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Tom Tucker

Candidate for Council 20 Captain Representative

Elections should not be determined by creating fear through inaccurate statements or heightening your concerns through rhetoric or character assignation, but by discussing the issues and one's vision for the future. Unfortunately, these actions have occurred through the comments of candidates and by their supporters through an unsigned email. I contend that the gutless actions of an unsigned email should be given the value it deserves-none. Some have recommended that I should react in kind, but I emphatically disagree.

Such action would be representative of the virus that infected the former NWA MEC; a virus that accepted political infighting between MEC members, a virus where ALPA volunteers enabled and ignored the actions of MEC Officers for their own political and personal agendas; a virus where the end justified the means and the win is more important than the outcome or the resulting damage to the level of trust in ALPA by the line pilots. Leadership is about choices. A decision to respond in kind and allow this virus to infect the Delta MEC would be more harmful to our pilots and our profession than my reputation.

Why are SEA pilots intruding into the DTW elections and recommending a slate of candidates? Why did a SEA LEC Officer, at the minimum, review a derogatory and unsigned email before it was distributed? In the April 2008 Newsletter, I commented when another SEA representative became involved in the recall of an ANC representative "members of one council must respect the decision of other councils to elect representatives who hold views and interests similar to their own. Council 20 pilots must be vigilant to the possibility that this may not be a one-time event". Why are unfounded accusations, almost word for word, made previously by Dave Stevens entering the mix? Why is a DTW candidate publishing a SEA Update in his candidate letter? Where are the loyalties of candidates to DTW in these elections? Your current Council 20 Officers have represented all the pilots of DTW, which at times is incongruent with the focused view of a small council like SEA.

I request your indulgence as I respond to some of the misleading and false statements, and note the recent accomplishments and culture of the Delta MEC. My responsibility as your representative requires me to counter these statements. Such statements, though false, gain validity over time and are detrimental to the cohesiveness of our membership.

Misleading and false statements

“The concept of not rocking the boat with the MEC rather than addressing the issues that are important to Detroit pilots is flawed and is certainly not keeping with Council 20 tradition”-A statement as damning as this deserves examples. Note-none provided. Where have we failed in our representation of DTW pilots in the NWA or Delta MECs? The technique of creating consensus on an issue by speaking directly to the other LEC representatives is foreign to those that follow the out dated strategy of direct confrontation as a first resort. There is a vast difference between representing the interest of a pilot in a contract violation, a legal document, vice convincing members of the MEC to your point of view. Disagreements between the Delta MEC Administration and the Council 20 representatives have occurred, but these issues have been resolved without the need to inform you, the line pilot. Maybe Captain Watts views the Council 20 representatives as rockers of the boat based on our strong challenge to the actions of the former NWA MEC Chairman. Our level of opposition to the actions of the former NWA MEC Chairman equaled Captain Watts’s level of support.

“Lee Moak will take away your pension...and not just superficial reassurances (concerning the Pension Reform Act)”-previously discussed and without basis. NWA frozen pensions are governed by law based upon the efforts of the former NWA MEC and an ALPA attorney to protect our earned pensions not at the will of any MEC or LEC Officer.

“I have a huge problem with how our current LEC reps are costing us money...When we received our Delta Stock why were we prevented from selling it at \$10 per share when our management unloaded theirs”-Due to the size of the equity claim and possible drop in stock price if pilots sold their large block of stock in a short period of time, the sale of the claim was assigned to Athena. Athena sold our previous claim. The plan was to sell the stock in large blocks to hedge funds. In this manner, the NWA pilots could achieve the highest overall price for the stock. The failure of these hedge funds soon after the deal was signed resulted in few buyers and too low of price. Though still under contract with Athena, the stock was returned to our pilots even before the deadline for Athena to sell the stock. This equity claim agreement and process was orchestrated by the former NWA MEC Exploratory Team and specifically the NWA MEC Chairman who handled equity matters.

“MOU 7 fiasco”-Not a fiasco, but a difference of opinion between Delta ALPA and Delta management on how to administer MOU 7. Neither the MEC Administration nor the Council 20 representatives were knowledgeable of the company plan until Drew Massey uncovered the discrepancy while discussing the process with Delta management during a Council 20 meeting. Drew informed us and we informed the MEC Chairman. I contacted all the DAL-S reps to inform them of the issue and gain their support for a MEC Conference Call to discuss the matter. Following the conference call, the negotiators and the MEC Administration worked with Delta Flight Operations management to return the August APA to an APA vice an AE and separate the closing of the ANC base from the August APA. Senior pilots, specifically members of the former Red Book Merger Committee who were concerned with the process, were briefed by us numerous times, they had a three hour conference call with Captain Moak, and they discussed their concerns with Captain Dickson. The process and MOU 7 were followed. The decision on how many vacancies to offer above the minimum staffing levels was and is the decision of Delta

management. Direction was given to the MEC Administration in regards to informing the MEC and approval of future MOU's.

“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. We all need to decide how we side but you need to ask yourself why this entirely different view was never even mentioned by our LEC reps”. (In regards to MOU 7)-The difference is that the Council 20 representatives coordinated with the other LEC representatives and the MEC Administration to resolve the conflict. Council 20 had the point on this matter. My peers in SEA chose to explain the situation in line by line detail through a Council 54 communication rather than become involved in correcting the problem. They did not participate in the MEC conference call even though one of them is on long term sick and not flying. You decide which council representatives are involved in the process and which are sitting on the sidelines and throwing darts.

“Jumpseat booking and the Call in Honest Program”-both are policies and not contractual. A final decision has not been rendered. ALPA has briefed Captain Dickson and Captain Graham on our wishes. The sticking point with the jumpseat policy is that simulator instructors are not provided B1 passes (guaranteed seat) as was done at NWA. Instructors use the jumpseat with a higher priority (more days out) to get to work. It is my view that a trial period is in order to test the viability of the DAL-N procedures on both issues. DAL-S reps and their constituents are in favor of the former NWA policies. With the expected increase in commuting due to the upcoming AE next year, these issues will become even a higher priority.

Accomplishments and Culture of the Delta MEC

The Delta MEC is similar to a squadron or athletic team. Effort is placed upon reaching mutual goals rather than individual performance and rewards. Accomplishments are achieved through convincing presentations rather than conflict. Parliamentary maneuvers do not guide the outcome of an issue. Consultations between LEC members outside of MEC meetings are the norm. This past week the Delta MEC, ALPA staff, ALPA volunteers, and professional advisors met to discuss Strategic Planning; Issues, Threats, and Opportunities for Delta pilots in the coming years. From communication deficiencies, to contract improvements, to legislative initiatives, etc. the MEC is working “to reverse the decline, stabilize, and improve the pay, working conditions, retirement, benefits, and job security of the Delta pilots and to always be mindful of safety and security”. I was impressed with the volume of ideas and agreement on priorities between all members of the MEC. Though only a start, it was a welcome beginning.

The proactive process of the Delta MEC has produced the following recent accomplishments- accomplishments that were achieved outside of Section 6 negotiations:

Scope resolution-Submitted by Council 20

Reimbursement of Merger Expenses paid from pilot dues and assessments (\$6,000,000+)

ANC pay and relocation package-extension of relocation package

In network medical coverage for Ann Arbor area Delta employees

PRIP

FOQA improvements

Joint Venture with KLM/AF worth \$12B in revenue and \$150M in synergies per year
Policy Manual
Compass open time agreement.

We recognized that the former NWA representatives would be a minority in the new Delta MEC. The 2,200 roll call votes of Council 20 are of little value in a MEC with 12,000+ votes. Thus, we developed relationships in the combined MEC to further the interests of DTW pilots. Those relationships have proven essential in directing the path of the MEC. This is a far different MEC than at NWA and requires alternative methods to serve the interest of Council 20 pilots. Is the Delta MEC perfect? Far from it. We have had and continue to have difficulties with process. The difference is that the MEC is working jointly to correct the obstacle. Council 20 has earned a leadership roll in the Delta MEC and I wish to continue that effort.

Comments

I realize that many of you are disillusioned with your career and indifferent to your union. You are continually bombarded with calls for unity. Unity requires trust. When the line pilots trusts their union representatives, unity of purpose will follow. Trust is earned not required or expected. Trust takes time and occurs in small increments. ALPA through intentional and misdirected actions has failed to create the level of trust expected by our members. A quick fix will not occur, but sustained progress is my goal. My plan of action to correct this deficiency:

1. Clear, concise, and timely Council 20 updates
2. Direct and honest responses to pilot concerns
3. Council 20 Newsletter to provide background information and MEC reports
4. Work with other LEC's to create revised MEC communication plan with greater emphasis on background information on MEC actions. Discussed at recent Strategic Planning meeting
5. Influence MEC Administration to be proactive with communications
6. Increase crew room visits
7. Influence the MEC Administration to make more crew room visits, especially to NRT and AMS

The path to return our pay and working conditions to appropriate levels will be difficult. Without a plan we will continue to be a step behind. To begin this march, we must send the message to Delta management and members of the MEC that Council 20 pilots are involved, demand improvements, and will not accept the status quo. You can participate in this process by casting a vote.

Fraternally,
Tom
Trtucker@charter.net
(734) 678-8734

Only the last vote selection counts.

To vote by:

ALPA Website - 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