



Candidate for MSP S/O Representative Michael Noland answers the...

ALPA Watch Candidate Questionnaire

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

Ans: Yes, I have been an active member of the NWA Membership Committee since 2007.

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?

Ans: Like many of you, I find myself working more days for less money.

That said, I enjoy the camaraderie that comes with being involved with ALPA work. We have a lot of very committed and talented individuals working on our behalf and it has been a pleasure working with them. I do feel however that there does seem to be a need for some fresh ideals and better representation for the pilots on the lower end of the seniority range.

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. Additionally, during your term it is most likely that you will represent a base made up of mostly former NWA pilots in a Delta MEC. In what ways, if any, will this affect your voting?

Ans: As a Council 01 representative, it is my job to represent all the Council 01 pilots from the most junior Compass new hire pilot to the very senior NWA pilot getting ready to retire. If elected my job as a LEC representatives is to carry Council 01's message forward and place votes as a result of input received from all the Council 01 pilots.

4. How will you promote pilot unity at your base within a combined NWA/DAL pilot group? Within the pilot group as a whole?

Ans: We all know, or have heard about the current affairs with the USAir/American West merger. That fiasco has unilaterally harmed the careers of all the pilots involved and is threatening the viability of the airline they work for as a whole. Luckily, our management transition team is currently doing a proactive job working with all the employee groups to resolve possible

issues and make the new Delta a profitable and successful company that we can be proud of.

5. What steps can be taken to further secure the Frozen DB Plan?

Ans: I am not an R&I expert nor do I claim to be. However, obviously the best thing that could happen is a voluntary termination of the DB plan and annuities issued in the name of the individual pilots. The safest thing for the pilots is to get the money out of the hands of the company, and into the hands of the pilots.

6. As the biggest pilot group in ALPA (post merger with DAL) do you think that will put us in a leadership position for all ALPA pilots when it comes to returning this profession to place of prominence? If yes, how should we go about that task? What would be some objectives and a timeline?

Ans: With a 12,000+ member pilot group we will be the largest group of pilots in the world working for a single air carrier.

Due in part to the “Bankruptcy era”, ALPA has lost a lot of its standing with both its own membership and the corporate world. We need to (as fast as possible), rebuild our standing and gain the respect that our profession & Association deserve. We need solid leadership at ALPA national that will set standards to bring a halt to these ridiculous concessionary “Race To The Bottom” type contracts. Enough is Enough.

If the employers knew, in advance, that ALPA National would stand tough & never approve and sign a concessionary type contract. The employers would never invest in the time & effort to attempt to achieve these type of concessionary agreements in the first place.

These types of contracts have affected overall safety, the health & well-being of the membership and are harmful to ALPA’s overall future. ALPA National needs to make it clearly known they will no longer be approving these type of concessionary agreements. Once again, Enough is Enough.

ALPA National need to make it a priority to actively seek changes to the Railway Labor Act. The RLA is outdated and grossly favors the employers. It has clearly become counterproductive and a hindrance to the settlement of contractual agreements.

7. In the past several years, closed meetings and a lack of substantive communications has been on the increase. Realizing that the union leadership can be in a position that prevents telling all, how would you characterize the current level of secrecy? What guidelines for secrecy do you believe are appropriate? What are the pros and cons for secrecy?

Ans: Clearly, we currently have a huge communication issue between our MEC and the membership. Like many of you, I have been disappointed with all the current MEC officers for not recognizing and addressing this issue.

As one of your Council 01 representatives, I will make it a top priority to get this corrected and will use all legal means possible to communicate directly back to you all the current events of our association in a factual and timely manner.

The only type of issues that should remain confidential from the membership would be NWA/DAL corporate protected information or discussions effecting our negotiation strategy or issues of a private nature regarding individual pilots. Other than those issues listed, the membership has a right to know and the MEC has a responsibility to report to the membership the current activities of the MEC in a timely manner.

Like many of you, I find it totally unacceptable to first hear accurate information affecting my career from sources like the Star Tribune, Wall Street Journal, CNN, ALPA web board, another airline's MEC Hotline message or one of their own pilots. This issue must be corrected, our membership deserves & expects better.

8. What do you see the biggest challenges are for the NWA/DAL merger to succeed?

Ans: No doubt, we will have many bumps in the road in regards to the merger with DAL. There are going to be many challenges that both groups of employees will be faced with. Our ability to adapt to these future changes will be critical. Soon after the SLI is completed, we will start the long process of combining the two MEC's, taking the best aspects from both groups and forming one MEC organization moving forward.

One thing that everyone needs to keep in mind is we will be working with the Delta pilots and they will be working with us for the rest of our careers. To be successful we have to enter into this merger with a respectful, positive, and productive relationship from day one.

9. From the pilot's perspective, we are only weeks away from a completed NWA/DAL merger. What is your assessment of how this process has been handled so far by the NWA ALPA leadership?

Ans: Overall, I have been pleased with how the SLI process has been proceeding. We have a more than capable merger team in place as long as they are left free to carry out their duties and responsibilities. We should all appreciate how they have been working countless hours for the benefit of the NWA pilot group and I am comfortable they will obtain the best SLI possible.

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

Ans: As one of your LEC representatives, my primary responsibility is to carry YOUR message to the MEC. This requires that the everyday line pilot “Joe the Pilot” if you will, actively communicate His or Her desires & concerns back to them.

Another important facet of the job is to report back (Communicate) to you with factual, timely and accurate information. Your Council 01 LEC representatives are the front line reporters for the pilots they represent.