



January 16, 2023

23-15

Negotiators' Notepad 23-15: C2019 Other Sections:

Section 6 (Relocation), 15 (Physical Examinations), 16 (Crew Augmentation and International Operations), 18 (Grievances) and 19 (System Board of Adjustment)

*This Negotiators' Notepad will discuss the details of various changes to **Section 6 – Relocation, Section 15 – Physical Examinations, Section 16 – Crew Augmentation and International Operations, Section 18 – Grievances and Section 19 – System Board of Adjustment** of the PWA in the Tentative Agreement (TA). This Notepad should be read in conjunction with the entire series of C2019 Notepads which will be made available at the [Contract 2019 website](#), along with the [TA Reference document](#), as you educate yourself in preparation to make an informed decision when the membership ratification window opens.*

Section 6 – Relocation

Relocation Benefits

Currently, a pilot is only eligible for relocation benefits at co-terminal bases if they move their household goods and personal effects to a new permanent residence that is within a 125 straight-line statute mile radius of the blended airfield reference points of all co-terminal airports. This TA adds the ability for pilots to be eligible for moving benefits if they move within a 125-mile radius of *any* co-terminal airport.

Additionally, the current PWA requires a pilot to repay moving costs if, within 24 months of receiving relocation benefits, they receive an AE or VD to a different base or move to another permanent residence outside such radius without changing bases. The TA better protects pilots by reducing the 24-month timeframe to only 12 months and deletes the language altogether concerning a pilot moving to another permanent residence outside the 125-mile radius without changing bases.

Additional relocation benefit improvements include:

- One-time expense allowance for pilot who are eligible for relocation benefits of \$2,000.00 **increases** to \$6,000.00 after arrival of all household goods and personal effects at the pilot's new residence. This allowance is paid to all pilots who actually relocate their household to help with incidental expenses.

- Increases the age of vehicles that the Company will cover the full cost to transport from 10 years old to 12 years old
- The Company will now reimburse pilots \$800 to transport cars that are more than 12 years old. Currently there are no provisions that entitle pilots to any funds to transport cars that are deemed too old.
- The mileage reimbursement for pilots when they drive their car for a move due to a relocation is improved by deleting the static rate of .55 cents per mile and changing it to the government mileage rate.
 - The 2023 government mileage rate is 65.5 cents per mile.
- Company provided insurance coverage for the repair or replacement value of household goods and personal effects that are lost or damaged while being moved under **Section 6 B. 1. a.** increases from \$150,000 to \$200,000
- Company will provide insurance for the loss or damage to a vehicle(s) transported under **Section 6 B. 1. b. 1)** up to the lesser of the vehicle's replacement value or \$100,000
 - Coverage improves from \$50,000 to \$100,000
- Company paid COMAT shipping weight **increases** from 500 pounds to 1,000 pounds
- Pilots will now have 36 months from conversion to relocate their permanent residence before relocation benefits are forfeited
 - Currently pilots forfeit relocation benefits after 24 months

Section 15 – Physical Examination

Pilot Medical Review and Evaluation Notification Process

- When the Company has reason to believe a pilot may not meet the physical standards the Company must now provide the pilot with written notice stating the basis for the Company's belief that the pilot does not meet the physical standards.
 - Currently the Company does not have to provide the reason to the pilot explaining the basis for the medical review.

Medical Review and Evaluation Provisions

- The parties will send a mutually-agreed upon letter to each medical examiner (Company, Pilot, and Neutral) explaining the medical review and evaluation process under this section along with a copy of **Section 15** of the PWA.
 - The letter sent to each medical examiner will make clear the PWA's strict prohibition on reporting any preliminary results to the FAA until the entire **Section 15** process has concluded.
 - This ensures all parties are on the same page and are sending the same message to the Company's Medical Examiner (CME), Pilot's Medical Examiner (PME), and the Neutral Medical Examiner (NME).

Section 16 – Crew Augmentation and International Operations

Minimum Standards for Rest Facilities

- All widebody aircraft engaged in augmented operations that are added to fleet on or after 1/1/20 which can accommodate a Class 1 facility must have Class 1 rest facilities installed on the aircraft
- All narrowbody aircraft engaged in augmented operations that are added to the fleet on or after 1/1/20 must have a Class 2 rest facility (except current B-757 fleet)

A330-300 Operations with Single Rest Bunk

- Eliminate 13-hour operations on A330-300. Max allowable leg on the A330-300 is 12 hours going forward, unless the aircraft is equipped with a second pilot rest bunk.

Section 18 – Grievances

“Hearing Officer” Definition

- “Hearing Officer” means a Company-designated senior Flight Operations official holding a title with the Company of Regional Director (RD) or above
 - Hearing Officer must be vested with necessary authority to make decisions.
 - If an RD conducted the pre-grievance or disciplinary discussion with the pilot under **18 B. 1.** or **18 C. 1.**, then a different RD must fill the role of Hearing Officer in the event of a grievance hearing.

Pre-Grievance Decision Timeline Extended

- The Company and the ALPA representative and/or the pilot will continue to assemble the facts and make an effort to promptly resolve the dispute as under the current PWA. With the TA, however, while the Chief Pilot’s Office is addressing the dispute, the 120-day grievance filing deadline is tolled in order to provide adequate time to resolve the issue. In this way, a pilot’s grievance rights are protected. In addition, if there has been no resolution to the dispute after 30 days, the pilot may proceed from the Pre-Grievance stage to the Grievance stage.

Improved “Discovery” Provisions Involving the Discipline/Discharge of a Pilot

- The TA adds the requirement that prior to any discussion with the Chief Pilot’s Office pursuant to **Section 18 C. 1.**, a pilot will receive written notice:
 - 1) describing all matters that will be the subject of such discussion, and
 - 2) of their right to contact ALPA and have their ALPA representative attend any discussion.

Section 19 – System Board of Adjustment

Updated Five Member Board Scheduling Provisions

- Although not a change to the practice of arbitrator selection, it is now clarified under the TA. The Company and ALPA will attempt to mutually select a neutral member from the standing list. If the parties are unable to agree upon a neutral member, they will utilize the alternate strike-off method. The parties will alternately strike first in successive disputes.

19 G. 3. b. – Expansion of Processes for Four Member Boards

- Four Member Boards to receive same treatment as Five Member boards in regards to the exchange of documents expected to be introduced into evidence, and to inform each other of expected motions.

19. G. 3. h. – Moved Language Concerning Transcripts from Section 18 to Section 19

- Certified Transcripts
 - Either ALPA or the Company may make a certified transcript of a Four Member System Board hearing, provided that a copy of such transcript is furnished to the other party upon request, in which case the cost will be borne equally by the parties.
 - A certified transcript will continue to be made of a Five Member Board hearing with the cost of such transcript borne equally by the parties.

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 FAQs at dal.alpa.org, or submit questions to DeltaTAQuestions@alpa.org.

Fly Safe,
Eric, Brandon, and Rich