



ALPA Watch 2009 Candidate Questionnaire

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

Answer: Yes

I have worked on the DPAC(Delta Pilots Assistance Committee) since mid 2008, and worked in the same Capacity for the HIMS Committee at ASA(Atlantic Southeast)

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?

Answer: I am volunteering my time for a few reasons. First, many of our fellow pilots who know me have strongly pushed for me to run. I make it my business to stay involved in the on-goings with the airline and the Association. Second, I wanted to serve our pilots in a capacity that allows me to affect change. I am for as much transparency as possible. We need pilots that are willing to work for the pilots. I am one of these types of people. It took me about three months to make a final decision to run. I understand and have seen the hours that our Representatives put in. I was willing to do this, but I wanted to make absolutely certain that my family was willing to. I have the full support of my wife going forward.

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 weighted, more towards the pilots in your base or more towards the pilot group as a whole.

Answer:

I will be elected by the pilot of 44 and if I do not represent their interests I am sure I will be recalled.

Fact is that there rarely ever exists a conflict between two LEC's. If there is, and it is something that in the end greatly affects the 44 pilots, I will be their advocate. It is my job.

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?

Answer: Unity is very important. It is the cornerstone of our Association. How do we get there?

Education of the issues, Representatives doing everything in their power to show their constituents that they represent their agenda, and as much transparency as possible.

How do we get there?

Education:

Many of our pilots are aware of the issues and what surrounds them. There are also a good number of pilot that have stopped caring. I ask them why? They see the association as a political machine that they cannot affect change in. They see their vote as not mattering. We need to change this. We need to make it easier for them to read the facts on the issues, we need to allow them to provide input, and then collect the input received from the pilots and in some form present that to the pilots. This will allow them some baseline compared to their views.

Actions from input:

With this information, and the results we need to show them that their input results in a specific action. That is where pilots will see their opinion mattering. When they see that type of result, they will have the desire to read up on the issues, and stay involved. That creates unity.

Reps showing that input is not just taken but that it can shape policy:

This is probably the most difficult one. The pilots that make the most noise generally are upset when the reps do not follow their lead. We need to account for the points of view from the silent majority. To do this we need to show the polling results (if possible) to show what the group thinks. Then act as the group wants.

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?

Answer:

What is correct: Our Committee Communications are top notch. We do a great job with communicating the finer points of the PWA.

What needs improving:

Many say they want more frequent communication. Many say they just want it when needed. I say that we need more frequent communication from our reps on what is going on, what they are seeing and where we are going. We need to know the general direction of the LEC and the MEC. In my opinion, knowing this will lay a lot of pilots' minds to rest. Currently, our pilots tell me that they do not know what our MEC thinks, that their voice is being heard, and that they are not representing the will of the group as a whole. This leads to a split that ultimately affects unity in our ranks. The MEC needs to change this thinking.

How do we do this?

Accessibility is the key. The meeting dates of the MEC meetings need to be published far enough in advance that a pilot can attend. Along the lines of the newest Policy Manual change that allows pilots to talk to the MEC at the regularly scheduled meetings of the MEC, they need to be able to add agenda items.

The MEC needs to be available for the group to ask questions to. I understand the fear of a lawsuit with printed words, but it needs to be done. We need to have on-line chats for our guys to type ask questions on. We need to have guys submit questions, have the MEC answer them and then post the source document in the file library. These are what I have been told the pilots of 44 would like to see. I am all for it. We need to do something that makes the LEC and MEC's customers feel like they are getting what they are asking for.

I personally think that if we are more transparent, and in the open about most things, allow pilot input, it lessens the chance of a lawsuit by someone thinking that we are not representing their interests and agenda.

6. Explain your position 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?

Answer:

Section one is one of the most important sections in our PWA. To preamble this. I want Scope (SJS, JV's and Code) to *compliment our route structure and not supplement our route structure.*

What this means is that when the company looks for amendments to section one, we need to use that as a litmus test. Does it offer access, and revenue that Delta would otherwise not get? If that is the case then it is beneficial to the pilots. If it does not or the wording is such that we could drive a Mac Truck through it, then we need to take a step back.

On Small Jet Scope. We need to define what flying we do. It needs to be inclusive scope. We need to fight at the 76 seat line. If we decide that this flying is gone, then the fight will be at the 100 seat line. We need to fight where we are

and recapture if possible. The constant retreating or redefining of small jet scope is taking our flying one aircraft at a time. The slide ends. It has to.

JV/Code Share: Like I have said before, *some* Joint Ventures and Code Shares are beneficial. We need to look at each one, have a unbiased look at the revenue potential for our company, the risk of job loss by it, and then make a decision. I believe that some are good, but as we have learned with the RJ's, that too much of a good thing is a bad thing, and that holds true for us as well as the company. These JV/Code Share agreements allow passengers to flow in to our product. We need to realize that we are allowing other airlines that are public companies perform routes we could do. What this means is that someone would be willing to take the poison pill and acquire the company, and we would end up losing a vital part of our network. Point is that these agreements put the company in a position that if this agreement is voided it would put our company in a dire financial position by the loss of those routes. It adds vulnerability.

7. As the biggest pilot group in ALPA do you think that puts DAL ALPA in a leadership position for all ALPA pilots when it comes to returning this profession to 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.

Answer:

Short answer is that money talks and the Delta pilots put up 30% of national dollars. All of the other groups know this and do not want us to go elsewhere. The solution national has been highlighted in the last Airline Pilot Magazine. We need to raise the bar much like our founders had envisioned. We need to "jack the house up" one contract at a time. Doing this allows sustainability of the improvements we seek. We work in an open market where the price of admission is low. From a pilots perspective we need to combat that at every turn. How we do that is with unity at the National Level. It will take time, but someone needs to take the first step. It is logical that being the largest airline in the world that we are going to be one of the first airlines to return our pilots to that position we deserve.

8. Please list in order of importance your first 3 items of business if elected to C44 LEC Office.

Answer:

- 1) Learn the job. If elected, I plan on attending the Strategic Planning meeting on the day the results are announced. This job entails so much, that you need to be humble enough to realize and admit that you do not know everything. I do!

- 2) Seek some low and no cost improvements for Section 23. With this we need to start working towards our 2012 opener.

3) Start the communications that our pilots of 44 want. With this comes the two-way street that we need. With this communications comes the unity that we need. When we can achieve that, we can go in to 2012 as a wall of supporters after the same goals.

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?

Answer:

1) To represent the agenda of the pilots of 44 to the MEC.

2) Along with number one, communicate the developments and issues with the group that I represent.

3) Whether it is standing between you and a Chief Pilot or the FAA, you want someone who has the experience, tact, and judgment to make the best out of the unfortunate circumstances. Among conscientious and professional pilots nothing happens as a result of just one cause. Knowing where to look to find the exculpatory explanation, knowing the function of the available resources and being able to tactfully work within the system to benefit pilots is one of the great, unheralded, functions of your union. I have the necessary skill set to be an effective representative in this capacity.