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23-11

Negotiators' Notepad 23-11: C2019 Section 10 – Seniority List Instructors, Line Check Pilots & Line Validation Pilots

*This Negotiators' Notepad will discuss the details of various changes to **Section 10 – Seniority List Instructors, Line Check Pilots & Line Validation Pilots** of the PWA in the Tentative Agreement (TA). This Notepad should be read in conjunction with the entire series of C2019 Notepads, along with the [TA Reference document](#), as you educate yourself in preparation to make an informed decision when the membership ratification window opens.*

As the size of the general pilot population and the SLI and LCP/LVP cadre has increased, it has been an increasing priority for the MEC to break out the SLI/LCP/LVP work rules from the training pay/work rules for line pilots. Doing so consolidates the training section of the PWA to focus specifically on pilots undergoing training.

In addition, many SLI work rules have traditionally been located in the Flight Ops Policies and Procedures (FOPP) document, and LCP/LVP work rules have been located in the Flight Standards Pilot Manual (FSPM). These existing work rules *have been codified as PWA work rules* and incorporated into the new **Section 10**. The former **Section 10 - Administrative Pilots** has been moved to **Section 28**.

The important “take away” from this change is that, going forward, *SLI/LCP/LVP work rules are now contractual and cannot be modified, deleted or replaced without a formal negotiation*. Further, the PWA will now provide an enforcement mechanism and will allow issues that arise to have access to the grievance process for settlement. This will provide a significant increase in the stability of the working conditions and quality of life for SLIs/LCPs/LVPs.

Seniority List Instructors

SLI Duty Period and Guarantee Pay

This agreement increases SLI pay from 5:00 for each SLI duty period to 5:18. This change also increases an SLI's 17 duty period guarantee from 85 hours to 90:06. This represents a 6% increase in SLI compensation in addition to the new hourly pay rate increases.

SLI Pay Overrides

SLIs who instruct a training event for any pilot in training for the *highest paying aircraft* in the fleet (i.e., 767-400, A330, A350) will receive a 10% override for that duty period. To qualify for this override, an SLI must have the seniority to hold the position for which they are instructing. A350 and A330 SLIs will receive this override for all of their SLI duty periods, while SLIs who teach on the 7ER and 767-400 will receive the 10% override while teaching an event with any pilot who is in training for the 767-400.

SLIs will receive a \$1,000 override while designated as an Aircrew Program Designee (APD) and \$500 while designated as a Proficiency Check Pilot (PCP). These overrides will not apply when SLIs are assigned to the line for a bid period.

Instructing as FO SLI, Flying as Captain

Currently, there is a loophole in certain situations when a Captain who is currently considered a First Officer SLI, but is assigned to the line for a bid period and flies as a Captain, that flying is not paid at Captain rates. Going forward, First Officer SLIs who upgrade to Captain, but remain a First Officer SLI, will be paid their Captain pay rate when they are flying and will revert to their First Officer SLI pay rate only when performing instructor duties.

Holiday Pay

Consistent with the new provision for line pilots - who will receive an extra ADG when operating a rotation that touches New Year's Eve, New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, Christmas Eve, or Christmas Day - SLIs will also receive an *extra 5:18* when they work an SLI duty period on one of the designated holidays. The extra pay due an SLI remains at 5:18 regardless of the number of duty periods worked on a Holiday.

Overnight Simulator Pay

SLIs will also receive the same premium pay as pilots who train between 0100-0500, local time. If an SLI trains between 0100 and 0259, they will receive 2:00 per such training period in addition to their normal training pay. If the SLI trains between 0300 and 0459, they will receive 4:00 per such training period in addition to their normal training pay. This premium pay is due anytime, scheduled or not, an SLI duty period encroaches these time frames.

SLI Scope

Just as **Section 1** offers new protection for pilot jobs, **Section 10** will now offer protection for SLI jobs that did not previously exist. Beginning in 2024, and measured each calendar year thereafter, at least 50% of all training events must be conducted (not scheduled) by SLIs. Beginning in 2025 the number of Captain SLIs must grow so that they represent 40% of the SLI cadre. There were no changes made this negotiating cycle with respect to the type of training events NSLIs can and cannot instruct.

SLI Golden Days and Soft Days

SLIs will now have 4 Golden Days and 6 Soft Days to use every bid period that they are assigned to the Training Department. Further, the definition and application of Golden and Soft Days off has been modified per the rules below:

- SLIs cannot be scheduled or proffered to work on Golden Days, but can volunteer to work;
- As with Golden Days, an SLI cannot be scheduled to work on a Soft Day, but an SLI can be proffered and may volunteer to work.
- The Company can no longer *require* an SLI to work on Golden or Soft Days;
- Golden and Soft Days are prorated for each bid period that an SLI has Military Leave or Vacation
- Golden and Soft Days will be bid based on both qualification level (i.e., APD, PCP) and seniority

SLI Positive Space

Current practice is that SLIs receive positive space travel to and from their home to an off-site training location, such as Miami or Las Vegas. This agreement gives SLIs Positive Space travel from their home to the location of any SLI duty period. The expanded SLI jumpseat booking window will be eliminated since commuting SLIs will now be able to book Positive Space between their homes and any SLI duty period.

SLI Hotels

The current practice of the Company providing SLIs hotels, if requested, has been codified in the PWA with no restriction on SLI's base or home address. An SLI is eligible for a hotel starting the night prior to the first day and the night of the last day of any duty periods for SLIs performing training. SLIs will continue have hotels automatically booked for training events that are not in Atlanta.

New SLI Flying Requirements

Annual flying requirements for SLIs will now begin for new SLIs after they have become an instructor of record for all initial training modules that do not require a PCP designation, or after 90 days of the SLI's first instructor training event, whichever comes first.

Line Check Pilots/Line Validation Pilots

LCP/LVP Pay

The agreement increases LCP/LVP pay from a 15% override to a 30% override at the A350/A330/767-400 rate for their applicable seat and longevity. As is current practice, this override will normally apply to the block time that contained LCP/LVP duties. However, when LCPs/LVPs pick up rotations with Flight Standards work on days off, or LCPs/LVPs replace an existing rotation for an equal or greater number of days, they will now receive the 30% override for the entire credit value of those trips.

Conclusion

Please take the time to read the entire series of Notepads that will be provided to you, share the material with your families, attend one of the road shows, and ask as many questions as you need to ask. LEC Representatives will be available in lounges to help answer any questions you may have. In addition, please review the latest information and FAQ's at dal.alpa.org, or submit questions to DeltaTAQuestions@alpa.org.

Fly Safe,
Eric, Brandon, and Rich