

Capital Organizes

Theodore Roosevelt reportedly said, "It is essential that there should be organization of labor. This is an era of organization. Capital organizes and therefore labor must organize." Defined in many ways, "capital" is often characterized as money used to buy something in order to sell it again at a profit. Ideas are also capital, many would argue, given their potential to effect or erode profit.

Norwegian Air Shuttle's profit may have fallen in the short term, but the company has clearly organized its thought capital to look toward the future. It has created Norwegian Air International (NAI) and a complex scheme to avoid its own country's labor laws and exploit the U.S. air transport agreement in an effort to shop for the lowest possible labor standards and gain an unfair and powerful economic advantage over its U.S. competitors. Turn to page 26 to learn how ALPA has also organized our legal, economic, safety, advocacy-driven communications, and grassroots capital to call on the U.S. government to reject NAI's bid.

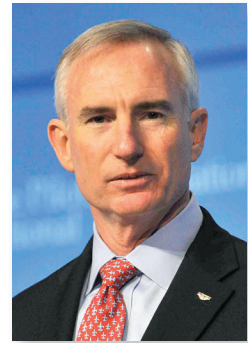
Others consider capital to be any produced asset that can increase a person's power to perform economically useful work. In that sense, capital organizes at ALPA—it's the stock of our union's accumulated experience and professional expertise that we share with our members and that they give to each other. It enables us to enhance our power to perform our jobs, improve our industry, and create a more stable profession and career.

Creating a more stable airline piloting profession is what it will take to fend off any future pilot shortage in the United States—with thousands of pilots flying overseas and many on furlough in our industry, it's obvious we don't have one now. There is, however, a different kind of shortage: airline piloting jobs that provide the pay and working conditions that are commensurate with professional pilots' skills and experience. This is an issue ALPA is tackling head-on, working with elected pilot leaders to find reasonable solutions to stymie the long-term ramifications of U.S. airlines' not being able to hire enough line pilots due to unacceptable pay, benefits, and working conditions.

Through our union's organization, ALPA members gain strength and standing to influence our work and our workplace. Last month, JetBlue Airways pilots filed authorization cards with the National Mediation Board to hold an election for ALPA representation. Without organization, JetBlue pilots aren't able to negotiate the terms of their employment. With the vote taking place in April, it is up to every JetBlue pilot to cast his or her ballot in favor of labor's organizing.

On a similar note of enhanced capital through unity, pilot leaders from Air Wisconsin, American Eagle (Envoy), Atlantic Southeast, Compass, Endeavor, ExpressJet, Mesa, Piedmont, and Trans States came together for ALPA's Small Carrier Bargaining Forum and Fee-for-Departure Meeting (see page 23). Participants drew on our union's eight decades of know-how to

set goals and plans to enhance their jobs and their careers and listened to briefings in every area from 2014 airline industry performance projections to the effects of implementing FAR Part 117 to the Affordable Care Act.



As evidence of the gains from ALPA sharing its capital in the area of security, we took more action this month in helping to counter the serious safety threat posed by laser attacks on aircraft by joining with the FBI and the FAA. You can read more on page 28 about how ALPA's helping to lead a campaign across 12 U.S. cities to raise public awareness about the threat of laser attacks. From Albuquerque, N.M., to Washington, D.C., and cities throughout the country, ALPA is building on its successful call to federal lawmakers to make laser illuminations of aircraft a specific federal crime—it's now punishable by a fine of as much as \$250,000 and as much as five years' imprisonment.

In another ALPA security milestone, ALPA, the Transportation Security Administration, and Airlines for America opened the 35th Known Crewmember (KCM) security checkpoint at

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Piedmont Triad International in Greensboro, N.C., last month (see pages 19 and 37). The success of this critical enhanced security program is a tremendous tribute to our union's connections across the industry, and the acknowledgement of airline pilots' responsibility and background pays dividends in shorter lines for passengers and a more secure air transportation system. Look for regular updates in upcoming issues of *Air Line Pilot* for more progress on the expansion and continued growth of the KCM program.

Finally, no other event showcases ALPA's enormous capital quite like our annual Leadership Training Conference, at which representatives from every pilot group across the union have the opportunity to not only learn the latest on our work, but become integral pieces of the process to protect our profession. Read more about your newest elected reps in the April issue.

However you define it, capital organizes at ALPA like nowhere else. 🌐

Donald Lee Moak
Capt. Lee Moak, ALPA President