

John T. Donnelly
Vice President

John Donnelly has 27 years of experience in the airline industry, both as an employee and as an analyst. His primary focus is on the labor aspects of the airline business, and over the past several years he has built a unique knowledge of both company and union perspectives and strategies. In addition to providing expertise on the labor front, Donnelly's understanding of the industry's environment and financial drivers gives him a much broader range of capabilities.

Donnelly has completed projects for an array of clients that includes airlines, airports, labor unions, investment bankers and private investors. The scope of Donnelly's work includes financial statement analysis, labor contract costing, wage rate analysis, contract language comparisons, and survey development. He was intimately involved in several airline restructurings during the past three years as both lead and supporting analyst. Prior to joining Eclat, Donnelly was the chief financial analyst for the Transport Workers Union's Air Transport Division.

Recent Consulting Projects

- Currently serves as economic advisor to America West ground workers represented by the TWU and the Frontier Airline Pilots Association, both of which are currently engaged in Section 6 contract negotiations.
- Delivered keynote presentation at the first ever International Transport Workers Federation Aviation Economics Conference in London. The event's goal was to provide union leaders with information on the direction of the global airline industry that would provide the basis for long term union strategies. The conference was attended by delegates from 42 unions based in 26 countries.
- In a joint venture with another consulting firm, benchmarked labor contracts and costs as a part of a team that appraised the aircraft maintenance operation at Qantas Airways.
- Served as economic advisor for the Aloha Airlines flight attendants following the Company's bankruptcy filing and participated in road shows supporting the concessionary agreement negotiated by the MEC. The contract was ratified by 94% of voting members.
- Provided analytical, strategic and contract costing support for US Airways following the Company's second bankruptcy filing. Was instrumental in setting the strategic course that led to the development of rational IAM ramp and mechanic contracts that were ratified by rank and file members without support of the Union. The Company subsequently achieved needed financial commitments and is poised to exit bankruptcy and merge with America West Airlines.

- Supported Eclat's role as advisor to Hawaiian Airlines and its unions during restructuring. Led a team that developed comprehensive industry wage rate, labor productivity and labor contract analyses to benchmark the Company's collective bargaining agreements. The Company successfully emerged from bankruptcy with competitive compensation and a competitive cost structure.
- Served as financial consultant for TWU representing American Eagle mechanic and ramp employees in recently completed contract negotiations. The Union was able to achieve an agreement that included increases in wages and license premiums in a negative industry environment.
- Developed airline specific financial reports and industry analyses for a number of union clients to facilitate decision making related to concessions requests by distressed airlines.
- At American Airlines, advised the TWU in the development of eight restructured labor agreements covering 35,000 employees. The agreements were ultimately ratified, thus averting a bankruptcy filing by American.
- Developed and coordinated detailed contract surveys for unions representing pilots, mechanics, ramp employees and flight dispatchers at a number of major airlines.

Employment

2003 – Present	Eclat Consulting, Inc. – Vice President
1999 – 2003	Donnelly Consulting Services, Castro Valley, CA – President
1978 – 2003	American Airlines, San Francisco, CA – Fleet Service Clerk

Education

1977	Brandeis University, B.A., American Studies
1999	CSU Hayward, Operations Research Option Master of Business Administration
	San Francisco State University – Additional graduate study in experimental psychology