



Autorotate

The PHPA Newsletter



From the President

By Steven Rush

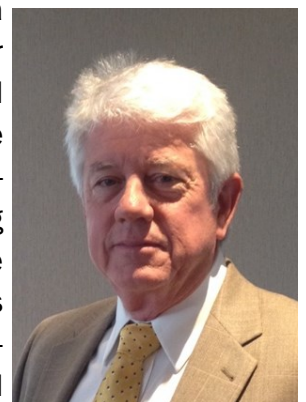
We are advancing into the fall season and it has been a busy year for some. There have been several CBA's up for renegotiation. Local 102 is in the midst of contract bargaining. The ORNGE Collective Agreement for both the rotary and the fixed wing has been negotiated, CHC has a new CBA and Local 107 is beginning their contract talks. Local 109 has ratified a new three year CBA and is in the process of coming out of Trusteeship and electing a new Executive Board.

The quarterly publication of the Autorotate new letter is ever present. As a reminder to all Locals I would like a short article from to let the other pilots know what is going on in your end of the helicopter industry.

The IFALPA Annual Conference was held in Panama City, Panama this spring. During the con-

ference I was approached by the Chairman of Canadian ALPA, Cpt. Dan Adamus for our input on flight time and duty time limitations as this is a big concern in Canada as legislation is pending.

The upcoming IFALPA Helicopter Committee meeting is being hosted by PHPA in our nation's capital. We are expecting a good turn out from as far away as Australia, South and Central America, Canada, the US, England, Norway, Germany and Spain. In the upcoming Winter Issue of Autorotate we will have a report from this gathering of pilots. I look forward to seeing old friends and making new ones.



Steven Rush
President PHPA
Chairman International PHPA
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DAG 110—Cougar Helicopters

By Paul Traversy

Greetings from Canada and Cougar Helicopters. My name is Paul Traversy, and I currently represent the pilot group at Cougar. We fly S-92s out of Halifax, Nova Scotia and from St. John's, Newfoundland. Both are challenging operations; but by far the biggest challenges are found in our main base, St. John's, where we do both passenger movements and day/night SAR.

Prior to coming to Cougar, I was an aviation accident investigator for the Canadian TSB. During that time I became very familiar with the difficulties that aircrews encounter at St. John's. Weather is the main challenge here. It is unlike any other place you might know of. 40 mile per hour pea-soup fog has the locals reaching for the sunscreen. Terrain is another hazard. Each and every IFR approach has a caution about severe turbulence due to precipitous terrain on final. While at the TSB I got to know, on a first name basis, St. John's Coast Guard, airport fire crews, airport management and ATC. St. John's is one of the toughest places to operate out of – anywhere. Despite this, we go about our business, flying in the most inhospitable and challenging conditions that offshore helicopters encounter, on a routine basis.

To cope with the “special” conditions in Maritime Canada, and to meet our customer's expectations, Cougar has been granted several special “operating specifications” which allow lower than standard (LTS) departures and arrivals down to 600 RVR. To meet this specification, Cougar pilots travel to Lafayette 4-5 times a year to hone their LTS skills and practice night rig IFR approaches in Flight Safety simulators. The extra simulator training takes a toll on personal time-off, but there is no denying the benefits to the crews.

Cougar pilots are new to the union movement having only unionized recently; working under our first-ever collective agreement for just over a year now. Cougar management and our group are slowly learning the ins-and-outs of dealing with a collective agreement (CBA). There has been only one grievance since the CBA was ratified. The grievance was resolved in-house, and the ruling was in our favour. This meant that several pilots who had been denied an allowance

are now receiving one – an unlikely outcome without an agreement in place. All being said, working under the CBA has been a steady, experience for both management and the pilot group.

Being involved in the union has not, apparently, hurt the career prospects of two of our pilots. We say “adieu” to Scott Davidson. Scott was the driving-force behind our organizing with the OPEIU, he was on the negotiating team for our first contract and sat as group Chair until January 2014. He will be the new chief pilot for CHC Canada in St. John's. We thank Scott for his tireless efforts on our behalf, and wish him all the best in his new position. Also moving onwards and upwards is Paul Carter. Paul volunteered as Vice-Chair when Scott stepped aside. Paul is now appointed as our new Chief pilot. I thank him for his participation and look forward to working with Paul in the future.



Paul Traversy
President DAG 110



State of the Union

By Steven Rush

The story must be told every so often or you run the chance that all will be forgotten. The story is not particularly unique and will play itself out one way or another every time. This story is about helicopter pilots and begins in the mid sixties with the production of many helicopters built for combat along with the pilots trained to fly them and the story continues to this very day.

In the earlier years the vast majority of helicopters were essentially a single pilot machine with all decisions coming from one pilot relying on no one else regardless of the situation. Live or die at your own hand on a daily basis. This trait transferred over into daily life giving the helicopter pilot the mystique to those around them of being a rugged individualistic swashbuckling spit in your eye can do anything person. For the most part that fairly well sums things up.

Shall we fast forward a few years and bring things into a more personal perspective. In 1977 I was fresh out of the military pursuing a career flying on the North Slope of Alaska. I soon realized that even though the pilots had one of the toughest jobs with more than our share of responsibility we were the lowest paid on the entire Slope by far. The "Bull Cooks", a pipeline term for a maid worked 14/12s. That is 14 days, 12 hours a day for a rotation then had 14 days off, transportation paid back to town, all for a flat \$4000 a month. As a pilot we worked every day. My first hitch on the slope was 2 ½ months, 14 to 16 hours a day without a day off. At that time I didn't mind and there wasn't exactly anywhere to go when you weren't flying, besides I needed a paying job. The unfortunate thing was we were lucky to make \$3000 a month and that was if you flew 120 to 150 hours a month. But that was who we were and what we did, remember that can do guy mentioned above.

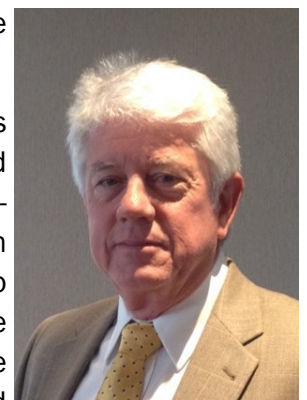
One day the camp handy man told me he was transferring to another camp because the food was better. I knew he was making just over 5K a month

working the same 14/12 as the maids so I figured I would make a temporary career change to handy man and take home the bucks. That didn't happen. Those jobs had been negotiated by the Teamster's for the Teamster's and I was not one of them. What a novel idea, all the handymen hanging together for good pay.

The following year found me in South Alabama working for the start up flight contractor. The North Slope work had played out earlier and I needed a job. This gang of helicopter pilots was ahead of the game, they had formed a Pilots Association out of the need to protect their meager wages. Seems the small contractor, a Mr. Ross would give them a \$25 a month raise every six months but then every two years when he re-bid the contract he would take it back and have them start all over stating that this was a new contract and didn't have anything to do with yesterday. Once they had their association old man Ross found out he couldn't do that any longer. He was hot about it and made life tough on the organizers but by golly the pilots got to keep their \$25 pay raise.

Have the pilots finally learned something? Maybe. Each move took someone with courage. Someone who knew instinctively what was right and had the will to act. Those people are far and few between. In between them come the naysayers, perveours of doom who for some reason are basically afraid and bark like a dog at the wind.

Long story short the pilots on this training contract stayed together, made small but successive gains that took them from the bottom of the pay scale to near the top. The moral of the story...It doesn't happen all at one time but is built over time, stand together and keep an eye out for barking dogs.



Steven Rush
President PHPA
Chairman International

What is PHPA doing for me?

By Jeff Smith

The title of this article seems to be on the minds of more than a few people these days and that's quite understandable. Most of us pay our union dues because we feel that by doing so we will more than recoup the cost of membership through increased pay and benefits.

But a good Union does more than simply work for better pay. PHPA was formed for several reasons.

Early on most of the focus was on Local Presidents sharing negotiation strategies to help improve the low pay and less than ideal working conditions that were the norm of the day. The results of those efforts are seen in today's paychecks and the improved working environment enjoyed by current members. These gains were the result of a lot of work by the founding members of PHPA.

The second purpose of PHPA was to grow an organization that had the credibility to speak on safety issues important to U.S. helicopter pilots.

While the Locals may not need the help they once did developing negotiation strategies, they also only represent the pilots in that particular Local.

HELPING DEVELOP A SAFER WORKING ENVIRONMENT FOR PILOTS

PHPA as an organization has gained International recognition as the body that represents the interests of North American helicopter pilots.

Through our membership in IFALPA, (International Federation of Airline Pilots Associations) PHPA participates in International forums that are setting the regulatory environment that govern your daily activities and establish safety standards for your employer.

PHPA currently holds the Vice Chairman's

position in the **IFALPA Helicopter Committee**. Through the Helicopter Committee, PHPA addresses issues of common interest with other helicopter pilots from around the world. In many ways, European helicopter safety rules are ahead of ours here in the States.

Through the Helicopter Committee we gain access to ICAO committees that may be developing policies that impact our members. At ICAO, pilots serve as subject matter experts to the committees and panels that develop the International Standards that the FARs' are based on.

Currently, your PHPA representative is an active member of the **ICAO OPS Panel Helicopter Study Group** that is working on Annex 6, the primary International Standard governing commercial helicopter operations. The list of issues this group is currently considering is quite long.

PHPA is also a member of the PBN (**Performance Based Navigation**) **Sub Panel** which is the ICAO committee developing and implementing the worldwide push towards Performance Based Navigation which will become the IFR standard in the coming years.

We also have recently been placed on the **IFPP (Instrument Flight Procedures Panel) Helicopter Study Group** that is developing new standards for Helicopter Instrument Procedures based on PBN. You may have seen the recently released guidance on Pin'S (Point in Space) procedures that have been developed by this group.

Finally, PHPA through IFALPA is participating in an International effort to redefine **training standards for helicopter operations** that are based on lessons learned from the airlines.

It is worth pointing out that all of these ef-

forts are only possible because PHPA exists. Without the organization, there is no membership in IFALPA (that only recognizes one organization per country to represent the pilots of that country), no participation in the IFALPA Helicopter Committee (which ICAO recognizes as subject matter experts on helicopter issues) and no say in how all of the ongoing initiatives will ultimately impact your job.

How much do you trust others to look out for your interests?

When Dave Behnke, the first president of ALPA ((Airline Pilot Association) first met with a group of pilots in 1931 to discuss forming an organization, he wasn't just concerned with the low pay of the day. He was concerned with living long enough to collect any pay. The result was ALPA. We can learn from that lesson.

PHPA is helping to advance a safer working environment for the *Professional Helicopter Pilot*.

If you are **interested in helping**, contact President Steve Rush at rushsj337@hotmail.com or 334-389-1337.



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<p>PHPA pays a \$3,000 death benefit and; \$3,000 AD&D</p>	<p>OPEIU pays a \$2,000 death benefit and; \$2,000 AD&D</p>
<p>This benefit is being provided at NO ADDITIONAL COST To PHPA members.</p>	
<p>All members in good standing of the PHPA with twelve (12) or more consecutive months of membership shall be covered for these benefits. A member's good standing and eligibility is forfeited if the member is more than two (2) months in arrears in dues during the fourteen-month (14-month) period prior to death, exclusive of the month of death.</p> <p>To request a beneficiary enrollment form please contact Sharon at office@autorotate.com or 334-598-1031. If you choose not to send the form, the benefit will automatically be paid to the next-of-kin upon death.</p>	

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