



Results of the First ALPAWatch Survey "Are We Divided?"

This Survey was conducted between February 16, 2007 and October 01, 2007

To explore all the survey results and see additional information, click on this link

<http://www.surveymethods.com/Publish.aspx?xJF7TQL2S9o%3d>

Use the "View Questions" drop down box to access all 31 questions. There are 31 Questions, but only 5 questions are displayed per page.

The link above is the preferred method of viewing the results.

However, for your convenience a PowerPoint file of the results is attached. Also the "Text Comments," which are too lengthy to include in the Power Point are printed at the end.

Safeguards and Cross Checks

- Safeguards are in place to prevent persons from taking the survey multiple times.
- To guard against random entries by the general public, demographic filters are used to detect and delete such entries. None were detected.
- This was a volunteer survey. A cross section of the pilot group could not be selected. There are 98 respondents. The demographic section indicates fairly good representation of the group as a whole. A few demographic examples include:

Current aircraft type, 46% indicated the A320 and Red, Green, Blue book distribution was 8%, 18%, 73% respectively. Self described seniority, (broken into 1/3's, top/middle/bottom of seniority) shows some skewing towards the bottom 1/3 (top 1/3 – 26%, middle 1/3 – 35%, and bottom 1/3 – 40%).

- The first 8 questions are for demographics only and are used primarily to verify and examine the results. They can be skipped when looking at the primary purpose of this survey.

Summary of Survey Results

This survey was commissioned not only to statistically prove or disprove the commonly held belief that NWA pilots are divided along many lines, but to help identify what those lines of division might be. The broader mission of this project is to improve pilot unity. Before that can occur, the underlying causes of division must be identified.

Headline Question

“Are We Divided?” 86% said Yes.

Reasons for Division

Of the 8 questions asked to determine some of the possible issues dividing this pilot group, two responses are at the top and are nearly equal in responses. The two questions are “Do you think the NWA pilot group is divided...”

... by differences in Narrow Body work rules vs. Wide Body work rules?”
50% Strongly Agree. 87.78% Strongly Agree or Agree.

... differences in Retirement Benefits?”
50.56% Strongly Agree. 86.52% Strongly Agree or Agree.

Of the 8 questions asked to determine the reasons why this group is divided, the question with the weakest response was “Do you think the NWA pilot group is divided by Base vs. Base?”

One of the most revealing questions is number 11. This question seeks to determine a ratio of how much the pilot group lost as the result of Bankruptcy verses how much they lost as the result of Union Negotiation Tactics. The answer choices ranged in 10% increments from 100% Bankruptcy/0% Negotiations Tactics to the reverse, 0% Bankruptcy/100% Negotiation Tactics. The single greatest response was 30% bankruptcy and 70% negotiation tactics, with 26% choosing this answer. 72% believe that half or more of what was lost was due to Negotiation Tactics.

The true answer to this question can never be known so this an opinion question (the survey question clearly states this is an opinion question). The reason this question is so revealing is because it indicates a strong perception. The perception is that Negotiation Tactics caused more harm to our CBA than bankruptcy law. Accurate or Inaccurate, the respondents clearly hold the union over bankruptcy responsible for what we lost. Again, this is troublesome because it speaks to the core issue of this survey, the level of unity in this union. Perceptions can be even more damaging than fact--and hard to change. The union needs to address this situation by developing a formal course of action. Those actions should include a defined path to the future with specific goals. Some of those goals can be derived from the comments offered in this survey (see Comments below).

MEC Approval Rating

The survey also seeks an approval rating of the MEC. The approval rating of the past MEC is very low, less than 3% approval. The approval rating of the current MEC is strongly Neutral. The Pilot group appears to be taking a “wait and see” attitude.

Comments

And finally, the open ended Comments Section. Two comment questions were asked.

23. With respect to pilot unity, what other issues/topics do you think should have been included in this survey? (36 comments received)

31. What actions do you think the MEC could and should take to improve pilot unity? (55 comments received)

The comments respondents provided to these questions are presented exactly as they were received, without edits of any kind. They are sometimes raw and often revealing. ALPAWatch takes no responsibility for the content or the language the respondents chose to use. There is a great deal to be learned from these comments. You are encouraged to read every one of them.

23. With respect to pilot unity, what other issues/topics do you think should have been included in this survey? Give a brief answer below. Additional surveys about this subject may be required. The information you provide may be included in those surveys.

| Response | Response Text |
|----------|---|
| 1 | National ALPA Labor Actions |
| 2 | abuse of the contract by the company. With no recourse other than filing a grievance. The company can endure this. The pilots can't. |
| 3 | Pilot unity will never be achieved. Those with little time left will sacrifice salary for pension. Wide bodies will always differ on agenda from narrow bodies. The company will always exploit this. UNBIASED PROFESSIONAL NEGOTIATORS is key! |
| 4 | Given what we know now- How would you vote today? |
| 5 | I think our current NWA alpa leader is so out of touch and NWA alpa doesn't care about a junior pilot at this airline. It's a take what we can get now and let them get what they want later in their career. Why did we give up 30 years of hard work. Greed |
| 6 | How well pilots educated themselves on the real issues, how well do the pilots understand how this company is really run. |
| 7 | NWA ALPA needs to START NOW on the long journey of rebuilding trust and credibility between that line pilots and the union officials (both elected and appointed). |
| 8 | how to move forward. i.e. improve contract/pilot unity |
| 9 | Unity is an across the board item. Not just NWA ALPA but every other pilot group out there. Pay now, or pay later? I would rather pay now, than for the rest of my pilot life! We need to stand |

together and say NO!!!

- 10 Pilots faith in the current NWA leadership. Should we come out with an official statement to the fact that: "we no longer have any faith in the leadership at NWA?" Is this the feeling of the majority?
- 11 none
- 12 Why hasn't ALPA just come out and admitted that they "screwed up" and the MEC never should have put that TA out for a vote without debating and either endorsing or opposing it.
- 13 how good a job has ALPA done? should ALPA be de-certified at NWA?
- 14 Problem is not the line pilots. It was created by the agendas of a few MEC members. Decisions were made without facts being provided to or opinions sought from us. Social engineering, unrestrained bias and disregard for the past is the problem.
- 15 If ALPA does not listen to the pilots needs. It is time to petition the pilot group to see if they want an new Pilot Union. An ALPA Representative should not benefit from decisions made where a conflict of interest exist for 5 years after leaving ALPA
- 16 Seeking input on a clear delineation between management pilots and union positions, either now or in the future.
- 17 i think the one over riding issue is ALPA itself...we need our own independent union...period. nwa alpa is corrupted by national alpa..twenty years of duane worth and national alpa and their legacy is 50% paycuts and no retirements..except d worth
- 18 SUPER-SENIORITY ,ie,,,ANY return displacement rights,,,,,HAS GOT TO STOP.....when a pilot is displaced ,they should be able to bump into ANY position they can hold AFTER senior biddersSENIORITY SHOULD NEVER be determined by ANY SPECIAL RIGHTS
- 19 I currently have very little faith in ALPA and ALPA National in particular. Both are self serving, and could care less about the rank and file members. When Worthless comes back to NWA and is given a Management job, that just tells me we need changes
- 20 i stopped taking the survey - what "i believe" is not as important as finding a solution for pilots to start attacking alpa or themselves; the enemy is mgt (still)
- 21 Can there truly be any doubt about which seniority bracket takes the biggest hit?
- 22 Pilot image, respect, etc.
- 23 There should be ZERO PILOTS DIRECTLY INVOLVED WITH CONTRACT NEGOTIATIONS. Negotiators should be the nastiest, crookedest, expert negotiation LAWYERS available. Pilots should have input to the negotiators WITHOUT INPUT FOR WIDE VERSES NARROW BODY
- 24 Is ALPA a dividing issue on the property?
- 25 I don't know who ALPA represents anymore, it's certainly not me. The Red Book pilots have been to LEC's, MEC's and National and have received NO help in areas we are concerned about. I have been an ALPA PAC contributor for years but no more.
- 26 Do you think the next contract should be negotiated by pilots or a professional union busting law firm working on our behalf as a pilot GROUP? Should ALPA be decertified as the collective bargaining agent for the Northwest pilot group?
- 27 recall rights
- 28 TRUST.....can we really trust the members of our MEC anymore and, especailly, the members of the Negotiating Committee.
- 29 We should have an ad campaign in the media regarding this current management and its lies about pilots and labor. We also need a handy pilot guide on how to maximize you income and tricks with scheduling, ie. premium trips.
- 30 A majority of pilots that voted for the CBA did so because of retirement issues and/or scared of losing their jobs. Others voted yes due to peer pressure and misinformation distributed by the tainted MEC.
- 31 Alpa leadership has driven a wedge between the groups you have indicated by pandering to groups to stay in power(incumbancey)
- 32 How corrupt and inbred NWAALPA is. This union makes the 1970's Teamsters look like virgins.
- 33 Would you be willing to vote ALPA out of NWA and work with USAIRWAYS, Delta and other carriers to establish a NEW union?
- 34 I would prefer a seniority block representative system for the MEC. Base representation with CA and FO is a pseudo form of this but not an effective one. If the MSP and DTW FO reps gang up,

then they hold all the cards as it were. Not good for all.

35 The biggest divide on the horizon is the greedy ones hanging around after age 60. These guys got their retirement and now are planning on not giving up wide body left seats. Several f/o's have stated "over 60 = scab"

36 commuter vs. non-commuter

31. What actions do you think the MEC could and should take to improve pilot unity?

| Response | Response Text |
|----------|---|
| 1 | Admit that they screwed up and do more than just give us lip service. Back the Flight Attendants 110 per cent by coming out in public and announce our intentions to "shut the airline down" to give them a fair contract. |
| 2 | A strong stance against mgt. Fight battles with them to improve the contract/lifestyle. The last MEC rolled. This one needs to stand strong to begin the unification process. |
| 3 | First and foremost the MEC should be working to make ALPA a UNION not an ASSOCIATION. ALPA should be representing all pilots at all carriers in the way that other unions in the world do. For example let's take the average steel worker or plumber. He/she goes to the union hall to get an assignment for ABC company. They have been in the union as an active employee for 15 years. The union says ABC company is going to pay you 15 year scale. Let's say ABC company's job lasts a year. The steelworker or plumber goes back to the union hall and gets a new assignment to XYZ company at 16 years pay scale and so on for their career. If ALPA did this we would never give anything away to be taken back! |
| 4 | The entire negotiating process between our MEC/Negotiating committee and the the Company needs to be TOTALLY OPEN to the pilot group. No more closed door-smokey room deals and NO REVOLVING DOOR to management for NWA ALPA leadership. |
| 5 | Campaign for Steinland's termination "DOUG MUST GO!" stickers will be a good start |
| 6 | Start up a narrow body union... |
| 7 | Quit talking about being pro-active and confrontational with the company and start doing something about it. |
| 8 | Reduce the disparity between narrow body (usually junior) and wide body (usually senior) in not only retirement but present work rules. For example, If I turned 59 when the current cba was signed, then I will live under this new contract for one year, taking a pay cut for one year (until retirement) and living under the new work rules for one year. In return, I am given approximately 185,000 claim dollars and I essentially retire at 60 with a full retirement. This is most likely a pay raise! Contrast this with a junior pilot who has almost no pension and has to live under the present contract for a good portion of his or her remaining career. |
| 9 | I'm not worried about unity. I believe many of my fellow pilots who voted for this career damaging contract are just doing their time. They have the most coveted jobs and know they can get through this. Their flying has changed some, but basically they still have crew meals, nice hotels, and time to rest. Many of them have pensions close to what they "expected", plus with the equity stake coming this really amounts to little more than an inconvenience. I want this contract repaired so the domestic pilot can survive. I don't care about the senior guys. I'm seeing more guys with marital and financial problems. Pilots are flying when ill. It's a real problem to eat well or rest. |
| 10 | Reduce length of contract..professional negotiators..better represent the bottom 2/3 of our group..play HARDBALL with NWA..withstand company threats..contract improvements 1)fix DH pay 2)back to min day pay 3) REDUCE RESERVE DUTY DAYS FROM 19!!! 4)end silos longer than 5 days 5) improve commuting as RJ,s are destroying it..5)thes issues go across the pilot groups and would improve unity. |
| 11 | Make us all one color in the CBA. |
| 12 | negotiating improvements to our contract that are not "cost neutral". |
| 13 | The DC should include ALL pilots, with the middle third receiving the largest benefit percentage. Outstanding Red and Gren Book disputes should be arbitrated quickly and the results enforced by ALPA. |
| 14 | Get some backbone and take whatever action necessary to pressure management to reinstate portions of the old contract. "Informational picketing" is only a source of amusement to the type of people we are dealing with. Hurt them in their pocketbook. Captains can request the longest |

runway for takeoff and landing if they want, and they can do nothing about it. Don't allow the forward cabin door to be closed until all other doors are closed and a pushback crew is in place. The forward door is an emergency exit. Watch their on-time performance go down the toilet as a result.

15 1. START THE DEFINED DC PLAN NOW. 2. Get rid of the decisive individuals associated with the MEC. 3. Start doing votes aboveboard in open, regularly called meetings instead of the current bullshit: -McClain wasn't recalled at the recall meeting, no one had the balls for that. (And I don't care that you recalled him...) -A. Ray elected to VC position in special meeting so the outgoing reps could vote for him. 4. Behave like men, stop being pussies.

16 Talk less, act more...seriously consider ways to shut this place down if contract improvements relative to company profits can't be made. Contract improvements must be tied to executive bonuses/compensation.

17 More bluebook in leadership positions

18 Show some balls. The only thing NWA understands is a show of force. Slow down, sick out, something that will get their attention. They totally abuse the contract, but expect us to walk the straight and narrow like good little Boy Scouts. I am ashamed that our group has no balls and just lets the company have their way with us.

19 Stop letting wide body pilots dictate policy. Get rid of pilots like John Haase negotiating our futures.

20 What is best for the overall group of pilots not the select few. Sometimes that means Pilot Representatives truly represent the overall pilot group he represents needs.

21 Quickly resolve the differences in retirement benefits. Currently some senior members are now protesting the targeting methodology because they now feel their defined benefit retirement is not 1000% safe and they should get DC money too. They cannot have their cake and eat it too! Ridiculous sacrifices were made by everyone to protect the defined benefit. Now we need to get on with DC targeting. Even with Targeting most of our junior pilots will still not make an acceptable retirement. Many of our senior members will make more in retirement than junior pilots flying the line. This is the main item destroying our group as I see it!

22 Abandon their social engineering schemes, follow precedent, and concentrate on contract repair one area at a time, starting with the junior, domestic guys. Stop robbing Peter to pay Paul within our ranks. The enemy is NWA, not the line pilots of one perceived group or another. This crisis was created by the last MEC and is growing exponentially due to the actions of the present MEC. I don't doubt most of their good intentions but the road to our unions destruction is paved with misguided good intentions. The first step is the MEC's willingness to revisit their decisions and provide facts to us and listen to our opinions before they make their decisions- not after.

23 Take stronger bolder immediate action NOW and communicate what those actions are.

24 Split from ALPA

25 listen to us!

26 Stop graft/favoritism/stealing/inequitable allocation/and lying. ALPA is a dead union for anyone other than the 10% that have used it as their personal wealth enhancement tool. The top so called leadership and their cronies must be reputed and removed permanently for dereliction of duty.

27 shitcan alpa and go independent

28 Do not let pilots negotiate a contract(that's a major problem).When I've voiced my opions about the failure of our last MEC,the people that are involved in NWA alpa get angry that that I would disagree with what was done.It's a boys club.

29 TAKE IMMEDIATE STEPS to return the pilot group to an orderly SENIORITY SYSTEM....STOP signing letters with the management to stand with them on political issues,,,AGE60...immediately TAKE ALL STEPS NECESSARY TO MAKE NWA an OPEN-SHOP....this way the assn.will BE FORCED to perform well OR FACE FAILURE....just like the REAL WORLD.

30 The MEC should hold the company accountable for every breach in the current cba....by fighting the company pilots of all sectors in the union could unite to seek a better contract.

31 I really don't care anymore. ALPA does not represent my interests, I feel as though I'm on my own.

32 Hardline action to NWA management. Demand improvements and back up with STRONG WORK ACTION. Massive letter writting from membership to NWA BOD's. Massive advertisement to National news media.

33 That's a great question. The MEC has a major task ahead of them. How do you instill a sense of pride and professionalism in a group of individuals who are only looking out for their own self-

interest? Pilots have to be willing to sacrifice personal interest for the sake of the whole group. My suggestion is to hire a professional group (as management did) who understands the pilot psyche and map out a strategy to bring us together. GOOD LUCK!

34 Hire professional Union negotiators and Administrators and leave the Pilot roles to safety, contract admin, etc.

35 The contract is not worth the paper it's written on. Once out of bankruptcy, demand a new contract! If management can break a contract and demand pay/ benefit concessions during hard times, we can and should receive the same thing during good times. Concessions are meant to get the company back on it's feet. Once out of bankruptcy, we should get as minimum, half of what we gave! If NWA can pay over 2.5 BILLION DOLLARS in lawyer fees in one year, we should get back half of what we gave to mgt!

36 Keep nwa pilots informed of actions and / or intentions

37 1.The MEC must tell us the truth. We have been lied to so long that most pilots do not know what to believe. 2. Hang the old MEC by their Balls. Oh thats right they don't have any!

38 Regain "downtown-like" hotels for Narrowbody fleets. Regain 4:15 minimum day.

39 There is only 1 thing this organization can do to prove they are sincere about "taking it back". That is to stage an industry wide shut down as they would have done in France or England. Otherwise they are only blowing hot air demonstrating what weak, spineless leadership we continue to have while they extort dues from my paycheck. I am sick of their lies and rhetoric. Quit wasting my time after ALPA is directly responsible for destroying my career. ALPA can fuck off! I hate them.

40 all current mec reps who were involved with the cba should be recalled

41 Admit how this contract unequally impacts junior pilots

42 walk, shut down the entire operation, know in good peace that life goes on after a failed airline career. If this career cannot run on par in an equitable fashion, senior red book pilots should be forced to live the life they have thrust against their junior compatriots.

43 Your ideas are great, but the fact of the matter is that the MEC will never change its ways. As long as the widebody votes exceed narrowbody, as long as red book controls this place, the blue book will continue to get a raw deal. We gave up everything for the retirement of those same people that are now suing the company, and the MEC tells us we have to be nice to them. I'm sure they're friends of the MEC. By the way, your ideas sound great, but I wonder if this is another red-book ploy to control the blue books. The only way to get to this MEC is to elect a new in-house union, away from ALPA.

44 APLA Sucks they could drop dead that would help us all out...

45 Be more forthcoming with information about what is really going on. I feel that we are only given partial information and some things are left out or held to closely. Like closed portions of the meetings with no further information even months later about what was discussed or decided. Too much secrecy involved with the MEC

46 Stop pitting the groups you indicated against each other

47 How bout shutting the airline down for a day? We could say it's for "safety" reasons. There have been 3 deaths on our ramps in the last month or so. Shut them down.

48 continue to pursue targeted disposition of retirement to those more junior who have lost more. push forcefully for a DC-9 replacement exclusively piloted by NWA seniority list pilots. continue to rebuild a working relationship with management or if that cannot be accomplished, work toward installation of new management.

49 The NUMBER of pilots at each base should be taken into consideration during votes. Using a system similar to the Electoral College. In other words, the MEC at a large base would have a greater number of votes than the MEC of a smaller base, i.e, Seattle. AND, WIDE BODY AND NARROW BODY VOTES SHOULD BE PROPORTIONATE TO THEIR NUMBERS. Additionally, ALPA national need to implement a NATIONAL contract. NO MORE INDIVIDUAL CONTRACT FOR INDIVIDUAL CARRIERS. The pay scale for a A320 would be the same at UAL as it is at NWA as it is at any ALPA carrier. I do not think a national seniority list is workable. But, a national contract is. THIS IS THE ONLY WAY WE WILL GET BACK WHAT WAS STOLE!

50 All my recommendations would be either illegal, immoral or fattening!

51 Do away with recall rights of pilots who were never trained on type air craft. Stop the silly rallies that do no good and take definitive action. Start with dedicated crew lines for entry into airports with ID badges that mean something. If after a period of time TSA refuses then I'm for a suspension of service by all ALPA crew members. Let's become a union again instead of a coffee clutch for our representatives in Washington.

- 52 Reduce union dues for lower income pilots.
- 53 Fair and equitable retirement programs and real scope provisions.
- 54 Be Fair to all groups
- 55 Really enhance our careers by standing up to our corrupt management and getting back our pay, work rules and retirement. This job now sucks thanks to the previous MEC... it is a hard road back but we need to be onstinate when dealing with the company for every penny they save we need a nickel back!