

USAirline Pilots Association  
...the Line Pilot's Union...  
July 02, 2007

Dear Fellow USAirways Pilot:

Most of us, for various reasons, have become frustrated with ALPA's lack of focus and direction over the last decade. The needs of USAirways pilots, both East and West have been ignored. In fact, *the very underpinnings of unionism* are now *missing* from ALPA's day to day decisions and from their Constitution and By Laws. They are so tied in knots, grubbing for dues money, that they have no time for *protecting the principles* of unionism, or for *addressing forthrightly*, the complaints of our pilot group. ***In short ALPA has lost the moral right to represent the pilots of USAirways.***

***Until now***, you have not had a legitimate alternative. ***Right now***, however, in your hand, is a card and with the card, ***an idea*** that changes everything here at USAirways, for all the pilots.

A growing group of your fellow line pilots have taken their time, at their expense to set up this Union. The goal is simple: we are building a union, that is ***carrier specific***, by and for the pilots who have built USAirways and who make it work. Our needs...*your needs*, as voiced by the line pilots shall be the *first and only* concern of this newborn union.

***AND***, (*despite anything you might hear elsewhere*), by forming this Union we ***also*** gain our best *legal* precedent for setting right, ***either by litigation or negotiation***, the recent seniority award, which is the final insult, in a series, from the morally bankrupt ALPA....servant of too many masters. Understand, ***clearly... there are no guarantees here***....just our best avenue, for righting this wrong; a *side-benefit*, to our way of thinking, that comes along with choosing a ***superior Union***.

**Now, here is where we are:**

Moneys have been donated; more is coming in every day. A suggested amount is \$250.00 and more money is always welcome! Get the details and contribute at:  
[www.decertyalpa.org](http://www.decertyalpa.org)

A democratic constitution and by-laws has been drafted and is in review and revision now. That document, embodying our core principles, will be posted at the above website, within ten days. Its foundation is ***democratic representation*** of the needs of our specific airline. There is a strong emphasis on pilot participation. Here are a few highlights:

***Officers*** will be directly elected by the rank and file members. If you would like to serve...you are welcome to run! We have pilots who will serve until then.

***ALL*** issues, which in any significant way affect your working conditions, pay, benefits and retirement will go through membership (that's you) ratification....period!

***Letters of Agreement***, Memoranda of Understanding and other "elephant traps" will have no part in this union. The lessons of our ALPA past are clear to this Union: in

our past, there was ***never time*** to do it right the first time, but *plenty of time to fix it later*, that will not be happening under this union.

We believe that ***seniority*** is a **self-defining term**. We also believe that it is an underpinning of unionism. Everyone's time in service as well as the sacrifices of those who spend time on the street shall be recognized. Pilots, both East and West have the scars of furlough, and will understand the importance of recognizing those who suffered, on furlough, **awaiting their rightful place** with their fellow pilots.

These points are but a *few*, in a thoughtfully crafted constitution, which will, never the less, be subjected to a Constitutional Convention, within one-year of its implementation.

### **So, what now?**

**Fill out the enclosed, union election card and mail it in today! (We have paid the postage)...What could be easier?** Let us get a real union on this property. You and every one of your **fellow pilots must participate now**, if we are to make this Union work. Don't like the current way of doing business? Here is **your one chance** to make a real difference in your career path.

We **have** the money....ALPA takes about \$12 million per year from you.

We **have** the brain power....the ideas for what works for USAirways pilots come from in-house now. Any "experts" we hire, will serve our needs only....not ALPA. We have access to all the services ALPA offers....believe us, for \$12 million, (probably much less), we can get what we need.

We **have** the WILL to be a USAirways specific UNION....serving our needs.

We **have** (with a new Collective Bargaining Agreement and Bargaining Agent...the USAPA), the ***best*** (not iron-clad) shot at returning sanity and meaning to the term, "seniority", allowing both East and West to finally move forward to a contract!

Finally, **is** this union in the making a *panacea*? **No**, of course it is not. There are many pitfalls and much hard work lies ahead. ***However***,... this Union has observed the downward spiral of ALPA; its lack of principle and direction, for some time. We are **convinced** that the unions, who will do well in this deregulated age, will be the **"carrier specific"** unions, such as the USAirline Pilots Association.

With more mergers coming, foreign ownership of USAirways (and others), a real possibility, we need to look out for ourselves...period. We intend to look after our own, with your participation and resolve to make things better; we are going to make this a reality.

**Fill in your card, send it in.....time is wasting.**

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