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**BILL BARTELS**  
**CANDIDATE FOR RE-ELECTION; DTW / COUNCIL 20 FIRST OFFICER REP.**

**Less than 2 weeks to go.... Vote; don't let others decide for you. Ballots must be received, or delivered in person, by the end of the C20 Nominating meeting on October 19.**

**Index.** Sections of interest (if there are any) can be reviewed separately. Since I'm not doing one of those cool websites, everything I've got to say ends up in a long letter; obviously read or ignore what you like.

**Part I – Possible Negotiating Priorities**

**Part II – My ALPA Experience & Election / Nomination Procedures**

**Part III- Candidates for C20 Office.**

**Part IV - Response to Ron Barnett and Silas Hart Emails; the "Change DTW" Ticket.**

**[PART I](#)**

**Future Negotiating Priorities.** Since my first letter a couple of weeks ago, several pilots have called and asked what I believed that the future specific negotiating priorities should be. This is a valid question especially since those elected in DTW during this current election cycle will be in office during the

development of the Contract 2012 Section 6 Opener, subsequent negotiations, and potentially a Section 6 agreement if the negotiations are concluded quickly. (The next term begins March 2010 and ends February 2013. The current agreement is amendable in December 2012.)

Ultimately negotiating priorities are established by a general consensus of the MEC after input from the Negotiating Committee and MEC 'Administration' and extensive polling and input from the pilot group.

The bottom line is that the MEC's priorities are the pilot group's (aggregate) priorities.

**Compensation.** Obviously, trying to regain what's been lost would benefit all pilots across the board. (The current SWA contract currently has Capt. rates approaching \$200/hr.; that's about a 20% increase over current rates; after three more years of 4% raises, we should be well positioned to set the pattern).

#### **Retirement.**

- Improve the DC% contribution (UAL is currently 17%). *Note that the TDC is scheduled to end at the end of 2013.*
- Take any measures necessary to maintain and improve the security of the frozen pension plan.
- Depending upon the negotiating environment, we should investigate methods to improve our current overall retirement plans in addition to the increased DC%. This could range from re-evaluating the Defined Benefit environment to see if any type of DB plan could be available to the whole DAL pilot group to evaluating the cost and feasibility of annuitizing the current benefits.
- ***NRT Rumor Alert:*** *Contrary to one of those totally ridiculous allegations originated and circulated by "individuals" for personal or political reasons, I do not support and have never suggested using the pension excess plan to be diverted to the TDC; total unmitigated garbage. The excess plan money belongs to those pilots who have earned it as a pension benefit.....obviously.*

#### **Insurance.**

- Improve the benefits and / or decrease the cost of the health insurance options.
- Re-establish a pre-age 60 premium share for pilots who wish to retire before age 60, as well as return to the NWA CBA method of having a "blended (risk) pool" for insurance rates for all pilots younger than 65, both active and retired.

#### **SCOPE.**

- Improve and strengthen all aspects of SCOPE; Fee for Departure (FFD) / regional affiliates, joint ventures, and codeshares.
- **I certainly don't (and won't) support any further degradation of any SCOPE parameter.**
- Investigate, develop, and implement a plan to recapture outsourced flying and move toward a future where Company flying is performed by pilots on the DAL system seniority list. This could include recapturing flying that really is no longer "regional" in nature, where all affiliates have flow up / flow down agreements that eventually lead to a DAL seniority number, and where all affiliates' pilots work under contracts with minimum contract standards to help mitigate "whipsawing".
- Be prepared to take advantage of opportunities where management may be willing to positively address RJ SCOPE to allow common mainline operation of several different models of the same type of aircraft.

## PART II

### ALPA Experience

- **First Officer Representative / Vice-Chairman;** March 2002- Present. The current term ends February 2010. *I have not missed an MEC meeting or vote or LEC meeting in almost 8 years.*
- **Equity Distribution Eligibility Committee;** September 2006 – October 2007
- **NWA MEC Vice-Chairman;** January – June 2006.
- **MEC Financial Review Committee (FRC) Chairman;** March-December 2005.
- **MEC Financial Review Committee (FRC);** March 2002 – December 2005.
- **Merger Committee Working Group;** June 2000 – June 2001.
- **NWA Pilots' Merger Committee Member;** October 1997 – December 1999.
- **Pilot to Pilot / Family Awareness;** November 1997 – September 1998.
- **Hotel Committee Volunteer;** Pan American World Airways 1990-1991.

**The Nominating Process.** The Nominating Ballots were mailed to all Council 20 members in good standing on September 2. The nominating ballots need to be filled out and received via the mail, turned in to the Council 20 office at DTW, or turned in at the Council 20 meeting on / by October 19. Fill in the boxes with the names of the nominee of your choice and also be sure to follow the instructions on how to correctly fill out and mail the double envelope. **If you need a new ballot** because the original was misplaced or you would like to recast your vote, call **1-888-FLY-ALPA, extension 3** or ask for **Membership Services** to request one. If you still intend to mail a ballot, it needs to be in the mail probably NLT next Wednesday or Thursday.

**The Election Process** will begin sometime in mid- November and finish by early December. The Nominating ballots will be counted at the October 19 DTW / C20 meeting at the Westin DTW. The Election process will be done electronically via the phone; (888) 647-1787 or internet; [www.ballotpoint.com/alpa](http://www.ballotpoint.com/alpa) and will include the top two candidates receiving the most nominating votes for each LEC representative position (Captain Rep., First Officer Rep., Secretary-Treasurer). You will be notified about the results of the nominating process and voting instructions for the election process from ALPA International after the LEC nominating meeting.

### PART III

#### **Candidate Choices**

The Nominating phase gives you much broader choices than the election phase when the nominees are reduced to just two pilots per representative position.

#### **First Officer Representative.**

As I've mentioned previously, you've got several choices for FO Rep in this nominating phase.

**Myself, Greg Rizzuto, Rich Wheeler, Mark Weinkrantz,** and Ron Barnett have all published at least one letter to help you gauge where they / we stand philosophically. A couple of us also have records to evaluate.

What I see is a fairly clear choice between candidates' statements and actions that reflect general populist beliefs and one person whose actions and beliefs are more paternalistic; "I know better, so you should do as I say, otherwise you're an impediment to the process, the group, etc., etc."

**Captain Representative.** I'll restate what I said in my first letter.

- There are currently 4 candidates running for Capt. Rep.; Tom Bell, Karl Bennett, Tom Tucker, and Ken Watts.
- Your choice here is whether you want a long time DTW pilot who is familiar with working (or even living) here, familiar with the operation, familiar with the pilot group, and that will maintain DTW / C20's independent personality or whether you prefer leadership from someone

who would've likely made a very effective MSP rep (again), spent significant time working within the last two NWA MEC administrations, and who differed with many DTW pilots (and C20 reps) on several key issues over the years. Clearly a very stark choice in philosophies and priorities.

#### **Secretary / Treasurer.**

- **Drew Massey** has been an MEC Committee CH, long time volunteer and "activist". He does a great job staying informed and is a great analytical thinker; he would be an asset to the DTW pilot group and the DAL MEC.
- After reading Silas' letter and his effort to support the "change DTW" ticket, it seems likely that he may follow the lead of other council reps and may have more in common with members in other councils, as well as let the final NWA MEC CH's toxic influence affect his decisions. Neither of these attributes would benefit his effectiveness on the DAL MEC.

Thanks for reading. **Please vote.**

You can now see that one of the "change DTW" ticket members clearly believes that the SEA / C54 pilots and LEC better represents his interests. It's also likely that many of you have seen the campaign emails similar to the one circulated by one of the SEA330 Capts. who's been a long time special interest group activist. ***Supporters of the final NWA MEC CH as well as many from outside the council affected the outcome of last year's Council 1 elections in large part due to the minimal turn out. Don't let that happen in DTW.***

Fraternally,

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**Part IV. Response to Ron Barnett's and Silas Hart's recent letters.**

My concerns about Ron:

- Ron mentions that he is surprised about C20 politics now that he's venturing "into the boiling pot of oil". Perhaps he would've been better prepared for the experience had he actually attended a C20 meeting (other than making MEC presentations) or been involved in C20 activities in the past several years. The first time that he's actually trying to affect the process in C20 is now that he's running for office.
- Since Ron was unwilling to publicly (in his distributed campaign material) discuss his experience and record, I'll take a shot at it.
- Ron's participation on the C11 contract Negotiating Committee, with its excessive concessions, SCOPE relief, and ridiculous Defined Contribution amounts. Yes, I was on the MEC at the time, and my opinion, along with half the MEC, didn't prevail. However, with only 3 persons on the Negotiating committee at the time, Ron had more influence on the actions of his committee than the MEC, especially after the MEC was separated from the process near the endgame.
- The fact that Ron helped negotiate a regional contract for a new airline, IMO, is more than offset by the actions that created the airline and placed 365 pilots and up to 36 aircraft at Compass rather than at NWA / DAL in the first place.
- After Ron accepted the deal to not run for re-election to the Negotiating Committee in return for election to the R&I Committee he helped develop the TDC (even though his personal views about the TDC seem to vary, depending upon who he talks to). He was one of the staunch opponents to timely and comprehensive communications to the pilot group about the TDC, its structure and benefits.
- It was eventually agreed that Ron would no longer be on the R&I Committee after he had been appointed to the National R&I Committee (by current ALPA President Prater).
- At this point, the final NWA MEC CH basically used Ron as his personal "emissary". **It was during this period, on full time FPL, without elective office, MEC title, or MEC ratification that Ron, in his letter, claims to have facilitated the DAL JCBA and the equity claim. Talk about taking credit for Christmas as he has accused others of doing.** We got the claim and the JCBA because the DAL pilots wanted it and because they came to believe, for a number of reasons including personal conviction, that no one person can take credit for, it would be better for all for the NWA pilots to be treated equitably.
- ***Most concerning now though, is that, even though Ron claims to believe in his actions and beliefs, he still can't come right out and be straightforward about his experience and the positions that he's held. It took him almost 4 weeks to admit any MEC involvement, then only to activities in a position that the MEC CH created for him.***

**Response to yesterday's campaign letter from Silas Hart (Candidate for S/T).**

Here's what I said about Silas in my previous campaign email:

**“Silas is a great guy to fly with and a great guy to hang out with socially. My primary concerns are his apparent inclusion running on the ‘change DTW’ ticket”, and what I edited out was:**

**“and that he is a close confidant of the final NWA MEC CH.”**

And I still mean that. Silas is too nice of a guy to come up with some of the misrepresentations, deceitful comments, and garbage that are included in his letter. In my opinion, a much more malevolent force was behind what he wrote; he either probably got “suggestions” from his ‘confidant’, the previous / final NWA MEC CH, or he was “channeling him” very well when he wrote the letter. **That doesn’t relieve him of the responsibility for his actions, but it does outline why I believe that electing him to any position in DTW is a bad idea: he is too susceptible to influence from bullies and strong personalities. He looked the other way too many times** (as many did during the final NWA MEC CH’s ‘administration’) **when he could see negative things happening and chose not to act.** (A good example is what one of the other FO Rep candidates, Greg Rizzuto, wrote about why he quit the Stevens ‘administration’.)

#### **Specific issues in Silas’ letter:**

SH: “Unlike Bill Bartels who was our MEC Vice Chairman during our bankruptcy contract, I voted “No” on the T/A mainly because of the Zero Open Time and Downtown Layover issues.”

**Response:** I VOTED NO on the bankruptcy contract.... And if you read the above statement a couple times maybe you can eventually get there, but in the mean time, I believe that it’s a cynical use of words to give the quick reader the impression that I didn’t vote NO. Anyway, there were many reasons to vote NO which I’ve covered many times; mine primary reasons were RJ outsourcing / SCOPE and the pathetic DC.

SH: “I have a huge problem with how our current LEC reps are costing us money. To start with, our MEC refused to let us sell our stock when we received it, unlike our management which unloaded theirs for around \$12 per share. Net cost to me was in the neighborhood of \$20,000.”

**Response:** Silas can look straight to the final NWA MEC CH on this. The final NWA MEC CH handpicked his team to go “explore” the potential “transaction” in early 2008. The CH himself, in fact, was part of the ‘equity team’. They, and their DAL counterparts, decided long before the NWA MEC ever got a look

at the details, or even got to consider the JCBA TA, to allow ALPA's contracted investment banker to make the sales decision. Ultimately, after the sales opportunities didn't look that positive, and after strong input from the joint DAL MEC, the stock was issued to individual pilots.

Other hand-picked persons on the team that determined (outside of MEC input) the NWA ALPA priorities included Ken Watts and Ron Barnett.

SH: "our LEC reps are making "happy noises" over the latest AE / MOU 7 debacle which set aside 6 years of negotiated displacement contract language."

**Response:** Actually, unfamiliarity with the process puts Silas at a disadvantage here. A grievance was settled around 3+ years ago about how NWA administered APAs. The ultimate settlement was to AWARD 1<sup>ST</sup> / DISPLACE 2<sup>ND</sup> *generally*. This is how the December APA was finally processed after the MEC raised questions about how the DAL MEC 'Administration' had unilaterally allowed the announced December APA process to be amended. Please see C20 communications already out on this issue, but in the simplest terms:

- DAL ALPA and management agreed to use the APA through December instead of the contractual AE process.
- DAL ALPA leadership and management agreed to amend the APA process for December in MOU#7.
- The MEC found out and expressed concern.
- The MEC 'Administration' agreed to address the problem with management.
- Management agreed to do an unmodified APA and an AE based upon their analysis of staffing needs.

SH: "If you ever thought that our current Council 20 guys were activists please read the August 29 Council 54 letter which I have included at the end of this letter".

**Response:** We've discussed the same issues as the SEA / C54 update. **At least it's clear by Silas' posting of this update in his campaign email where he'll take his lead from if he's on the MEC.**

SH: “In addition, when Bill Bartels voted for Capt. John Prater vice Capt. Duane Woerth he in a sense, sealed the deal for the change in our maximum retirement age from 60 to 65. I find it ironic that someone who is a self proclaimed advocate for the junior to mid seniority pilots of our company would cast such a vote as well over 80% of the pilots of that seniority were adamant that the age remain 60.”

**Response:** Yup, I voted for Capt. Prater and not for Capt. Woerth. I voted against Capt. Woerth because I was disgusted with the intimidation tactics he repeatedly used to get pilot groups, including the NWA group, to vote for deficient agreements, including the Restructuring TA. We weren't the only pilot group to feel that way and input from C20 pilots was that replacing Capt. Woerth was a good call. Besides, Capt. Woerth had mentioned repeatedly that there probably wasn't much that could be done to stop the age from going up to at least 62. **Many of those who supported Capt. Prater did not support his position on age 60+; that includes me. He was the better option in light of Capt. Woerth's actions on many other issues.** Also many, including myself, thought that a graduated increase could be devised if it looked that the age would be forced up anyway. Bottom line: It's totally ridiculous to believe that Capt. Woerth would've saved the day or even stopped at age 62.

SH: “When I asked him why he would vote in such a way he replied, “I think everyone should work until 65 if they want to”. I then asked him if he thought that vote represented the will of his constituents; with that he walked away.”

**Response:** This one is total garbage.

- Replacing Capt. Woerth; I believe that represented the will of many NWA pilots that I represented. I took very little grief other than from Capt. Woerth's contemporaries.
- Since the age turned 65; it's the law; for me or any other rep to say anything other than it's a personal choice that is allowed to be made would be really irresponsible. I suspect that if Silas is elected, and he wants to take a position against an age 60+ pilot deciding to continue, he'll find out the meaning of “Duty of Fair Representation” in short order.
- Final point; it's highly unlikely that I would have “walked away” from this discussion if I thought that the debate was ongoing. I don't even recall this conversation or the context, either with Silas.... or with the final NWA MEC CH.

SH: “Ken Watts is extremely mindful that our dues, our money, pay his flight pay loss. Because of this he:

- Regularly flies back 30-40% of his flight pay loss. No other person on Flight Pay Loss comes close to this figure
- Ken can hold 747-400 but stayed a 757 Captain so he could fly back his FPL.
- Ken opted to receive 75 hours a month when the monthly Max was 80 and 80 hours a month when the max was 88.

**Response:** While I realize that I'll probably have to address one of these letters from Ken in the coming days, this doesn't tell the whole story about the FPL issue.

- Ken could've bid the B747-400 and received -400 pay guarantees just like he has on the 330 for 6 years or so. He'd still be flying back the time on the 757.
- Anytime anyone on full time UL / FPL opted below the cap, they also had ability to fly HIT flying within the normal contractual parameters, including any contractual premium pay, above the UL / FPL. If they just chose to take the cap, they could **not** fly HIT flying.
- Ken has been very good flying back his UL, possibly one of the best over such a long term; but with the MEC office position that he's held for 10 years or so, he's been in a very unique position as a pilot to set his own schedule for almost half his career.
- Unfortunately, this latitude, I believe, may have lulled him into "looking the other way" when disdainful things happened in the NWA MEC office, especially during the last 2-3 years of the NWA MEC.