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CAMPAIGN FOLLOW UP LETTER FROM KEN WATTS, CANDIDATE FOR COUNCIL 20 CAPTAIN REPRESENTATIVE

I have been a pilot at Northwest/Delta for 26 years. I have had the privilege of serving the pilots of this airline for a majority of that time and strongly feel that we need to focus on the business of the pilots and our futures as professional aviators. We need to restore the integrity of our profession.

We need to concentrate on the serious business of representing pilots. We need to raise the bar contractually. This means everything including Scope, pay, work rules, pension. As I have previously stated, we need more, better and enforceable Scope provisions. I support better and more frequent communication, more bottom up representation. I feel the most effective results as your representative will come from building consensus with other members of the MEC and working together rather than against each other. The goal is to fairly represent all pilots and improve all aspects of our contract.

It's easy to identify the external challenges to our profession. These are the reasons the union exists in the first place. One of the often-overlooked challenges for ALPA is the distraction and attacks from within our own ranks. It is disappointing to have to respond to misleading information in this campaign. Recent campaign letters from Tom Bell and Bill Bartels highlight this challenge and require a response. Both decry "more of the same" yet prominently display "politics as usual." Tom Bell is apparently on a mission to damage my credibility and integrity. I find it offensive that a pilot who doesn't know me as he claims he does would choose to be a mouthpiece for someone with an axe to grind against me and allow himself to be used as a conduit for inaccurate and misleading information. He claims to "know me" but I have no idea who he is. Tom makes very specific allegations loosely referred to as "facts" with Bill Bartels surprisingly a bit more passive in his condemnations. Unfortunately, both require that I respond. I have e-mailed Tom Bell the correct information and have placed a call to him that has not been returned in hopes that he would correct his mailing. To date, he has done nothing with the correct information even with a subsequent campaign mailing.

"Facts" according to Tom Bell:

He was initially elected to a "Full-Time" ALPA position (Chairman of Contract Administration Committee) over 8 years ago by the NWA MEC which has entitled him to Full Time Union Leave in his bid category.

I was elected to the MEC Contract Administration Chairman position in December 1997 and assumed the office in January 1998. Without a doubt, it is a full time position.

What this means is he receives FULL CAP PAY every month for DTW330CA.

No, that's not what it means. When I was elected in December 1997, the MEC understood that I would remain a current and active pilot. I have done that from the beginning as MEC Contract Administrator. The NWA MEC policy manual gave full time workers two choices on how to be paid. The higher end of the variable monthly maximum or the lower end. I chose the lower value. At the time, the variable monthly maximum max was 75:00 to 81:00. I elected to be paid 75:00. When the variable monthly maximum was changed to 80:00 to 88:00, I elected 80:00. While not required to do so, it is rare for there to be a full month charge for me because I fly back a lot of my ALPA leave. I remained current as a 757 Captain and flew as often as I could. *Included in this package by the NWA MEC was an apartment for Ken paid for by our dues.*

There's no "package." I live in Baton Rouge, Louisiana. When I leave home to do ALPA work, I get lodging just like any other pilot going to work. In my case, even the cheaper hotel rooms provided with a corporate discount were expensive. I was asked by the MEC to consider a one bedroom apartment rather hotel rooms to save money. I agreed to the change.

Ken is eligible to run for DTW CA REP because he bid and received Left Seat on the 330 on 30 AUG 03, HOWEVER he has never flown the 330 out of DTW (or any base), because he has never been through training. He currently flies the 757 to maintain currency through the ALPA "Will-Fly" program.

I am eligible to run for Captain Representative in DTW because I am a Captain in DTW and a member of Council 20. It has nothing to do with my 330CA bid. I did receive the DTW330CA position in June of 2003. When I took the MEC Contract Administration position in January 1998, I could have bid, and held, both the 747-400 and the DC10 Captain positions and have been paid those rates. I chose to remain a B757 Captain because I would not have bid either the 747-400 or DC-10 if I were not a full time MEC Contract Administrator. I did not want to bid a position that I would not normally fly just for the pay. I bid the A330CA position when it became available because I had previously flown the A320 and I would have bid it had I not been doing this full time ALPA job. I do fly the 757 as Captain to remain active in the system and to fly back some of my leave. For example, while I am authorized to be paid 80:00, when I fly a 20:00 trip for leave make up, ALPA is only charged 60:00. My training deferral is in compliance with NWA CBA Section 26.Y.5.f. ***I have been scheduled for, and removed from, A330CA training on more than one occasion at ALPA's request.***

After Ken received his DTW 330 Captain position he executed a "Council Bypass", which means instead of being a member of DTW Council 20; he bypassed DTW Council 20 in order to stay a member of MSP Council 1! Just recently, in July 2009, he removed his "Council Bypass" which returned his membership to DTW and enabled him to run for the Captain Rep position. This means, as of this writing, Ken has been a DTW Council 20 member for almost three months!

I did not "execute a Council Bypass" when I received my DTW330CA position. I don't remember the exact date but I did this closer to the time I took the MEC Contract Administration position in January 1998. I did this because the majority of my time would be in MSP and I wanted to attend council meetings and conduct union business as a voting member. Again, this is anticipated and allowed by the policy manual and is voted on by the MEC. I did revoke my

permanent affiliation earlier this year which placed me back in Council 20. I did this because my position in MSP has been transferred out of MSP to ATL. I anticipate the Contract Administration position that I hold will be eliminated and that I will be returned to the line so I am making preparations to do so. I will remain based in, and flying out of, DTW. That's where I anticipate I will be conducting my union business and why I am again affiliated with Council 20.

What begs the question is WHY? AND, do you believe he made this last minute move to serve YOUR INTEREST or HIS?!!! Why didn't he run last year in MSP where he had his membership?

No, it doesn't "beg" the question why? There is no conspiracy. I have explained why I took the actions I did in the previous paragraph. I have no personal agenda or personal "interest" to serve by running for a representative position in DTW other than to represent DTW pilots. I have continually demonstrated that I will represent what is fair no matter what position it favors. ***I have successfully represented Red, Green, Blue, junior, senior, wide-body, narrow-body both as an elected representative and everyday for the past 12 years as Contract Administrator.***

I was asked to run for Captain Representative in MSP and briefly considered it however; I elected not to seek the MSP Captain Rep position for a couple of reasons. 1) Doing so would have required that I resign as MEC Contract Administrator while there was unfinished business with former NWA grievances. Should I have been elected, I would have taken office the day prior to the FA Lump Sum arbitration in Washington, D.C that is still pending a decision from the arbitrator. We still have important outstanding grievances that I am trying to resolve prior to my position being dissolved. 2) If I were to have won the MSP Captain Rep position and resigned my MEC Contract Administration position, I would have no other connection to MSP. I don't live there and don't fly out of there. Therefore, I would not have been in compliance with MEC policy regarding council affiliation.

Ken has been an outspoken supporter of the last two NWA MEC Administrations. Both of which had a tendency to do what THEY thought was best for you whether you liked it or not and then used omission and spin trying to convince you what a great job they were doing.

I don't agree with Tom Bell's statement at all. I have supported MEC's and Officers since I have been involved in ALPA, not just the last two. I had a lot of disagreement with the past two administrations. I had those disagreements with them face to face and did not go public with my disagreements. I feel strongly that when the MEC huddles up and calls a play, when we break huddle everyone should be running the same play. We haven't always had that. I feel strongly that the MEC Officers were elected by the MEC and deserve our support. When we can no longer support them, the Constitution and By-Laws outlines the options to replace the Officers. I used the recall provisions in the C&BL in December 1991 to remove an MEC Chairman from his position.

These last two MEC Administrations presided over the Bankruptcy and the Delta merger which lead to the career you have today. Electing someone with Ken's strong political affiliations with the people that gave you the career you have now is not likely to improve your future. Who do you want represent you for the next three years; a hard core, long-time DTW Council 20 Captain or a NEW Transplant from MSP Council 1?!

And George Bush presided over 9/11! Is the point that a different set of MEC Officers would have avoided bankruptcy or a merger? I doubt it but I challenge Tom to offer proof this is the case.

The only affiliation I have is to the pilots I represent. While your contract administrator, my affiliation was, and is, to the contract and the pilots affected by violations to the contract. I have proved this time and again, both as an elected representative and as Contract Administrator. Trying to tie me to one MEC or another is not valid and certainly doesn't represent a reason to not support me as your Captain Representative.

I am not a Council 1 "transplant." I have been based in DTW for over 14 years which is longer than Tom Bell and Bill Bartels have been employed at this airline. I find it ironic that I am now challenged for my council affiliation because I chose to remain active in the operation and business of our union.

For some inexplicable reason, Bill Bartels finds it appropriate to comment on other candidates who are seeking LEC office yet are not running against Bill. He rates qualifications and gives his opinion on who would be best for the various jobs. Bill points out the positive aspects of having experience in the job. I have experience. A LOT of experience. Apparently only Bill's experience is good enough to be a rep in Council 20. Bill acknowledges that I would make a good rep, just not in Council 20. Bill points out that one of the disqualifying qualities for me to be your rep is that I have dared to disagree with Council 20 reps in the past. Get used to it. I have a 26-year history of speaking my mind and disagreeing if I think something is not right. Yes, I am a commuter. I have been a commuter since 1995, including the entire time I have been your Contract Administration Chairman. That makes me just like a majority of the DTW base. I was able to effectively do the job as Contract Administrator and I can effectively represent you as your Council 20 Captain Rep. ***I was elected and reelected at least five times as MEC Contract Administrator, each time with the support of the Council 20 reps.*** I'm surprised to see Bill claiming credit for resolving problems with MOU #7. I remain in respectful disagreement with the circumstances surrounding MOU #7 and the proposed and actual solutions that were forthcoming. Bill Bartels continually tries to smear my service to the pilot group by trying to link me to previous MEC's that he didn't like. He uses the fact that I was assigned to be in the lead group to go to New York and engage with contractual issues with the Delta pilots early in 2008. I was the contract administrator and I was dealing with contract issues. I was asked to go and serve the MEC in this capacity and I went along with Ron Hay, Negotiating Committee member.

I am disappointed the very first volley of campaign letters has been negative. The unprovoked and unnecessary personal attacks from candidates with agendas directed solely on tearing down another candidate take away from the issues important to all pilots. I am offering to serve as your Captain Rep. I am not on a mission to change DTW as Bill Bartels has suggested. I am, and have always been, focused on the representation of pilots.

I am asking for your nomination and vote for Captain Representative but, as others have suggested, no matter whom you vote for, please exercise your right to participate in our election process. For this nominating process, the top two in voting are on the election ballot. If you have lost your ballot or wish to change your vote, please follow the instructions below to get a new ballot:

1 888 FLY ALPA

Prompt #3

Email balloting@alpa.org

Thank you very much for your consideration.

Fraternally,

Ken Watts

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