



ALPAWatch 2009 Candidate Questionnaire

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

Answer: ATL Council 44 strike prep committee, 1995-96: ATL Council 44 contract administration committee, 1997-2000: SLC Council 81 contract administration committee chairman 2008-present: Pilot 2 Pilot committee member 2008-present.

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: The contract we live under is a big factor in our quality of life. Volunteering to do ALPA work to improve our quality of life is a very good use of my time (in my view.)

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: If elected, I will be a representative of the SLC Council 81 pilots. I will present their views to the MEC. The pilot group as a whole comes to a consensus through this process. In twenty years I've only seen one time when there was a conflict. It was not between the interests of the pilot group as a whole and the LEC. It was between an elected rep's views and that of his council. He refused to vote as directed by the LEC. That rep was recalled and rightly so in my view.

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! If you look at the industry as a whole, fractured pilot groups fail, unified groups succeed. In our recent past, look how successful we were as a group fighting off the hostile USAir bid. We achieved it by a direct, businesslike approach to the situation. The MEC did a great job of presenting the economic facts, highlighting the flaws in the proposed deal, and demonstrating resolve in stopping the takeover. The pilot group, when presented with these facts, rallied behind the MEC and defeated the takeover. At the LEC and MEC

levels, honest communication of all the facts seems to be the catalyst to unity in the pilot group. I will continue to promote unity through the flow of information to the pilot group and back to the MEC and then rally around our goals until they are achieved.

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: The MEC communications committee does a great job with weekly updates, via the phone and emails. The contract awareness bulletins are timely and valuable, as are the negotiators notepads. One thing I would like to see changed is to have the MEC meeting agenda published and the issues opened to member comment prior to the MEC meeting. Additionally, I'd like to see more details of what each speaker at the MEC meeting actually said, rather than just a chronological record of the meeting. The transparency would improve if we made these changes. I also think it would help if the Chairman would have on-line chats, telephone "town hall" type sessions etc. This is all very important because the more informed the members are, the more they will feel they have all the facts and things aren't being withheld. The more their ideas are sought and valued by the MEC, the more they will come to own the decisions made at the MEC. That promotes unity and resolve.

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: Our scope clause is a mess! Here's a specific example. The scope clause establishes a baseline number of mainline aircraft and once met, allows the company to acquire up to 153 76-seat RJ's. Once the company acquires those RJ's, if the number of mainline aircraft is reduced below the baseline, there is no contractual language that reduces the number of 76-seat RJ's. As the DC-9's continue to age, along with the rest of the fleet, I can see a situation where capacity reduction is done in the form of Delta mainline jobs, with no reductions in the DCI carriers fleets. We need to close these type loopholes. We achieve this through a strong negotiating position brought about by the Delta Pilot's resolve on the Scope section of the contract.

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: Absolutely! This issue is discussed thoroughly in the latest issue of Airline Pilot Magazine. At the national level, each negotiation is part of a collective bargaining strategic goal to raise pay, benefits and improve work rules. Unless we, meaning ALPA, can bring all pilots pay, benefits and work rules up to parity with one another, it is going to be very difficult to sustain a contract at one carrier that is significantly above industry standard. In other words, if industry standards aren't constantly improving with each negotiated contract at each carrier, a single group is not going to be able to achieve and sustain a contract which dwarfs all others. The article goes into detail about our strategy in this area and that is our road map.

8. Please list in order of importance your first 3 items of business if elected to C81 LEC Office.

Answer: First learn the job! As with any job, there are many aspects and I need to learn them all quickly. I'm sure there is a great deal of information at the MEC level I also need to become very familiar with. Next, facilitate communications from SLC C81 to the MEC and from the MEC to SLC C81. Finally, maintain the unity in our council that will be needed as we move forward toward Section 6 negotiations.

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: To represent the SLC pilot at the MEC level by presenting their views to the MEC. Additionally, there are individual pilot representations with the company involving discipline, certificate action etc. The SLC pilot needs to know they have an advocate who has their best interests paramount in his thoughts as he does their work at these various levels.
