

The Airline Industry's Self-Inflicted Labor Shortage Is Behind The Flight Cancellation Crisis

SUMMARY: Amid a widespread [worker shortage](#), the airline industry's flight cancellations were "[spiking](#)" ahead of July Fourth in 2022, with over [2,000](#) cancellations occurring in a single day ahead of the holiday weekend. This came just a month after flight cancellations left "[tens of thousands](#)" of travelers stranded during June 2022's holiday weekends and consumer complaints surged by over [300%](#) above pre-pandemic levels in April.

Amid this travel "[crisis](#)," the airline industry has [faced](#) sharp criticism for failing to fully prepare for the return of travel during the economic recovery, with Sen. Bernie Sander's [urging](#) the Biden administration to fine airlines \$27,500 per passenger for delayed flights or \$55,000 per passenger for flights cancelled when the airline knew they weren't fully staffed. In June 2022, Senators Ed Markey (D-MA) and Richard Blumenthal (D-CT) [sent a letter](#) to the ten major domestic airlines urging them to prioritize passengers ahead of the July Fourth weekend, while requesting information on their internal practices related to flight cancellations and delays.

These criticisms come after the biggest U.S. airlines took about [\\$54 billion](#) in pandemic bailouts, which [forbade](#) airlines from furloughing or firing workers, limited executive compensation, and banned shareholder handouts like stock buybacks and dividends.

A new Accountable.US review has found that worker mistreatment among the [top five](#) U.S. airline companies shares much of the blame for the labor shortage by subjecting their workforce to low pay, long hours, and weak benefits, including:

- **Southwest Airlines**—which "[ended 2021 on a high note with \[its\] first quarterly profit](#)" since the beginning of the COVID-19 pandemic after cutting its workforce by over [1,400](#) in 2021—canceled nearly [20,000 flights](#) ahead of 2022's summer season while [pilots](#), [flight attendants](#), and other staff fought for fair pay and improved working conditions.
- Although **Delta Air Lines** touted [profitability](#) in the second half of 2021 and expected a "[strong spring and summer travel season](#)" in 2022, it canceled [hundreds of flights](#) ahead of the Fourth of July while over [1,200](#) of its overworked pilots and staff picketed for improved pay, benefits, and working conditions.
- **United Airlines Holdings**—which pushed many employees during the pandemic to take "[voluntary exit package\[s\]](#)," and significantly [reduced](#) its fulltime staff—before CEO Scott Kirby claimed the company was "[ready](#)" to "[ramp up](#)" scheduling in the summer of 2022, despite announcing [dozens of cancellations](#).
- **American Airlines**—whose flight attendants were [fighting](#) to be paid during boarding times in 2022—shrunk its workforce by as many as [31,000](#) full-time employees during the first year of the pandemic and was poised to furlough [13,000 workers](#) as soon as federal aid expired in March 2021.
- **Alaska Airlines**—which had [4,000 fewer](#) full-time employees in FY 2021 than in pre-pandemic FY 2019 despite [\\$478 million](#) in FY 2021 net income—has [cancelled flights](#) in 2022 as pilots voted in May 2022 to authorize [a strike](#) amid a three-year-long [labor dispute](#) and as the company [asked](#) the Supreme Court to let it avoid state labor laws requiring "meal and rest breaks."

The Airline Industry Has Faced Sharp Criticism For Widespread Flight Cancellations Amid A Labor Shortage "Crisis," Leaving Many Travelers Stranded During Holiday Weekends In The Summer Of 2022 As Consumer Complaints Surged By Triple Digits Above Pre-Pandemic Levels.

The Airline Industry Has Faced Sharp Criticism For Widespread Flight Cancellations Amid A Labor Shortage "Crisis," With "Tens Of Thousands" Of Travelers Stranded Over Holiday Weekends In June 2022 And Thousands Of Flights Canceled Ahead Of The Independence Day Weekend In July 2022.

May 2022: The Airline Industry Saw A Large Pilot Shortage, With Companies Like Frontier "Recruiting Pilots From Australia" And American Airlines "Selling Bus Tickets For Some Short Routes." "The United States is facing its worst pilot shortage in recent memory, forcing airlines to cut flights just as travelers are returning after more than two years of the Covid-19 pandemic. [...] Several U.S. airlines, including Frontier, are recruiting some pilots from Australia. American Airlines is selling bus tickets for some short routes." [CNBC, [05/15/22](#)]

- **According To CNBC, "The Roots Of The Crisis" Stem From Fewer Pilot Trainings And "Airlines Handing Out Early Retirement Packages To Thousands Of Pilots."** "The Covid pandemic halted pilot hiring as training and licensing slowed. Airlines handed out early retirement packages to thousands of pilots and other employees aimed to cut labor bills when travel demand cratered during the depths of crisis." [CNBC, [05/15/22](#)]
- **HEADLINE: "A Severe Pilot Shortage In The U.S. Leaves Airlines Scrambling For Solutions"** [CNBC, [05/15/22](#)]

June 2022: Thousands Of Flights Were Canceled During The Weekend Of Father's Day And Juneteenth, Leaving "Tens Of Thousands" Of Travelers Stranded Over Holiday Weekends. "The weekend of Father's Day and Juneteenth, thousands of travelers were left fuming after more than 3,000 flights were canceled and more than 19,000 were delayed. Even Transportation Secretary Pete Buttigieg, fresh off a virtual meeting with airline executives the previous day to press for more accountability, was not spared. He drove to New York after his flight from Washington was canceled." [The Washington Post, [06/28/22](#)]

Ahead Of The July Fourth Weekend, Over 2,000 Flights Were Canceled Alone On Wednesday, June 28. "Ahead of the July Fourth weekend, airlines are facing a wave of concern over flight cancellations — and new pressure from Washington to make sure they're not leaving travelers in the lurch. Wednesday saw more than 2,000 cancellations in a single day, according to FlightAware data, with uncertainty continuing into the holiday travel season." [The Verge, [06/30/22](#)]

During The July Fourth Weekend, 1,435 Flights Were Cancelled—"1.5 Percent Of Scheduled Domestic Flights"—With 1 In 5 Flights Experiencing Delays Or Disruptions. "Between Friday and Monday, 1,435 flights — about 1.5 percent of scheduled domestic flights — were canceled, according to flight-tracking website FlightAware. That number was down from the 2,653 flights that were canceled during the four-day travel period over Memorial Day weekend. The July Fourth travel weekend also brought fewer delays than Memorial Day, even though about 1 in 5 scheduled flights experienced disruptions, according to FlightAware." [Washington Post, [07/05/22](#)]

In June 2022, Consumer Complaints Against Airlines Surged Over 300% Above Pre-Pandemic Levels And Sen. Bernie Sanders (I-VT) Demanded "Immediate Action" Against Airlines For Canceling Flights As The Number Of Flight Cancellations Increased 18 Percent Since Before The Pandemic.

April 2022: According To The Bureau Of Transportation Statistics, Consumer Complaints Against Airlines Had Risen "More Than 300 Percent Above Pre-Pandemic Levels." "In April 2022, DOT received 5,079 complaints about airline service from consumers, up 14.8% from the 4,423 complaints received in March 2022 and up 321.5% from the 1,205 complaints received in pre-pandemic April 2019." [Bureau of Transportation Statistics, [06/23/22](#)]

- **HEADLINE: "Air Travel Consumer Report: Consumer Complaints Against Airlines Rise More Than 300 Percent Above Pre-Pandemic Levels"** [Bureau of Transportation Statistics, [06/23/22](#)]

June 2022: Senator Bernie Sanders (I-VT) Sent A Letter To Transportation Secretary Pete Buttigieg Calling For "Immediate Action" To Be Taken Against Airlines That Continue To Cancel Flights. "As skyrocketing flight delays, cancellations, and outrageously high prices and hidden fees are leaving passengers and crew members frustrated, broke, and stranded, Sen. Bernie Sanders (I-Vt.) Tuesday sent a letter to Transportation Secretary Pete Buttigieg urging immediate action to protect the rights of airline passengers and workers." [Senator Bernie Sanders, [06/29/22](#)]

In A Press Release Announcing The Letter, Sen. Sanders Noted That Airline Ticket Prices Had Increased 28 Percent Over The Last Year, While Airline Delays And Cancellations Had Increased 50 Percent And 18 Percent Respectively Over Pre-Pandemic Periods. "Over the past year, the price of airline tickets has climbed by 38 percent, while airline delays have increased by 50 percent and cancellations are up by 18 percent compared to where they were before the pandemic. So far this year, one out of every five flights in the U.S. were delayed." [Senator Bernie Sanders, [06/29/22](#)]

In June 2022, Senators Ed Markey (D-MA) And Richard Blumenthal (D-CT) Sent A Letter To Ten Major Domestic Airlines Requesting Data On Recent Flight Delays And Cancellations, As Well As Information On Refunds Requested And Ultimately Given To Consumers Over These Disruptions.

June 2022: Senators Ed Markey (D-MA) And Richard Blumenthal (D-CT) Sent A Letter To The Ten Major Domestic Airlines Urging The Prioritize Customers Ahead Of The July Fourth Weekend And Amid A Rash Of Flight Cancellations And Delays. "Senator Edward J. Markey (D-Mass.) and Senator Richard Blumenthal (D-Conn.), members of the Commerce, Science, and Transportation Committee, sent letters to the ten major domestic airlines urging them to prioritize their passengers and address flight schedule issues ahead of the July 4th holiday weekend. During the first four months of 2022, the airlines cancelled 3.5 percent of flights and delayed another 20 percent of flights, far above similar figures before the COVID-19 pandemic." [Senator Ed Markey, [06/29/22](#)]

- "Letters were sent to the following companies: Alaska Airlines, Allegiant Air, American Airlines, Delta Air Lines, Frontier Airlines, Hawaiian Airlines, JetBlue Airways, Southwest Airlines, Spirit Airlines, and United Airlines." [Senator Ed Markey, [06/29/22](#)]

Despite The Airline Industry Largely Blaming Flight Disruptions On "Poor Weather And Air Traffic Control Issues," The Senators Noted Data Indicates That "Roughly 40 Percent Of Delays In The First Four Months Of 2022 Were Due To Circumstances Within The Airlines' Control, The Highest Figure In Over A Decade." "During the first four months of 2022, the airlines cancelled 3.5 percent of flights and delayed another 20 percent of flights, far above similar figures before the COVID-19 pandemic. While the airlines have blamed the flight disruptions on poor weather and air traffic control issues, the Senators identify data indicating

that roughly 40 percent of delays in the first four months of 2022 were due to circumstances within the airlines' control, the highest figure in over a decade." [Senator Ed Markey, [06/29/22](#)]

In Their Letter, The Senators Also Requested The Airlines Provide Information On A Number Of Business Practice Related To Flight Delays And Cancellations, Including The Number Of Flight Disruptions Over The Last Several Holiday Weekends, Airline Definitions Of A "Significant" Delay Requiring Customer Refunds, The Number Of Refunds Recently Requested By Customers, And The Number Of Flights That Were Preemptively Cancelled This Summer And How These Flights Were Determined. "A copy of the letters to the ten major airline companies can be found [HERE](#). The letters request that each major airline provide the following information by July 20th: 1. The number of flight delays, cancelations, and reasons for the disruptions on Memorial Day weekend, Juneteenth weekend, and July 4th weekend. 2. Each airline's definition of a "significant delay" under which the airline is required to provide a refund to passengers when it cancels a flight. 3. The number of customers on cancelled flights over those holiday weekends who sought and received refunds, were rebooked on a different flight, or neither sought a refund nor were rebooked on a different flight. 4. The number of flights the airlines preemptively cancelled this summer and the process by which each airline determined which flights to cancel." [Senator Ed Markey, [06/29/22](#)]

Throughout The Entirety Of The COVID-19 Pandemic, The Airlines Industry Received Roughly \$54 Billion In Bailout Assistance, With The Largest Companies Agreeing As Part Of The Framework To Avoid Massive Layoffs And Pay Employees Through At Least September 30, 2020.

Since The March 2020 Passage Of The CARES Act, The Airline Industry Has Received Roughly \$54 Billion In Bailouts, With The Largest Airlines Receiving Priority From The U.S. Treasury Department Over Smaller Companies And Other Companies In The Industry.

March 2020: At The Beginning Of The COVID-19 Pandemic, Airlines Requested A Government Aid Package Of Around \$50 Billion, As An Industry Group Said "US Carriers Are In Need Of Immediate Assistance As The Current Economic Environment Is Simply Not Stable." "US airlines slammed by the coronavirus are requesting an aid package from the federal government that could amount to about \$50 billion, according to industry group Airlines for America. [...] The airlines are looking for up to \$25 billion in grants for passenger air carriers and \$4 billion in grants to cargo carriers, and the same amounts in loans or loan guarantees, Airlines for America outlined in a briefing document." [CNN, [03/17/20](#)]

April 2020: The Trump Administration Reached A Deal With Several Top American Airlines Providing A \$25 Billion Package To Airlines Impacted By The COVID-19 Pandemic. "The Trump administration has reached an agreement in principle with major airlines over the terms of a \$25 billion bailout to prop up an industry hobbled by the coronavirus pandemic. The Treasury Department said that Alaska Airlines, Allegiant Air, American Airlines, Delta Air Lines, Frontier Airlines, Hawaiian Airlines, JetBlue Airways, United Airlines, SkyWest Airlines and Southwest Airlines would participate." [The New York Times, [04/14/20](#)]

As Part Of The CARES Act's Airline Funding, Airlines Had To Agree To Not Engage In Massive Layoffs And To Pay Workers Through September 30, 2020. "The CARES Act Congress passed in March included \$25 billion — federal grants and loans — for passenger airlines to pay workers through Sept. 30 in hopes that a recovery in travel demand would materialize this summer." [CNBC, [09/30/20](#)]

December 2020: According To A Government Accountability Office (GAO) Report, Of The Up To \$46 Billion In Funding For CARES Act Airline Loans, 35 Loans Were Ultimately Approved For \$21.9 Billion. "The CARES Act authorized Treasury to provide up to \$46 billion in loans to airlines and other aviation

businesses affected by the COVID-19 pandemic. The loan program had 267 applications and provided 35 loans worth \$21.9 billion." [Government Accountability Office, [12/10/20](#)]

- **According To The GAO Report, The Treasury Department "Prioritized Applications From The Largest Passenger Airlines" As Smaller Carriers, Ticket Agents, And Others Were Given "Relatively Few Loans."** "Treasury prioritized applications from the largest passenger airlines—awarding 7 loans for about \$20.8 billion. Most applications were from smaller carriers, ticket agents, and other businesses. These took longer to process and resulted in relatively few loans." [Government Accountability Office, [12/10/20](#)]

March 2021: Roughly A Year After Passage Of The CARES Act, Congress Granted An Additional \$15 Billion To The Airline Industry As Part Of The American Rescue Plan. "On March 11, 2021, the American Rescue Plan Act of 2021 (the Rescue Plan Act) was signed into law, providing much-needed relief to keep employees on airline payrolls. The act provides 'eligible air carriers' with \$14 billion and 'eligible contractors' with \$1 billion in financial assistance exclusively for the continuation of employee wages, salaries, and benefits." [JD Supra, [03/16/21](#)]

Throughout The Entirety Of The Pandemic, The Airlines Industry Received An Estimated \$54 Billion In Bailouts In Three Rounds Of Loans. "Congress approved \$54 billion in three rounds covering much of U.S. airline payroll costs for 18 months." [Reuters, [12/15/21](#)]

Despite The Over \$54 Billion In Aid Given To Airlines, The Industry Skirted Rules To Reduce Employee Counts Through Furloughs And Pushing Early Retirements And "Voluntary Separations."

October 2020: The Day After The March 2020 CARES Act Payroll Support Program Ended, United Airlines And American Airlines Sent Letters To Over 32,000 Employees Notifying Them "They Can't Afford To Have Them On Payroll." "United Airlines and American Airlines have sent furlough notices to a total of more than 32,000 employees, saying they can't afford to have them on payroll after Thursday – the expiration date for the federal CARES Act Payroll Support Program." [National Public Radio, [10/01/20](#)]

- **In An Email To Employees, American Airlines CEO Doug Parker Put The Blame On Congressional Lawmakers Saying, "The Furloughs Could Be Reversed If Washington Manages To Reach A New Business Aid Package."** "American sent a similar message to 19,000 employees, with CEO Doug Parker saying the furloughs could be reversed if Washington manages to reach a new business aid package. He also said there is hope for a CARES Act extension — and he pledged to immediately reverse the furloughs if a deal is reached 'over the next few days.'" [National Public Radio, [10/01/20](#)]

April 2020: A Month Into The Pandemic, American Airlines Announced That 39,000 Employees Agreed To See Their Hours Cut, Take Voluntary Leave Or Retire Early. "Nearly 39,000 American Airlines workers are taking early retirement, voluntary leave or reduced hours in the coming months as the company looks to temporarily shrink with demand for travel way down." [Dallas News, [04/30/20](#)]

- **Among These 39,000 Employees, 4,500 Were Early Retirements.** "Among those are 4,500 early retirements, the company said." [Dallas News, [04/30/20](#)]
















June 2020: Delta Airlines Warned 2,500 Pilots About Possible Furloughs, Encouraging Pilots To Take An Early Retirement Package. "Delta Air Lines is planning to send notices to warn more than 2,500 pilots next week about potential furloughs, according to a company memo sent Friday that was seen by CNBC. [...] 'As we've communicated previously, early retirements alone likely won't be enough to avoid pilot furloughs altogether,' said the memo from Delta's senior vice president of flight operations, John Laughter." [CNBC, [06/26/20](#)]

July 2020: 4,500 Southwest Employees Agreed To Take An Early Retirement And An Additional 12,500 "Expressed Interest In Extended Time Off." "Close to 17,000 employees or about 28% of Southwest Airlines' workforce has signed up for partially paid extended leaves of absence or outright buyouts, the company's CEO, Gary Kelly, told employees Monday. Nearly 4,400 put their hands up for buyouts while close to 12,500 expressed interest in extended time off, Kelly said in a staff memo seen by CNBC." [CNBC, [07/20/20](#)]

November 2020: The U.S. Airline Industry Saw A Cut Of Over 90,000 Jobs By The End Of 2020, As The Industry's Workforce Was Projected To "Fall To About 370,000 Full-Time Equivalent Jobs, From 460,000 In March [2020]." "Airlines will have cut the equivalent of about 90,000 jobs by year-end, including more than 30,000 furloughs at airlines like United and American that began last month and the departure of thousands of other workers who accepted buyouts from Southwest, Delta and other carriers. [...] The industry's workforce in the fourth quarter will fall to about 370,000 full-time equivalent jobs, from 460,000 in March, according to Airlines for America, a trade group that represents the major U.S. airlines." [CNBC, [11/12/20](#)]

The Top Five U.S. Airline Companies By Market Cap Are Southwest Airlines, Delta Airlines, United Airlines, American Airlines And Alaska Airlines.

As Of June 30, 2022, The Five Largest U.S. Airlines By Market Cap Are Southwest Airlines, Delta Airlines, United Airlines, American Airlines, And Alaska Airlines.

| | | | | | | |
|-------|---|-----------|---------|---------|---|---|
| ▼1 2 |  Southwest Airlines LUV | \$20.89 B | \$35.25 | ▼ 2.58% |  |  USA |
| 3 |  Delta Air Lines DAL | \$18.17 B | \$28.35 | ▼ 4.35% |  |  USA |
| 7 |  United Airlines Holdings UAL | \$11.15 B | \$34.14 | ▼ 4.32% |  |  USA |
| ▼1 10 |  American Airlines AAL | \$8.06 B | \$12.42 | ▼ 4.72% |  |  USA |
| 22 |  Alaska Airlines ALK | \$4.93 B | \$39.10 | ▼ 3.41% |  |  USA |

[Marketcap.com, accessed [06/30/22](#)]

Southwest Airlines—Which "Ended 2021 On A High Note With [Its] First Quarterly Profit" And Cut Its Workforce By At Least 1,500 In 2021—Canceled Nearly 20,000 Flights Ahead Of 2022's Summer Season While Pilots, Flight Attendants, And Other Staff Fought For Fairer Pay And Working Conditions.

Southwest Airlines—Which "Ended 2021 On A High Note With [Its] First Quarterly Profit" Since The Beginning Of The COVID-19 Pandemic—Decreased Its Workforce By 1,500 Fulltime Employees In 2021.

January 2022: In Its FY 2021 Earnings Release, Southwest Airlines Chairman And CEO Gary C. Kelly Touted "End[ing] 2021 On A High Note With Our First Quarterly Profit [Since COVID-19]," While Crediting "Strong" Leisure Travel Demand. "Gary C. Kelly, Chairman of the Board and Chief Executive

Officer, stated, "We ended 2021 on a high note with our first quarterly profit, excluding special items, since fourth quarter 2019 before the COVID-19 pandemic began. Leisure travel demand was strong, particularly during the holidays, and business revenues continued to recover compared with 2019 levels." [Southwest Airlines, [01/27/22](#)]

In FY 2020, Southwest Airlines Shrunk The Number Of Fulltime Equivalent Employees From 60,767 To 56,537, A 7% Decrease YoY:

| | Year ended | | Change |
|--|---------------|--------|--------|
| | December 31, | | |
| | 2020 | 2019 | |
| [...] | | | |
| Active fulltime equivalent Employees (j) | 56,537 | 60,767 | (7.0)% |

[Southwest Airlines, [01/28/21](#)]

During FY 2021, Southwest Airlines Decreased Its Fulltime Equivalent Workforce By An Additional 1,444 Employees, A 2.6% Decrease YoY:

| | Year ended | | Percent Change |
|--|---------------|--------|----------------|
| | December 31, | | |
| | 2021 | 2020 | |
| [...] | | | |
| Active fulltime equivalent Employees (j) | 55,093 | 56,537 | (2.6) |

[Southwest Airlines, [01/27/22](#)]

February 2021: Southwest, Along With American Airlines Said The Employee Cuts Were Due To "A Combination Of Voluntary Employee Separations And Retirements." "American Airlines and Southwest Airlines, two of the largest companies in North Texas, together lost about 35,300 employees last year as the air travel industry grappled with its worst-ever crisis. American and Southwest each disclosed the employee losses in regulatory filings this month. A combination of voluntary employee separations and retirements contributed to the workforce reductions, spokespeople from both companies said." [WFAA, [02/27/21](#)]

December 2021: Before A Senate Commerce Oversight Hearing, Former Southwest Airlines CEO Gary C. Kelly Said The Company Has "Never Had An Involuntary Layoff Or Furlough" In "Our 50-Year History." "And by biggest source of pride is that Southwest has never had an involuntary layoff or furlough in our 50-year history." [Reuters via YouTube, [12/15/21 \(5:51\)](#)]

- **Despite These Claims, Southwest Threatened To Furlough 6,300 Employees In December 2020, Unless Additional Funds Were Distributed By The Federal Government.** "Southwest Airlines on Thursday said it could furlough more than 6,800 employees — about 12% of its staff — citing what it called a 'lack of meaningful progress' in cost-cutting negotiations with labor unions. [...] The furloughs would take effect either March 15 or April 1, or within two weeks of that date, unless the carrier reaches cost-cutting agreements with unions or Congress passes additional aid for the sector, the airline said." [CNBC, [12/03/20](#)]

Southwest Canceled Nearly 20,000 Flights Ahead Of The 2022 Summer.

April 2022: Southwest Airlines Canceled Nearly 20,000 Flights During The Summer Of 2022, Between June And Labor Day. "Dallas-based Southwest Airlines is cutting nearly 20,000 flights from its summer flight schedule and accelerating efforts to hire new employees as it readies for a busier summer travel season. According to a report by our media partners at The Dallas Morning News, along with delays in aircraft orders,

Southwest like other airlines and companies across the economy is trying to adjust on the fly to supply chain and labor shortages crimping the COVID-19 pandemic recovery, even as consumer spending remains strong. Southwest, which announced another quarter of pandemic-era losses on Thursday, cut about 20,000 flights between June and Labor Day and pushed up hiring plans by another 2,000 workers, bringing the goal to 10,000 net new workers for the year." [5 NBC DFW, [04/29/22](#)]

In 2022, Southwest Pilots Have Demanded Higher Pay As They Blamed Management For Flight Cancellations And Delays While The Airline's Flight Attendants Have Demanded Pay For Time Spent Working During Boarding Times Even Though They Have To Be In The Plane Cabin "30 Minutes To An Hour Before The Plane Takes Off And The Clock Starts On Their Regular Pay."

June 2022: About 1,300 Southwest Pilots Protested Outside Of Dallas Love Field Airport Demanding Higher Wages And "Blam[ing] Management For Delays And Cancellations." "Hundreds of uniformed Southwest Airlines pilots stood in perfect lines in the scorching Texas sun at Dallas Love Field on Tuesday, holding signs that blamed Southwest management for delays and cancellations that have upset passengers. [...] The protest, which the union said drew up to 1,300 pilots, was the latest example of airline workers trying to put pressure on companies by taking their demands for higher pay directly to the flying public." [USA Today, [06/22/22](#)]

May 2022: Southwest Flight Attendants Pushed For Southwest Airlines To End A "Decades-Old Practice" That Attendants Don't See Pay Start "Until Planes Pull Back From Airport Gates" Despite Being "Required To Be In The Cabin 30 Minutes To An Hour Before The Plane Takes Off." "Flight attendants don't start accruing regular pay until planes pull back from airport gates, even though boarding is 'one of the hardest times' for those aviation workers. [...] Flight attendants at American Airlines and Southwest Airlines are pushing to end a decades-old practice of not getting paid during boarding, even though they are required to be in the cabin 30 minutes to an hour before the plane takes off and the clock starts on their regular pay." [5 NBC DFW, [05/03/22](#)]

In 2021, Southwest's Pilots Union Sued The Company, Accusing It Of Altering Work Rules And Job Benefits Without Negotiation During The Pandemic, In Violation Of Federal Labor Laws.

August 2021: The Southwest Airlines Pilots Association Sued The Airline, Accusing It Of "Violat[ing] Federal Labor Laws" After It "Alter[ed] Work Rules During The Pandemic Travel Slump Without Negotiating The Changes." "Southwest pilots' union sued the carrier this week, alleging the airline violated federal labor laws by altering work rules during the pandemic travel slump without negotiating the changes." [CNBC, [08/31/21](#)]

The Union Also Accused The Carrier Of Implementing An "'Emergency Time Off'" Program As Well As "Scal[ing] Back Prescription Drug And Retirement Benefits Without Bargaining." "The Southwest Airlines Pilots Association filed a complaint in federal court in Dallas on Monday claiming that the carrier implemented an 'emergency time off' program, altered schedules, and scaled back prescription drug and retirement benefits without bargaining, in violation of federal labor law." [Reuters, [08/31/21](#)]

Although Delta Air Lines Touted Profitability In The Second Half Of 2021 And Expected A "Strong Spring And Summer" In 2022, It Canceled Hundreds Of Flights Ahead Of July Fourth While Over 1,200 Of Its Overworked Pilots And Staff Picketed For Better Pay, Benefits, And Working Conditions.

In Its FY 2021 Earnings Release, Delta CEO Ed Bastian Said The Company Was "The Only Major U.S. Airline To Deliver Profitability Across The Second Half Of The Year" As He Anticipated "A Strong Spring And Summer Travel Season With Significant Pent-Up Demand For Consumer And Business Travel."

January 2022: In Its FY 2021 Earnings Release, Delta CEO Ed Bastian Touted "Significant Progress In Our Recovery" And Noted That Delta Was "The Only Major U.S. Airline To Deliver Profitability Across The Second Half Of The Year." "2021 was a year like no other for Delta, with significant progress in our recovery supported by growing brand preference, enabling us to be the only major U.S. airline to deliver profitability across the second half of the year," said Ed Bastian, Delta's chief executive officer." [Delta Air Lines, [01/13/22](#)]

Bastian Also Anticipated "A Strong Spring And Summer Travel Season With Significant Pent-Up Demand For Consumer And Business Travel." "While the rapidly spreading omicron variant has significantly impacted staffing levels and disrupted travel across the industry, Delta's operation has stabilized over the last week and returned to pre-holiday performance," Bastian said. 'Omicron is expected to temporarily delay the demand recovery 60 days, but as we look past the peak, we are confident in a strong spring and summer travel season with significant pent-up demand for consumer and business travel.'" [Delta Air Lines, [01/13/22](#)]

Delta Canceled Hundreds Of Flights Ahead Of 2022's July Fourth Weekend Despite Claiming That It Was "Well Staffed For The Summer."

June 2022: Delta Air Lines CEO Ed Bastian "Apologized" To Customers After Delta Had Canceled At Least 400 Flights Leading Up To The July Fourth Weekend. "Delta Air Lines Inc Chief Executive Officer Ed Bastian on Thursday apologized for recent flight cancellations and delays, as U.S. lawmakers raised questions about ongoing industry-wide disruptions. [...] Delta has canceled over 400 flights since Monday - including 89 on Thursday - according to flight-tracking website Flightaware.com." [Reuters, [06/30/20](#)]

April 2022: In An Interview With CNBC, Delta Air Lines CEO Ed Bastian Claimed That In The Previous Year And A Half, The Company Hired 15,000 People And Was "Well Staffed For The Summer." "We've been getting out ahead of the staffing issue for basically the last year and a half. Since the start of last year, we've hired 15,000 people onto Delta at all levels, pilots, flight attendants, reservationists airport agents [...] We're well staffed for the summer." [CNBC via YouTube, [04/13/22 \(01:03\)](#)]

The Company Had Previously Asked Employees To Take "Unpaid Leaves Of Absence" In December 2020.

December 2020: Delta Airlines Asked Employees To Take "Unpaid Leaves Of Absence" After Its CEO Doug Bastian Sent A Company-Wide Memo To Employees. "Delta Air Lines has managed to avoid furloughs but is now asking more employees to take unpaid leaves of absence, a deepening slump in air travel as coronavirus cases increase across the United States. CEO Ed Bastian said Wednesday that Delta will need takers for its unpaid-leave program for the 'foreseeable future.' 'I ask everyone to consider whether a voluntary leave makes sense for you and your family,' he said in a memo to employees." [USA Today, [12/10/20](#)]

June 2022: Over 1,200 Delta Pilots And Staff Picketed Across 7 Major Airports Demanding Better Pay, Benefits, And Working Conditions—Delta Pilots Were On Pace To Have Worked More Overtime Hours In The Summer Of 2022 Than In 2018 And 2019 Combined.

June 2022: Over 1,200 Delta Pilots And Staff Picketed Across 7 Major Airports Demanding Higher Pay And A New Labor Contract, Which Was Last Negotiated In 2016. "More than 1,200 Delta pilots and staff

engaged in seven airport-wide demonstrations on Thursday calling for higher pay, among other things, all while flight cancellations continue around the U.S. on the eve of the holiday weekend. The demonstrations at major airports in New York City, Atlanta, Detroit, Minneapolis, Salt Lake City, Seattle, and Los Angeles featured Delta employees holding signs with messages including: 'Industry-leading contract NOW.' The last time a contract was negotiated between Delta and its pilots was in 2016, said Reed Donoghue, a Delta pilot who has worked for the company for six years." [NPR, [06/30/22](#)]

- **HEADLINE: "More than 1,200 Delta pilots picket at 7 major airports to call for higher pay"** [NPR, [06/30/22](#)]

Delta Pilots—Who Were "On Pace By The End Of The Summer To Have Clocked More Overtime Hours Than In 2018 And 2019 Combined"—Demanded Better Pay, "Better Work-Life Balance, Health Insurance, Retirement And Job Security." "Aside from higher pay, the Delta pilots are seeking better work-life balance, health insurance, retirement and job security, Donoghue said. So far in 2022, Delta pilots are on pace by the end of the summer to have clocked more overtime hours than in 2018 and 2019 combined, he added." [NPR, [06/30/22](#)]

United Airlines Holdings—Which Pushed Many Employees During The Pandemic To Take "Voluntary Exit Packages"—Has Significantly Reduced Its Fulltime Staff, As CEO Scott Kirby Claimed The Company Was "Ready" To "Ramp Up" Scheduling In The Summer, Despite Announcing Dozens Of Cancellations And Blaming Air Traffic Controllers.

During The First Year Of The COVID-19 Crisis, United Airlines Pushed Thousands Of Its Employees To Take Voluntary Exit Packages And To Retire Early, Ultimately Shrinking Its Fulltime Staff By 22.4% And Spending At Least \$575 Million In Costs Associated With Severance And Other Benefits.

June 2020: In A Memo Obtained By Reuters, United Airlines Offered Employees, Including Flight Attendants and Gate Agents, "A Voluntary Exit Package" With The Company Saying It Needed "A Lot More People To Sign Up." "United Airlines UAL.O sweetened on Tuesday a voluntary exit package for frontline employees like flight attendants and gate agents, saying it needed 'a lot more people to sign up' to avoid involuntary layoffs in October, according to a staff email seen by Reuters. The email, sent 48 hours before a June 18 deadline, said that although 'thousands' have signed up for the voluntary exit package so far, the number is not enough. United extended the deadline to July 8." [Reuters, [06/17/20](#)]

In Its Q4 2020 Earnings Release, United Airlines Holdings Said They Had Received Roughly \$5.1 Billion In Bailouts From The CARES Act. "During the year ended December 31, 2020, the company received approximately \$5.1 billion in funding pursuant to the Payroll Support Program under the CARES Act, which consisted of \$3.6 billion of grants and \$1.5 billion of an unsecured loan." [United Airlines Holdings, [01/20/21](#)]

According To United Airlines, It Began Furloughing Employees As Early As July 2020 After It Issued "WARN Act Notices To 36,000 Of Its Employees" And Eventually Furloughed About 13,000 Employees. "As announced in July 2020, the company started the involuntary furlough process earlier this summer when issuing WARN Act notices to 36,000 of its employees. Since then, the company worked to further reduce the total number of furloughs to approximately 13,000 employees by working closely with its union partners, introducing new voluntary options selected by approximately 9,000 employees and proposing creative solutions that would save jobs." [United Airlines Holdings, [01/20/21](#)]

According To Its FY 2020 Results, United Airlines Cut Its Workforce By 21,500 Employees, A 22.4 % Decrease YoY:

| | Year Ended December 31, | | % Increase/ (Decrease) |
|---|--|-------|------------------------------|
| | 2020 | 2019 | |
| | | [...] | |
| Employee headcount (in thousands) | 74.4 | 95.9 | (22.4) |
| | [United Airlines, 01/20/21] | | |

In Addition, United Reported \$575 Million In Costs Related To This Workforce Reduction, Including Severance And "Pay Continuance From Voluntary Retirements." "This workforce reduction is part of the company's strategic realignment of its business and new organizational structure as a result of the impacts of the COVID-19 pandemic on the company's operations and cost structure. The company recorded \$162 million and \$575 million during the three and twelve months ended December 31, 2020, respectively, related to the workforce reduction and voluntary plans for employee severance, pay continuance from voluntary retirements, and benefits-related costs (and additional costs associated with special termination benefits and settlement losses discussed below)." [United Airlines Holdings, [01/20/21](#)]

January 2021: In A Memo Obtained By Reuters, United Airlines Offered Employees "Pay And Health Benefits To Leave The Company" In An Effort To "Cut About \$2 Billion Of Annual Costs Through 2023." "United Airlines has offered employees fresh deals with pay and health benefits to leave the company, according to a memo seen by Reuters, part of a drive to reduce headcount and cut costs as it awaits a rebound in pandemic-hit travel demand. Chicago-based United said on Wednesday that it planned to offer voluntary leave options for employees as part of an effort to cut about \$2 billion of annual costs through 2023, but did not provide details." [Reuters, [01/22/21](#)]

After Another Down Year In 2021, United Airlines Recently Announced It Expects "Highest Quarterly Revenue In Company History In Q2," Despite Not Raising Its Workforce To Pre-Pandemic Levels And Seeing A Major Flight Cancellation Crisis In The Summer Of 2022, With The Company CEO Scott Kirby Placing The Blame On Inadquate Air Traffic Control Staffing.

April 2022: United Airlines Announced It Expects The Company Will See Its "Highest Quarterly Revenue In Company History In Q2," With Operating Margins Just Below 2019 Pre-Pandemic Levels. "The company expects to be solidly profitable in the second quarter with an approximate 10% operating margin (on both a GAAP and adjusted basis¹), just 2.9 points less than 2019 operating margin and 3.5 points less than 2019 adjusted operating margin, despite cost headwinds driven by the recent fuel price spike." [United Airlines, [04/20/22](#)]

- **HEADLINE: "United Airlines Announces Financial Results - Expects Highest Quarterly Revenue in Company History in Q2"** [United Airlines, [04/20/22](#)]

Despite Saying The Company Expects To See Record Revenues In Q2, United Has A Workforce Of 87,400, Still About 5,600 Employees Short Of Pre-Pandemic Levels:

| | Three Months Ended | | |
|---|--------------------|------|------|
| | March 31, | | |
| | 2022 | 2021 | 2019 |
| [...] | | | |
| Employee headcount, as of March 31 (in thousands) (h) | 87.4 | 84.1 | 93.0 |

[United Airlines, [04/20/22](#)]

May 2022: United Airlines CEO Scott Kirby Told CBS Morning In An Interview That United Was "Ready" For A Busy Summer Travel Season, Adding That United Planned On "Ramp[ing] Up" Schedules. "With rising gas prices, staffing shortages and unpredictable weather, travelers this busy summer season could see higher airfare prices and extra airport wait times, according to United Airlines CEO Scott Kirby. But amid these challenges, Kirby says the airline is prepared to address potential hiccups. 'We really are ready at United,' Kirby told CBS Morning [...] He noted that the airline has plans to 'ramp up' its flight schedule over time." [CBS News, [05/17/22](#)]

- **Despite These Assertions, United Airlines Has Announced It Is "Slash[ing] 50 Flights From Newark On July 1" To "Keep Flights Moving On-Time."** "Lately, at least according to Scott Kirby, United Airlines' chief executive, there haven't been enough air traffic controllers to manage the spaghetti. They are doing everything they can but, like many in the economy, they're understaffed," Mr. Kirby told Bloomberg last week. In an internal memo, United outlined plans to temporarily slash 50 flights from Newark on July 1 to "keep flights moving on-time." [The New York Times, [07/01/22](#)]

June 2022: In A Bloomberg Interview, Kirby Laid Blame On "[Air Traffic Controller] Staffing At [United's] Newark Liberty International Airport Hub, Stating The Lack Of Adequate Staffing Decreased The Number Of Operations Per Hour, Causing A "Nightmare For Customers, For Employees, For The Airlines." "Meanwhile, United CEO Scott Kirby said in an interview with Bloomberg that ATC staffing at its Newark Liberty International Airport hub has caused significant flight disruptions. 'We have had weekends recently where [ATC] is under 50% staffing and the controllers are working their tails off to be successful,' he said. 'But, when you're at 50% staff with 89 operations in schedule and they had us on a perfectly blue sky day at 36 operations per hour, it is a nightmare for customers, for employees, for the airlines.'" [Business Insider, [06/24/22](#)]

American Airlines—Whose Flight Attendants Were Fighting To Be Paid During Boarding Times In 2022—Shrunk Its Workforce By As Many As 31,000 During The First Year Of The Pandemic And Was Poised To Furlough 13,000 Workers As Soon As Federal Aid Expired In March 2021.

In The Early Days Of The Pandemic, American Airlines Encouraged Employees To "Consider Early Retirement, Reduced Work, Or Paid Leaves Of Absences" Even After Receiving CARES Act Funding, Leading To A Full-Time Workforce Reduction Of 31,000 In The First Year Of The Pandemic.

April 2020: A Month After Receiving Funds From The CARES Act, American Airlines CEO Doug Parker Sent An Email To Employees Urging Employees To "Consider Early Retirement, Reduced Work, Or Paid Leaves Of Absences." "Still Parker tries to strike an optimistic tone in his message to employees, saying the CARES act grant 'protects American's team members from involuntary furloughs or pay rate reductions through Sept. 30, 2020, at which point demand for air travel will have hopefully recovered.' Parker's email to

employees stresses: 'We need to continue providing critical air service and safely serving those who need to travel. People who are flying today are doing so for important reasons, including medical professionals getting to where they are most needed and family members getting to where they feel most safe.' It concludes by asking American's employees to consider early retirement, reduced work, or paid leaves of absence, something 32,000 American employees have already taken." [Yahoo! Finance, [04/20/20](#)]

- **May 2020: According To An American Airlines Earnings Call, Chief Financial Officer Derek Kerr, Said That 39,000 Employees Were Expected To Take Reduced Hours And Voluntary Separations, With 4,500 Expected To Take Early Retirement Packages.** "Hunter Key -- *Wolfe Research – Analyst* [...] OK. And then of the 39,000 volunteers for early retirement and the like, how many of those 39,000 are permanently retired? [...] Derek Kerr -- *Chief Financial Officer* [...] There's 4,500 early outs." [The Motley Fool, [05/02/20](#)]

During The First Year Of The Pandemic, American Airlines Shrank Its Workforce By 31,000 "Full-Time Equivalent Employees," A Nearly 23.2% Decrease YoY:

| 12 Months Ended December 31, | | | | |
|---|---------|---------|--------|---|
| | 2020 | 2019 | Change | |
| [...] | | | | |
| Full-time equivalent employees at end of period | 102,700 | 133,700 | (23.2) | % |

[American Airlines, [01/28/21](#)]

In February 2021, American Airlines Announced It Would Furlough 13,000 Employees As Federal Payroll Aid Was Set To Expire The Following Month, Due To A Lack Of Travel Demand Following COVID Vaccine Distribution Delays And Coronavirus Restrictions.

February 2021: American Airlines Announced It Would Furlough 13,000 Employees Due To A Lack of Travel Demand After Vaccine Distribution Delays And Coronavirus Restrictions. "American Airlines will send WARN/furlough notices to roughly 13,000 employees as federal aid is set to expire next month, the company announced Wednesday. [...] In an 8-K filing, American Airlines said it originally believed it would be able to fly all of its aircraft by this summer, but because COVID-19 vaccine distribution is taking longer than expected, demand will remain much lower than anticipated. The airline also blames a required negative coronavirus test for inbound international passengers for hindered demand." [ABC, [02/04/21](#)]

These Furloughs Came As A "Second Round Of Federal Payroll Aid" Was Set To Expire The Following Month. "American Airlines on Wednesday said it will send furlough notices this week to about 13,000 employees as a second round of federal payroll aid is set to expire next month and travel demand remains in tatters." [CNBC, [02/03/21](#)]

As Of March 2022, American Airlines Full-Time Workforce Was Still Below Pre-Pandemic Levels.

At the End Of 2021, American Airlines' Full-Time Workforce Was Still Below Pre-Pandemic Levels Despite Adding Roughly 20,700 Full-Time Employees:

| | 3 Months Ended December 31, | |
|--|--------------------------------|---------|
| | 2021 | 2020 |
| | [...] | |
| Full-time equivalent employees at end of period: | | |
| Mainline | 96,800 | 78,300 |
| Regional ⁽⁴⁾ | 26,600 | 24,400 |
| Total | 123,400 | 102,700 |

[American Airlines, [01/20/22](#)]

According To Its Most Recent Earnings Report, American Airlines' Full-Time Workforce Was Still Below Pre-Pandemic Levels As Of March 31, 2022:

| | 3 Months Ended March 31, | |
|--|--------------------------|---------|
| | 2022 | 2021 |
| | [...] | |
| Full-time equivalent employees at end of period: | | |
| Mainline | | 100,500 |
| Regional ⁽⁴⁾ | | 26,500 |
| Total | | 127,000 |

[American Airlines, [04/21/22](#)]

April 2020: American Airlines Reported Having 131,500 Full-Time Employees As Of March 31, 2020, Preceding The Widespread Economic Effects Of The COVID-19 Pandemic. [American Airlines, [04/30/20](#)]

May 2022, American Airline Flight Attendants Began Pushing To End A "A Decades-Old Practice" Of Not Getting Paid During The Boarding Process, Despite It Being "One Of The Hardest Times" During An Attendant's Flight.

May 2022: American Airlines Flight Attendants Began A Fight To End "A Decades-Old Practice" Of Airlines Do Not Pay Attendants During The Boarding Process. "Flight attendants at American Airlines and Southwest Airlines are pushing to end a decades-old practice of not getting paid during boarding, even though they are required to be in the cabin 30 minutes to an hour before the plane takes off and the clock starts on their regular pay." [5 NBC DFW, [05/03/22](#)]

Julie Hedrick, President Of The Association Of Professional Attendants, Representing Around 24,000 American Airlines Employees, Described Boarding As "One Of The Hardest Times During Our Flights," Due To The Difficulty Of Getting Passengers Seated. "Boarding for us is one of the hardest times during our flights," said Julie Hedrick, president of the Association of Professional Attendants, which represents about 24,000 American Airlines employees. "We are getting everyone seated and you've seen the last two years what happens when we are on the ground." [5 NBC DFW, [05/03/22](#)]

Attendants Don't See Pay Start "Until Planes Pull Back From Airport Gates" Despite Being "Required To Be In The Cabin 30 Minutes To An Hour Before The Plane Takes Off." "Flight attendants don't start accruing regular pay until planes pull back from airport gates, even though boarding is 'one of the hardest times' for those aviation workers. [...] Flight attendants at American Airlines and Southwest Airlines are pushing to end a decades-old practice of not getting paid during boarding, even though they are required to be in the cabin 30 minutes to an hour before the plane takes off and the clock starts on their regular pay." [5 NBC DFW, [05/03/22](#)]

Alaska Airlines—Which Had 4,000 Fewer Full-Time Employees In FY 2021 Than In Pre-Pandemic FY 2019 Despite Regaining Profitability—Has Canceled Over 100 Flights In 2022 As Pilots Voted To Authorize A Strike Amid A Three-Year Long Labor Dispute And As The Company Asked The Supreme Court To Let It Avoid State Labor Laws Requiring Attendants Be Given "Meal And Rest Breaks."

Alaska Airlines Had Over 4,000 Fewer Full-Time Employees At The End Of 2021 Than In Pre-Pandemic 2019 Despite Regaining Profitability With \$478 Million In Net Income For The Year.

Alaska Airlines Regained Profitability In Its FY 2021, With \$478 Million In Net Income. "Our consolidated net income for 2021 was \$478 million, or \$3.77 per diluted share, compared to a net loss of \$1.3 billion, or \$10.72 per share, in 2020." [Alaska Air Group, [02/11/22](#)]

At The End of 2020, The First Year of the Pandemic, Alaska Airlines' Workforce Had Shrunk To 17,596 Full-Time Employees From 22,126 At The End Of Pre-Pandemic 2019, A 20.5% Decrease YoY:

| Twelve Months Ended December 31, | | |
|----------------------------------|--------|---------|
| 2020 | 2019 | Change |
| | [...] | |
| 17,596 | 22,126 | (20.5)% |

[Alaska Air Group, [01/26/21](#)]

At The End of 2021, Alaska Airlines Reported Having 19,375 Full Time Employees:

| Twelve Months Ended December 31, | | |
|----------------------------------|--------|--------|
| 2021 | 2020 | Change |
| | [...] | |
| 19,375 | 17,596 | 10.1% |

As Of March 31, 2022, Alaska Airlines Had 21,582 Full-Time Employees, Still Below Pre-Pandemic Levels. [Alaska Air Group, [04/21/22](#)]

April 2022: Alaska Airlines Had To Cancel Over 100 Flights Amid A Labor Dispute With Its Pilots, Whose Union Accused The Company Of Trying To "Distract The Public From Their Mismanagement" And "Industry-Leading Profit Margins"—In May 2022, Pilots Overwhelmingly Voted To Authorize A Strike If Labor Negotiations Continued To Fail.

April 2022: Alaska Airlines Canceled Over 100 Flights Amid A Labor Dispute With Its Pilots, Who Had Been Trying To Negotiate "More Job Security, Better Staffing, Enhanced Work Rules And Schedules" For Three Years. "Beleaguered Alaska Airlines has canceled over a 100 flights as it continues to deal with fallout from a labor dispute with its pilots, the company said Friday. [...] Alaska's pilots have been renegotiating their contract with the company and are asking for more job security, better staffing, enhanced work rules and schedules that are reasonable and have some flexibility. They have been attempting to nail down terms for three years. But Alaska management says the airline is still recovering from massive losses during the pandemic, despite a major bailout from the federal government." [TheStreet, [04/01/22](#)]

April 2022: The Air Line Pilots Association (ALPA)—The "World's Largest Airline Pilot Union"—Condemned Alaska Airlines For Blaming Pilots For Staffing Shortages While Noting The Company Enjoyed "Industry-Leading Profit Margins" And Failed To Plan For The Resurgence In Travel Demand. "Alaska Airlines received a \$2.3 billion bailout from American taxpayers during the pandemic to weather the economic downturn, retain its workforce, and be ready to take advantage of the recovery we are now experiencing. It has one of the strongest balance sheets with industry-leading profit margins and came out of the pandemic with less net debt than before it. Yet, despite all of this, Alaska Airlines *failed* to properly plan for increased travel demand and take the steps necessary to ensure it attracted and retained pilots. In fact, just this week, ALPA met with two corporate vice presidents who made clear that they have failed to adequately retain and staff up to meet a predictable return to flying." [Air Line Pilots Association, International, [04/01/22](#)]

- **ALPA HEADLINE: Alaska Airlines Pilots Call Out Company for Blaming Pilots for Company's Failure to Staff for Economic Recovery** [Air Line Pilots Association, International, [04/01/22](#)]
- **ALPA Is "The World's Largest Airline Pilot Union," Representing Over 65,000 Pilots Across 40 U.S. And Canadian Airlines.** "ALPA represents and advocates for more than 65,000 pilots at 40 U.S. and Canadian airlines, making it the world's largest airline pilot union." [Air Line Pilots Association, International, accessed [07/01/22](#)]

ALPA Added That Alaska Airlines Was "Trying To Distract The Public From Their Mismanagement And Blame The Pilots Who Helped Save Their Company," Despite "Years" Of Pilots Warning That They Would Quit. "Now, they're trying to distract the public from their mismanagement and blame the pilots who helped save their company. Pilot leaders have been warning for years that pilots will choose to fly for other airlines due to an inadequate contract that will only exacerbate existing staffing challenges." [Air Line Pilots Association, International, [04/01/22](#)]

May 2022: ALPA Announced That Alaska Airlines Pilots Authorized A Strike If Contract Negotiations Failed, With 99% Of Union Members Voting In Support Of The Strike. "After three years of negotiations with Alaska Airlines, the carrier's pilots have voted overwhelmingly to authorize their union to strike if agreement on a new employment contract cannot be reached. The Air Line Pilots Association (ALPA) announced yesterday that 99% of union members voted in support of the authorization and that 96% of members participated in the vote earlier this month. The vote followed picketing last month by 1,500 off-duty pilots, a number representing nearly half of the pilots employed by the airline. Pilots and their supporters lined

airports at every Alaska Airlines base, creating the largest event of its kind in ALPA's history." [Forbes, [05/26/22](#)]

June 2022: The Supreme Court Declined To Hear Alaska Airlines' Challenge Against Being Bound To States' Labor Laws, Specifically Granting Flight Attendants "Meal And Rest Breaks Required By California Law."

June 2022: The Supreme Court Declined To Hear Alaska Airlines' Challenge Against Being Bound To Labor Laws In States Where Their Workers Are Based. "The U.S. Supreme Court on Thursday turned away Alaska Airlines Inc's (ALK.N) challenge to being bound by the employment laws of states where their workers are based, the central issue in its legal battle with California-based flight attendants." [Reuters, [06/30/22](#)]

Alaska Airlines' Appeal Was On Behalf Of It Subsidiary Virgin America, Which Argued It Did Not Have To Give Its Flight Attendants "Meal And Rest Breaks Required By California Law." "The justices declined to hear an appeal by Alaska Airlines of a lower court's ruling that Virgin America, which it acquired in 2018, had to give these flight attendants meal and rest breaks required by California law. Industry groups have said the lower court's decision will lead to canceled flights and higher ticket prices." [Reuters, [06/30/22](#)]