



September 29, 2020

Pandemic Recovery Letter of Agreement 20-05 Approved - What's Next?

Today's Headlines

1. Membership Ratification Results
2. Important Dates and List of Open Bidding Options
3. Displacement Options
4. October E-SRL Bidding Open
5. Cancelling All 737 and Airbus Transition Training October 14 On
6. P-VSL 2 Bidding Open
7. Pay Protection Information
8. New MOU 20-04-Voluntary Early Termination of E-SRL
9. Canceled October Furlough Schedule Rebuild

NOTE: All questions should be sent to the new "LOA 20-05 Pandemic Recovery Questions" PDR inbox.

Membership Ratification Results

Thank you to everyone who participated in the membership ratification process for the Pandemic Recovery Letter of Agreement, which is now LOA 20-05 in the United Pilot Agreement.

The official ballot certification is [here](#). Turnout was high with 94.8 percent of eligible voters casting a valid ballot. The results are as follows, with 58 percent In Favor and 42 percent Against:

In Favor	6,337
Against	4,666
Eligible Voters	11,770
Total Votes Cast	11,161*
Percentage of Votes Cast	94.83%

*158 ballots cast in which the voter did not select either option.

If you missed it yesterday, a video message from MEC Chairman Capt. Todd Insler can be found [here](#) along with this [press release](#).

Important Dates

Effective today, the following programs are open, and information is available on CCS:

- P-VSL Round 2. See below for more details
- First "14-day window" to opt out of displacement cancellations. See below for more details
- 14-day window to cancel participation in LOA 20-02 programs
- Guaranteed three-month COLA award for November bid period election
- Quarterly Group Membership Selection
- LAX 787 & ORD 777 Opt In
- October-only COLA (This has been open and will close on September 29)
- October-only E-SRL (1 month at 50 hours)

Other Key Dates

- 29 Sept 1700CT
 - October-only COLA Closes
- 01 Oct 1000CT
 - LOA Quarterly Group Membership Selection Bidding Closes
 - October-only E-SRL Closes
- 01 Oct End of Day
 - Pilot Group List for Quarter Published
- 06 Oct 1000CT
 - LOA 20-02 Program Cancellations Effective for November Bid Period Closes
 - Paragraph G Volunteer Displacements 7 Day Window Closes
- 07 Oct 1000CT
 - Guaranteed Three-Month COLA Bid Closes
- 08 Oct 1000CT
 - P-VSL2 Bidding Closes
- 13 Oct 1000CT
 - LOA 20-02 Program Cancellations Effective for December Bid Period Closes

CCS Messages will be sent to all pilots for these programs. Flying Together Forms will contain all bidding instructions and important details.

Displacement Options

Pilots who were displaced in 20-07D, 20-08D, or 20-09D that are impacted by the LOA 20-05 provisions have been sent a targeted CCS message from the Company to describe the options and the two 14-day windows that apply for pilot choices.

The targeted CCS message lists your particular displacement scenario, an example, and a list of your options. Please read this message carefully and pay attention to how each option will affect your pay protection. This [interactive displacement scenario spreadsheet](#), found on the MEC website, is an excellent resource to help explain your options and is required viewing prior to sending a PDR about this issue.

First 14-day window: Opting Out of a Cancelled Displacement

The first 14-day window for opting out of a cancelled displacement will close October 13 at 10:00 a.m. CT. If you prefer to stay in the new Category you were displaced to, you must make that election here: [Displacement cancellations](#), per the CCS message. (Note, pilots who took voluntary displacements have a seven-day window per UPA 8-F-4 to respond to the Company as described in their CCS communication)

Second 14-day window: Do Over Process

Pilots that have a displacement that is **NOT** cancelled can participate in the "Do Over" process. The new Junior Man matrix will be finalized based on pilot selections in the first 14-day window and will set the new junior man for each Category. Pilots who have a displacement that is not cancelled can use this new matrix to see if there is a Category they would now prefer to select so long as they could not have held it on their original Displacement, or that violates F.3. The timeline for this bid window will be announced later.

October E-SRL Bids Close Thursday

October E-SRLs are available in the following categories:

- EWR 756 CA
- 756 FO- All bases
- 320- All bases and both seats
- 737- All bases and both seats

October E-SRL: Pilots will receive 50 hours of pay in October.

Bids must be submitted by Thursday, October 1 at 10:00 CT. To submit your bid, please use the bidding form posted on Flying Together: Flying Together > My Work > Crew Resources > [Surplus Reduction Lines \(SRL\)](#).

737 and Airbus 320 Transition Training Cancellations

Over the next few days, the Company will be cancelling all 737 and Airbus 320 Transition and Requal courses with a start date on or after October 14. Pilots will be notified and repaired per UPA 20-F-4 or 20-F-5 as appropriate. The Company will then utilize these training slots to assign post-PBS training to NQ pilots.

Pay for post PBS training assignments will be covered under the new LOA 20-05 provisions for post-PBS pay which is one of the permanent improvements effective

immediately. Pay will be the greater of trips dropped to attend training or normal preps loaded training pay.

Pilot Voluntary Separation Leave (P-VSL 2)

Bidding for the Pilot Voluntary Separation Leaves is now open and will close next Thursday, October 8 at 1000 CT.

A detailed Frequently Asked Questions list can be found [here](#) and on the ALPA website. The form for bidding on Flying Together can be found [here](#).

Pay Protection Information

The Pandemic Recovery LOA 20-05 pay protection is effective for pilots displaced in 20-07D/08D/09D for October pay. Pay registers will not be updated until around October 18, and the protected pay rate will NOT be seen on your paychecks until the November 1 pay advice. Remember, we are paid in arrears, so the November 1 pay advice is the first one that will show your pay in October. Please do not send a PDR asking about pay protection until the Company has a chance to update the pay register later this month.

New MOU 20-04-Voluntary Early Termination of E-SRL

Earlier this summer, the Company offered a variety of E-SRLs that included pay through the September Bid Period and then a series of one or more Bid Periods with 0 hours of pay prior to the expiration of the E-SRL.

Terms of [MOU 20-04](#):

This MOU allows Pilots to cancel their E-SRLs. The cancelation will be effective within 14 days of the Pilot informing the Company of the intent to cancel (delayed to the November Bid Period for Pilots who did not take the E-SRL from a 787 Category). The Pilot will be assigned to training or landings class with no less than 7 days' notice, unless they agree to a shorter notice period.

Once the Pilot returns to service, they will be allowed to select either an Empty Line or Reserve Line (which the Pilot can modify in accordance with Section 20-F-6-b) until they have an opportunity to participate in bidding again. They will be subject to the same work reductions as all pilots should they be implemented for the entire pilot group. Pilots on an E-SRL are accounted for in the Senior/Middle/Junior groupings and so allowing them to cancel their E-SRLs does not force any Pilots into a lower grouping.

October 1 Cancelled Furlough Schedule Rebuild

Pilots originally scheduled for furlough October 1, who were delayed until October 30, will now have their furloughs cancelled. They will receive a Reserve schedule for the October 2020 Bid Period, as prorated by any absences or activities. Once their schedule is loaded into CMS, they will be able to modify it in accordance with section 20-F-6-b.

To help comply with FAR 117 rest requirements, all pilots with cancelled furloughs should've been notified via a CCS message that they've been released from all reserve responsibility on September 29-30. The first requirement for them to check their schedule or answer their phone will be October 1 at 0001 if that's their first scheduled reserve day.

MPG for the October bid period will be 73:00 for reserves with an entire month of availability and will be calculated per section 3-C-1-b-(1) for calendars with prorated absences or activities. Crew Pay will have to manually update MPG once the calendars are loaded so the correct MPG will not be displayed in the pay register until this manual process has been completed.

Feedback or Questions - [File a PDR](#)

If your question involves canceled Displacements or anything else in the new LOA, please use the 'LOA 20-05 Pandemic Recovery Questions' PDR inbox.

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