

ALPA's Brand of Determination

The year ahead promises fresh opportunities to prove the power of our union. As Winston Churchill said, "A pessimist sees the difficulty in every opportunity; an optimist sees the opportunity in every difficulty." As an optimist, I recognize that our union's strength is rooted in

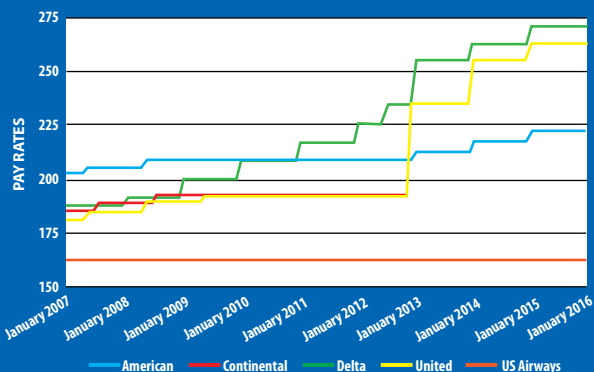


our discipline and drive in pursuing opportunities. Recently, Hawaiian Airlines pilots approved a letter of agreement that sets the stage for their airline to add new narrowbody Airbus aircraft. Hawaiian will now be positioned to expand its service and continue the remarkable growth that has doubled the size of that airline's pilot group since 2008.

New tentative agreements at Piedmont and PSA could add career progression opportunities to complement significant economic and quality-of-life improvements, and these vehicles allow pilots to move to mainline jobs within the airline family. This year, both Alaska Airlines and FedEx Express pilots will continue work to achieve key improvements to their contracts using new bargaining models that seek to complete deals more efficiently.

While this trend line is positive, the industry—and many ALPA pilots—still face difficulties. For example, pilots at bankrupt Pinnacle and American Eagle have been forced to make concessions, and negotiations at Air Wisconsin, CanJet, and Mesa Air Group aren't moving quickly enough to conclusion.

Pay Rates Were Cut Drastically During the Bankruptcy Period But Are Moving Strongly Upward



Notes: Pay rates are top-scale captain for highest-paying piece of equipment on the property.

While the difficulties are real, so are the benefits of ALPA's own brand of determination. For example, US Airways produced its highest ever annual profit in 2012, and most analysts expect that trend to continue as American Airlines and US Airways navigate the merger approval process.

Although the company is clearly winning at US Airways,

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the pilots haven't had pay raises in years and are still working under bankruptcy or restructuring deals. For comparison, a 12-year A330 Delta Air Lines captain's hourly pay rate is \$240, while a US Airways captain flying the same equipment earns an hourly rate of \$160.

Absent the vision, determination, and resources shared by ALPA pilot groups that pave the way for contracts like those in place at Alaska Airlines, Delta Air Lines, Hawaiian Airlines, and United Airlines, US Airways pilots are losing, on average, \$80,000 a year in pay, while other stakeholders are rewarded for their sacrifices. The powerful advantages of ALPA's drive and determination are clear when looking across the industry at the four cornerstone contract areas—pay, health and retirement benefits, work rules, and scope.

In 2013, ALPA will continue its ongoing efforts to solidify gains from this round of bargaining, fight for career progression models and opportunities, and bargain the contracts that U.S. and Canadian pilots deserve.

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Capt. Lee Moak, ALPA President