



**Update**

**Monday, December 03, 2007**

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In this Update...

## Where do we go Next?

The recent 4 part series of the [ALPAWatch Newsletter](#) gave readers an inside view of the October MEC meetings in MEM along with analysis of the politics in play. That analysis gave examples of how deeply divided the leadership is. That divide combined with the fact that most pilots have decided to disconnect from the process have left us in a position that is not likely to produce many positive results for this pilot group. It should also be noted that not all our problems are internal. The environment that our profession operates in today is very hostile to our careers. The pilots can do ! very little to change that hostile environment, but they can change the internal problems. What we need is an action plan that cuts across all the issues at once. Some of those issues are:

- The divided union Leadership
- The vast majority of pilots have expressed a desire for an increase in wages as their number one priority.
- Our leadership is trying to find a way to do that, but with a something for something strategy, we don't get ahead.
- The leadership knows that many pilots blame the union for our situation. They know that the pilots have disconnected from the process. That makes the leadership less likely to propose confrontation with the company, because confrontation without the support of the pilots will end in failure.
- The pilots are waiting and expecting the union (the leadership) to begin contract repair.
- The company has created many, many flight operational problems by devastating the support departments. They have disposed of the talented workforce we once had and installed personnel that are under trained, under qualified and inexperienced. The pilots

have been holding this operation together by being the on-site managers, going above and beyond the duties their job requires, all in an effort to keep this operation running smoothly and with a perfect safety record. So the pilots are working harder, all while having their pay and pensions slashed.

- The Power that this union possesses emanates from the membership, the pilots. It always has and still does. The union has been unable to tap that power because the pilots blame the union (leaders) for our situation. They have stopped believing in the union's ability to improve our situation. Therefore, the path to Contract repair begins and depends on the actions of the pilots. The union leadership cannot take it back. The pilots, by directing the union leaders and supporting this plan, Can Take it Back.
- Without some changing event, there is no end in sight of all these issues. Not only is this situation costing pilots millions everyday it remains in place; it is creating a dangerous situation for the future. If some meaningful relief from this draconian contract is not realized before the end of this contract, a colossal confrontation could occur between labor and management that would threaten the very existence of NWA.

To address all these issues at once, to break this logjam, ALPAWatch is proposing a resolution. The Resolution will enter the process at the December 10<sup>th</sup> LEC meeting in DTW. It is referred to as the [5% Goodwill Resolution](#). Read it now and the [Cover Letter](#) that goes with it.

The 5% Goodwill Resolution is NOT contract repair. It is the foundation for contract repair. It starts the process.

Until now, the strategy for contract repair has involved a something for something strategy, with the net results being zero dollars difference. Until now, no one seemed to think that we had any leverage to negotiate an above zero result. We do have that leverage. The company unintentionally handed it to us when they devastated all the flight-operations support-departments of this company. Every day you fly, you encounter some situation that requires above and beyond attention. If you did not voluntarily solve that situation, flight operations would suffer. If you only did your job, the job you are required to do by the book, this airline would suffer tremendous operational difficulties, which equals money. Money management can waist, or money they can pay us. We, as professional pilots, have been picking up the slack, doing whatever it takes to cover up the problems this management team has created. And we have been doing it for free.

Now helping NWA to run smoothly is not always a bad thing. We all want NWA to prosper. At our professional core we all want to do the best job we can, day-in and day-out. The sad point is, we have been doing just that and management has been taking advantage of us. So long as management is getting the results they desire, these problems will not be fixed. Management will continue to take advantage of our professionalism as long as we allow it. The results will be no meaningful contract improvement.

So what are we saying? Remember this simple statement. NWA management does not see a problem unless it is their problem. That is our leverage to meaningful contract repair. If we simply did our jobs, and not go the extra mile to correct the failures of others, NWA operations would suffer. *Their* problems would become *their* problems. Let us be clear. We are not proposing anything illegal or unsafe. We must do our jobs and fulfill our obligations. You must be a professional pilot. You don't have to be a good employee. Separate those two in your mind. We! are not required to do the jobs of others.

Let us also be clear that, as of now, it IS in the pilots best interest to continue doing the jobs of others and keep this operation running as well as it is. However, if the company does not accept this 5% Goodwill offer and engage in meaningful, productive negotiations to repair our contract and our relationship, then we should give management's problems back to management. They can then either solve those problems without our help (unlikely, even in the long term) or pay us to take care of them as we have been doing for free. Most pilots would also agree that if given some financial incentive, (like our old pay rate back) we could operate this airline with even greater efficiency than we currently do now.

### So what do I need to do?

- Every pilot needs to watch the progress of this resolution.
- Show this [Newsletter](#), the [Resolution](#) and the [Cover Letter](#) to every pilot you can. Forward this email to as many pilots as you can.
- Hit your print button now. Print out this letter, the Resolution and Cover Letter. Print several copies. Share them with others.
- Everything you need is posted at the ALPAWatch website. The progress of the Resolution will be constantly updated.
- Ask yourself today how you intend to approach your job if the company does not accept this 5% offer and follow through with meaningful, productive negotiations. Between now and then, make some mental notes of all the problems you solve for the company while flying the line, problems that you are not required to solve. Think about what you could do different to make management's problems, management's problems.
- Pay attention and be prepared for either possibility. If the Company accepts, continue doing the fine, professional job you are doing now for 5% more pay and watch closely the contract repair negotiations take place. If they reject this offer do only what you are required to but nothing more. Stop being taken advantage of.

Of course we do have to get this through the union process before it can be presented to the company. It must pass at the December 10<sup>th</sup> LEC meeting and then the MEC Meetings latter that week. To help facilitate its passage, you need to let your union elected representatives know if you

support this resolution. ALPAWatch makes doing that as easy as possible. At this [link](#), you can easily send an email to your representatives. Just click on your base, sign the pre-written message or write your own, and send it. It only takes seconds and all three of your reps will get the email message. Also, sign the petition supporting the passage of this resolution. The petition will be delivered to the MEC. Please do this NOW!

As politically divided as our leadership might be, they have stated a willingness to engage the company in contract repair. The leadership and the Committees are more than capable of executing a well thought-out plan if that plan has the support of the pilots. If they hear from you, it will pass.

Right now, we think it will pass. If for some unforeseen reason this resolution does not pass the LEC or MEC, then we will tell you all the reasons why it did not. We will address the reasons it did not, make any necessary adjustments and resubmit it quickly.

There are several ideas for contract repair are being considered at the MEC level. For those ideas to bear fruit, the foundation this Resolution proposes must be established first. We need to know now if the company is serious about contract repair or not. And Management needs to know the pilots are very serious about contract repair. This Resolution establishes that seriousness.

ALPAWatch will be asking the negotiators to present this resolution to the company as a take it or leave it offer. In reality, it is a take now or suffer the consequences and be forced to take it later offer.

This pilot group, this union and even this profession as a whole is facing a great challenge. Forces have combined to put tremendous downward pressure on this profession. Arguably, this is as bad as it has ever been. This is a key step to resist that pressure. This Resolution draws a major line in the sand. Every NWA pilot needs to ask themselves, do I want to surrender and work under these terms for the rest of my career, or do I want to fight for what has been taken from me? Your future is now up to you.

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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