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In this Update...

## **The 5% Goodwill Resolution. Where is it Now?**

As previously reported (ALPAWatch Newsletters, December 03rd and 12th Issues), the 5% Goodwill Resolution passed unanimously at the LEC level. It then moved on to the MEC meeting which started the next day in MSP.

The MEC had a great deal of new agenda items to cover, plus left over resolutions from the October meetings. The group had to extend the meetings into the weekend to catch up. The 5% Goodwill Resolution did not come up until Saturday. Because it came up so much later in the week than we expected, we didn't have an ALPAWatch representative that could be present at the time. (We could use more volunteers to help us with this problem in the future. The next meeting is in March '08 in ANC. If you are interested, please contact us.) Nevertheless, here is what happened.

The Resolution was deferred for legal counsel. We knew this was a possibility. When we originally told you about this resolution, we listed the basic steps for any

resolution. To keep things simple, we did not get into all the possibilities that can happen with a resolution at the MEC level. We knew it could be voted yes, voted no, tabled, postponed, or deferred. A yes vote would have been best. Next best is deferred because it simply means that it needs some legal tweaking before it will be voted on. The authors of this resolution are pilots, not lawyers. It is not that surprising that the ALPA attorneys thought it needed some rewording. So we are taking this outcome as good news.

More good news is that it came out of committee (the first step at the MEC level) essentially unchanged. Resolutions can be changed dramatically as they go through the MEC process. We made it very clear that we did not want this resolution rewritten. We had asked you to support it by sending emails to your reps and signing petitions. We felt that the leadership needed to respect that support and debate it as it is.

It was then debated at length by the entire MEC. Their concern about it going forward, as is, centered on language in the resolution that could possibly be misconstrued and give the company an excuse to make some unfounded claims. There is some debate as to if a change in the language is necessary or not. Nevertheless, the two pilots that submitted the resolution, Kevin Jones and Tyler Brisbon, will sit down with the NWA ALPA attorneys, and make the necessary changes. We think those changes will be minor.

This whole situation is somewhat of a rare occurrence. Resolutions do not normally follow this path. By this point, resolutions are usually out of the control of their authors. When they are referred for legal, it is usually the attorneys and the MEC that make the changes, not the authors. So this is an unusual move on the part of the MEC. Before the next meeting, we intend to talk to every MEC member and the Chairman about this resolution, get their perspectives, input, concerns, opinions, and hopefully their support.

It is obvious that the MEC took this resolution very seriously and therefore has taken the unusual step of asking legal counsel and the authors to work together to produce the necessary changes. We see no problems with completing that task. We have maintained from the beginning that there are no legal obstacles to what we are proposing. After the sit down with legal council, we will let you know what they think.

## Speaking of Legal

Let us be very clear once again. No matter what happens, with this resolution or any other situation, we must do our jobs and fulfill our legal and contractual obligations. You must follow the contract, the FAR's, NWA policies, NWA SOPA/SMAC and fly safely. What we don't think you are obligated to do is volunteer work. In our earlier publications about this subject, we asked you to think about the many occurrences you experience every trip that cause you to go above and beyond your duties. You do this for many reasons, and most of those reasons are virtuous. We just think that if you are willing to do the jobs of others, you should be recognized and compensated for doing those jobs.

What will happen next and when?

This resolution is deferred till the next MEC meeting which is scheduled for March '08 (ANC). Between now and then a meeting will take place (probably late January '08) between the authors of the 5% Resolution and the ALPA attorneys. The 5% Resolution, with whatever changes are necessary, is on the agenda for that March meeting. With all the other possibilities having been addressed, we expect a YES or NO vote at that meeting. We will constantly keep you updated on everything that happens with this resolution. You can also track its progress via the [ALPAWatch.org](http://ALPAWatch.org) website.

So is all this a good thing or a bad thing?

We are fairly satisfied at this point. ALPAWatch has said many times that while we encourage immediate results, we are in this for the long haul...however long it takes to rebuild the careers of NWA pilots is however long it takes. This effort addressed both the immediate and long term. Contract repair needs to start now! This resolution was designed to kick start that process. But to make contract repair a reality, we need a foundation. The foundation of ensuring that the union leadership and the company are onboard with the idea of real, meaningful, permanent contract repair and in a timely manner. We knew that building that foundation might take several steps.

Since this resolution wasn't simply dismissed by the union leadership, but rather given an excellent opportunity to move forward, we are hopeful that in March it will move on to the next step...taking it to the company.

This delay is both good and bad. It is bad because we need contract repair now! Everyday that ticks by costs us money. But on the good side, this gives us more time to promote this resolution with the pilots, and thus help ensure its success. Too few pilots know about this resolution. It was only made public on 12/03/07. Even in that short time, many of you took the time to express your support via emails and the petition. That made a huge difference. You need to keep up the support effort. By next March all the pilots need to know about it. You need to help make this happen. ALPAWatch does not have access to the email address of every NWA pilot, so you need to talk to your fellow pilots and convince them to take a look at what ALPAWatch is doing, and in particular, support The 5% Resolution.

In the end, this plan for contract repair will likely succeed or fail depending on how many pilots support it.

And keep those Emails of support and Petition Signatures coming. Never before has there been such a coordinated effort to promote a resolution, and its having the desired effect. Your emails and signatures are making a difference.

Oh, and by the way, it was reported to us that ALPA National President, Captain John Prater, mentioned ALPAWatch during his presentation to the MEC. We are not sure exactly what was said, although all accounts place the remark in a favorable context. We will contact him soon. We will let you know what he has to say about ALPAWatch, the state of affairs at NWA and a few other subjects.

Thank you again for participating in ALPAWatch. With the participation of pilots such as you, ALPAWatch will be successful in obtaining the Union Leadership that the Pilot Group deserves, and in doing so regain our fair compensation, our quality of life, our future, and our dignity.

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