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Tom Tucker

## Candidate for Council 20 Captain Representative

Three years ago, with your support, I was elected to serve as the Council 20 Secretary/Treasurer. Today, I again ask for your support for the position of Council 20 Captain Representative. This campaign letter is far different than letters you have read in the past. I believe it is vital in all correspondence to relay the facts, the background, and my opinion so you can make an informed decision.

As the Council 20 Secretary/Treasurer, I have witnessed and played a role in the transition and integration of our union's leadership into the new Delta MEC. The combination of the MECs, in my opinion, has resulted in a reduction in political polarization, greater influence by Council 20 in the direction of the MEC, and increased access to management. These are positive changes that can directly affect our profession, careers, and personal lives if wisely utilized. There are two general areas that I would wish to discuss with you:

- The DAL MEC-differences from the NWA MEC/current status/future concerns
- Council 20 Captain Representative-status in the DAL MEC and daily duties and responsibilities.

Since the merger, a paradigm shift has occurred in the social and political dynamics of the MEC. No longer are MEC actions determined by political alliances and fifty-one percent of the vote. The days of loud arguments in plenary and back room agreements are behind us. Instead, concise, well researched, and logical presentations on the issue at hand are the norm. This leads to civil discussions, rational decisions, and consensus. Those representatives that fail to accept this political Darwinism and return to past practices will have little effect on the decisions of the MEC. In turn, the pilots they represent will be marginalized. Constructive change has occurred on the MEC due to the deliberate

actions of the current LEC representatives. You have the opportunity to continue this positive transition and enhance the influence of Council 20 in the MEC.

Following the retirement of the 747/200 in ANC and MSP, the former NWA representatives will hold 8 of 22 votes on the DAL MEC. If an issue of importance for either a single base or for the Delta North pilots comes before the MEC, past practices of parliamentary gamesmanship or roll call voting muscle will not influence the outcome. Mutual trust, personal integrity, and a willingness to view each issue independently are the necessary characteristics of an effective council representative in this MEC. The recent success Council 20 has demonstrated in the DAL MEC resolution process and input to the Administration has proven this change in tactics to be correct.

The priorities for the next contract are well known: pay, scope, and retirement benefits. It would be an empty promise to guarantee a level of improvement in each category as we approach Section 6 negotiations. Instead, the incoming Council 20 representatives must listen to the wishes of our members, select the right negotiators to represent our interests, determine the goals, create a plan of action for achieving these goals, and monitor the progress of negotiations. They must also build consensus between the MEC members and acquire the support of the line pilot if we are to achieve improvements.

Three years ago, I told you that I believed passionately in the literal translation of the ALPA Constitution and By Laws; the LEC representatives' are accountable to the line pilots and the MEC Officers to the LEC representatives. My view point has not altered, but has been reinforced through experience. The current MEC representatives continue to work on the new MEC Policy Manual. This document will guide the activities of the MEC and assure that MEC direction rests with the LEC representatives. I also informed you that honest, straight forward, and regular communication with you was a necessity. To that end, I continue to provide input to the Council 20 Updates and originated and publish the Council 20 Newsletter. The Newsletter was created to provide you the same information, minus confidential content, that is submitted to the MEC. My previous writings are available for your review in Newsletters, letter to all Council 20 pilots dated 24DEC08, and in the joint LEC Updates found on the Council 20 web site. If elected, I will continue this pattern of respect for the chain of command and provide you the same level of communication.

The public duties of the council representatives focus on the MEC and LEC meetings. Those duties are important, but the real work occurs behind the scenes. The vast majority of our days are spent assisting the line pilot, working with the chief pilots, discussions with MEC and committee members, listening to the concerns of DTW pilots, and continuing to fly the line. As Secretary/Treasurer, the Council 20 budget has always been under budget. As of the August 2009 budget report, Council 20 is \$9,890 under budget on an annual budget of approximately \$110,000. Fiscal responsibility at the MEC level remains a priority for me. DTW is a unique base. We have a high number of commuters, domestic and international flying, the most senior and junior pilots in the system, and a large percentage of pilots that are involved in shaping the direction of the LEC through volunteer work and contact with their representatives. Long term experience as a DTW pilot is a valuable asset when representing the views of Council 20 at the MEC and national level.

Surely, I have pushed the customary envelope of the Secretary/Treasurer position with my involvement in MEC decisions, writings, and discussions in plenary. I appreciate Len and Bill for supporting my involvement and including me in all aspects of the LEC voting and decision processes. I will continue to express my concerns to others on the MEC and you while I work towards comprehensive solutions to current issues. My decisions will continue to be based on the best interests of all members and not political consequences or personal ambition. I will, as I have in the past, inform you when I believe the proposed actions of the MEC or the company are not in your best interest.

The successful Council 20 Captain Representative will be able to combine proven leadership skills, demonstrated performance, a personal understanding of the needs and wishes of the DTW pilot, and the ability to successfully influence the actions of the MEC. Both my military career and ALPA activities demonstrate an increasing level of responsibility with a corresponding level of proficiency and performance. I request your support in the upcoming nomination process. Please write in my name as the Captain Representative on the nomination ballot. It has been an honor and a privilege to serve as your Secretary/Treasurer. I look forward to serving as your Council 20 Captain Representative.

Fraternally,

Tom

Personal email and phone for election communications: (734) 678-8734

[trtucker@charter.net](mailto:trtucker@charter.net)

RESUME

Current Position

Captain A320, Delta Air Lines (hired in 1989)

Previous positions DTW-727 CA/FO/SO, DC9 CA (1989-1992 and 1997-present)

HNL-747 SO, DC10 SO (1992-1993 and 1994-1997)

GUM-727 FO (1993)

ALPA

Council 20 Secretary/Treasurer 2007-present

NWA MEC Financial Review Committee 2008

NWA MEC SPSC (Strategic Preparedness and Strike Committee) Interim Chairman 2007

Chairman DTW Strike Committee 2006

Supervisor Phone Watch Detroit Strike Center 1998

Military

United States Naval Aviator 1981-1989 active duty and reserves

Commanding Officer NR NAS Fallon, Nevada 0271 1996-1998:

Early retirement with disability rating

Executive Officer NR NAS Miramar, California 1995-1996

Executive Officer MMF Barbers Point, Hawaii 1994-1995

Executive Officer NR NAS Barbers Point, Hawaii 1993-1994

Maintenance/Administrative/Training Officer NR USS Constellation 1989-1993

Aircraft Commander VXN-8 1986-1989

Security Officer NAS Moffett Field, California 1984-1986:

While recovering from reconstructive knee surgery

Student Aviator 1981-1983

