



THE RYAN PILOT

Newsletter of ALPA RYN Local Executive Council 46



SUMMER 2006

From the MEC Chairman

by D. Erik Sparks



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**Cover photo
courtesy of
Greg Drawbaugh
www.drawdecal.com.**

On July 12, 2006, we passed our one-year anniversary of opening Section 6 negotiations with Ryan International Airlines. This is an opportune time to look back on our original goals gathered from the initial contract survey and take stock of where we are, where we want to be, and what actions we need to take to bring these negotiations to a successful conclusion.

To date, we've made steady progress at the table on the noneconomic or administrative sections of the contract. More specifically, we've tentatively agreed to 15 sections of the new contract. This was time well spent, as we were able to make numerous improvements over the current agreement. However, the most critical and difficult phase of the negotiations is just getting started as we transition to those sections that deal predominantly with scheduling, hours of service, and, of course, compensation.

With the negotiations session in June, we began addressing those sections of the contract that speak directly to those issues we identified in our initial contract survey as the most critical areas to improve in this round of negotiations.

To refresh our memory, on July 12, 2005—one year ago this week—we presented the company with an “opening statement” that identified the following seven major goals for these negotiations:

- A significant improvement in compensation that fairly recognizes the important contribution Ryan pilots make to the economic and operational success of Ryan International Airlines.
- Longevity pay schedules that are based on our years of service to Ryan, rather than years of service to a customer.
- Replace the current salary system with an hourly pay system that rewards pilots for flying and provides the Company with the economic incentive to use our time efficiently and to minimize nonflying time away from home.
- Clearly establish that retirement income security is the joint responsibility of the pilot and Ryan.



- Establish the carrier's full responsibility to provide for travel-related support and expenses as a normal cost of doing business.
- Improve scheduling rules and practices to enhance our quality of life and minimize time away from home.
- Clear contract language and administrative practices to ensure that the contract will be implemented as agreed to.

These basic goals are relatively simple to summarize. Nonetheless, it's important that we all recognize that the course we have charted for ourselves will be difficult and will necessitate negotiated improvements that touch on nearly every important aspect of our current labor agreement. We didn't chart this course out of some naïve view that these negotiations would be easy but rather in response to the harsh reality that a number of fundamental problems with the structure of our current agreement need to be fixed if we are to enjoy the economic security and quality of life we have every right to expect as a Ryan pilot.

The months ahead will be challenging and complex as we work toward a successful conclusion to these negotiations. The critical and necessary component of this effort will be our ability to remain unified behind these important goals and speak with one clear voice to the Ryan management team.

To maintain and further solidify this all-important unity of purpose, your MEC has retained the services of the Wilson Center for Public Research, a firm that specializes in attitudinal polling for union organizations, to design and administer a

Web-based survey of Ryan pilot attitudes and priorities. Your input via the Web will provide invaluable insight and guidance to your leadership in making choices and adopting strategies that continue to be consistent with the needs and priorities of the Ryan pilots.

It is important that **every** Ryan pilot participate in this vital activity. This is to ensure that the results are statistically valid. If only some pilots participate, the results will not be fully representative of our pilot group. It is a small investment of time, and the returns will be significant in terms of helping us navigate the most challenging and important phase of these negotiations.

It's our plan to post the poll on the Web beginning July 24, 2006. It will remain on the Web for three weeks to maximize opportunities to participate. Prior to the 24th, each of you will receive by e-mail your individual password and instructions for accessing and completing the poll.

Coincident with this Web survey, your MEC is reviewing its communications and outreach efforts to identify ways to improve information sharing in order that we all stay informed and involved in the coming months. Next week we will be meeting via conference call with ALPA staff and our Pilot-to-Pilot®* volunteers to map out how to use these resources most effectively in keeping our pilot group informed and involved.

This is an exciting and important time for all of us. I am confident that our efforts and unity in support of the goals above will be rewarded by a much improved contract at Ryan International Airlines. Stay informed! Stay involved!



*Pilot-to-Pilot is a registered mark of the Air Lines Pilots Association.

Jumpseat Committee

by Frank DeMare, Chairman

Without a doubt, the single, overwhelming concern most of us have is when CASS will be operational. As of June 30, 2005, we have received approval from the FAA for our Ops specs, training program, and Company Ops Manual, and from the TSA for our AOSSP. We have completed operational testing with ARINC's server. The remaining steps are to transition our CASS server from a testing phase to an operational phase, and to update our reciprocal jumpseat agreements with most carriers to cover CASS operations. The server switchover was supposed to have happened already, but was somehow overlooked in the confusion of moving from ICT to RFD. It is back on the to-do list for the IT department, but I haven't received a firm date yet from RFD as they have even more pressing problems with our own operations after the move from ICT. Hopefully, CASS will be fully functional by the time you read this.

Here is a brief review of the history, the present, and the future of CASS. After the attacks on 9/11, access to the cockpits of other carriers was eliminated because of concerns that terrorists could use stolen or forged airline IDs to gain access and mount another attack. UPS, having no seats outside the cockpit of its aircraft, suddenly found itself unable to reciprocate for the seats its pilots were given in the cabins of passenger carriers. They approached the ATA, TSA, and FAA with a proposal to restore cockpit access. Their idea was a secure, real-time connection between the gate agent at the departure airport and the certificate holder who employed the pilot asking for a jumpseat. The computer link would give an up-to-date confirmation of the pilot's employment status, background check, and, very important, an actual photograph of the pilot to eliminate forged IDs using the name of a valid employee. After working out the technical details for the computer link, it was decided that the easiest system to implement would be to connect through a central server, which would

forward requests on to the employer rather than each airline having to set up and maintain a secure link with every other airline. Because most airlines already had connections with ARINC in Annapolis, Maryland, for their in-flight communications (NY and SF Radio, Selcal, ACARS, etc.), they were chosen to maintain the central server. Each airline is only required to maintain one secure connection for CASS.

Once the technical details were worked out and approved, a demonstration program was implemented. During this period, roughly 18 months, the program was open only to ATA member airlines. Because many of the airports still had older, text-only terminals at many of their gates, a work-around was approved to compensate for the fact that they couldn't display the pilot's picture. The CASS server at the pilot's employer would return the pilot's passport number and expiration date, and the pilot would be required to show his/her passport for a picture identification and to compare against the stored data. This work-around was approved only until September

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2006. After that date, the online picture will be required regardless of airport equipment. For those gates without the necessary equipment, the pilot will be required to go somewhere else in the airport with a graphics terminal, such as a dispatch office or airline office, to be checked against the online photo. After the successful conclusion of the demonstration program, participation was extended to all certificate holders. At that point, Ryan purchased the necessary soft-

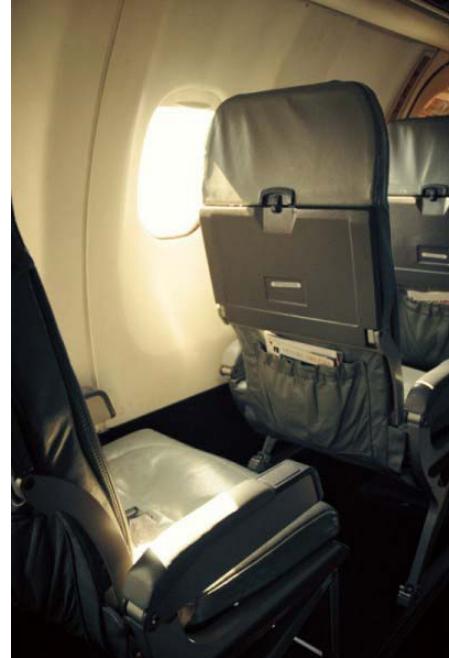
ware from another airline that developed it in-house. This probably saved several months in the approval process.

Initially, we were required to demonstrate our compliance with the specification by connecting our server to a test network, identical in design but distinct from the actual CASS network, to prevent a bug in the new software from bringing down the actual network. Once we demonstrated our ability to work and play well with others, we were allowed to switch over to the real network. This is the step that was lost in the move to Rockford. It should be implemented by the time you receive this newsletter. When we are live on the network, any airline that doesn't require a modification to the reciprocal jumpseat agreement to address CASS will be available to our commuters. Those that do require a new agreement will be dealt with as quickly as possible. For your convenience, the Jumpseat Committee section of the main ALPA website has a listing of airlines and their respective jumpseat policies. Those airlines with CASS approval are noted, though unfortunately, the list doesn't note the airlines that are currently in the approval process for CASS or are developing their programs.

There are a couple of other issues that have come up that I need to bring to the attention of all of our pilots, whether they commute or not. First, I heard one of our pilots on the radio when told to give way to AirTran at a taxiway, read back, "Roger, give way to Scaretran." This is not going to help our ability to get home the next time a Ryan pilot approaches that captain, or anyone he has talked to, for a jumpseat. Because of the lack of any sort of published schedule or regular route structure for other pilots to consult, we offer very little to other airlines compared to what we ask from them. Let's at least not aggravate the situation by making derogatory comments on the radio.

The second issue involves Southwest Airlines and has still not been resolved as of this writing. One of our pilots requested and received the jumpseat on a Southwest, coast-to-coast flight. He was

allowed to preboard and asked one of the flight attendants, whom he happened to know, if he could have the exit row and that flight attendant said yes. Unfortunately, this is contrary to Southwest's policy, and another flight attendant complained to the captain about it. The captain, in turn, after talking to our pilot at the end of the flight, filed a report with Southwest's management. This prompted a call to me from Southwest's Jumpseat coordinator. In that call, he explained to me the reason for their policy that no preboarder may occupy an exit row. The alleged reason is that preboarding is only offered to people with special needs such as reduced mobility or small children, and having any such people in the exit row is a safety hazard. But the true reason for the policy is because of Southwest's open seating policy and single-class cabin configuration. The exit row seats, with their extra leg room, are effectively Southwest's "First Class" seats. Paying customers often come to the airport an hour or more ahead of time so they can be first to line up in the "A" boarding queue and get the extra leg room for a cross-country flight. When they get on board, after waiting an hour or two in line, only to find the exit row taken by a preboarder, they get livid and complain to management. When the preboarder is an able-bodied passenger without small children, and a nonpaying passenger to boot, it only aggravates the situation—thus the policy that no preboarder can occupy an exit row. Although this happened early this year, the captain apparently made a follow-up inquiry to his management last week to find out what was done. I thought we had resolved it back then, but apparently not, so I'm now involved with it again. So please, when riding as a non-rev on Southwest, avoid the exit rows unless you're the last one to board and it's still open.



Retirement Committee

by Captain Dan Coughlon, Chairman

The Retirement Committee's goal is to help propose a reasonable and adequate retirement package and to help police company policies regarding such.

Regarding retirement, we are looking to the company to provide a larger share of the contributions to the 401(k) plan.

To those pilots who reached the maximum allowable annual limit before the end of 2005, and to those over 50 who fall into the Catch-Up category, the company has been behind on their True-Up contributions. The True-Up is required by 3/31 for the prior year, and the company didn't make good until 5/5/06 for 2005. If you were affected, be sure to check your 401(k) online for accuracy.

Regarding health care, costs continue to rise. These increases in costs can be reflected in an increase in premiums or a change in plan benefits (copay, deductibles, coinsurance percentage, exclusions, and/or out of pocket). Company changes to accommodate rising costs can cause crewmembers to pay a higher percentage of the increases. Premiums at Ryan have historically been shared at a 70/30 ratio, company to employee. It is important to state here that our premiums are deducted at a pretax rate, which affects actual costs. For the plan year ending 7/1/05, employees at Ryan paid 38 percent of the plan costs. Since the company is in the

process of renewing our insurance effective 7/1/06, this committee wished to have Richard Pavel of ALPA's R&I Department review the process. The company stated that it did not have time for this and that we would see it when we see it.

Please see the included table for a brief summary of what has occurred in the last few years regarding premiums and plan benefits. This should clearly demonstrate how cost increases have been borne by the employees and their families.

**Regarding
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This committee would like to see the following areas of our benefit package addressed:

- ✈ Return to historical percentages of 70/30
- ✈ Freeze plan benefits at present levels
- ✈ Explore an HSA option as a tool for reducing costs
- ✈ Provide access to our group plan to retiring crewmembers until Medicare applies

Stay open-minded and aware, and support your MEC. 



Premiums and Plan Benefits

November 1997–July 2005

	MEDICAL ANNUAL COST	PILOT LIABILITY	PPO				NON PPO			OUT OF AREA			DENTAL ANNUAL COST		
	employee	med & den prem plus max out of pocket	co-pay	deductible	co-ins	max out of pocket	deductible	co-ins	max out of pocket	deductible	co-ins	max out of pocket	employee	deductible	annual max per person
July 1, 2005	single-\$1,200 family-\$3,232	single-\$4,789 family-\$10,508	\$20	employee-\$500 family-\$1,000	80% 1st \$15,000	employee-\$3,000 family-\$6,000	employee-\$1,000 family-\$2,000	70% 1st \$15,000	employee-\$4,500 family-\$9,000	employee-\$500 family-\$1,000	80% 1st \$15,000	employee-\$3,000 family-\$6,000	single-\$89 family-\$276	employee-\$50 family-\$150	\$1,000
July 1, 2004	single-\$1,042 family-\$2,752	single-\$4,631 family-\$10,028	\$20	employee-\$500 family-\$1,000	80% 1st \$15,000	employee-\$3,000 family-\$6,000	employee-\$1,000 family-\$2,000	70% 1st \$15,000	employee-\$4,500 family-\$9,000	employee-\$500 family-\$1,000	80% 1st \$15,000	employee-\$3,000 family-\$6,000	single-\$89 family-\$276	employee-\$50 family-\$150	\$1,000
On the July 1, 2004, renewal, ded no longer applied to out of pocket, only co-insurance to \$15,000, hence we added ded to prem plus max out of pocket to show possible liability															
July 1, 2003	single-\$894 family-\$2,347	single-\$2,483 family-\$5,623	\$20	employee-\$300 family-\$900	90%	employee-\$1,500 family-\$3,000	employee-\$500 family-\$1,500	70%	employee-\$3000 family-\$900	employee-\$300 family-\$900	80%	employee-\$1,500 family-\$3,000	single-\$89 family-\$276	employee-\$50 family-\$150	\$1,000
July 1, 2002	single-\$894 family-\$2,183	single-\$2,483 family-\$5,459	\$15	employee-\$300 family-\$900	90%	employee-\$1,500 family-\$3,000	employee-\$500 family-\$1,500	70%	employee-\$3,000 family-\$6,000	employee-\$300 family-\$900	80%	employee-\$1,500 family-\$3,000	single-\$89 family-\$276	employee-\$50 family-\$150	\$1,000
Jan 1, 2001	single-\$829 family-\$2,301	single-\$2,329 family-\$5,301	\$15	employee-\$300 family-\$900	90%	employee-\$1,500 family-\$3,000	employee-\$500 family-\$1,500	70%	employee-\$3,000 family-\$6,000	employee-\$300 family-\$900	80%	employee-\$1,500 family-\$3,000	included in medical	employee-\$50 family-\$150	\$1,000
Jan 1, 2000	single-\$829 family-\$2,301	single-\$2,329 family-\$5,301	\$10	employee-\$300 family-\$900	90%	employee-\$1,500 family-\$3,000	employee-\$500 family-\$1,500	70%	employee-\$3,000 family-\$6,000	employee-\$300 family-\$900	80%	employee-\$1,500 family-\$3,000	included in medical	employee-\$25 family-\$75	\$1,500
Nov 1, 1998	single-NA family-\$1,871	single-NA family-\$4,871	\$10	employee-\$300 family-\$900	90%	employee-\$1,500 family-\$3,000	employee-\$400 family-\$1,200	70%	employee-\$1,500 family-\$3,000	employee-\$300 family-\$900	80%	employee-\$1,500 family-\$3,000	included in medical	employee-\$25 family-\$75	\$2,000
Nov 1, 1997	single-NA family-\$1,701	single-NA family-\$4,701	\$10	employee-\$300 family-\$900	90%	employee-\$1,500 family-\$3,000	employee-\$400 family-\$1,200	70%	employee-\$1,500 family-\$3,000	employee-\$300 family-\$900	80%	employee-\$1,500 family-\$3,000	included in medical	employee-\$25 family-\$75	\$2,000

Safety Committee

by Chris Neely, Steve Krause

The long summer season is upon us. As a result, many of our crewmembers have once again found themselves in various parts of the world dealing with unfamiliar practices and procedures. In this issue of the *Ryan Pilot*, the Safety Committee would like to discuss a couple of anomalies you may be faced with as you navigate foreign airspace and aerodromes throughout the world.

Mayday!

As professional pilots, we are trained to handle abnormal situations and seek successful and safe

solutions to potential emergencies. Should you find yourself in a situation that necessitates the need to declare an emergency, please remember that the official ICAO word used to signify an aircraft in distress is **"Mayday."** Recently, a U.S.-based airline crew found out that the word "emergency" did not achieve the desired results outside of U.S. airspace. The crew had declared an emergency and began to divert to an alternate destination. The air traffic controller handling the flight did not recognize the word "emergency," and, as a

result, no standard services were provided to the distressed aircraft. The crew was baffled when they were not issued priority handling or rescue and fire equipment upon arrival. The cause of this serious communication problem was that the crew used the word "emergency" rather than **"Mayday."**

(Courtesy NASA ASRS Callback)



Visual Docking Guidance Systems (VDGS)

There has been an increase in the number of reports concerning aircraft damage at aircraft gate assignments using Visual Docking Guidance Systems. These parking systems have been predominant in Europe and are now increasingly being utilized in the United States. Many of the incidents reported were results of unfamiliarity by either the flight or ground crew handling the aircraft. There are many types of docking systems in use, such as the AGNIS system (UK), Safegate, PAPA, and even mirrors. Regardless of the VDGS you may encounter on your next trip, some basic principles apply to the safe and proper use of each of these automation systems.

These parking systems have been predominant in Europe and are now increasingly being utilized in the United States.



First, a pilot should not assume that a stand is safe to enter simply because the stand VDGS is active or lit. Where ground handling personnel are not present on the stand or if the pilot has any doubt about the position of any equipment on or near the stand, the aircraft should be stopped immediately and assistance requested.

Information regarding the specific VDGS for your destination airport can usually be found in the informational Jepp pages preceding the 10-9 airport diagram.

Immediate surroundings have been made to ensure that all equipment is correctly parked in allocated areas and that the stand is safe for use by the type of aircraft assigned.

(Courtesy of Civil Aviation Authority, London)

Information regarding the specific VDGS for your destination airport can usually be found in the

informational Jepp pages preceding the 10-9 airport diagram. If you find yourself at the assigned parking location and are unsure how to proceed, simply stop the aircraft and request assistance. Taking an extra moment to ensure the parking area is clear may save much time, effort, and resources should the aircraft be damaged.

MD-80

We are still in need of a safety representative for our MD-80 fleet. Anybody interested in filling this position on the Safety Committee, please contact Chris Neely at (574) 215-3876 or cneely3@comcast.net.

Please feel free to contact any of us on the Safety Committee at any time regarding safety concerns, or to give us suggestions and ideas on improving the safety and efficiency of our airline.

Fly Safe!

Chris Neely, Chairman
B-757 Representative
(574) 215-3876
cneely3@comcast.net

Steve Krause
B-737 Fleet Representative
(515) 556-3495
woxofsk@juno.com

Photo Album



Mike Kerls, Clayton Taylor, and Eric Lemon
enjoying Mallorca (Mike Kerls Photo)

This is a new section of our newsletter devoted completely to photographs of Ryan pilots, aircraft, other employees, and the places we fly to. If you have any photos you have taken (in electronic format) and would like to share, please send them to me—at high resolution, at least 300 dpi—at the e-mail address below. Though they will be black and white in the printed version of the newsletter, they will be in full color in the electronic version that will be available online.

Mike Egan
Newsletter Editor
mike.egan@alpa.org



Coconut Crab prowling the flightline on
Diego Garcia (Teresa Payton Photo)



Miguel Martinez and Audrey Wahl in Germany
(Mike Egan Photo)



Jason Szymanski resting between flights
(Jason Szymanski Photo)

Ryan Grievance Worksheet

Disciplinary/Nondisciplinary Grievances

The purpose of this form is to register a formal grievance and request a hearing into the matter described below. This form provides for compliance with Section 19 and Section 20 of the Agreement between the crewmembers and Ryan International Airlines, Inc., dated Aug. 11, 2001.

Name: _____

E-mail: _____ Status (check one): Capt FO SO

Telephone: _____ Telephone: _____

Current date: _____ Date(s) of alleged violation: _____

Airplane type: _____ Date you first learned of alleged violation:

In order to be in compliance with Section 20 (in the case of contractual grievances) of the Agreement, you must first attempt to resolve this dispute with your immediate supervisor. Have you attempted this? (Check one) Yes No

What were the results? _____

I feel the following areas of the Agreement have not been adhered to: _____

The following is a description of the circumstances leading to this dispute. (Provide a complete and detailed narrative of events in the order that they occurred. Include dates, times, places, witnesses, accurate conversations with persons involved, and any comments made by Company officials in the incident. Attach additional sheets if necessary.) Please attach any documents/supporting evidence you would like to include.

Signature:

For Grievance Committee Use: Date Received: Initials:

Important Contact Information

MEC (MASTER EXECUTIVE COUNCIL)

Erik Sparks—Chairman (Block 1 Rep)	erik.sparks@alpa.org	704-622-6341
Eric John—Vice Chairman (Block 2 Rep)	eric.john@alpa.org	865-300-3454
Jesse May—Secretary-Treasurer (Block 3 Rep)	jesse.may@alpa.org	619-602-0566

COMMITTEES

COMMUNICATIONS

Ron Schable - Chairman, Website	RWS35@kc.rr.com	913-696-0825
Alan McElfresh - Hotline	MacFLYB727@aol.com	615-364-7326
Mike Egan - Newsletter	mike.egan@alpa.org	423-782-7697

GRIEVANCE

Byran Stackley - Chairman	bkstackley@yahoo.com	785-224-7769
Tom Corrar	tompcor@cs.com	609-801-1297

HOTEL AND TRANSPORTATION

Glenn Colozzi - Chairman	Gcolozzi@aol.com	336-207-0751
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JUMPSEAT

Frank DeMare - Chairman	demare@freightdogs.com	301-806-2223
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MEMBERSHIP

David Duke - Chairman	dduke777@bellsouth.net	770-310-9059
Ted Burson	tedburson@cox.net	316-648-4528
Jennifer Gillespie (ALPA)	jennifer.gillespie@alpa.org 888-FLY-ALPA ext. 4399	

NEGOTIATIONS

Jeff Hand - Chairman	forthehandyman@aol.com	608-201-4821
Stephen Montgomery	slmontgomery@msn.com	816-668-7995
Grady Henderson	boeingdriver@juno.com	612-812-6099

PILOT-TO-PILOT

Tom Corrar - Chairman	tompcor@cs.com	609-801-1297
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PROFESSIONAL STANDARDS

Reid Lapaglia - Chairman	electrcjet@msn.com	773-865-5942
B-757 - David Duke	dduke777@bellsouth.net	770-310-9059
B-737 **Vacant		
MD-80 **Vacant		

RETIREMENT

Dan Coughlon - Chairman	dancou1234@aol.com	270-355-3751
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SAFETY

Chris Neely - Chairman	cneely3@comcast.net	574-215-3876
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SCHEDULING

Andy O'Donnell - Chairman	socalod@msn.com	818-519-2919
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TRAINING

Hann Wu - Chairman	alpa_training@yahoo.com	651-260-8818
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