

I was wondering, as a red book pilot for Northwest Airlines, just what have you done in a nonpartisan manor that has enhanced my career? I am a class mate and friends with Dave Stevens. Even though he is gentleman enough not to say anything negative, I have been warned by others to be sure and vote in the upcoming election, and be sure to vote against you. It has been said to me that you are very biased in your decisions and not an even handed person at all. You are not color blind. You are considered part of the problem with our MEC, not part of the solution. I don't need someone doing me favors, just being fair is all I ask. Please consider having done your part for the pilot group and move on. I just wanted you to know.

Sincerely,

James Bowen  
Captain 757 MSP

Captain Bowen; James –

Thank you for taking the time to write to me. I appreciate your candid remarks. However, far too often it seems pilots rely on “what they are told” about their Representatives (or others in general). For me as a representative, those that just take for granted what they are told is sadly reflective of a still largely “non-participating” pilot group within our democratic ALPA process. I thank you again for your comments and reasoning behind those remarks, hopefully you will accept this response and allow me to respond just as candidly.

You reference several items. In this effort within the nomination phase (and if nominated, then also within the election phase) I intend to continue to be open and transparent to our MSP pilot group. When inquiring emails come to me I will include Mark Shanahan and Dan Gradwohl as copies. I do so because I am very proud of the fact that the three of us have worked together as a team the last 2½ years representing the MSP pilots. Even when we have had different views or opinions, we always tried to, and usually were successful in achieving a common, supportable position. If either Mark or Dan feel I miss-represent anything in my replies based upon the last 2½ years of work on behalf of the MSP and all NWA pilots, I feel it is important that they have the opportunity to voice their opinion or any clarifying remarks they may feel important to assure a balanced and/or accurate message.

You also mention that Dave is a friend and NWA classmate of yours, so I will copy Dave in on this reply as well.

1. I was wondering, as a red book pilot for Northwest Airlines, just what have you done in a nonpartisan manor that has enhanced my career?
  - Quite frankly, there is nothing that I can reference that was directed “only for” Red Book, Green Book or Blue Book pilots. That has never been my goal, nor is it my opinion that this MEC (as a group or majority faction) done anything to advantage one group of NWA pilots over the other by: color; position; Foreign or Domestic base; age; seniority; International vs. Domestic; WB vs. NB; line pilot

vs. Instructor Pilot; (or any other “group/sub-group”)

2. I am a class mate and friends with Dave Stevens. Even though he is gentleman enough not to say anything negative, I have been warned by others to be sure and vote in the upcoming election, and be sure to vote against you.
- Dave is the Master Chairman. Among his responsibilities per the MEC Policy Manual are: to be the spokesperson for the MEC and the MEC’s policies; and to keep the MEC closely informed of actions taken on its (the MEC’s) behalf
  - The MEC (assembled Reps) sets the policy (hopefully based upon line pilot input), and directs/authorizes the Master Chairman in his duties
  - It is no secret that Dave and I have had our disagreements over several issues, but basically those issues always revolve around the above two Policy Manual items. I don’t recall Dave taking a position that was different (than mine) on any substantive (compensation, work rules, and benefits) issue affecting our pilots.
  - Early on in his term he would conduct weekly staff meeting of the officers, negotiators, contract admin, retirement and other committee personnel to review old and current business, and to receive input and formulate direction on how to best accomplish the MEC’s directives. That was good. For some time now, for reasons known only to Dave, those meetings do not occur and he works in a very close-to-the-chest manner with very few people around him.
  - I have been very proactive in creating checks and balances in the process as we have seen what giving anyone a blank check could create.
  - Several of the MEC, included myself, wanted more updates and to be allowed to provide timely input while the Joint Contract was being negotiated. There was repeated resistance from Dave to accomplish that.
  - Several of the MEC want more information regarding the currently on-going Seniority List Integration Effort. As you know, this effort is non-standard and fast moving. There was no reason to withhold information from the NWA pilots before the MEMRAT, particularly since DALPA was providing information to their pilots. This past week we (MSP-DTW) had to ask for an information call to be set up. Then when it was agreed to, the time was early in the morning - 9:30 EDT - really early for those Reps in SEA or ANC (I did make a formal attempt to change the time of this meeting but was unsuccessful, mainly from those it would have benefited).
  - I believe that ALPA is an organization that is directed by its line pilots through the Reps, not by its Master Chairman. What I am being told by our MSP pilots is that they want information, in that effort I repeatedly stress openly at the MEC level that the Policy Manual requires the Reps to be informed.
  - I am always available, and always respond to every pilot who contacts me regarding on-going activities. Unfortunately we have many pilots that “analyze my actions” based upon rumor or “John/Jake/Suzy called me and told me” stories, once again stories, rumors and accusations should not be accepted as fact.
  - Whatever it is that “you have been warned about” regarding me, now you have a different view of what it is as a Representative for the MSP pilots I have been trying to accomplish, always up front and within the established MEC process

3. It has been said to me that you are very biased in your decisions and not an even handed person at all.

- First off, I see you are on the Council 1 distribution list and may live in and commute from SEA. You should have received both our 3-Officer Council Updates, as well as my own personal Updates as issues have been identified and debated at the MEC. I have not hid behind the veil of “Closed MEC Meetings” or pressure from any sub-group of our MSP pilot group to communicate the positions that I have advocated on your behalf. I do this because I believe it is important that all the pilots that I am elected to serve and represent know exactly what I am advocating at the MEC regarding issues, as formulated on the input I have received from those of our pilots that take the time to communicate (or are contacted by Wilson Polling)
- Why do I put out “Vice Chairman updates? Saying you’re representing the pilots and actually doing a representative job can easily be two different beasts. Also true is that “pilot input” can be misused, misinterpreted, or misunderstood. I on the other hand have made it a regular practice to let our MSP pilots know what I am thinking and how I have been representing all of you (not just F.O.s) on critical issues before us. I do this to insure that I am presenting the majority of the MSP pilots, not just the input from the “representative sample of pilots that get Wilson polling, or those that call or send input via emails, or from those that actually attend LEC meetings. The majority of our MSP pilots do not fit into these three categories
- At MEC Meetings, when there is disagreement on issues at the MEC, I am always a participant in off-the-record discussions between “both sides” of that issue. Most of which I am very happy to say have resulted in compromise and consensus. One of the “negatives” often rumored about me is that I am one of the “Roll Call Gorillas” (MSP and DTW CA and FO Reps) unwilling to bend on an issue. If the “Roll Call Gorillas” choose to act in such an arbitrary and dictatorial fashion, then the last 2½ years of MEC votes would reflect one role call after another. In fact however, that is not the case and I personally have not called for a role call as your First Officer Representative over this period

4. You are not color blind. You are considered part of the problem with our MEC, not part of the solution. I don't need someone doing me favors, just being fair is all I ask.

- I totally disagree. One “attack Lewis” issue that never seems to die revolves around DC Targeting. Seems I am hell bent on screwing Red in favor of Blue in the targeting effort. Those that advocate this position have a selective memory regarding targeting in general and how I have supported it from the beginning (an issue that had evolved before my term began), regardless of whom the targeting would actually go to. As you should recall, targeting was established as a concept by the MEC while we were still in bankruptcy AND the future of the DC plan was very much in doubt (many believed that it would ultimately be terminated since

- so many hoops needed to be successfully navigated to achieve a frozen status instead). Targeting was developed with a “Y” in the road. If the DC Plan was terminated, targeting would go to senior pilots. If the DC Plan was frozen then targeting would be accomplished to attempt a 50% value forward look for every NWA pilot (assuming several eliminators, including the pilot being able to achieve a 25-year career at NWA). Those are the facts. Yes, I support targeting and would have continued to support it had the targeted pilots been senior. This targeting is an emotional issue that many pilots still seek to blame ALPA or targets within the ALPA framework. The “target” our pilots should instead focus upon is Cohen and Steenland who grabbed far more than they should have and refused a minimum acceptable retirement funding for our pilots. They did so, in my mind, because they could within the friendly confines of the bankruptcy court
- Let’s review my color-blindness from another perspective. I point out for those that believe I am “Blue only” that in October 2006, when the Negotiating Committee was reconstituted, I was directly involved in the internal MEC discussions that lead to Jim VanSickle being elected as a member of that committee. I supported his election then, and have continued to support him (and the other members of our very successful negotiating committee) since. But I did not support him because he was “Red.” I changed my mind regarding the potential members and recognized that it was important that we have a senior pilot, an active international (wide body) pilot, and an active instructor pilot on the committee. Having been prior based with Jim in ANC where he was well recognized for his dedicated effort as the LEC Contract Administration volunteer, as well as having worked with Jim in the simulator as a fellow instructor, Jim was a perfect candidate for the negotiating committee
  - Likewise, for those that seem to believe that I am “not color blind” ignore that not only did I support Eric Newman being put on the Merger committee as an alternate when additional support was needed, and that I came out right from the beginning in support of him being later placed as a full member and also one of the “voting members” within the on-going Seniority Integration process. I also supported Eric to be the new Merger committee chairman after the unfortunate/untimely departure of Mike Lazarovich “Laz” from the merger committee. (The same goes for my support of Greg Averill, who happens to be green.)
  - James, I respectfully ask you give me specifics of how you have determined that I “am not color blind.” My record demonstrates that I am

**5. Please consider having done your part for the pilot group and move on. I just wanted you to know.**

- I appreciate your thought, but I did not come to the decision to run for the CA nomination lightly. Had Mark Shanahan decided to run, I was considering doing just as you suggested. I believe it is critical that the MEC has continuity from the bankruptcy. Moreover, I have had contact from many pilots – of all sub-groupings – that have urged me to run. They recognize that I am a straight shooter, a communicator and an advocate of the line pilot. It is my hope that a few

more Captains, F.O.'s and S.O.'s come forward in the nominating phase so the MSP pilots have a good choice of volunteers to pick from. Whoever is finally selected will need all our support going forward into the DAL transition and much larger DAL MEC where former NWA pilots will need strong representation

Offering the MEC Chairman or anyone a blank check is not an option.

Simply ask these folks for ONE example of an ISSUE that you and Dave Stevens differed on that is perceived as not best representing their interests.

I think your primary complaint with Dave is his leadership (if you can call it that) style, and the fact that his is paranoid, lies, and threatens people routinely.

If anyone asks about the Bankruptcy Contract, Dave has said the MEC should have voted it down, but he will not tell anyone how he voted (for/against). IF Dave is sincere in his assertion that it should have been voted down by the MEC, he too thought that we gave up too much, and that we could have done better. Another thing to keep in mind, if the Bankruptcy Contract comes up, NWA was able to buy two airlines and start another one up in Chapter 11, as well as having \$400M left over to split among the execs. Of those airlines, the \$200M in Midwest is now a write-off! Had we insisted on better pay, better contributions, and better work rules, we would all be better off, and would not have been at a disadvantage when negotiating with the DAL pilots. Most of those RB pilots who are complaining supported (and voted) FOR the Bankruptcy Contract. If they didn't think their interests were served, why did they vote for it? Don't forget to note that Dave has claimed he (and his concerns) are more aligned with the Blue Book pilots (i.e. that he is not really a RB pilot).

Dave's claims are baseless.

- Dave has many outstanding attributes, is extremely smart, and he, the other Officers, and many on our MEC committees working the DAL takeover since January have been away from home and family far too long already. No one should believe that he, or I, or anyone on the MEC or our committees are not working for the NWA Pilots' future