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This message is sent in accordance with Article I, Section 19 of the ALPA Constitution and By-Laws and applicable law, which require ALPA to comply with all reasonable requests from candidates for union office to distribute campaign literature. All expenses associated with this message are borne by the candidate or members acting on the candidate's behalf.

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CA Ray Miller endorses CA Tom TUCKER, FO Greg RIZZUTO, and CA Drew MASSEY.

“We Are ALPA” is more than a convenient slogan. It is a subtle reminder of ownership to those of us who have often critiqued our union on imperfections and shortcomings. While we are all proud of our successes over the years, we must recognize that our union can and should be improved; it is no better (or worse) than WE, the membership, have made it. And now, with these points in mind, I am asking ALL of you for YOUR HELP.

IF we expect to BETTER PROTECT our pilots, we need BETTER PARTICIPATION, and that STARTS with YOUR vote. The current Council 20 elections will determine who will represent the DTW pilots over the next three years. Don't let a minority of our pilots determine who will be YOUR VOICE and YOUR VOTE on the DAL MEC (and ALPA BOD). PLEASE PARTICPATE in YOUR future, VOTE in this VERY important election cycle.

There are certain traits I consider important for a union representative. I look for integrity, communication skills, responsiveness, and personal courage. Of these, I consider integrity and courage to be the most critical. There have been and will be occasions when political pressure from others, sometimes in overwhelming numbers, results in ill-advised compromises of what a representative knows in his/her mind is best for our pilots. It takes personal courage to be willing to take a position that differs, or is unpopular, with others. It takes courage for a representative to exercise the one man one vote concept (roll call) on important issues when it is the only alternative to prevent those who are representing a minority of pilots from dominating the process. This can occur at multiple levels within our organization. There is and should be an effort by ALL to build consensus and to compromise IF the result best serves our pilots. A decision on whether to compromise (or not) is a reflection of a representative's personal integrity, a sense of what is RIGHT and what is WRONG for our PILOTS. Political opportunity, pressure, threats, and/or expediency should NEVER be primary factors.

Based on my experience, there are some who have called for UNITY (confusing unanimity for unity) in an effort to discourage dissent or opposing ideas. There should ALWAYS be a place for differing opinions in our union. Just as we can build consensus with differing opinions, we can build unity without unanimity and ensure we head in a DIRECTION which best serves our pilots. Unity based on what is in the BEST INTERESTS of our pilot group should be our goal; it is certainly the best recipe for SUCCESS.

Over the past few years, I have worked with ALL of the candidates who have been nominated. Of those I consider to BEST meet the above criteria and whom I think will BEST serve the DTW

(and all DAL) pilots are: CA Tom TUCKER, FO Greg RIZZUTO, and CA Drew MASSEY. While NO ONE is perfect, and no one “bats 1000”; these pilots have been “tested” by challenging circumstances within our former MEC, and they have survived those challenges with their integrity intact. These men are NOT lemmings who will blindly follow the leader off the cliff, and they are NOT contrarians who will take opposing positions without the best interests of our pilots in mind. I know pilots can (and do) have honest disagreements on important issues. I also know that better decisions are made when there are open discussions and debate on issues affecting our careers as pilots. On the other hand, I have seen bad decisions borne of political pressure, haste, and fear mongering.

Whether or not you agree with me is less important than your PARTICIPATION in this local council election. VOTE for the candidates of your choice. Help address one of most significant threats to our careers and to our union, and that is PILOT APATHY. Regardless of who is elected; hold your elected representatives ACCOUNTABLE (to those they represent) throughout their term. We have a system of checks and balances within our organization. ALPA is designed as a bottom up democratic union. Let’s all do our part to ensure ALPA works as intended! Voting deadline is December 10<sup>th</sup>.

Fraternally,

A. Ray Miller Jr.  
DTW A330 CA

Voting closes at 1000 on December 10, 2009

To vote by:

ALPA Website - [crewroom.alpa.org](https://crewroom.alpa.org) ALPA number + password

BALLOT POINT - On-line go to <https://www.ballotpoint.com/alpa>

(Enter your 7 digit VIN and your 4-8 PIN (request replacement reactivation code through <https://crewroom.alpa.org/votecode>)

BY PHONE - 1-888-647-1787 7 digit VIN and 4-8 PIN