



Candidate for MSP FO Representative Kurt Lickiss answers the...

ALPA Watch Candidate Questionnaire

1. Do you have any prior NWA ALPA experience? If so, what positions did you (do you) hold and when?

Ans. No.

2. Almost every pilot at this airline is flying more and has less time at home. Why are you volunteering even more of your time and effort for ALPA work?

Ans. I have been a service oriented person my entire life. I have more than 10 years of active duty naval service and have coached various levels of youth swimming for over 10 years as well. I serve on my community's veteran's commission and was a parks and recreation board member for four years. I have wanted to devote more time to ALPA previously, now it just seems imperative. I want to make a difference and restore trust in our union.

3. As an LEC Representative, you will have a dual representative responsibility. You will represent the pilots in your base, but your votes also affect the entire pilot group. When there is a conflict between the needs of these two groups, explain how your vote would be weighted, more towards the pilots in your base or more towards the pilot group as a whole. Additionally, during your term it is most likely that you will represent a base made up of mostly former NWA pilots in a Delta MEC. In what ways, if any, will this affect your voting?

Ans. I have to admit that it is difficult to think of any base specific issues recently. If we become part of Delta MEC then I believe it is in the best interests of the pilot group to help the MSP LEC be successful and take a leadership role in unifying the Delta MEC. MSP will be a valuable piece of the Delta strategy, we must be innovative and exhaustive in our efforts to make Delta successful and we must be steadfast in our resolve to restore the quality of our work experience. We have no need to be concessionary in nature. We have been working in the same industry as the Delta pilots, experienced the same difficulties and worked with many of the same management personnel.

4. How will you promote pilot unity at your base within a combined NWA/DAL pilot group? Within the pilot group as a whole?

5. Ans. I believe the thing that has reduced our unity more than any other is communication. It has been suggested that Council 1 has had disagreement among the representatives about releasing information. I will always lean toward the side of openness. I will bring prompt, clear and factual communication to the pilot group. I will make the workings of our union as transparent and open as legally possible. I will work to move council meetings into the MSP airport. I will be available in the crew room at the start and end of my commutes and during “sits” to discuss concerns in person. When trust and faith are in place unity will be strong.

6. What steps can be taken to further secure the Frozen DB Plan?

Ans. My understanding of this issue is that the plan is secure barring bankruptcy. In the event of bankruptcy the structuring of our plan makes cancellation a costly proposition.

7. As the biggest pilot group in ALPA (post merger with DAL) do you think that will put us in a leadership position for all ALPA pilots when it comes to returning this profession to place of prominence? If yes, how should we go about that task? What would be some objectives and a timeline?

Clearly we have previously been and are today leaders. We should be supportive of our members who seek national office when we believe in their methods and motives. We need to seek contractual restoration and enhancement at every opportunity. We need to keep an open mind about the methods by which we might seek those enhancements.

8. In the past several years, closed meetings and a lack of substantive communications has been on the increase. Realizing that the union leadership can be in a position that prevents telling all, how would you characterize the current level of secrecy? What guidelines for secrecy do you believe are appropriate? What are the pros and cons for secrecy?

The pros for secrecy are that no one knows what your next move might be; the cons are that no one knows what your next move might be. I recognize and respect that ALPA is the leadership structure of a group of people who are highly trained to rapidly gather information, evaluate it and make decisions. When you keep people like that in the dark you end up asking questions like number four above. My answer to question four clearly describes my opinion on communication.

9. What do you see the biggest challenges are for the NWA/DAL merger to succeed?

Economic. These issues are out of our immediate control. Our responsibility is to be a unified pilot group with clearly defined goals for contract repair and innovative solutions to minimize additional erosion in poor economic conditions.

10. From the pilot's perspective, we are only weeks away from a completed NWA/DAL merger. What is your assessment of how this process has been handled so far by the NWA ALPA leadership?

I attended the morning session of day one of the arbitration hearings in LA. I am confident that we have a strong merger team handling the NWA position. Unfortunately the issues alluded to previously; poor communication, apathy and secrecy have made it hard for many pilots to share my conviction. Every pilot should be utilizing the merger website; we must take personal responsibility to be informed of the available information.

11. What do you think the primary responsibilities are for the position you are seeking? How do those responsibilities relate to the everyday line pilot?

The job of a rep is to do just that, understand the constituent and represent their view. The responsibility is two way. The represented must communicate with the rep and the rep must communicate, understand and act.