website is: [www.cfistore.com](http://www.cfistore.com). Thanks. Hope to see you on the line soon!

Edwin Kraus

BE1900D, Dash-8, A-320

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Place your information here by contacting [furloughinfo@alpa.org](mailto:furloughinfo@alpa.org)

# WHEN WILL PILOT DEMAND RECOVER?

Louis Smith, President, *FltOps.com*

Since 1985, the major airlines have hired more than 66,000 pilots (see chart). Even though the last 10 years have been relatively dismal for airline pilots' careers, the future holds promise.

This analysis concerns only major passenger airlines operating in the United States. Air freight carriers and pilot jobs with foreign companies will be addressed in a future issue of *Flight Path*.

The triple threat of high oil prices, economic recession, and the change in maximum retirement age to 65 will continue to depress pilot demand through the rest of this year.

Pilot recruiting will, though, begin to show signs of recovery soon after. By the spring of 2010, some major airlines will begin to recall furloughed pilots or recruit new pilots, triggering attrition and the need for hiring at the feeder companies. *FltOps.com*'s definition of a major airline is one that operates 100 or more aircraft with seating capacity of 100 or more seats.

By the spring of 2011, every major airline will be recruiting pilots off the street.

Several factors will lead to an improved pilot demand environment.

**Oil Prices**—The outlook for the future impact of oil prices is much improved. According to Ben Brockwell of Oil Price Information Service, oil producers will face significant challenges maintaining higher prices in the future. The reasons: conservation, innovation, and substitution. These three elements are permanently and rapidly changing the landscape of the oil industry. Recent reports from aviation industry research and testing indicates better than expected performance from biofuels and with less pollution than from fossil fuels.

In addition, Brockwell believes that last year's price increase to nearly \$150 per barrel of oil was primarily due to speculation. The crisis on Wall Street and the collapse of several hedge funds limit the amount of speculation which can drive oil prices to higher levels. Regulatory oversight may also dampen the impact of speculators.

**Retiring Pilots**—Another factor that will improve demand is the fact that many pilots are reaching the age of 62. Many will choose to retire at that age and begin to draw from their pensions as well as their Social Security. The attrition rate of pilots between the ages of 62 and 65 is difficult to predict, but it's entirely possible that only 50 percent or fewer of the pilots flying to age 62 will continue to age 65.

**Two-Seat Cockpits**—Since all the aircraft at the major passenger airlines are now two-seaters, any additional flying hours will require more pilots. Management will not be able to negotiate higher levels of productivity from its pilots, so growth in flight hours will require more pilots.

**Ancillary Revenue**—Airlines have successfully increased revenue by adding luggage fees and enjoying the benefits of charging for weight like the freight carriers have done for years. A range of services such as in-flight wi-fi will add to passenger airlines cash flow.

**High-Yield Travelers**—Airlines will also capture more high-yield business travelers defecting from closed corporate flight departments. The implementation of biometric screening will reduce the hassles and delays of passing through security, making airline travel more tolerable.



**Wall Street**—In the bad news/good news category are the difficulties in raising capital for growth for the established airlines. The good news for the established airlines is that it is nearly impossible to raise capital to start a new airline. There has not been an application with the U.S. DOT to start a new jet airline since October 2008. In previous recessions, startup airlines were numerous because of an abundance of desert-parked aircraft, unemployed pilots, and flight operations personnel. The missing element this time is easy money.

Every professional pilot knows the airline industry experiences periodic cycles, but the frustrating aspect is the unpredictable nature of the cycles. Regardless of the turning point, smart pilots keep their seniority number as long as possible—until they get a better offer.✈



## FLIGHT PATH HEALTH CARE INFO

### THE HEALTH AND HUMAN SERVICES CENTERS FOR MEDICARE & MEDICAID SERVICES

#### THE CHILDREN'S HEALTH INSURANCE PROGRAM (CHIP)

On February 4, 2009, President Obama signed the Children's Health Insurance Program Reauthorization Act (CHIPRA), which renews and expands coverage of the Children's Health Insurance Program (CHIP) from 7 million children to 11 million children. <http://www.cms.hhs.gov/CHIPRA/>.

CHIP was previously known as the State Children's Health Insurance Program (SCHIP).

Originally created in 1997, CHIP is Title XXI of the Social Security Act and is a state and federal partnership that targets uninsured children and pregnant women in families with incomes too high to qualify for most state Medicaid programs, but often too low to afford private coverage. Within federal guidelines, each state determines the design of its individual CHIP program, including eligibility parameters, benefit packages, payment levels for coverage, and administrative procedures.

In addition to renewing the CHIP program, the new legislation makes it easier for certain groups to access CHIP health care, including uninsured children from families with higher incomes and uninsured low income pregnant women.

Centers for Medicare & Medicaid Services (CMS) enrollment data based on state reports show that 7.4 million children were enrolled in

CHIP at some point during federal fiscal year (FFY) 2008, compared to 7.1 million for fiscal 2007. During FFY 2008, 334,616 adults were covered with CHIP funds.

For details, visit [www.cms.hhs.gov/LowCostHealthInsFamChild](http://www.cms.hhs.gov/LowCostHealthInsFamChild).✈

#### FINANCIAL HARDSHIP SUPPORT AND PHILANTHROPY

Supporting union members in times of need is critical. That's why the AFL-CIO developed the only labor-backed grants (money that does not need to be repaid), disaster relief fund, and other special programs designed to give back to the labor community. You benefit from union-focused features and grants that are simply not available elsewhere, including:

- Strike benefits
- Layoff assistance
- Mortgage assistance
- Save My Home Fund
- Disability benefits
- Health care assistance
- Credit and budget counseling
- Hotline Disaster Relief

*Flight Path* will highlight features from this program in each issue, but for details now, visit [www.unionplus.org](http://www.unionplus.org). This issue of *Flight Path* details Health Care Assistance.

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Herndon, VA 20122-1169

AIR LINE PILOTS ASSOCIATION INT'L



## Union Plus UNION PLUS HEALTH SAVINGS

Union Plus is brought to you by Union Privilege, established by the AFL-CIO to provide consumer benefits to members

and retirees of participating labor unions. ALPA is a member of Union Plus.

Battling rising health care costs? Union Plus programs can help you save at participating health providers in your area. Simply choose a Union Plus program below:

### HEALTH SAVINGS PRESCRIPTION CARD—FREE

*Free prescription card—helps you save at participating pharmacies.*

Because you are a union member, you are automatically eligible for a free Union Plus Prescription Card to help you save on prescriptions at participating pharmacies.

With the card, you can save an average of 15% off brand-name drugs and 40% off generic drugs at more than 56,000 pharmacies nationwide.

Prescription drug discount cards allow prescription drug users to save money on all types of prescription medications. At the time of purchase, union members simply present their Union Plus Prescription Card at a participating pharmacy to instantly receive substantial discounts on their prescription drugs. It's that easy.

### HEALTH SAVINGS STANDARD PROGRAM \$14.95 PER YEAR

*Standard program—helps you save on vision care, prescription drugs, hearing care and more.*

With more than 5 million customers and growing, the Union Plus program provider, **Careington International**, was among the first companies to offer discount dental plans and is a founding member of the Consumer Health Alliance (CHA), a trade group that recognizes and promotes fair and ethical business practices within the discount health care industry. CHA members work with regulators to adopt industry standards that establish appropriate levels of consumer protection and program integrity.

### HEALTH SAVINGS PREMIUM PROGRAM \$69.95 PER YEAR

*Premium—includes everything in the standard program, plus dental care discounts.*

The Premium Health Savings Program offers union members discounts on dental care, vision care, prescription drugs, diabetic supplies, foot and ankle care, and hearing care—at participating health care providers. **Search for participating health care providers in your area.**

### HEALTH SAVINGS PREMIUM PLUS PROGRAM \$159.95 PER YEAR (OR) \$15.95 PER MONTH

*Premium Plus—includes everything in the premium program, plus physician and hospital care discounts.*

Premium Plus is a discount program that can help union members offset the high cost of health care by reducing out-of-pocket medical costs.

In addition to discounts on prescriptions, dental care, and vision care, the Premium Plus program adds discounts with a large network of participating doctors, ancillary providers (labs, X-rays, MRIs, and more), and hospitals. (See details below.)

### THE PREMIUM PLUS PROGRAM MIGHT BE BEST FOR UNION MEMBERS WHO:

1. Have no health insurance.
2. Have limited or inadequate health insurance coverage or large out-of-pocket expenses without access to a preferred provider network.
3. Are family household members without access to the member's insurance coverage.
4. Are temporarily without health insurance—students who can no longer get coverage under their parents' plans; retirees not yet ready for Medicare (under age 65).
5. Have health insurance coverage, but are looking for discounts for an uncovered or elective procedure.

*Note: These plans are not insurance and do not replace insurance.*

### HOW DOES IT WORK?

1. Join one of the following Union Plus Health Savings programs.
2. After you join a program, you'll receive a Union Plus Health Savings card.
3. Search for a provider in your area, and make an appointment.
4. Show your Union Plus Health Savings card at your doctor's appointment or pharmacy.
5. Receive instant savings with the Union Plus Health Savings reduced fees.

**Which program is right for you?** Call the Union Plus Health Savings provider, **Careington**, at **1-877-570-4845** (M-F, 9:30 am—6:30 pm ET). ➔