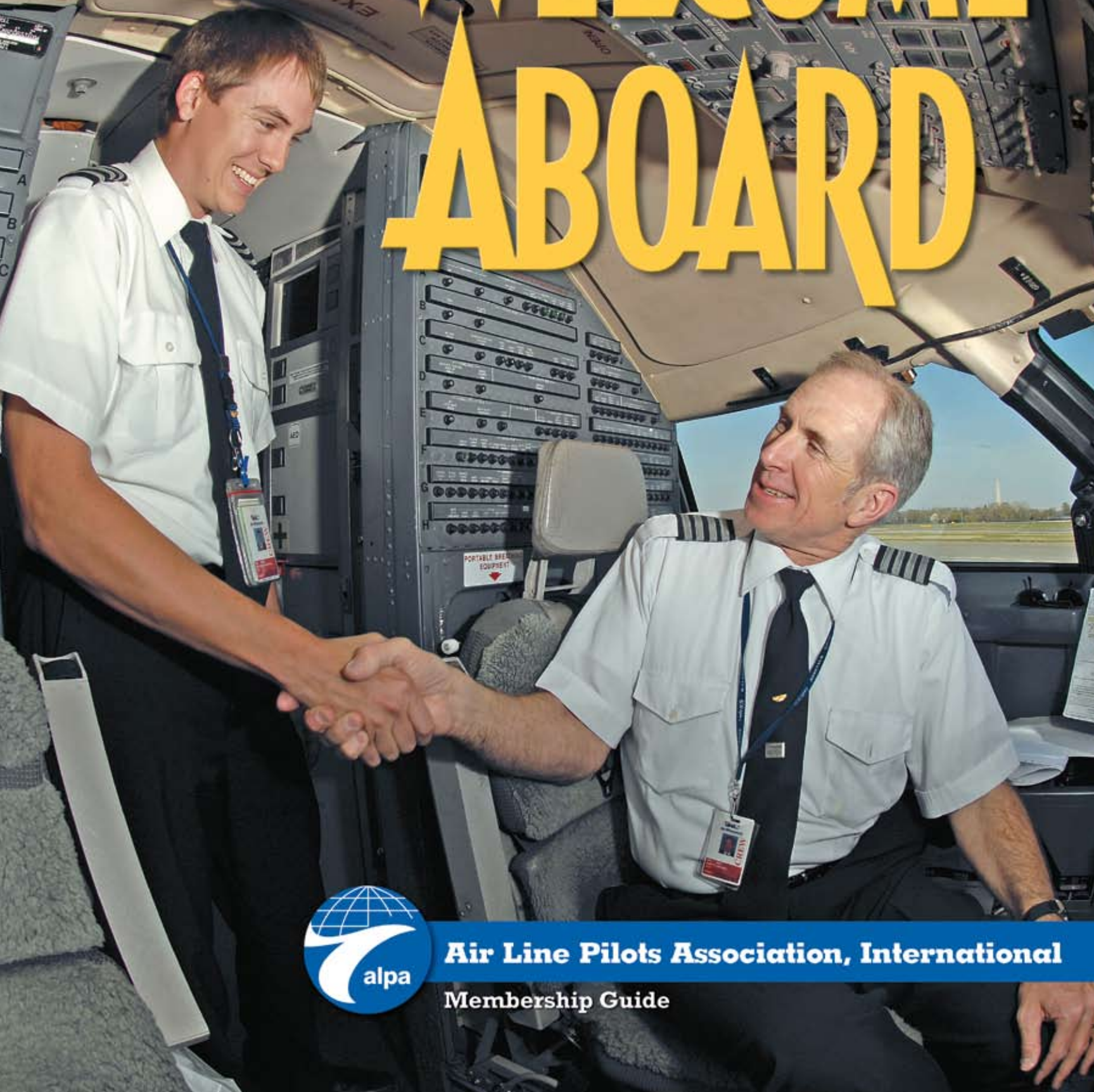


WELCOME ABOARD



Air Line Pilots Association, International
Membership Guide



Mission Statement

The mission of the Air Line Pilots Association is to promote and champion all aspects of aviation safety throughout all segments of the aviation community; to represent, in both specific and general respects, the collective interests of all pilots in commercial aviation; to assist in **collective bargaining** activities on behalf of all pilots represented by the Association; to promote the health and welfare of the members of the Association before all governmental agencies; to be a strong, **forceful advocate** of the airline piloting profession, through all forms of media, and with the public at large; and to be the ultimate **guardian and defender** of the rights and privileges of the professional pilots who are members of the Association.

—ALPA Board of Directors



(From left) Capt. Randy Helling, Capt. Sean Cassidy, Capt. Lee Moak, and Capt. William Couette

Welcome

On behalf of all ALPA members, welcome to the Air Line Pilots Association, Int'l, the largest pilots union in the world and the most powerful pilot advocate for representational and safety issues in the airline industry. This guide provides a brief summary of the vast resources available to you as an ALPA member. We look forward to representing you.

Capt. Lee Moak, President

Capt. Sean Cassidy, First Vice President

Capt. William Couette, Vice President–Administration/Secretary

Capt. Randy Helling, Vice President–Finance/Treasurer





*Led by United Captain Dave Behncke,
24 “key men” met in secret to form a new union.*

Introduction

Introduction

During the early days of commercial air travel, being an airline pilot was one of the most hazardous and poorly paid jobs available. Pilots were routinely pushed to fly under dangerous conditions just to keep their airliners on schedule, and incidents and accidents were commonplace. Recognizing that they could accomplish more by standing together, a determined and visionary group of pilots decided to act on behalf of an entire profession.

Twenty-four “key men,” led by United Capt. Dave Behncke, secretly convened in Chicago on July 27, 1931, to establish the Air Line Pilots Association. Since that fateful day, ALPA has spearheaded countless groundbreaking airline safety and security initiatives, negotiated better pay and working conditions, and improved the lives of generations of airline pilots.

Despite this success, ALPA’s accomplishments came at a cost. A majority of the Association’s founders perished in airline accidents, and reasonable wages, benefits, and working conditions were hard fought, taking years of negotiations and successive contracts to finally materialize. But pilots committed their time and, with tenacity and perseverance, have prevailed. For nearly a century, ALPA has strived to protect and advance this valued profession and the industry it supports ... and that effort continues.

ALPA is an organization for pilots run by pilots, with a structure that encourages member group independence,

flexibility, and individual input. Together with a seasoned professional staff, a committee structure that offers direction and support, and the pooled resources of pilots from dozens and dozens of airlines, these characteristics set the Association apart from any of its representational alternatives.

This booklet provides you with an overview of the ALPA organization and the advantages it offers. ALPA membership gives you a legitimate voice at your workplace and within your profession. Members sometimes report that they do not fully realize the value the Association affords until they are confronted with a serious event or situation that compels them to rely on one of their union’s many specialized services.

ALPA wings represent an organization that has revolutionized our profession and will continue to accomplish great things through effective, determined leadership and strong, engaged members. We’re proud of this heritage and encourage you to become a part of it.

Read on and learn more about how ALPA resources, knowledge, experience, clout, and special access within the industry make the Air Line Pilots Association, International, the voice of airline pilots in the U.S. and Canada, and your only real choice for professional representation.

—ALPA Membership Committee



Canadian Labour Congress

Congrès du travail du Canada





How will ALPA support me if I'm involved in an accident/incident while line flying?



Air Safety



Air Safety

One of the most important resources available to ALPA members is the Worldwide Accident/Incident Hotline. If an ALPA pilot is involved in an accident or time-critical safety or security incident, a quick call to this number sets in motion an elaborate network of Association resources to provide the pilot with all of the support he/she requires. Staffed by the Association's Engineering and Air Safety Department, the Hotline is a single point of contact that's available from anywhere in the world, at any time.

When a call is initiated, staff will discuss the event with the pilot; offer initial advice on how to deal with company and local and federal officials; and (as necessary) initiate consultations with contacts from the pilot group's Safety or Security Committee, ALPA Legal and/or Representation, the Critical Incident Response Program, ALPA Communications, and any other ALPA resource that plays an important role in accident/incident response.

That support network continues to provide assistance to the pilot in the days following the event. In the case of an accident, for example, the Association stands by the pilot throughout the entire National Transportation Safety Board/Transportation Safety Board of Canada investigative process. Investigations can take months or years to complete. ALPA provides technical, logistical, and other support to a pilot group's participation in the investigation from the day of the event until the final disposition by the NTSB or TSBC.

"No other organization in North America has the expertise coupled with an all-encompassing response mechanism to support a pilot who has just experienced an accident or serious incident anywhere in the world. ALPA's services stand alone."

— Capt. Don Wykoff
ALPA's Flight Time/Duty Time Chairman



Assistance from **ALPA's Air Safety** structure is not limited to high-visibility, dramatic events like accidents. Several times every day, an ALPA pilot calls the Engineering and Air Safety Department with a safety, security, or human performance-related issue.

The topics range from suggestions about how to improve an airline's safety or security to problems with aircraft equipment or procedures or ATC practices. However, Engineering and Air Safety also gets the call when an airplane skids off the runway or runs into another airplane on a crowded ramp, when members are concerned about alleged violations of flying regulations, or when they have flight/duty-time questions.

A phone call sets in motion an inquiry to address the issue, tapping into the expertise of the member's pilot group, an ALPA committee, department staff, or an advocate in the global airline industry, to help the ALPA pilot work with the appropriate resources.

You can reach the ALPA Engineering and Air Safety Department during business hours (M–F, 0830–1730 ET) at 800-424-2470. Contact the ALPA Worldwide Accident/Incident Hotline 24 hours a day at 202-797-4180 or 703-892-4180. Collect calls are accepted. This information is printed on the orange card inserted in this brochure and perforated for carrying in your wallet.



Will ALPA stand by me if I am challenged for exerting Captain's Authority in a sensitive situation? ▶▶▶

Legal



Legal

When management or other agents push pilots into actions that go against our professional judgment, we call on Captain's Authority—one of our most valuable tools. U.S. and Canadian laws and regulations confirm that the recognized pilot-in-command has full responsibility and final authority for the safe operation of an aircraft. However, during this era of heightened-security consciousness, pilots must make decisions quickly, sometimes with insufficient data, which can result in incidents that lead to public outcries and knee-jerk lawsuits.

That's when ALPA's Legal Department pulls out all the stops to defend members who may be challenged by their management, the FAA, or the courts. ALPA stands ready to defend both its safety and security standards and pilots' judgment in challenging situations.

Regardless of the number of stripes on your lapel or your years of service, as an ALPA member, you have the full resources and backing of the Association in supporting your professional decisions and actions.

“My drug test was a false ‘positive,’ and ALPA helped clear my name. . . . There is no way I could have fought this on my own. All of ALPA’s resources, including the ALPA Aeromedical Office and Legal Department, were crucial to my being vindicated. The best part is that every second of help that I received . . . was included in my membership benefits.”

— F/O Margaret “Rosalind” Heinemann



The **ALPA Legal Department** is an internal law office of attorneys, paralegals, and other staff well versed in all areas of labor and aviation law. Dedicated exclusively to the interests of the union's pilots, it advocates for individual member pilots and the whole Association in legal matters that affect the piloting profession.

Acting in concert with the Representation Department, attorney areas of expertise include:

- U.S. and Canadian labor laws, including member rights under the Landrum-Griffin Act in the United States and the Canadian laws and regulations that contain similar requirements and protections.
- Federal aviation regulations.
- Airline safety and aircraft accident litigation.
- Department of Transportation regulatory aviation issues.
- International issues, such as those posed by code-sharing and similar business arrangements, including negotiations between the U.S. and Canada and other countries on international air transport rights.
- Employee benefits.
- Drug and alcohol testing.

Department lawyers also represent the Association's interests during litigation in federal and state courts, in proceedings before federal and state agencies, and in selected arbitrations.



What can ALPA do for me if there's a problem with my medical certification?

Aeromedical

Aeromedical

Picture this: your latest physical reveals a medical condition that the FAA or Transport Canada must address before you can return to the cockpit. Who do you turn to for help? As an ALPA member, a quick call to the Association's Aeromedical Office in Denver, or the Aeromedical consultant in Toronto, will connect you with a staff physician who can initiate a file on your case. Your staff physician acts on your behalf, leading you every step of the way in resolving your issue, whether it requires a simple administrative fix, evaluation from a private physician, or a referral to a specialist acquainted with aviation medicine principles.

The manner and promptness with which you provide requested information can sometimes affect whether you are able to retain your medical certificate, so if you have an issue or concern, we encourage you to act as soon as possible. The Denver Aeromedical Office has a long-standing relationship with the FAA's Medical Certification branch in Oklahoma City and can expedite required processes and requests for information. The Toronto Aeromedical consultant has a similar rapport with Transport Canada and stands ready to assist you.

ALPA's Aeromedical service also answers questions and provides guidance and direction on proper medical phraseology when completing medical applications and when ensuring proper compliance if taking prescription drugs. This service can be particularly important if a prescribing doctor is not thoroughly familiar with FAA or Transport Canada policy.

Aeromedical services address any medical problems that affect an ALPA pilot's health, welfare, employment, or disability. The pilot members of the ALPA Aeromedical Committee work in conjunction with the Aeromedical Office to keep members apprised of airline pilot health issues; assist pilots barred from flying for health reasons; and monitor aircraft and cockpit design for issues that may affect a pilot's health, comfort, and ability to perform the job.

"ALPA's Aeromedical Department experts processed all my paperwork and got me back in the cockpit months sooner than if I had gone it alone."

—First Officer Tom Cornwell



MEMBER BENEFIT PLANS (U.S.)

Protecting ourselves from the consequences of illness or accidents is essential to safeguarding piloting careers and livelihoods. ALPA offers a comprehensive selection of Member Benefit Plans—insurance programs that have been carefully crafted by pilots for pilots, focusing on the specific needs of our profession.

In particular, Loss of License is unique in the world of disability insurance, because it specifically protects you against conditions that would prevent you from flying but not necessarily from attaining other employment—for example, if you are diagnosed as an insulin-dependent diabetic.

The booklet in the back of this brochure—“ALPA Insurance Plans: By Pilots for Pilots”—gives you an overview of all of ALPA's pilot insurance plans. They are meant to supplement your company's plans, but may be portable if you change employers or are furloughed.

These voluntary benefits are procured, administered, and serviced by ALPA's Membership and Council Services Department as directed by ALPA's Retirement and Insurance Committee and VEBA Board. For more information, call 1-800-746-ALPA or e-mail insurance@alpa.org.

"When I injured myself and couldn't work for an extended period, ALPA's Short-Term Disability coverage worked with my sick leave to protect my income. Not having to worry about my finances made it much easier to heal!"

—Captain Steve Hebert



What will ALPA do for me if my company disciplines me unfairly or forces me to fly in violation of our collective bargaining agreement?

Representation



Representation

As pilots we work in an environment with rules and procedures that ensure the safe and standardized operation of our aircraft, air space, and airports. Our collective bargaining agreements also provide for mutually agreed-upon rules and procedures, and when disagreements with management occur, ALPA is there to uphold your rights.

If you believe the terms of your contract have been violated, first contact your status representative, who will help you approach your employer to ask for redress. If that's unsuccessful, your council's Grievance Committee chairman will file a grievance for you. If your grievance is grounded in a justifiable interpretation of your collective bargaining agreement, your contract administrator—an ALPA attorney assigned to your pilot group and fully versed on your contract—will take you through the grievance process as far as it needs to go, from the chief pilot to the System Board of Adjustment, if necessary. In Canada, the process further extends to include enforcement of workplace rights, statutory or otherwise.

Whether your dispute is with your company's management regarding your job performance, the governing agencies on licensing or aeromedical matters, or a litigator in the wake of an accident or incident, ALPA Representation will support you, keeping you fully apprised of what it will take for a successful case.

“ALPA Representation assists pilot groups with training, organizing, strategic planning, collective bargaining, and contract enforcement. With these services, pilot groups can manage their affairs as they see fit.”

—Capt. John Gustafson
Collective Bargaining Committee



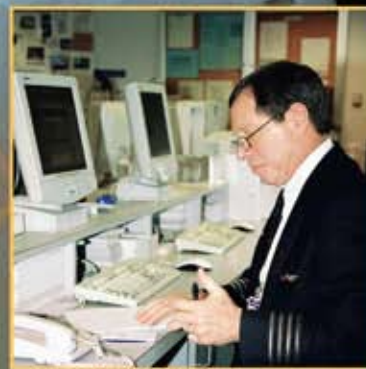
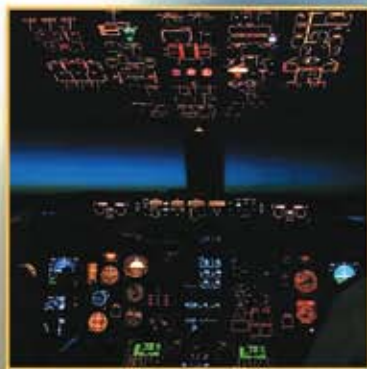
ALPA's Representation Department

has the largest professional staff in the Association because of the wide scope of its activities on behalf of pilot members, both union-wide and individually. Representation:

- Supports and monitors the collective bargaining process from beginning to end.
- Provides professional negotiators to work with pilot negotiating committees.
- Works to enforce collective bargaining agreements once they have been signed.
- Represents individual pilots on matters ranging from contract grievances to government administrative actions, aeromedical cases, drug and alcohol issues, and regulatory authorities' incident and accident investigations.
- Hosts collective bargaining seminars and offers an annual seminar on grievance and system board procedures, as well as an annual negotiations training seminar for ALPA's represented pilot groups.

What do I do if I think my contractual rights are being violated?

If you at any time believe that your negotiated rights and benefits are being violated, contact your local council representatives and explain the situation at hand. The guidance that you will receive is dependent on the situation, and they will recommend the appropriate course of action for you.



How can ALPA support a member having personal or professional difficulties?

Pilot Assistance



Pilot Assistance

The ALPA Pilot Assistance Committee charge is multifaceted, as it also coordinates activities for the Association's Aeromedical (see Aeromedical tab), Critical Incident Response Program (CIRP), Human Intervention and Motivation Study (HIMS), and Professional Standards Committees. Pilot volunteers keep all of these important ALPA functions running in consultation with ALPA's professional staff.

Pilot Assistance representatives address all aspects of a pilot's health and well-being. ALPA trains the pilot volunteers who help their fellow pilots get back to flying the line. The various branches provide confidential guidance and advice to pilots experiencing difficulty with any aspect of their professional or personal lives that may affect job performance or professionalism.

"Pilot Assistance disciplines address member needs on a professional performance, health and welfare, and, when necessary, rehabilitation level. A network of trained peers, physicians, and other professional caregivers respond to health problems, drug and alcohol addiction, post-traumatic stress disorder, interpersonal problems in the cockpit, and a host of other issues. Pilots get the help they need from individuals who understand what they are experiencing, so that they can return to the cockpit as productive flightcrew members."

—Capt. Jerry McDermott
ALPA Pilot Assistance Committee



HUMAN INTERVENTION & MOTIVATION STUDY

Supports and guides pilots whose careers are threatened by substance abuse; helps pilots get treatment for themselves or a fellow pilot so they can return to the cockpit.

"HIMS fosters airline safety. The program is key to facilitating proper assistance for individuals who are desperately in need of help."

—Capt. Dana Archibald
ALPA HIMS Committee

PROFESSIONAL STANDARDS

Provides pilot volunteer intervention and mediation for problems of a professional or ethical nature to ensure a safe operating environment; attempts to resolve conflicts between pilots or with other airline personnel without management involvement and in strict confidence.

"Pilots who come to us often have problems of a professional or ethical nature. Our volunteers make every effort to address these concerns and resolve conflicts between two parties without management involvement. A phone call to ALPA's Professional Standards Committee just might save a pilot's career, if not the pilot's life."

—Capt. John Rosenberg
ALPA Professional Standards Committee

CRITICAL INCIDENT RESPONSE PROGRAM (CIRP)

Trains pilot and family peer support volunteers to help flightcrew members and their families deal with and recover from the traumatic effects of an accident or incident.

"Experiencing an accident or serious incident can affect pilots in a variety of ways. CIRP representatives anticipate these responses to help ALPA members get as much or as little assistance as they need. Volunteers include pilots who have had similar experiences and understand firsthand how post-event pilots may be responding."

—F/O Louise Cullinan, ALPA CIRP



What will ALPA do for me if negotiations are breaking down and my pilot group has authorized a strike if it comes to that?

Communications

Communications

Communications are central to all ALPA goals because members need to be able to make educated decisions to provide their elected representatives with the feedback necessary to plot the Association's course. During collective bargaining and other critical member campaigns, pilot leaders and negotiators are actively engaged. ALPA's Strategic Preparedness and Strike Committee, or SPSC, works with these individuals, providing them with practical support systems to keep their members and families in the loop.

The SPSC offers guidance and serves as a repository for previous ALPA campaigns, allowing pilot groups to benefit from previous Association experiences. Programs like Family Awareness help to keep pilots and their families apprised of campaign progress by organizing unifying rallies and gatherings. Pilot-to-Pilot Committees prepare a special corps of pilots to make face-to-face contact with other members, to quell rumors, to share the latest information, and to gather pilot input.

ALPA's Communications Department and pilot communications volunteers work with each pilot group's Master Executive Council (MEC) to draft strategic plans. Armed with a full array of communications tools—blast e-mails, secure websites, social networking tools, web- and podcasts, informational DVDs, voice mail, newsletters, conference calls, and meetings—an ALPA MEC can ensure that it is truly acting on behalf of its pilots.

Although ALPA MECs fund normal communications from regular operating budgets, ALPA's Major Contingency Fund, or "war chest," allows pilot groups to shift contract negotiations and other critical campaigns into high gear.

"Communications is essential to everything we do as a pilot group. Only by keeping our members educated and informed, and listening to their concerns, can we truly represent their interests."

— Capt. Sean Creed
Spirit Airlines Master Executive Council Chairman



The **ALPA Communications Department** and its pilot volunteers are at the heart of this union's unity in both prosperous and lean times. Communications serves the whole range of ALPA's representational structures and committees. It provides:

- Coordination, editing, design, and printing of publications, from council meeting notices to substantial newsletters, as well as a large variety of graphic materials.
- Multimedia productions, including video presentations, the ALPA website, and the FastRead e-mail newsletter, to get the word out fast on safety, security, negotiations, political, and other events that affect pilots' lives.
- *Air Line Pilot* magazine, 10 times a year, featuring union and industrial issues, and safety, technical, and historical information.
- Media specialists who promote the distribution of ALPA's message in publications and broadcasts, assist pilot reps in hot-seat public venues such as congressional hearings and industry forums, and cultivate ALPA's media relations.
- Media training for pilot volunteers who may have to deal with the press in sensitive situations.

How are ALPA's governing bodies structured?

*ALPA: Run by pilots, for pilots—
and supported by professional staff*

Being Involved



Structure & Participation

At ALPA, pilots hold the power. The Association's organizational structure allows pilots to develop strategies and corresponding action plans based on the line pilots' preference and consensus.

Within the Association structure, pilots of an airline are organized by domicile or seniority block and governed by a **Local Executive Council (LEC)**. These local councils hold regular meetings, where active members in good standing can express their opinion and, as appropriate, offer resolutions. Active members in good standing elect their Local Council representatives by secret ballot.

The **Master Executive Council (MEC)**, composed of all elected Local Council reps for each airline that ALPA represents, establishes goals and policies for the pilot group and decides how to achieve them. The MEC chairmen, in turn, make up the Association's Executive Board, which meets twice a year between Board of Directors meetings to manage the Association.

The **Board of Directors**, ALPA's highest governing body, is composed of all **Local Council** representatives. The **BOD** meets every other year to decide matters of policy and can amend the ALPA Constitution and By-Laws. The **Board of Directors** elects the four national officers every four years and executive vice presidents every two years. These latter individuals represent the diverse demographics of our members based on active membership and dues revenue of ALPA-represented carriers. The **Executive Council**, which ALPA's president chairs, is made up of national officers and executive vice presidents and is the trustee for the business and financial end of ALPA operations.

ALPA also maintains a **Canada Board**, the governing body for ALPA members in Canada, comprised of the MEC chairman of each Canadian member carrier, a president, a vice president, and a secretary-treasurer. The Canada Board president also serves as one of the ALPA executive vice presidents. The Canada Board is responsible for issues that are specific to Canada, including representation at the International Federation of Air Line Pilots' Associations, and works directly with the Canadian government and institutions.



How, as an ALPA member, could I get involved in my union's operations and help influence its direction?

ALPA is democratic to the core, and decision-making begins with you. You can get involved by:

- Attending local council meetings and staying informed about the issues your fellow pilots are facing,
- Volunteering for committee work on the local, MEC, and international levels, and
- Remembering that keeping your membership in good standing is the underlying requirement for all these activities.
- An Active member can:
 - Cast a vote, both for your contractual changes and, even more importantly, for your representatives, based on knowing how the candidates stand on the issues.
 - Volunteer to run for office.

Your involvement is critical to our success, and training is available on many levels. Whether you're interested in working with safety, security, grievances, or communications, seasoned ALPA volunteers and staff will give you the assistance you need to succeed. Each year, ALPA holds a Leadership Training Conference where newly elected representatives learn the nuts and bolts of running meetings, using Association services, working with other governing bodies, and more.

This hierarchy makes clear that ALPA's elected leadership must answer to its members, and that process begins when an ALPA member casts his/her vote at a local council meeting.

Being
Involved

Resources

ALPA offers a full range of specialized resources for both routine and critical support. All pilot groups use these Association assets, from passenger to cargo-carrying, regional to major, and U.S. to Canadian. Read about some of the many tools and services that come with ALPA membership below.

ALPA COMMITTEES

Committees offer products, guidance, and expertise that the Association's member pilot groups will need, and each is assigned to and must coordinate its activities with a national officer. Manned with pilots, ALPA committees are established by and report to the Association's governing bodies. Examples include:

Air Safety:

- 24-hour worldwide accident and incident hotline to call for ALPA support in emergencies and time-critical safety and security issues.
- Expert accident/incident investigation teams onsite that operate in concert with the National Transportation Safety Board.
- Advocate to the U.S. and Canadian governments and the airline industry for the safety, security, and human performance enhancements that support ALPA policies and goals.
- Training for pilot safety volunteers to support their pilot groups and interact with government and management.

Security:

- Identifies and promotes effective countermeasures to criminal acts against airliners, airports, and other airspace systems.
- Advocates development of new technologies and training to advance aviation security.
- Provides training programs to further members' awareness of security issues.
- Coordinates activities with ALPA Air Safety.

Cargo:

- Focuses on cargo-specific operations and represents the unique interests of cargo crewmembers within ALPA.

- Provides expertise on safety, security, regulatory, and political issues affecting cargo operations.
- Provides state-of-the-art resources for cargo pilots and operations.

Flight Time/Duty Time:

- Develops ALPA policy on flight limitation regulations and prepares ALPA's response to proposed rulemaking that seeks to revise those regulations.
- Provides members with guidance on the meaning and implementation of flight limitation regulations.
- Represents ALPA in trying to harmonize flight time rules with other countries.

Jumpseat:

- Worked with the Air Transport Association to restore reciprocal jumpseat privileges after they were restricted by the FAA after 9/11.
- Monitors implementation of TSA-approved Cockpit Access Security System (CASS).

DEPARTMENTS

ALPA's skilled staff is a vital component of the Association's service and commitment to the membership. These seasoned professionals cover the spectrum of pilot career and representational issues, and work with both pilot groups and individual members to ensure that pilots get the assistance and support they need. Examples of these departments include:

Economic & Financial Analysis:

- Supports negotiations on the economic portions of collective bargaining agreements by analyzing compensation, working conditions, the company's ability to pay, and financial returns, as well as discerning and predicting industry economic trends and evaluating corporate business plans.
- Provides expert witnesses in hearings, grievances, arbitrations, and mediations.

Government Affairs:

- Serves as liaison between ALPA members and the U.S. Congress, the administration, and federal departments and agencies that

FREQUENTLY ASKED QUESTIONS

How many members does the Air Line Pilots Association represent?

ALPA is the largest and most influential pilot union in the world, representing nearly 53,000 professional pilots in both the United States and Canada.

What types of airlines do ALPA members fly for?

ALPA members are employed throughout the entire airline industry, safely operating aircraft for the smallest to the largest airlines, flying both passengers and cargo across the globe. Find an up-to-date list of member pilot groups at www.alpa.org.

How is ALPA funded?

ALPA's primary source of funding is the dues and fees paid by the pilots it represents.

When do I begin paying dues?

United States: ALPA members pay dues when they are classified as an Active member, usually when you surpass the company's probationary period. To pay those dues, ALPA encourages members to use dues check-off for automatic payment.

Canada: According to Canada's labor laws, union members are considered active even if they undergo a probationary period at their company. Your dues obligation therefore will begin immediately upon employment, and dues will be automatically deducted from your paycheck. To become a member, you must complete a membership application.

What committees can pilots volunteer to serve on?

Local council and Master Executive Council (MEC) committees can vary by pilot group, depending on participation, but some of the most common include: Aeromedical, Air Safety, Communications, Family Awareness, Grievance, Hotel, Jumpseat, Legislative Affairs, Membership, Negotiating, Professional Standards, Retirement and Insurance, Scheduling, Security, Strategic Planning, Strike Preparedness, Training, and Uniform. You can find the same interests at the national committee level, plus some others, including: Cargo, Education, Information Technology, International Affairs, Leadership, and Professional Development.

influence the airline industry to educate them on pilot issues and to advance ALPA's legislative and political agenda.

- Conducts a grassroots outreach program that encourages ALPA pilots to contact their federal representatives with their views on issues affecting the piloting profession and the aviation industry.
- Manages ALPA's Political Action Committee (U.S.).

Membership:

- Maintains the official membership rolls and records of the Association, bills and collects dues and insurance premiums, and administers voluntary insurance programs.
- Provides voting services for all election, ratification, and assessment balloting.
- Gives administrative support to ALPA local councils through council services coordinators, who provide meeting planning services, facilitate distribution of printed and electronic communications, and connect officers and volunteers with appropriate ALPA departments.

Retirement & Insurance:

- Gives professional support for negotiated contractual employee benefit programs for each pilot group.
- Provides employee benefit legal advice, plan design, and defined contribution plan investment management analysis.
- Coordinates with ALPA's Government Affairs department on legislative issues that may affect retirement and insurance benefits.
- Assists with benefit-related pilot grievances.
- Offers biennial retirement and insurance seminars.
- Helps the ALPA Retirement & Insurance Committee to design and oversee ALPA benefit programs.

Why is ALPA involved in government?

Simply put, everything that a pilot does at work is regulated by an agency or legislated by a government. Therefore, ALPA places a strong emphasis on working with our countries' elected officials and appointed regulators to ensure that our pilots' views are heard and our members' interests are represented. Through their involvement with national Association committees, ALPA members sometimes participate in government studies, industry initiatives, and regulatory rule-making committees. This participation can initiate change, but it can also deter efforts that would negatively impact our members' careers. Although not always publicized, these victories are every bit as significant to our profession.

Beyond Our North American Borders

Globalization and its effects on international air travel have long been a concern of ALPA, as well as a component of its representational strategy. In fact, it was ALPA, together with the British Air Line Pilots Association and the Canadian Air Line Pilots Association (that merged with ALPA in 1997), that formed the **International Federation of Air Line Pilots' Associations** (IFALPA) in 1948. Today, only ALPA, the sole IFALPA representative for pilots in both the United States and Canada, can represent you and your interests at significant international and regional forums—including the International Civil Aviation Organization (ICAO), the aviation arm of the United Nations.

If an ALPA member has a problem while on the job, outside the United States or Canada, a phone call to the ALPA Accident/Incident Hotline triggers another call to the IFALPA member association where the incident occurred. IFALPA provides an extensive

network of international assistance as well as a gateway for pilots to promote safety and security standards and other protections and protocols with their counterparts in other countries.

Headquartered in England, the Federation is composed of pilot groups representing more than 100,000 members from more than 100 nations, speaking for pilots at all legitimate and meaningful international forums. ALPA is also the only member with two distinct and separate representatives.

Through IFALPA, ALPA and other airline pilot associations around the globe work together to ensure that pilot opinions are heard; that safety standards are maintained; that pilots' interests are protected; and that pilots' line of communications across national boundaries remains open.

Website: www.ifalpa.org

“The mission of IFALPA is to be the global voice of airline pilots, promoting the highest level of aviation safety worldwide and providing services, support, and representation to all member associations. As the largest member association, ALPA has long been a significant contributor to the Federation.”

—Captain Dan Adamus

Schedule with Safety

MORE THAN JUST A MOTTO

Former FAA Administrator David Hinton once described ALPA as “the conscience of the airline industry.” Throughout its history, the Association has worked both singlehandedly and as a crucial co-contributor to government/industry cooperative efforts to improve aviation safety and security. ALPA’s influence on safety and security has been both widespread and immeasurable, and some of these contributions include:

- establishing the first air traffic control centers,
- getting passed stringent One Level of Safety regulations that affect all airline passengers (covering all airliners with 10 passenger seats or more),
- creating improved regulations covering passenger airliner emergency evacuations,
- forming federally mandated anti-skyjacking strategies,
- developing safer procedures for transporting hazardous materials aboard airliners, and
- enhancing airline safety management systems in Canada.

Many of ALPA’s greatest safety “victories” often go unnoticed outside of the Association’s perimeters because of their nature. These accomplishments sometimes include our efforts to prevent other parties from attempting to decrease safety margins in the interest of misperceived efficiency or short-term gains. Numerous short-sighted ideas have been abandoned during their earliest stages because of the simple recognition that “ALPA would never tolerate that.” In one instance, an airline briefly considered requesting an exemption from flight- and duty-time regulations.

Today, ALPA is the world’s largest non-governmental aviation safety and security organization. Hundreds of Association members, backed by ALPA’s engineering, aviation safety, security, and legal professionals and staff from other ALPA Departments, serve airline pilots and the traveling public in their roles as aviation safety and security advocates.


The following pages outline just some of the equipment, procedures, institutions, programs, and other protections in today’s cockpits, at today’s airports, on today’s airplanes—safety and security enhancements that many of us might easily overlook without the proper acknowledgments. As pilots, we owe a great debt of gratitude to the ceaseless efforts of this union, this fellowship of pilots who fly the line, this ALPA.





Cockpits





ALPA Ensures Cockpits Serve Pilots . . .

- ALPA works with aircraft manufacturers to provide pilot input during the design phase of new aircraft.
- **Electronic Flight Bags** are being installed with ALPA's strong support. These systems, among other advantages, will provide a moving map display for better situational awareness.
- Pilots who fly airliners equipped with a head-up display (**HUD**) can hand-fly Category 3B takeoffs and 3A landings. ALPA pilots worked tirelessly for decades to make airline HUDs a reality and provided line pilot input to HUD symbology.
- The **standard T** instrument arrangement, albeit modified in electronic flight instrument displays, puts critical information in the same place in every airliner, because ALPA members, alarmed by haphazard panel layouts, did something about it.
- ALPA vigorously supported and helped optimize the Terrain Awareness and Warning System, also known as the Enhanced Ground Proximity Warning System (**TAWS/EGPWS**), which has dramatically reduced a former major cause of fatal airline accidents—controlled flight into terrain (CFIT).
- Because ALPA pilots tenaciously investigated a CFIT accident, airline cockpits now have **instrument comparators** to alert pilots when the captain's and the first officer's altimeters, airspeed indicators, compasses, and other instruments don't agree; comparators also are vital components of autopilots and autoland systems.
- The ubiquitous cockpit voice recorder (**CVR**) and flight data recorder (FDR), vital to accident investigation and thus accident prevention, are in airline cockpits because of ALPA—which also continues to fight to prevent their abuse.
- **Cockpit weather radar**, which airlines originally resisted buying, is one of pilots' key tools for staying out of harm's way in convective weather—another safety system that ALPA insisted be made mandatory in airliners.
- ALPA played a pivotal role in getting reinforced **cockpit doors** installed in U.S. and Canadian airliners since Sept. 11, 2001, improving pilots' protection against potential hostile intruders.
- The traffic alert and collision avoidance system (**TCAS**), which ALPA activists sought since the 1950s, has greatly increased pilots' awareness of other air traffic and virtually eliminated midair collisions involving airliners.
- **Terrain contours** depicted in color on navigation charts—a safety enhancement for which ALPA pushed—increase pilots' situational awareness and help prevent controlled flight into terrain.
- **Takeoff warning horns**—another “tombstone technology” for which ALPA fought—have alerted flight crews that the airplane was not properly configured for takeoff.



Airports





ALPA Shapes Modern Airports . . .

- ALPA pushed for 30 years to require U.S. airports with scheduled airline service to provide specified aircraft rescue and firefighting (**ARFF**) capabilities, a plan for controlling **wildlife hazards** on the airport, a formal **disaster plan**, and much more.
- ALPA lobbied long, hard, and successfully for **Terminal Doppler Weather Radar** (TDWR) to significantly improve windshear detection capability in airport terminal areas.
- ALPA aggressively promoted **runway safety areas** that have made a big difference in the outcome of takeoff and landing incidents and accidents. Where terrain, space limitations, or other constraints have prevented runway safety areas from being built to full length, ALPA enthusiastically supported “crushable concrete” that has safely stopped airplanes in the overrun.
- High-visibility, unambiguous, standardized **signs and markings** are vital to preventing runway incursions and other mishaps—and ALPA was instrumental in persuading the FAA to adopt today’s sign and marking standards.
- Land-and-hold-short operations (**LAHSO**)—**SOIR** in Canada—conducted with conservative safety restrictions set by ALPA permit improved airport capacity without reducing the margin of safety.
- Runway **distance-to-go markers** clearly convey information important for takeoff or landing, whatever the runway visibility—which is why ALPA worked so long to get them on civil airports.
- The **centerline approach light system**, invented by Capt. Ernie Cutrell, who received ALPA’s first Air Safety Award, gives pilots directional guidance and bank angle reference at night and in bad weather.
- Full-scale airport **emergency drills** conducted every three years are among the requirements placed on air carrier airports, thanks to ALPA.
- **Frangible structures**, such as approach light stanchions, can minimize the damage to an aircraft striking them versus one hitting an unyielding structure. ALPA activists have led the way in reducing the nonfrangible hazards on airports.
- Runway grooving and timely **cleaning of contaminated runways** are important to keeping landings and takeoffs safe; some ALPA pilot safety activists devoted years of their time to this cause.
- ALPA supported visual approach slope indicator (**VASI**) and precision approach path indicator (**PAPI**) systems near runway touchdown zones provide important visual guidance to pilots during landing approach.
- **Runway edge lights** and runway end identifier lights (**REILS**) are among the lights that pilots are used to seeing on airports at night and which came into being because ALPA pushed for them.
- **Precision instrument approach guidance**, such as the instrument landing system (**ILS**), gives pilots highly precise vertical and lateral guidance to the runway, especially in low visibility, thus dramatically reducing the rate and severity of landing accidents. No stakeholder has worked harder than ALPA to get more precision approaches to air carrier runways.



Aircraft Design & Operations



ALPA Steers Aircraft Design & Operations . . .

- ALPA campaigned successfully to protect airliner fuel tanks against **lightning strikes**.
- U.S. **noise abatement procedures** for takeoff and landing were standardized after years of ALPA pushing against ill-considered procedures dictated by local airports.
- ALPA air safety representatives worked over a period of several years to improve standards and procedures for **ground deicing** and **anti-icing fluids**.
- ALPA collaborated with the FAA and airlines to implement Flight Operations Quality Assurance (**FOQA**) programs that downloaded from digital flight data recorders—with protections for flightcrew members against punitive action. The data provide a gold mine of information for discovering safety concerns and trends before they lead to accidents.
- **Emergency evacuation tests** are more realistic now because ALPA pushed for changes to certification test requirements.
- A 1986 ALPA campaign led to the FAA's adopting the ABCD category system for master minimum equipment lists (**MMELs**), which establish the maximum length of time each specified item or system may remain inoperative.
- Capt. Ed Miller (United) is the ALPA activist to thank for several years of effort that brought pilots better detection and reporting of **volcanic ash** clouds that can down multiengine jets.
- ALPA's 1973 Project S.T.O.P. (Safe Transport of People) and subsequent efforts led to new regulations and safer shipment of hazardous materials (**hazmat**).
- Safe introduction of airspace system changes such as reduced vertical separation minima (**RVSM**) in international and domestic airspace came about because ALPA representatives inserted line pilots' perspective and concerns into the process.
- The **distance between exits** on passenger airliners cannot exceed 60 feet, because ALPA pushed back against a manufacturer's proposal to increase the gap.
- ALPA spent eight years fighting for the "**Fasten seatbelt**" signs in passenger airliners after a passenger was seriously injured by turbulence on a flight.
- **RNAV** and **RNP** procedures to improve airspace system capacity, efficiency, and safety reflect many years of careful attention and input from a number of ALPA pilot safety activists.
- Being able to **talk directly to an air route traffic control center (ARTCC)** is possible because ALPA pushed for it; in the early days, pilots had to obtain en-route clearance changes via their airline dispatcher.
- Procedures and equipment requirements for extended twin-engine operations (**ETOPS**) were made at ALPA's insistence to maintain a high level of safety before airworthiness authorities permitted flights at increasingly greater distances from a suitable landing airport.
- Improved standards for **seat strength** and **flammability resistance of cabin materials** are among the many results of the Association's decades of effort to improve airliner cabin safety and crashworthiness.
- **Wind-shear** detection equipment and proper pilot training for escaping microbursts have virtually eliminated wind-shear accidents—primarily thanks to Capt. Bill Melvin (Delta), ALPA's determined wind-shear expert.



ALPA Supports Line Pilots . . .

- ALPA helped create and remains a staunch supporter of the **ASRS** and **ASAP** voluntary, non-punitive reporting programs, which have enabled flightcrew members to provide, without fear of retribution, tremendous amounts of detailed information about safety issues.
- As the largest, strongest pilots union in the world, ALPA vigorously defends the **Captain's Authority** to make safety decisions about operating the aircraft, thus protecting all members of the crew and their passengers.
- The **ALPA Aeromedical Office** helps members with physical and emotional health issues and with airman medical certification issues, dealing directly with the FAA every day.
- After an incident or accident, help for ALPA flight crew members is only a phone call away via the ALPA Worldwide **Accident/Incident Hotline**, staffed 24/7/365.
- ALPA has played a crucial role in developing and improving **AQP** and other advances in flight crew training, such as those dealing with wind shear, upset recovery, and Line-Oriented Flight Training (LOFT), which make today's airline pilots the best trained ever.
- Crew resource management (**CRM**), developed with strong ALPA support and input, has helped flightcrew members maximize their ability to communicate and work together as a highly effective team. A number of pilots have attributed their escape from a harrowing emergency to good CRM.
- The **FFDO** program, which ALPA got Congress to enact despite tremendous White House opposition, enables qualified, highly trained flightcrew members to carry a firearm to defend the flight deck.
- **Additional ALPA Support for Members:**
 - HIMS Program for substance abuse
 - Critical Incident Response Program for post-traumatic stress
 - Legal support in discipline and enforcement cases
 - Expert accident investigation teams
 - Professional Standards Committees

CODE OF ETHICS

An Air Line Pilot will keep uppermost in his mind that the safety, comfort, and well-being of the passengers who entrust their lives to him are his first and greatest responsibility.

An Air Line Pilot will faithfully discharge the duty he owes the airline that employs him and whose salary makes possible his way of life.

An Air Line Pilot will accept the responsibilities as well as the rewards of command and will at all times so conduct himself both on duty and off as to instill and merit the confidence and respect of his crew, his fellow employees, and his associates within the profession.

An Air Line Pilot will conduct his affairs with other members of the profession and with ALPA in such a manner as to bring credit to the profession and ALPA as well as to himself.

To an Air Line Pilot the honor of his profession is dear, and he will remember that his own character and conduct reflect honor or dishonor upon the profession.

***Having Endeavored** to his utmost to faithfully fulfill the obligations of the ALPA Code of Ethics and Canons for the Guidance of Air Line Pilots, a pilot may consider himself worthy to be called . . . an airline pilot.*



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