



NWA ALPA Ethics Pledge
Current As of 04/29/08

2. Who should decide what Elements are included in the Ethics Pledge that will be incorporated into the NWA ALPA?

Response	Other, or General Comments
1	The MEC is a political body. Allowing it to decide what should be included in the Ethics Pledge is tantamount to Congress allowing the tobacco industry to work on health legislation.
2	Our MECs have shown their true colors to many times to be trusted with anything this important.
3	i do not think it is necessary
4	the process is the pilots pass directives at lec meetings and the lec reps take it forward to the mec for action. are you suggesting something else?
5	I agree with both pilots and MEC, LEC but would possibly include outside experts in related and/or unrelated fields.
6	If we can get an ethics pledge instituted, I'm all for the union leadership overseeing it, however, it must be a pledge with "teeth". i.e. remove a guy who fails to represent his constituency vigerously and honestly, without prejudice.

3. How should this Ethics Pledge become a part of NWA ALPA? Check all that apply.

Response	Other, or General Comments
1	Applies to all of us!
2	I believe that all of these things must be done
3	The verbal oath should be at their regularly scheduled LEC meeting or in the cast of the MEC Chair or Secretary, at an MEC meeting.
4	i do not think it is necessary
5	All of the above
6	We somehow need to incorporate into the pledge that all union officials will not abuse flight pay loss. They should also be current on an aircraft and fly the line at least once a month. (3 day trip minimum) They must also agree to NEVER hold a management position within the company. We must also make it harder for union officials to close meetings to the general pilot population.
7	1 & 3
8	any of the above would be fine
9	using the above process, if the support is there to make this happen, then it is obviously an nwa mec poicy manual item; from there it can be taken to national for inclusion there as well. this still is a ground up organization, all it takes is participation, not "watching"

Question 20, General Comments

Response	Response Text
1	I am not sure what good an ethics pledge will do when some MEC members seem to have no ethics to start with.
2	Most important of all, our union leadership should never be allowed to hold a management position within NWA.
3	Not socializing with management may be too restrictive. I would change that to not socialize without a witness to what was said and discussed "off the record", in other words, no private meetings. Any attempt by a management person(s) to initiate a private conversation should be a reportable event.
4	All votes should be counted, 1=1. No percentages or electoral style, only straight yes vs. no.
5	And isn't it funny? I thought these are the concepts we assumed "they" all believed in? There should be a "removal clause" if found to be acting against these concepts!!! As usual, the latest communication from the union attempted to put words in the mouths of the rank and file. The negotiators were trying to dodge the responsibility for having an anemic DC...And I am more worried about the solvency of the DB over time!!!! We need to take a vote of confidence no matter who represents us
6	There is no need to be friendly or in any way cooperative with NWA mgmt. We tried this in the past and had our heads handed to us. Yet we seem to be going down the same road again. Also there is way too much time spent in closed session at MEC meetings. How can you represent a group but keep your proceedings secret from them. That in itself is a conflict of interest.
7	We need a real National Union NOW to take back our pride in our careers, as this has become a job and not a career. Forget saving all pilot jobs as this industry needs to consolidate and I don't necessarily mean merger rather liquidation would have been the savior this time around, instead ALPA and the government loans and the courts saved jobs , but at what cost?
8	I would like to see an effort to try to reduce the number of closed meetings taking place during MEC meetings. If they are closed then there needs to be a better explanation as to why the meeting is closed. There needs to be some accountability measures taken to oversee closed meetings. If this means having an unbiased third party involved, then that is what we need to do. This may cause these meetings to become more transparent.
9	Thank you for providing Alpa Watch. I believe as the word gets out amongst the pilot group, that Alpa Watch will be an invaluable tool to many improvements within for our pilots.
10	Good to Go.
11	Given a breach of any of these pledges and with as little as say 20% of line pilots reservations of my continued service so indicated by a simple email poll, I will remove myself from office....or be removed by the MEC.
12	I feel the current "Leadership" is only looking out for the Top 10-20% of the Pilots. It is the 'screw the Junior Pilots so WE can keep the \$\$' mentality. Example, the Merger Assessment, do you think for a second the \$\$ for a merger coming IN will NOT be SENORITY biased. I think the % split from Top to Bottom should be the same as the Merger Assessment! What a bunch of Greedy B.....
13	we need to merge before we liquidate this airline.
14	i stopped taking the survey because several of the questions do not exist in relaiity, or the offered answers fail to reflect a basic disagree with the question statement

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We shall hang a picture of Dwayne Worth and put a note "this is NOT what we will become" Seriously though, Dwayne going to NWA management. Come on!

21. What positions within NWA ALPA should be considered "Leadership Positions," and therefore be subject to an Ethics Pledge?

Response If other, please specify

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|---|--|
| 1 | none |
| 2 | All of them-little weeds become big weeds so if they get too used to playing fast and loose with the rules as "minors", they will claim foul when we hold them to the real standards in the "majors" |
| 3 | All positions, no exceptions |
| 4 | this is not supposed to be the arm where the 4-star at the top is the top dog; and "the leader" by definition |