

The Advantages of an International Union





Introduction

In the beginning, 24 “key men”—led by United Captain Dave Behncke—met in secret to form a new organization: the Air Line Pilots Association. Since its founding on July 27, 1931, ALPA has been the preeminent bargaining agent for airline pilots, as well as our nations’ and the world’s standard bearer in all aspects of airline safety and security.



For more than 90 years, ALPA pilots and staff members have worked to protect and build the piloting profession. This booklet will give you a brief overview of what your fellow pilots and this Association can help you achieve as professional pilots and how we work together.

All pilots need the benefits and advantages that can be secured by working under a legally enforceable collective agreement. With ALPA representation, pilot leaders at each airline establish their own priorities, make decisions, and determine their relationship with their airline—all with the support of ALPA’s world-class resources.

Membership in ALPA provides you with a legal and collective voice at your workplace and within your profession. With ALPA, you get a lot for your dues dollar—representative and staff support, protection, a host of unique resources and benefits, and invaluable information—to help you at every phase of your career, inside and outside the cockpit.

Now, let’s explore the advantages of joining the Air Line Pilots Association, International.



ALPA's Team Approach To Negotiations

ALPA uses a time-tested, team approach to negotiate pilot collective agreements under the Canada Labour Code. This negotiating team consists of your pilot group's elected leaders and Negotiating Committee, along with members of other specialty committees, such as Scheduling and Retirement/Insurance, as needed. These pilot negotiators are supported by ALPA staff, including a dedicated professional negotiator, economic and financial analyst, retirement and insurance benefits specialist, and communications specialist, as well as various other professionals from ALPA's Legal Department and Engineering and Air Safety Department.

Together, this team develops a strategic plan to achieve your pilot group's bargaining objectives. Team members manage responsibilities that capitalize on their own expertise, knowledge, and experience to deliver a powerful, unified, and effective effort for your pilot group.

When it comes time to sit down with negotiators from your airline, ALPA's team of pilot and professional negotiators supported by subject-matter experts works as a high-functioning unit to advance your overall negotiating goals. Once an agreement is reached and ratified, this same team ensures that your contract is properly implemented.



**Pilot
Volunteer**



**Pilot
Leaders**

ers

**ALPA
Staff**



Pilot Group

LEC
(Local Council)

LEC
(Local Council)

LEC
(Local Council)

LEC
(Local Council)

MEC
(Master Executive Council)

Executive Council
(National Officers, Executive Vice Presidents)

Executive Board
(MEC Chairmen, Executive Council as Ex Officio Members)

Board of Directors
(Status and Seniority-Block Reps, with Executive Council as Ex Officio Members)



Being Involved

A LPA's structure will enable you to utilize our world-class resources to achieve the goals and priorities you set for yourselves. Through your local elected leadership, you will have a strong voice in matters specific to your pilot group, such as crafting your contract, as well as Association-wide strategic initiatives and issues affecting the airline industry and piloting profession. If you vote ALPA, your votes decide what this union does for you.

In ALPA, the common structure is for the pilot members within a base to elect their local representatives and officers, who form Local Executive Councils (LECs) to oversee local activities. The local representatives also form your Master Executive Council (MEC), and your MEC will coordinate all activities on behalf of all pilots such as collective bargaining, grievance representation, and all other union activities at your airline. No collective agreements can be made or changed without the approval of your MEC, and your MEC controls your grievance process.

Your local representatives also serve on national governing bodies at ALPA. Local representatives from all of ALPA's airlines make up the ALPA Board of Directors, which is the union's highest governing body. And your MEC chairman will serve on the ALPA Executive Board, which sets policy and direction for ALPA between meetings of the Board of Directors.



How Could I Get Involved?

ALPA is democratic to the core, and decision making begins with you. You can have an influence by:

- Running for office.
- Volunteering for committee work on the local, MEC, and international levels.
- Casting a vote, both for contractual changes and your representatives.
- Attending local council meetings.
- Staying informed about the issues affecting pilots at your airline.

Your involvement is critical to our success, and training is available on many levels. Whether you're interested in working in safety, grievances, communications, or one of our many other arenas, seasoned ALPA volunteers and staff will help you succeed.

Canada Board

The Canada Board provides an additional level of governance for Canadian members. The Board is composed of a president, vice president/IFALPA director, secretary-treasurer, and the chairmen from each Canadian MEC.

The Board:

- Acts as liaison with the Canadian government regarding the national interests of Canadian pilots.
- Represents Canadian pilots within the International Federation of Air Line Pilots' Associations.
- Establishes committees and appoints committee chairmen as necessary to conduct business.



The Negotiating Team

Pilot Leaders

You and your fellow pilots will elect your key decision-making leaders—the Master Executive Council (or MEC). After polling members, these pilot leaders develop a **strategic plan** that outlines negotiating goals and priorities. The MEC uses the plan as a basis for direction and decision making and periodically recalibrates it to adapt to any changing circumstances.

Pilot Volunteers

The MEC members then choose pilots from your group to serve on committees.

- The **Negotiating Committee** works to achieve your contract priorities at the negotiating table. They receive the full support of ALPA experts and advisors to guide them through the negotiating process.
- Most pilot groups have active **Retirement and Insurance, Scheduling, Grievance, Hotel, Jumpseat, and Professional Standards committees**. While these committees are active year-round, during contract negotiations they play the vital role of analyzing and developing negotiating options and recommendations in their area of expertise.
- The **Communications Committee** builds unity among the pilot group by creating and implementing a communications plan that educates the pilots and their families about collective bargaining and the goals for negotiations, updates them on progress, and encourages them to engage in the process.
- The **Strategic Preparedness and Strike Committee** (SPSC) builds leverage throughout negotiations and helps prepare pilots and their families for the end stages of negotiations. The SPSC also enlists help from other pilot groups, and secures guidance and funds from national ALPA resources.

ALPA Staff

Local pilot leaders chart the course of negotiations and make the decisions, but those pilots call on teams of ALPA experts and advisors to guide them through the negotiating process. That team includes:

49 professional negotiators/labour relations counsel and their support staff in ALPA's Representation Department help establish goals and write collective agreement proposals. They also help enforce the collective agreement.

11 financial analysts in ALPA's Economic & Financial Analysis Department. They assess the airline's ability to meet the pilots' needs and develop complex cost models as part of valuing the cost to the company of changes to pilot and company negotiation proposals.

10 attorneys in ALPA's in-house Legal Department as well as others in a retained union side Toronto-based law firm.

13 retirement and insurance benefits professionals, including 4 benefits attorneys, 7 benefits specialists (6 MEC-based and 1 home office-based), 1 enrolled actuary, and the R&I Department manager. This team helps pilots navigate the complex retirement and insurance world and develop programs tailored to your pilot group's circumstances.

11 communications specialists from ALPA's Communications Department, in coordination with your elected MEC and Negotiating Committee, help to develop and implement a strategic communications plan, keep pilots up to date, and ensure that pilots can provide input and feedback during negotiations.

Years of experience, an in-depth understanding of the complexities of the CLC, and commitment to best practices have molded the ALPA team approach into an extremely effective process for achieving your pilot group's contract goals.





Representation

The Representation Department supports every pilot group in contract negotiations, implementation, and enforcement and also oversees organizing campaigns and mergers between other unions and ALPA.

Achieving a collective agreement requires a team of pilot volunteers—from pilot group leaders to negotiators and specialized committee subject-matter experts. That team also includes ALPA Representation Department staff members—experienced negotiators, seasoned lawyers, labour-relations advisors and counselors, paralegals, and support staff—who work closely with the pilot volunteers to identify and achieve your group’s bargaining objectives. This often involves assisting the local leadership team in developing strategic plans, creating programs to solicit input from the pilot group, and ensuring that a communications plan informs pilots of our progress throughout the negotiations process.

Representation also assists individual pilots with work-related matters such as reviewing operational reports, advising on contract applicability, and solving disputes with management. When disputes cannot be rectified, whether an issue of contract interpretation or disciplinary action against a pilot, ALPA’s Representation Department staff assists your pilot group’s Grievance Committee in filing formal grievances. Should the need arise, an ALPA Representation Department lawyer represents your Master Executive Council or individual pilots in processing the case to a successful conclusion through arbitration or another agreed-upon contractual mechanism.



No matter the dispute—whether it concerns a management claim about job performance; involves government regulations regarding licensing, safety, security, or medical certification; or requires a litigator in the wake of an accident or incident—the Representation Department provides guidance and support.

Representation

- Assists pilot leaders in the development and maintenance of MEC strategic plans.
- Provides professional negotiators who work with your pilot group’s Negotiating Committee to secure agreements, then implement the agreement, and ultimately enforce it with the Grievance Committee.
- Represents individual pilots on matters ranging from contract disputes to government administrative actions, aeromedical cases, and aircraft incident and accident investigations, whether initiated by regulatory authorities or airline management.





Economic & Financial Analysis

The Economic & Financial Analysis Department supports ALPA members on all matters related to the economic portions of their collective agreements—compensation, work rules, and ability to pay. It also:

- Develops and analyzes negotiation questionnaires tailored to each pilot group.
- Assists in crafting contract openers.
- Provides industry and economic overviews, including detailed airline financial analysis based on access to internal company business plans, projections, strategies, and other operational analyses.
- Conducts contractual comparisons and analyses of company positions, including wage and pay premiums, per diem, work rules' effect on scheduling/productivity, training, vacation, sick leave, etc.
- Provides cost estimates on contract proposals, including an analysis of the airline's ability to afford such proposals.
- Advises on and develops financial return proposals (profit sharing, equity, etc.), including any alternative proposals unique to the airline.

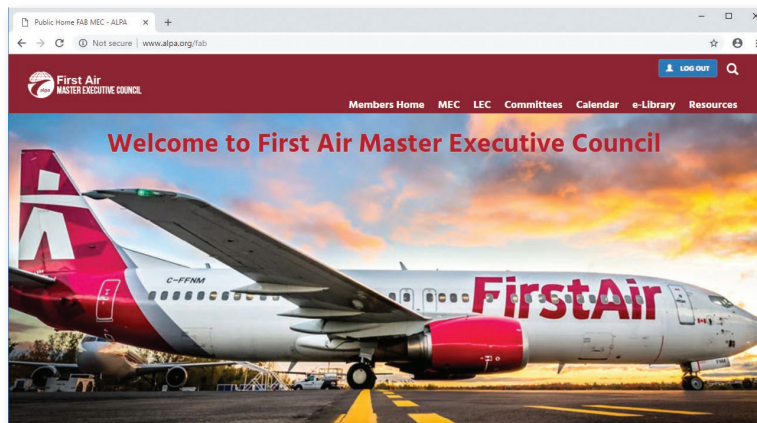
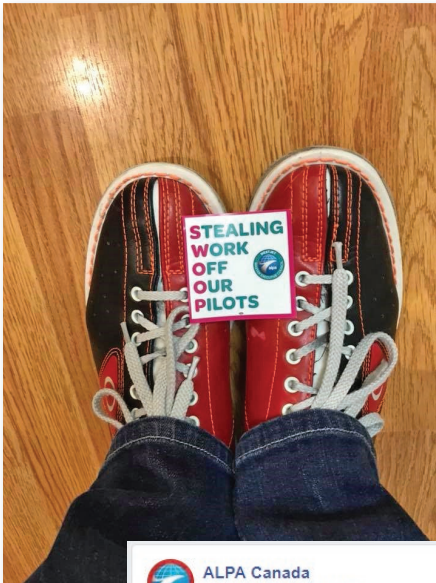


Retirement & Insurance



The Retirement & Insurance Department provides professional support for negotiating and ensuring compliance with the contractual employee benefit programs for each pilot group. The department also:

- Provides employee-benefit legal advice, plan design, and defined contribution plan investment 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.
- Works with the ALPA Retirement and Insurance Committee to design and oversee ALPA membership benefit programs (see Member Insurance on page 23).



ALPA Canada
 March 15 at 11:33 AM

Looks like the 2019 Women in Aviation International conference is a huge success. Thanks in part to folks like We Are ALPA & WestJet Pilots Stacy Jackson.



Ron Rindfleisch, Corey Kuhn and 17 others 1 Comment 2 Shares

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WESTJET PILOTS APPLY PRESSURE, AGREE TO SETTLEMENT PROCESS

TWITTER: @westjetpilots FACEBOOK: facebook.com/WestJetPilots INSTAGRAM: instagram.com/westjetpilots



Communications

The Communications Department serves as your own public relations agency, advertising firm, design studio, and print shop rolled into one. It also provides every line pilot with timely publications and productions, helping connect you with your union. Acting as *the voice* for the professional airline pilot, ALPA's Communications Department ensures that your pilot representatives put their best foot forward.

ALPA's communications experts serve the whole range of ALPA's representational structures and committees, from the international level down to your local council.

Your pilot group will have its own **communications specialist** to help develop and implement strategic communications plans tailored to your group's needs. In carrying out the plan, the full ALPA communications toolbox is at your disposal:

- **Creative Services:** Guides you through the coordination, editing, design, and printing of publications, as well as a large variety of graphics.
- **Multimedia Productions:** If you can dream it, they can make it digital— websites, professional quality videos and presentations, podcasts, photography . . . and they help with teleconferences, mass e-mail distribution, and more.
- **Social Media:** Need to get the word out? They'll help you craft and execute a social media campaign.

The **international communications team** manages the ALPA website and distributes the weekly *FastRead* e-newsletter to members with up-to-the-minute flight safety and security alerts, representation updates from your fellow ALPA pilot groups, and a wealth of other useful information.



For a more in-depth look, they also produce 10 issues a year of *Air Line Pilot* magazine, featuring union and industrial issues, as well as safety, technical, and historical information.

There's more: **Public relations specialists** promote ALPA's message, assist pilot reps in hot-seat public venues, train pilot volunteers, and cultivate media relations.

Connect with Us!

Air Line Pilots Association, Int'l

- @ALPAPilots
- @ALPAPilots
- @ALPAPilots
- @ALPAPilots

ALPA Canada

- @ALPACanada
- @ALPACanada
- @ALPACanada



C-GCPT

FIRST AIR



Legal

The Legal Department acts as ALPA's cost-efficient internal law firm with broad capabilities dedicated entirely to ALPA pilots. The department's attorneys represent ALPA and its pilots in virtually every form of litigation and routinely:

- Handle complex discharge and contract-violation cases for pilots,
- Defend pilots before regulators, and
- Advance the interests of airline pilots in the courts.

ALPA attorneys are recognized throughout the industry as experts in labour and aviation law.

Areas of expertise include:

- Flight- and duty-time regulations relating to pilots,
- Airline safety and security regulatory issues,
- Aircraft accident investigation litigation,
- Employee benefits,
- Employment discrimination,
- Drug and alcohol testing, and
- Union member rights.

They also serve as expert advisors on scope, job security, and other important merger and transactional issues, as well as other sensitive matters in collective agreement negotiations.

On the international front, the Legal Department provides expert advice and representation before various forums on a range of issues including code sharing, joint ventures, and similar business arrangements that may impact ALPA members' jobs. They provide counsel on international air transport agreements and participate as members of government-led teams that negotiate air services agreements. They also maintain relationships with foreign attorneys to assist pilots involved in incidents around the world.





Air Safety Organization

When your pilot group joins ALPA, you will gain access to the **world's largest nongovernmental aviation safety organization**, ALPA's Air Safety Organization (ASO), composed of hundreds of pilot representatives with expertise and experience in a broad range of aviation technical areas. They work with government and industry stakeholders to keep you, and the traveling public, both safe and secure.

Their efforts are complemented by the **Engineering & Air Safety (E&AS) Department**, which comes with combined centuries of unmatched experience in numerous areas, including the following:

- Air traffic control
- Airport operations
- Aviation security
- Aeronautical engineering
- Cargo
- Dangerous goods
- Flight operations, including remote operations
- Human factors
- Charting and instrument procedures
- Aeromedical
- Aircraft and airman certification
- Accident investigation
- Pilot training

Together, the ASO and E&AS Department provide numerous benefits to line pilots and the entire profession across all areas of **safety, security, pilot assistance (more on page 22), and jumpseat.**

The **ALPA Worldwide Accident/Serious Incident Hotline**, operated by the E&AS Department, is a single point of contact that's

available from anywhere in the world, 24/7/365 for accidents, serious incidents, and time-critical safety or

security concerns. Just one call activates a full-court press of trained pilot representatives and professionals to come to your rescue.

ALPA protects your reputation, your job, and your career while improving your workplace by addressing the root causes of accidents and incidents in the overall aviation system. No other pilot union in the world offers this service.



**ALPA WORLDWIDE ACCIDENT/
SERIOUS INCIDENT HOTLINE
202-797-4180**

Backup Number: 703-892-4180

Call this number **immediately** if you are involved in an aircraft accident, serious incident, or time-critical safety/security event at any place or any time (collect calls accepted).

For any other non-time-critical safety/security problem, call the ALPA Engineering & Air Safety Department TOLL FREE at 1-800-424-2470 (U.S. and Canada).

December 2017



Assistance from ALPA's ASO is not limited to high-visibility, dramatic events. ALPA pilots regularly contact the E&AS Department for help with concerns and questions on the entire range of aviation safety, security, and pilot-assistance issues.

One e-mail or phone call starts an inquiry that will engage all the resources needed to address the issue, whether it's the MEC, an ALPA committee, a staff department, or an advocate in the global airline industry.



“On October 28, 2016, when the left main landing gear failed during the landing rollout on the flight I was piloting, I knew that ALPA would be there. From the first call to the accident hotline to the support from my peers in the Critical Incident Response Program, ALPA was available for us in our time of need. Over the years, I have seen ALPA’s advocacy and dedication for aviation safety and security, but in that one instance when two pilots needed immediate assistance, ALPA was there.”

—Captain Bill Pope (FedEx Express)

ASO Councils

Safety

- Tracks safety-related issues at all ALPA groups and provides a resource to compare notes on safety advancements.
- Identifies and seeks to mitigate emerging safety risks and issues across the industry.
- Monitors international safety work and provides pilot groups with the latest developments on rules, policies, and procedures.

Security

- Identifies and promotes effective countermeasures to criminal acts against airliners, airports, and other airspace systems.
- Advocates for development of new technologies and training to advance aviation security.
- Provides training programs to further members’ awareness of security issues.

Jumpseat

- Protects pilot-in-command authority over the jumpseat.
- Advocates for full use of jumpseat in Canada.

Training

- Evaluates and reacts, as needed, to changes in training requirements.
- Allows training representatives from each MEC to access fellow reps to learn best practices and solve problems.



Pilot Assistance

ALPA Pilot Assistance, a branch of the Association's Air Safety Organization, provides members with confidential support and assistance, along with referrals to available professional resources in their own communities. This network, which is composed of pilot representatives in consultation with ALPA staff, includes:

- Aeromedical
- Canadian Pilot Assistance
- Critical Incident Response Program
- Human Intervention & Motivation Study
- Professional Standards

Pilot Assistance can help with any situation that could potentially jeopardize your medical certificate or disrupt the performance of professional duties—in other words, all aspects of your health and continued well-being.



Canadian Pilot Assistance

The mission of the Canadian Pilot Assistance Group is to provide confidential guidance and assistance to any pilot having difficulty in any aspect of his or her professional or personal life that may affect job performance or professionalism.

Struggling to find balance with life or professional/work issues? Canadian Pilot Assistance members are trained ALPA pilot volunteers available to listen in an understanding, nonjudgmental, and strictly confidential manner.

Canadian Pilot Assistance supports and guides pilots whose careers are threatened by substance abuse, and helps pilots get treatment for themselves or a fellow pilot so they can return to the cockpit.

Aeromedical

Imagine that your aviation medical examiner detects a medical condition that triggers a potential medical disqualification, and further evaluation is required before you can return to the flight deck. As an ALPA member, you won't face this situation alone.

A call to ALPA's Aeromedical experts in Toronto will put you in touch with a physician who is board-certified in aerospace medicine and can resolve the issue, whether by further evaluation from a private physician or referral to an aviation medicine specialist. Plus, Transport Canada's Civil Aviation



Medical branch knows and trusts the ALPA Aeromedical professionals, which makes resolving medical certificate issues faster and easier.

ALPA's aeromedical resources will address any medical problems related to health, welfare, employment, or disability. They also:

- Answer your medical questions before you head to the doctor's office,
- Provide guidance on the correct medical phraseology to use when completing a medical application, and
- Ensure you're in compliance when taking prescription drugs, particularly if your prescribing doctor is not thoroughly familiar with TC policy.

The Canadian Pilot Assistance group works in conjunction with the Aeromedical physicians to keep members informed about pilot health matters. It also helps defend pilots barred from flying for health reasons and monitors aircraft design for issues that could affect pilots' health, comfort, and ability to do their jobs.

Member Insurance

ALPA offers a comprehensive selection of optional insurance programs carefully crafted by pilots for pilots, focusing on the specific needs of our profession.

Included with your ALPA membership, you will receive a \$20,000 life insurance policy with an expedited claims procedure that will provide funds to your designated beneficiary upon your death. Members may purchase additional life insurance up to \$500,000, and the only medical underwriting required is your Category 1 medical certificate.

As a member, you, your spouse, and your children will gain access to the Best Doctors service, which provides medical expertise when faced with the uncertainty of a medical condition. Best Doctors provides clarity and understanding while ensuring you get the right information, the right diagnosis, and the right treatment.

Best Doctors experts can give you a second opinion about surgery or a serious medical diagnosis, find a specialist, or assist you in understanding your condition and navigating the health-care system.

Members also have access to critical illness insurance and a group home and auto plan. ALPA's pilot insurance plans are meant to supplement your company's plans, but may be portable if you change employers or are laid off. These optional benefit plans are administered by the ALPA Canada Insurance Trust, which is a committee of ALPA's Canada Board.



ALPA's Response to Globalization

Only ALPA, the sole representative for pilots in both Canada and the United States to the International Federation of Air Line Pilots' Associations (IFALPA), can represent you and your interests at significant international and regional forums—including ICAO, the aviation arm of the United Nations.

Through IFALPA, ALPA and other airline pilot associations from around the world work together to ensure that pilot concerns are heard, safety standards are maintained, pilots' interests are

protected, and pilots can coordinate with each other across international boundaries.

Several ALPA pilots currently serve in leadership positions with IFALPA, including United Airlines Capt. Rick Cameron, executive vice-president of administration, membership, and finance; Jazz Aviation Capt. Brian Shury, executive vice-president of professional and government affairs; Delta Air Lines Capt. Mike Geer, executive vice-president, Caribbean & North America Region; First Air Capt. Peter Black, regional vice-president, Canada and the Arctic region; Jazz Aviation Capt. Bob Fulton, Accident Analysis & Prevention Committee vice-chair; FedEx Express Capt. Scott Schwartz, Dangerous Goods Committee chairman; and United Airlines Capt. David McKenny, Human Performance Committee vice-chairman.

By using ALPA's resources to participate more directly and globally in issues germane to the Association's representational responsibilities—preserving and enhancing global pilot standards in the areas of wages, working conditions, and other contractual issues in the collective bargaining process—only ALPA is able to counter the negative effects of global whipsawing, particularly among global airline system pilot groups, to benefit your career and the airline piloting profession at large.

Learn more about IFALPA at www.ifalpa.org.



Government Affairs

ALPA is widely recognized as the voice of airline pilots in Ottawa and has the established rapport you need with members of parliament and other government officials—influential people who make decisions that directly affect your career. ALPA is second to none when it comes to effectively advocating for pilots. The following are just a few of our recent successes and ongoing advocacy efforts in Canada:

1. **Protect Canadian aviation jobs at home and in the international marketplace** by restricting foreign pilot entrants to Canada and including labour protections in Air Transport Agreements. Through ALPA's lobbying efforts, the agencies that oversee the Temporary Foreign Worker Program, reciprocal agreements, and wet-leases must now ensure that these programs benefit Canadian pilots first.
2. **Enhance the business environment in Canada.** ALPA encourages the Canadian government to recognize inequalities with foreign competition by creating programs that support the airline industry and eliminating policies that are detrimental to the industry's growth. This includes a rational, commonsense aviation taxation policy that fosters the airline industry's viability and growth.
3. ALPA's longtime efforts to **amend flight- and duty-time rules** for airline pilots in Canada were finally rewarded in late 2018, when Transport Canada announced new regulations. The work is not done, however, and ALPA continues to seek solutions to additional, related concerns and offer input as implementation of the new rules progresses.
4. Our membership in the International Federation of Air Line Pilots' Associations (IFALPA) and in developing positions as part of the U.S. and Canadian delegations to the ICAO Assembly allows us to **influence and enhance international**

aviation safety regulations. In 2015, Transport Canada banned lithium-metal batteries as cargo on passenger airliners to conform to a new ICAO standard—but ALPA continues to push for a full ban on air transportation of lithium batteries.

5. **Enhance airline passengers' experience at the airport.** Lengthy waits in line create traveler frustration—ALPA encourages the Canadian government to enact policies that streamline the government security screening process.
6. **Enhance in-flight safety.**
 - In June 2018, Transport Canada announced new measures to prohibit the possession of **handheld lasers** over 1 milliwatt (mW) in three greater metropolitan regions. ALPA continues to press the government to include this prohibition to all municipalities across the country.
 - In January 2019, Transport Canada announced regulations for small **remotely piloted aircraft systems**, but they fall short of adequately protecting commercial flights in Canada. ALPA continues to work with Transport Canada and stakeholders during the implementation phase to maximize safety.

ALPA's work on behalf of professional pilots continues today as our industry faces unprecedented threats. Ottawa must continue to act on a host of issues that will determine the shape of the airline industry for decades to come. The decisions our elected representatives make affect how many pilot jobs are available at Canadian carriers, how quickly pilots can upgrade, how effective our carriers will be competing in the global marketplace, and many more issues of deep concern to pilots. As the only organization effectively advocating for airline pilot concerns in Ottawa, ALPA, through its pilot volunteers and staff, will ensure that all our governments' actions are pilot-partisan.



Even More . . .

Flight Time/Duty Time Committee

- Develops ALPA policy on flight-limitation regulations and is responsible for monitoring the implementation of such regulations.
- Provides members with guidance on the meaning and implementation of flight-limitation regulations.
- Represents ALPA in harmonizing flight-time rules with other countries.

President's Committee for Cargo

- Addresses the unique safety and security issues facing cargo pilots.
- Advocates on the need for all-cargo carriers to be brought up to the "One Level of Safety and Security" that the Association has strived to implement for the passenger industry.

President's Committee for Remote Operations

- Identifies and addresses safety issues and unique operational challenges that affect flight operations of ALPA members in remote regions, focusing on far northern Canada and Alaska.
- Advocates for more GPS-based procedures, continued availability of critical non-directional beacon (NDB) infrastructure, and adequate ground infrastructure at destination and alternate fields. Addresses unique human performance issues in these geographic areas.



Schedule with Safety

More Than Just a Motto

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

- Establishing the first air traffic control centers,
- Passing stringent One Level of Safety regulations that affect all airline operations (covering all airliners with 10 passenger seats or more),
- Creating improved regulations covering passenger-airliner emergency evacuations,
- Forming federally mandated anti-hijacking strategies,
- Passing improved pilot qualifications for first officers,
- Developing the risk-based security screening program, Known Crewmember[®],
- Developing safer procedures for transporting hazardous materials aboard airliners, and
- Developing airline and airport safety management systems.

Many of ALPA’s greatest safety “victories” are those that prevented bad ideas from being implemented. These accomplishments include efforts to prevent other parties’ attempts to decrease safety margins in the interest of misperceived efficiency or short-term gains. Numerous shortsighted ideas have been abandoned during their earliest stages because of the simple recognition that “ALPA would never tolerate that.”

Today, ALPA is the world’s largest nongovernmental aviation safety and security organization. Hundreds of Association members, backed by the professional staff of ALPA’s Engineering and Air Safety, Legal, and other departments, serve their fellow 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 that without ALPA would not be in today’s cockpits, at today’s airports, and on today’s airplanes—safety enhancements that many of us might not realize we have but for the ceaseless efforts of this union, this society of pilots who fly the line . . . our ALPA.



ALPA Ensures that
Cockpits Serve Pilots...





ADVANTAGES OF AN INTERNATIONAL UNION

- ▶ 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, provide a moving map display for better situational awareness.
- ▶ Pilots who fly airliners equipped with a head-up display (**HUD**) can hand-fly Category IIIA 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 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 are also vital components of autopilot and autoland systems.
- ▶ The cockpit voice recorder (**CVR**) and flight data recorder (**FDR**), vital to accident investigation and thus accident prevention, are in airline cockpits because of ALPA, and the Association 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 having 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 systems**—another safety feature for which ALPA fought—have alerted flight crews that the airplane was not properly configured for takeoff.
- ▶ **ADS-B** equipage and displays heighten in-flight and ground situational awareness.

ALPA Shapes Modern Airports...





ADVANTAGES OF AN INTERNATIONAL UNION

- ▶ ALPA pushed for 30 years to require specified aircraft rescue and firefighting (**ARFF**) capabilities at airports, a plan for controlling **wildlife hazards** at the airport, a formal **disaster plan**, and much more.
- ▶ ALPA lobbied successfully for **Terminal Doppler Weather Radar** (TDWR) to significantly improve windshear detection capability in airport terminal areas.
- ▶ **Runway safety areas** that ALPA has aggressively promoted 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, “crushable concrete,” which ALPA enthusiastically supports, 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 advocated 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 at 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 at airports.
- ▶ Runway grooving and timely **cleaning of contaminated runways** are important to keep 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 at 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.

ALPA Steers Aircraft Design and Operations...





ADVANTAGES OF AN INTERNATIONAL UNION

- ▶ 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**.
- ▶ **Emergency evacuation tests** are more realistic now because ALPA pushed for changes to certification test requirements.
- ▶ A 1986 ALPA campaign led to the FAA adopting the current category system for master minimum equipment lists (**MMELs**), which establish the maximum length of time each specified item or system may remain inoperative.
- ▶ ALPA advocates worked for years to bring about better detection and reporting of **volcanic ash clouds** that can down multiengine jets, and there are ongoing efforts to improve that capability even more.
- ▶ 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**).
- ▶ Continued efforts to curtail transport of undeclared hazmat include the "**Check the Box**" **initiative**, a collaboration with the Pipeline and Hazardous Materials Safety Administration launched in 2018 to educate the industry and the public about potential shipping dangers.
- ▶ ALPA-led efforts at ICAO resulted in new and improved regulations for carriage of **lithium batteries** as cargo, and ALPA continues to ensure safe transport of dangerous goods with strong advocacy for improved packaging standards for the carriage of lithium batteries.
- ▶ 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' perspectives 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.
- ▶ Due to the tireless work of ALPA subject-matter experts, **windshear** detection equipment and proper pilot training for escaping microbursts have virtually eliminated windshear accidents.
- ▶ ALPA's advocates have worked continuously to ensure the safe integration of **unmanned aircraft systems (UAS)** and **commercial space vehicles** into the airspace system.



ALPA Supports Line Pilots...



- ▶ Played a key role in advocating for **new flight- and duty-time regulations** for airline pilots in Canada, which are a vast improvement and will enhance aviation safety across the country.
- ▶ Defended hiring of Canadian pilots over transient foreign pilots.
- ▶ ALPA helped create and remains a staunch supporter of the **ASRS** and **ASAP** voluntary, nonpunitive 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.
- ▶ **Canadian Pilot Assistance** helps members with physical and emotional health issues and with airman medical certification issues, dealing directly with government regulators every day.
- ▶ After a serious incident, accident, or time-critical safety or security event, help for ALPA flightcrew members is only a phone call away via the **ALPA Worldwide Accident/Serious Incident Hotline**, staffed 24/7/365.
- ▶ ALPA has played a crucial role in developing and improving **AQP** and other advances in flightcrew training, such as those dealing with windshear, 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.
- ▶ **Additional ALPA Support for Members:**
 - Legal support in discipline and enforcement cases
 - Expert accident investigation teams

Mission Statement

The mission of the Air Line Pilots Association, International 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*

ALPA 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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