



MEC ALERT

A MESSAGE FROM IAERO MEC

March 22, 2024

ALPA Demands Effects Bargaining

Fellow iAero pilots,

Thank you to everyone for the messages of support as we all deal with the uncertain times we are in.

We Want an Orderly Process

With the approval of a stalking horse bidder who has agreed to buy all of iAero's aircraft, and the inability of the Company to sell the airline over previous months, a winddown of a substantial part of the Company's operations is a real possibility. Considering this information, this week your MEC asked to meet with the Company to negotiate the effects and impact on pilots caused by any winddown. Obviously, an orderly process is in everyone's interests. Therefore, we asked the Company to discuss appropriate procedures and protections for pilots.

We had a brief conversation with the Company on Thursday, March 21. Our MEC chair reiterated our need to know about the Company's business plans, given Eastern's stalking horse bid. Our MEC chair pointed out that the Company's messages of "business as usual" are in sharp contrast to the more dire picture of the operation emerging in the bankruptcy proceedings.

The Company's Response

The general counsel representing the Company initially refused to meet with us or discuss these matters - even though the Company is obligated to do so under the Railway Labor Act.

Given the bankruptcy proceedings, the Company initially noted that "any discussions with ALPA on a cessation of operations, until such time as the sale process can be finalized through the court, is pre-mature and counter to the interests of the Company and ALPA." However, ALPA's experience has shown that once an airline has ceased operations, it declines to bargain. We also have heard all your concerns that the assets left after the transaction may be inadequate to make full payment to the pilots.

Despite its reservations, the Company has indicated willingness to discuss our concerns and asked for a list of topics. These include items like:

- What are the plans, if any, to continue operations and how will they be conducted;
- If layoffs are expected, how will they be implemented;
- What is the plan for positioning aircraft to ensure pilots get home as operations conclude;

- How will the Company ensure pilots are paid for all work performed;
- How will the Company ensure health and other insurance premiums are paid;
- Will there be the continuation of medical coverage under COBRA;
- What is the status of the 401(k) plan; and
- How will the Company preserve pilot training and other records.

Earliest Possible Dates

We will press the Company for the earliest possible dates to meet on these issues. As the situation develops, we will provide further updates.

In the meantime, we encourage you to protect your careers and keep flying as the high-caliber professionals we all are. As always, reach out to us with any questions or send us a [DART](#).

In unity,

SWQ MEC

SWQ Interim LEC/MEC

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