



## **Captain Greg McKinney, MEM LEC Candidate**

### **Responds to the...**

#### **ALPAWatch Candidate Questionnaire**

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

Yes, I do have prior ALPA experience. One year prior to the lockout of 1998, I served as an area coordinator for Family Awareness. I worked in that capacity until after the strike/lockout ended. During the fall of 1998, I ran for F/O rep in MEM and was defeated by only one (1) vote. Rather than stick my head in the sand, I volunteered for the contract admin committee. I worked contract admin for seven years. During that time, I was board member on three contract grievance hearings, which is a good learning experience for anyone. After seven years, I bowed out of contract work and took a position as MEM professional standards committee chairman. I have been in this position for approximately one year. All of my ALPA volunteer work has been very challenging, but equally rewarding for me personally.

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?

The official answer would be much too verbose. After coming to MEM in 1991, a good friend of mine, a fellow MEM F/O and ex Eastern pilot, found that his infant daughter was terminally ill. I tried to get a vacation donation for him so he could spend the short time remaining with his daughter and family. I was told by the LEC chairman and the MEC Secretary/Treasurer that helping this man would be just "too much trouble" and if I wanted to help him I should "simply write him a check". Even though we had a vacation donation in progress for another pilot at the time, helping a junior blue book guy was just out of the question. Also, around that time frame, I had the schedulers abusing the poo (imagine that!) out of me and when I asked the LEC chairman for help, he just slapped me on the back and said: "Son! That contract ain't worth the paper it's written on." That was all the help I received. For these reasons, and others, I have tried to become active in ALPA work to do my best to see to it that each and every pilot, from the most senior to the most junior, regardless of their past, is equally and fairly

represented by the union that we pay our hard earned dues to. I think each pilot deserves that from his union, it's volunteers, and it's elected officials.

3. What would you say is the best strategy to repair our contract? What does "Taking it Back" mean to you? How long do you think this pilot group should expect it to take to "Take it Back" and what will be the indicators that we have "Taken it Back"?

Not being on the MEC, and not being privy to discussions at the MEC level, I'm not sure what has been done by the negotiating committee to start taking it back. I do know that some letters of agreement have been implemented to help with contract repair. I would like to see the contract repair take place in form of new contract negotiations, especially while the company is making near record breaking profits. As I see it, this is entirely possible, and it may very well happen. As far as how will we know we've taken it back? I believe we gave up so much that we will most likely never "get it back". Not all of it anyway. I, for one, believe we gave up much too much. That is a sad commentary, but I try to be realistic, and I just don't see us getting back all that we gave up. That doesn't mean we can't try, but I just don't foresee regaining all we lost in short term negotiations.

4. Tell us what you see as the pros and cons of the current pilot retirement system at NWA, including the transition to a DC Plan. With respect to retirement plans, how would you describe "equitable"? What steps can be taken to further secure the Frozen DB Plan?

I have to admit that R&I is the one area where I am sadly lacking expertise. I have my work cut out for me as I need to educate myself a great deal on R&I issues. That being said, I don't know the intricate details of R&I, but I still know what's fair and right.

The biggest con is that we've lost a great deal. Certainly not as much as our USAir and United brothers, but more than anyone should have lost. The pros to the DC is that we own all our retirement, and it is not tied to corporate mismanagement or greed. When we agreed to a DC, we should have insisted that the company put up money in a fund and that money continue to be placed in that fund, interest bearing of course, until ALPA and the company agreed on a final plan. This way, when a solution was reached, there would be a pool of money readily available for the union to distribute to the pilot group. What I do know about the retirement system is that we need to work very hard to see that the retirement money is doled out equitably. I believe that the senior pilots should receive what they were expecting; but no more. I also believe that the junior pilots should receive compensation at their expectations too.

5. Under what circumstances, that you can envision, should this pilot group ever take voluntary pay cuts in the future?

I, personally, cannot fathom this pilot group ever taking another voluntary pay cut. However, I think 60% of the pilots will prove me wrong.

6. Do you support The Ethics Pledge ([http://www.alpawatch.org/The\\_Pledge.html](http://www.alpawatch.org/The_Pledge.html))? If elected, would you support incorporating it into the NWA ALPA Policy Manual? If you can not support the pledge in its entirety, why not? What are the individual elements of the ethics pledge that you do support and what are the elements that you do not support? Please elaborate on your reasoning as necessary.

I support most, if not all, of the items in this pledge. Those who know me know that I believe in a lifetime ban on crossing from elected official to management (anything higher than instructor pilot) and from management to elected official. Right now, there is a 2 year moratorium, but to me, that is not sufficient. I also don't believe in hobnobbing with management. I think that it is wise to conduct all intercourse with management in the presence of other union officers to avoid even the appearance of conflict of interest.

I believe that my record of very nearly 10 years of voluntary service to my fellow MEM pilots speaks for itself in regard to my personal stand on ethics; both as a professional pilot and as an union member/volunteer. I have been on committees and done office work at MSP periodically since 1998. During my tenure as the MEM contract admin chairman, I did have ALPA pay for my cell phone. The main reason for this was my personal cell phone bill was running extremely high. This is the only item that I have ever had ALPA reimburse me for. To this date, I have yet to submit the first expense report for any of my volunteer work (per diem, meals, travel expenses, etc.) As an elected official, I suspect my out of pocket expenses will be much greater, and meetings will be much more frequent. I do not pledge not to recoup expenses from my fellow ALPA pilots, but I do pledge to keep these expenses modest and limited to right and proper reimbursement.

Also, despite ALPA's official position on high time flying I would not fly high time as long as we has any pilot on furlough. It was not right, it was not moral, and it was not fair to the pilots on furlough.

7. What do you think the primary responsibilities are for the position you are seeking? How do those responsibilities relate to the everyday line pilot?

My primary responsibility as the MEM Captain representative is to be fair, just and equitable to each and every MEM based pilot. As I have said many times, my understanding of the position I seek is to represent each pilot equally, regardless of their seniority, past affiliation, or position.