

Airline Training Program Outline

May 3, 2023



I. Railway labor Act: Group A – RLA History, Structure and Bargaining Process (Luby, Esposito, Dowling)

A. History

- The Great Railroad Strike of 1877
- WWI and Federal takeover of the Railroads
- Failed government legislation pre-RLA
- “Then you do it”: Labor-management negotiated compromise of the RLA 1926
- Key Amendments

B. Structure

- Framework intended to promote stable labor relations via a comprehensive framework for resolving disputes
- 3 main types of disputes
 - o Making agreements
 - o Interpreting agreements
 - o Representational issues
- Role of the NMB
- Role of the Courts

C. Bargaining Process

- Process Outline
 - o Direct
 - o Mediation
 - o Release (Proffer of arbitration)/Cooling off period
 - o Self-help/PEB
 - o Self-help/Congressional action
- How bargaining works in practice
- Timelines

Unique Characteristics of the RLA

1. System Wide Crafts or Classes
2. Contracts Do Not Expire
3. Major/Minor Disputes – no ULPs
4. Mediation – almost interminable

Contrasts with Railroad Arbitral Practices

- National Railroad Adjustment Board (“NRAB”)
 - 34 members comprised of the parties they represent
 - 4 divisions based on craft or class
 - Enforceable in court – Extremely limited ability to overturn
- Public Law Board (“PLB”)
 - 3 person Board (Arbitrator)
 - Mandatory participation at request of either party
 - NMB pays
 - Same enforceability
- System Board of Adjustment (“SBA”)
 - By agreement of the parties
 - Purely voluntary
 - Same enforceability
 - “Party Pay Boards”
 - Used for issues outside jurisdiction of NRAB such as protective disputes

GROUND EMPLOYEES

Mechanic and Related:

mechanics and ground crew who wash and clean aircraft, fuel, clean and maintain interior of aircraft, maintain cabin service equipment, air conditioning, and plant maintenance, planners, maintenance controllers, quality assurance consultants and others.

Fleet Service:

loading and unloading aircraft of baggage, mail, company material, buffet or food supplies, delivering baggage or freight, operating ramp equipment, motorized ground equipment and sometimes fueling.

Customer Service (or Passenger Service):

Reservations, customer service agents, gate agents, ticket agents, skycaps, frequent flyer programs – anything where the essence is customer contact.

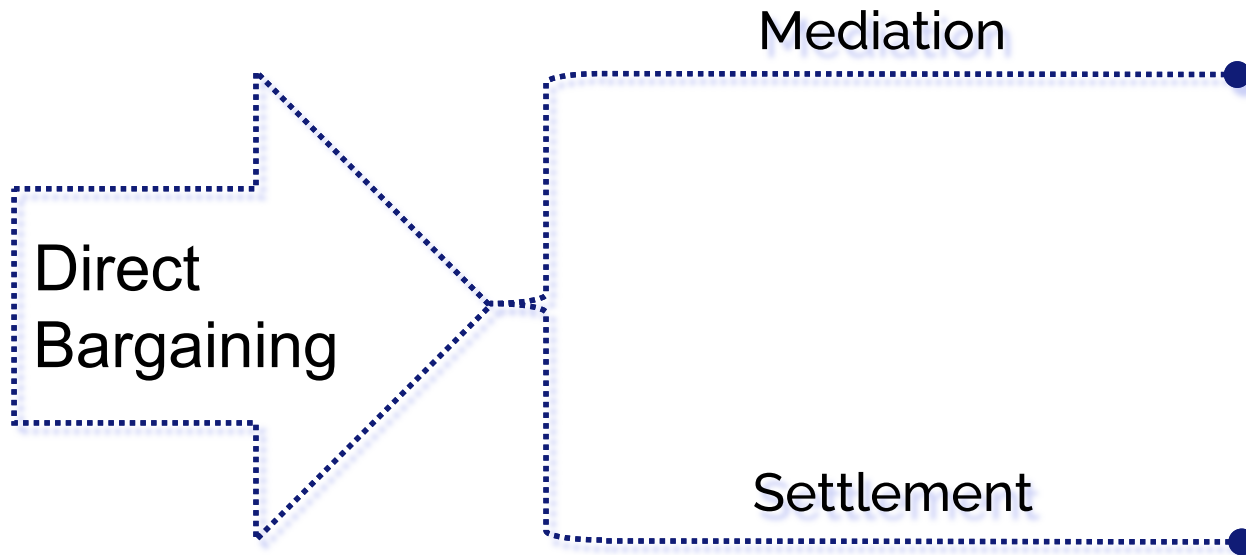
Dispatchers:

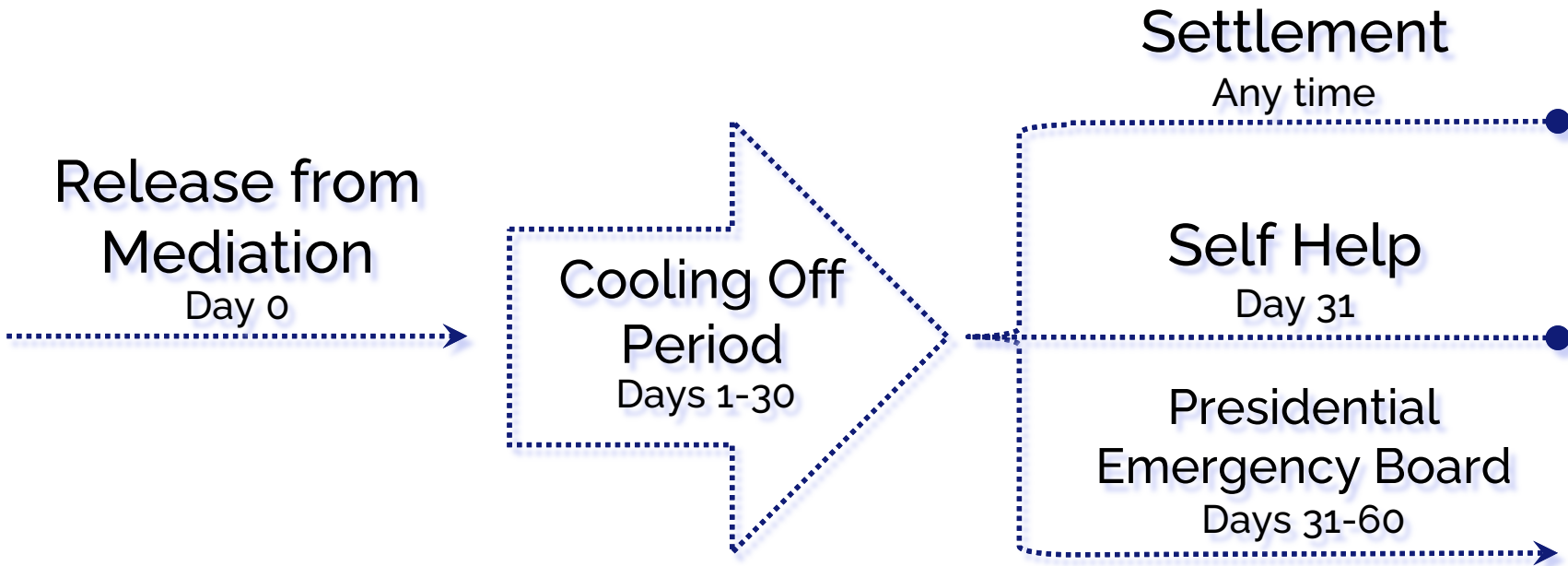
certified by the FAA to release aircraft and monitor their position in flight and non-certified employees in related functions such as assistant dispatchers

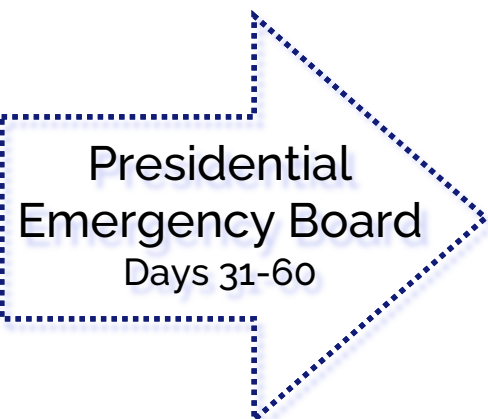
National Mediation Board

Bargaining Process Explained

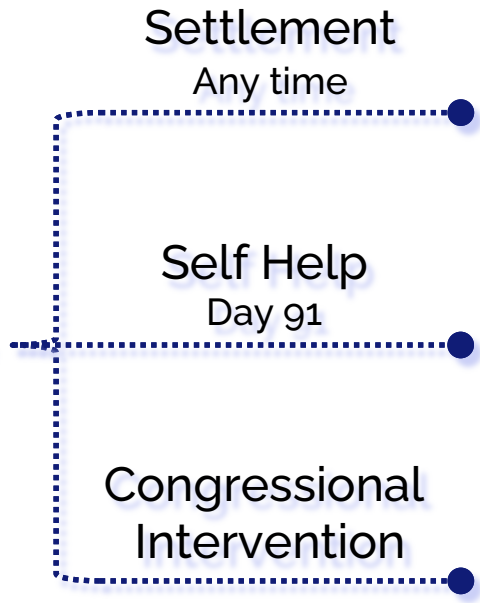
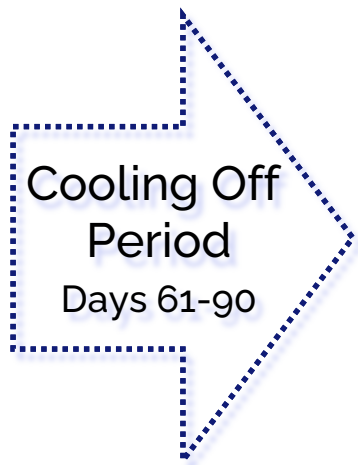








PEB Issues Rec
Day 60





AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

Pilot Scheduling Overview for NAA

Jeff Nooger

Sr. Scheduling & Work Rule
Analyst,
Economic & Financial Analysis Dept.
Air Line Pilots Association,
International

May 3, 2023



Contract Sections Involving Scheduling

Section Titles differ based on the individual Contract

- Definitions
- Pay/Hours of Service
 - Minimum Guarantees
 - Deadheading
- Staffing / Allocation, Assignment and Scheduling of Flying
 - Filling of Vacancies
 - Leaves / Leaves of Absence
 - Vacation
- Crew Scheduling / Daily Operations / Reserve Assignments



Pay / Hours of Service

Pilot Pay Methods

- **Salary**
 - Monthly set amount
 - May have overtime processes
- **Hourly with Credit**
 - Most airlines hourly
 - Credit (by other names: **synthetic/soft time**)



Pay / Hours of Service (cont'd)

Scheduled versus Actual

- Higher of Planned versus Actual flown by:
 - Legs / Segments
 - Day
 - Trip / Pairing / Rotation / Blocks / Pattern
 - Month



Pay / Hours of Service / Minimum Guarantees

- **Minimum Pay Guarantees (Line Holder, Reserve)**
 - **Monthly Guarantee / Line Guarantee / Bid Period**
 - Minimum pay per month
 - **Daily / Duty Period Guarantee**
 - Minimum pay per day (example; 4 hours for each day on duty)
 - **Minimum Days Off**



Pay / Hours of Service / Additional Credit Hours

Hourly with Credit (Rigs)

- **Duty Rigs / Duty Pay (Credit / Time on Duty)**
 - Start of duty to end of duty; each duty period
 - Minutes /Hours
 - example; 1 hour credit for 2 hours on duty (1:2)



Pay / Hours of Service / Additional Credit Hours (cont'd)

Hourly with Credit (Rigs) (cont'd)

- **Trip Rigs / Trip Ratios**
 - Full trips time away from base including start of duty to end of duty
 - the number of minutes of pay and credit derived by dividing the greater of the scheduled or actual minutes during the trip hour period by the Trip Rig denominator
 - example; 1 hour credit for 3.5 hours of entire trip duty (1:3.5)

Pay / Hours of Service / Additional Credit Hours (cont'd)

Additional Pay or Various Pay Processes (Hourly or Hours per Day)

- Night / WOCL
- International
- Premium Pay
- Repositioning
- Dead Head (DH) rules
- Training (Hours per Day)
- Vacation (Hours per Day)
- Deviations / Reassignments
- Sick List

Sometimes Pay no Credit!

Pay / Hours of Service

Hours of Service

- Reserve (value of a day)
 - Long call, Short call, field standby
- FARs / CARs / Contractual
- Monthly and Yearly Maximum
- On Duty and Rest
- Dead Head
- Duty Time Extensions
- Notification and Contact



Staffing / Filling of Vacancies / Allocation, Assignment and Scheduling of Flying



Staffing

- **Flight Crew Planning**
 - **Base / Domicile Staffing**
 - Opening & Closing new Positions
 - Vacancies and Displacements / System Bidding
 - Pay Protection
 - TDY
- **Rosters and Seniority Lists**
- **Leaves / Leaves of Absence**
 - Medical / Sick (SLOA), Military (MLOA), Family (FLMA), Company Offer (COLA), Personal



Staffing / Allocation, Assignment and Scheduling of Flying

- **Scheduling of Training (Recurrent / Transition)**
 - **Recurrent Training Bidding (RTB) and/or Assignment of Recurrent Training (6/12 - OR 9/18 - month process)**
 - **Prior to the monthly scheduling preferencing**
 - **Bidding or Assignment of Transition Training (change in equipment and / or seat)**

Staffing / Allocation, Assignment and Scheduling of Flying

■ Vacation

- Accrual
- Timelines
- Vacation dates or predetermined periods
- Annual vacation bidding and Awarding Process
- Monthly Vacation Bidding, Trading and Awarding Process
- Close in Vacation Drops and Modifications

Staffing / Allocation, Assignment and Scheduling of Flying

Construction of Pairings / Trips / Blocks / Rotation-Building

- **FARs / Contract Rules / Buffers**
 - Pay caps
 - Duty Rigs and Trip Rigs
 - Flight and Duty Limits
 - Buffers (extra time)
- **Company Optimizers used to reduce costs**
 - Costs = Pay Credit, Layovers time / Hotels / DH
- **Versus ALPA desire for Quality of Life and Minimize Fatigue**

Staffing / Filling of Vacancies / Allocation, Assignment and Scheduling of Flying



Construction of Pairings

Legs Optimized into Pairings

Trip Display

123456789012345678901234567890												D3015		BASIC	
												X			
DAY	EQP	DH	FLT#	DPT	ARV	DPTR	ARVL	L/O	FTM	ACM	DTM	D/C	MAX	AUG	WOCL
1	75B		627	DEN	EWR	0813	1400	3.00	3.47	3.47					
	75B		1180	EWR	ORD	1700	1832	19.30	2.32	6.19	10.34				
2	75A		1836	ORD	LAX	1402	1632	1.10	4.30	4.30					
	75A		750	LAX	DEN	1742	2110		2.28	6.58	9.08				

T/D- 2 Bid-13.17 FTM-13.17 TMA-38.12 INT- NTE- T/C-

Trip Display

123456789012345678901234567890												D1395		BASIC	
												X			
DAY	EQP	DH	FLT#	DPT	ARV	DPTR	ARVL	L/O	FTM	ACM	DTM	D/C	MAX	AUG	WOCL
1	20S		745	DEN	PDX	1900	2040	14.20	2.40	2.40	3.55		12.00		
2	20S		679	PDX	ORD	1100	1658	2.02	3.58	3.58					
	20S		1101	ORD	BDL	1900	2202	20.08	2.02	6.00	9.02		14.00		
3	19S		2074	BDL	ORD	1810	1943	1.32	2.33	2.33					
	20S		824	ORD	IAH	2115	0005	11.50	2.50	5.23	7.55		12.00		
4	19S		2017	IAH	SAT	1155	1258	1.07	1.03	1.03					
	19S		2024	SAT	IAH	1405	1504	1.16	0.59	2.02					
	19S		1947	IAH	ATL	1620	1928	0.42	2.08	4.10					
	19S		1216	ATL	DEN	2010	2135		3.25	7.35	11.40		13.00		

T/D- 4 Bid-21.40 FTM-21.38 TMA-75.50 INT- NTE- T/C- 0.02



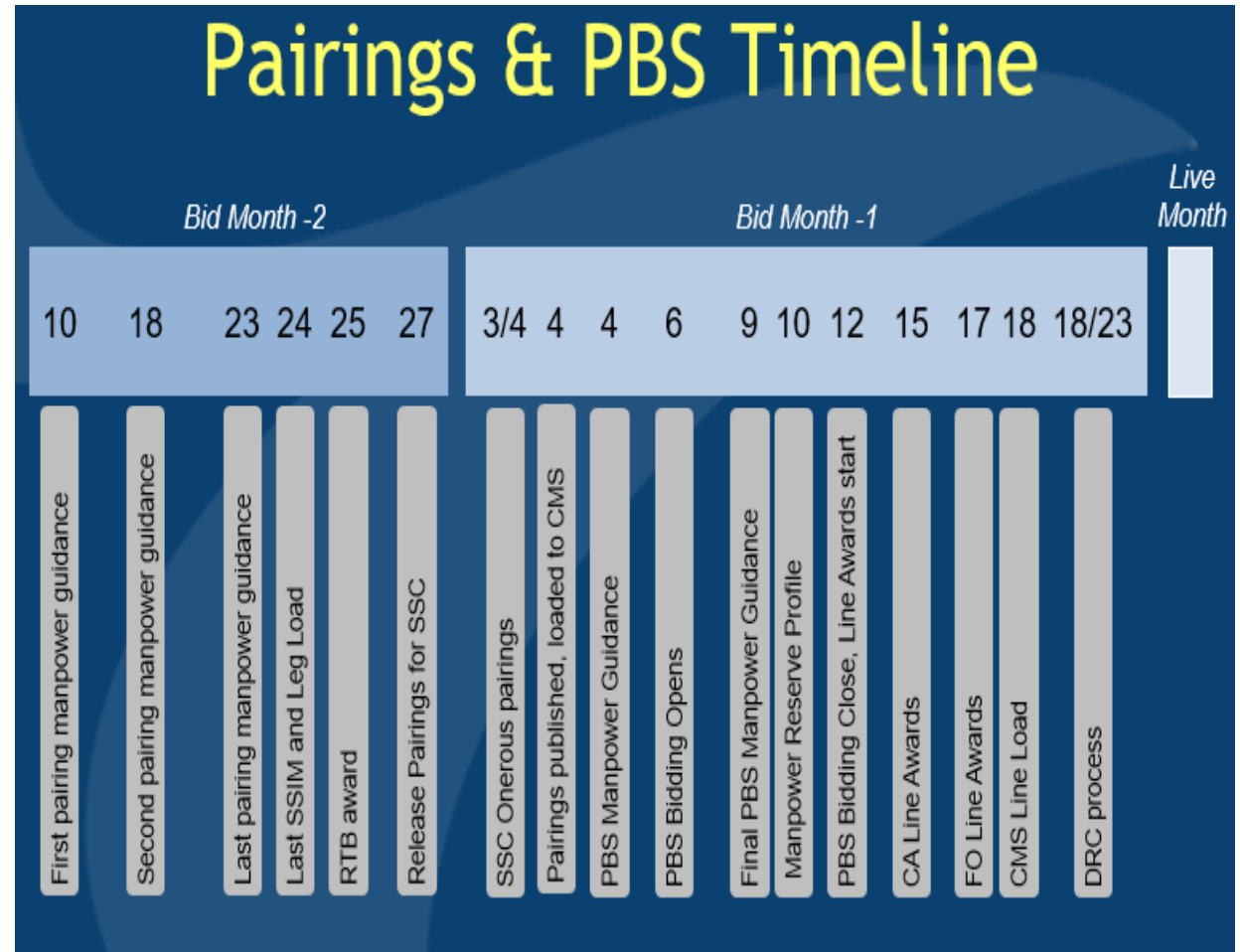
Staffing and Duty

Advancement in Fight Time Duty Time (FTDT) Rules (FAR 117)

- **Fatigue**
 - **Flight Duty Period (FDP)**
- **Fatigue Review Committee / Board / Panel**
- **Fatigue Risk Management System (FRMS)**
 - **FAR 117 Exemptions**
 - **Ultra-Long Haul (ULH) (over Prescribed FAR 117 Flight Duty Periods (FDP))**
 - **Other Operations outside prescribed FAR 117**

Staffing / Allocation, Assignment and Scheduling of Flying

- Monthly Bidding
 - Timelines
 - From segments to Live schedules
 - Bid Months / Blocks
 - Monthly
 - 30 / 31 days
 - 28-day Blocks
 - Sometimes 56 or 84 days



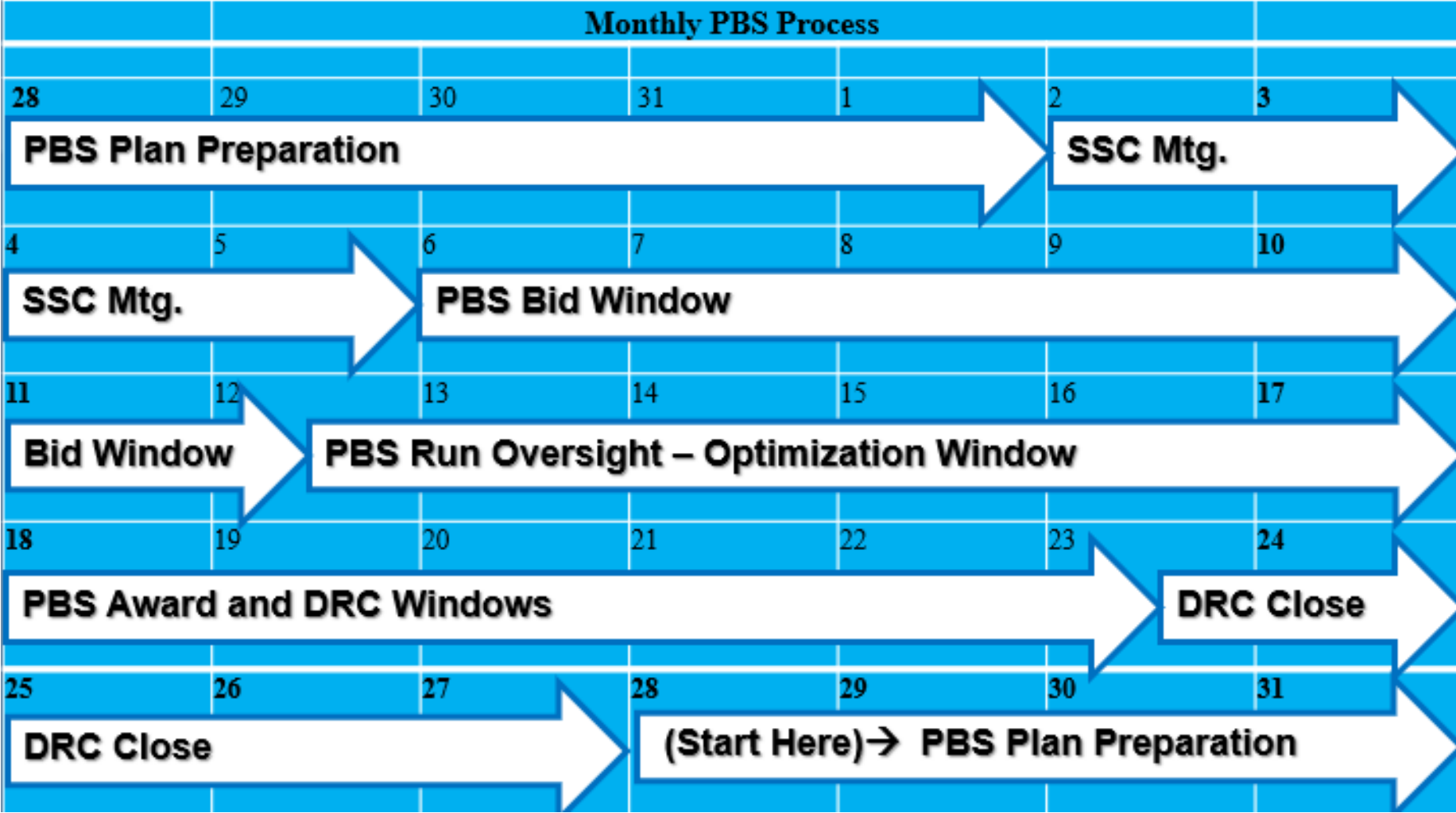
Staffing / Assignment and Scheduling of Flying

Monthly Schedule Bidding/Rostering (Line Construction and Bidding/Preferential Bidding System (PBS))

- Line-holders / Reserves
- Seniority based or fair share
- Pilot preference bid
- Award lines
 - Vacation, Training / IOE, Leaves, Sick List, etc..



Staffing / Filling of Vacancies / Allocation, Assignment and Scheduling of Flying



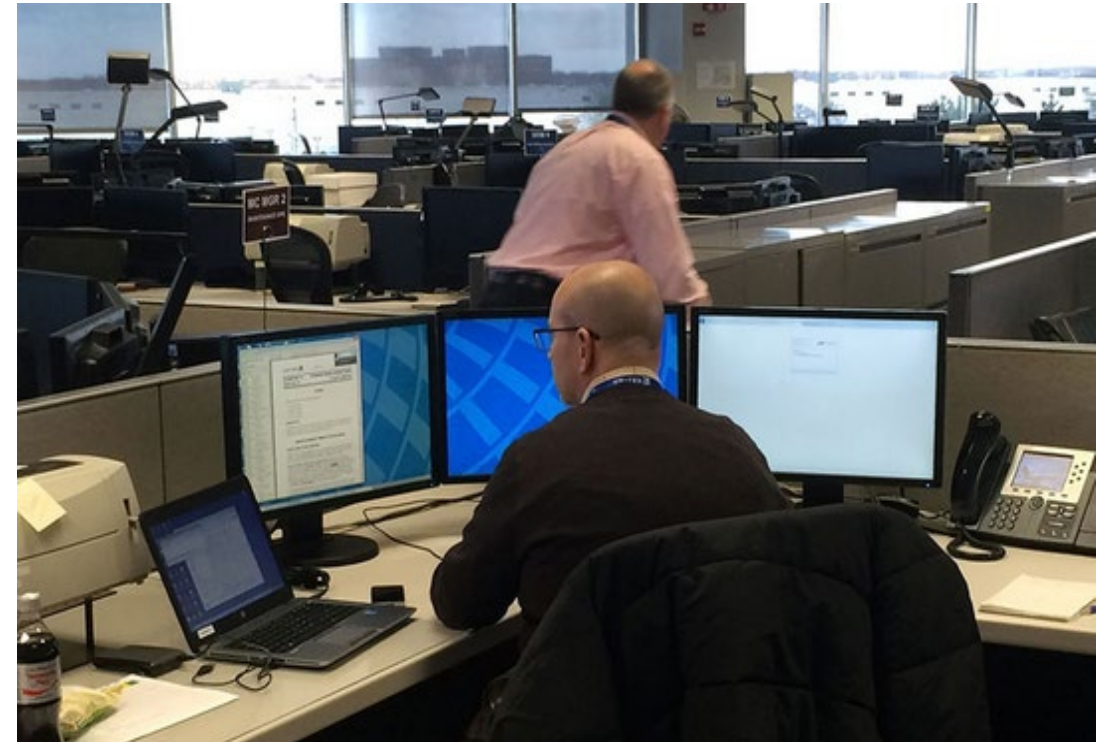
Crew Scheduling / Daily Operations / Crew Desk (CD)

- Reserve Assignments
 - Long Call / Short Call
 - Reserve Availability Periods (RAP)
 - Reserve Duty and Limits
 - Order of Assignment and Call Outs
 - Training and Line Operating Experience (LOE), Landing Currency



Crew Scheduling / Daily Operations / Crew Desk (CD)

- Line Holder Reassignments / Deviations / Cancellations
- Pay Discrepancies for Crew Desk Assignments and Reassignments
 - Process for pay resolutions



Crew Scheduling / Daily Operations / Crew Desk (CD)

- Pilot Initiated *Schedule Modification* (Software Program or manually done with the CD)
 - Pilot to Pilot Trip Trades
 - Pilot Pickups / Drops / Trades





Questions?



AIR LINE PILOTS ASSOCIATION, INTERNATIONAL

US Airline Mergers from 1970-2020

