

ALPA WATCH Council 20

Campaign Questions

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

I ran against Bill Bartels in the 2006 election. I was appointed SPSC Vice Chairman and then Chairman in 2007 followed by Communication Chairman in 2008. I was a part of the Merger team that made two trips to NYC also in 2008.

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?

My entire family, from my grandfather, uncles and parents, were all blue collar union members. Many of them were volunteers but more importantly they all believed in the principle that a unified group can better protect and enhance the lives of the individual members. Everything that my family has is due to the sacrifices made by others. I believe that there are no free lunches in this world. I am a volunteer because I feel that I have a debt to pay to those who came before me.

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 weighed, more towards the pilots in your base or more towards the pilot group as a whole?

Council 20 has had a good history of communicating the facts to the members. If the members, after being given honest and factual information, want to go against other council's desires or wish not to blindly follow the leadership then I would be happily bound by the wishes of my constituents to vote accordingly. If we all know the information and debate it amongst the council 20 pilots, then it is their wishes that must be brought forward not mine. By being elected does not mean that I will be a King rather I will be a humble servant of the Council 20 pilots.

4. Do you believe pilot unity is important? If so, how will you promote pilot unity at your base? Within the Delta pilot group as a whole?

Unity is the single most important issue for our pilot group moving forward. We, as a union, must find a way to trust our leadership. Our lack of trust stems from years of infighting, political

back stabbing, union leaders crossing over to management and the improper use of your dues money. The only way we can regain any semblance of a unified group is via an informational campaign based in pure honesty. The leadership must lead by example and communicate more often and more openly.

5. Candidates frequently say they want to improve MEC Communications. What is right and wrong with our communications and what would you do to correct the deficiencies? Do you think we need more transparency in ALPA's day-to-day business? If so, how might this be accomplished and how and why would more openness be important?

The Detroit style of communicating has always been straight forward. We must maintain that style of communication while enhancing what and how much is being delivered to our pilots. The time has come to trust in our pilot group. There are very few topics that cannot be touched upon in an update or quarterly report. Lack of information leads to lack of trust. We have crossed over into the largest airline merger in history and we must increase our communication in order to build trust. Trust builds unity and unity is the building blocks of a powerful union.

The current MEC communication is lacking. The south style is different than what we were used to and our NWA ALPA communication was poor and at times misleading. I would like to see our new Chairman put out more progress reports from an MEC Officer perspective. I would also like to see our council send out updates in a more timely fashion after the MEC meetings. Lastly, it would be nice to have a daily update dealing with the MEC meetings. I was in charge of that during 2008 and these are the most read and or listened to updates. Our pilots will tune in during those meetings and deserve to hear from us immediately not hidden on a web page three weeks later. The honest highlights are all that anyone would ask for until a more in depth update could be written.

6. Explain your positions regarding the current Scope clause on our PWA. What do you think we need to do to improve our Scope protections and recover some of the lost flying to DCI's?

Scope is extremely important to all of our pilots. We allowed our scope to be negotiated away during the bankruptcy contract. Once gone getting it back will cost us substantially. We must then take advantage of every opportunity to press for greater job protections. We do not have to wait until section six to start protecting our careers. Opportunities will arise and we must remain poised to take advantage of these situations. We must also be very watchful of the carrot being extended again. We should never give up one more aircraft or pilot position ever.

We are under attack internationally as well and must also focus our efforts in Congress to protect US pilot jobs. Our legislative affairs committees, locally and nationally, must continue to engage any political group or company that attempts to reduce our flying or reduce our protections.

7. As the biggest pilot group in ALPA do you think that puts DAL ALAP in a leadership position for all ALPA pilots when it comes to returning this profession to a place of prominence? If yes, is there a road map to return this profession to what it needs to be? What does that road map look like and if you are not aware of such a road map, what do you think it should look like?

Delta ALPA is certainly the largest union pilot group and our voices can be heard if properly directed. I would say, however, that every pilot in the country should be rallied toward this goal of contract restoration. We must realize that, yes, it only takes one airline to land a big contract and others **may** follow but we also have lived through the reciprocal of that. We must find a way to unify not only our ALPA brothers and sisters but every airline pilot in the country. I had a hand in organizing the largest SPSC summit in the history of ALPA. In 2007 we had 22 airlines that represented 7 different pilot unions all under the same roof. The power and energy in that room was amazing. Unfortunately we were discouraged from any other meetings from National. It would appear that our membership cards didn't match.

The road to recover must first start with believing that we can improve our position. Many pilots are defeated and have found some form of comfort in giving up. I would rather go down swinging than accept a false truth. There are better days ahead and we will get there together. Unity is the only way.

If someone told you that all you had to do was give up 1 day off a year and vote via computer when an election took place in order to get a pay and benefit increase would you do it. If we had 300 pilots at every council 20 meeting and the same proportion at every other LEC meeting that alone would speak volumes. Go to a council 20 meeting and you will always see a chief pilot sticking his head in. The company is very interested in pilot participation. This is just something to chew on.

8. Please list in order of importance your first 3 items of business if elected to C20 LEC Office?

First: I will contact the MEC Officers and Representatives. The key to being a successful representative in our MEC is in establishing a good working relationship with your peer group.

Secondly: Seek the input from the Council 20 pilots concerning issues that most concern them other than the obvious and more vote oriented issues.

Thirdly: Communicate, Communicate, Communicate; We will never be able to form a trusting organization if we do not open the flood gates on our union's activities. Information must flow to our pilots in order for the trust level to be regained. We must trust before we will be able to unite as a true force for change.

9. 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 primary responsibilities of a union representative are to protect his/her pilots. You should never fear your union rather it should be a safe haven for the members when times are difficult. .

Many pilots only hear about the union meetings or the major decisions that are made but the bread and butter of an LEC representative is working with his council pilots. You name the problem and a rep will be involved.

I relate an LEC representative to that of a Captain and his crew. When things go wrong we look to the Captain to give direction and support. First you must trust that the Captain will be making decisions that are helpful to everyone involved not just for his own personal satisfaction or gratification. Trust is the key.