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[February 15, 2008](#)

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In this Issue...

***Merger
Be Prepared. Stay informed.***

Merger is on everyone's mind. The union leadership is very focused on this issue. So is ALPAWatch. A merger announcement that involves NWA seems more likely than not.

ALPAWatch is very concerned about any possible inequities that might come out of a mishandled merger.

ALPAWatch has already done a great deal of work educating ourselves on mergers. We are watching the process closely. However, just because the union and ALPAWatch are highly engaged in this process doesn't mean you don't need to keep up with current events. You do!

No matter what your position or seniority you need to realize that processes are at work that may not result in equitable treatment of all NWA pilots. Currently we know of no person(s) or group that is scheming to deprive NWA pilots from an equitable result. If we did discover such attempt, we will sound the alarm immediately.

However, we are very concerned that the MEC (your elected LEC Reps) is not a party to the talks nor are they getting adequate briefs on the talks that have taken place so far. Yes, we are saying that members of NWA ALPA and members of DAL ALPA are talking. That in itself is a positive. Both groups need to be out in front of any possible merger and they are. To start the process of talking to another union, it made sense that the first few meetings needed to be small groups of delegates; most likely Merger, Contract, Negotiations Committees, the MEC Chairman and a few others. Now the MEC needs to be fully involved.

A lack of involvement of the MEC is problematic for several reasons. Foremost is accountability. The MEC is accountable to you, the pilots. They cannot represent you if they don't know what is going on. Second, Resolution #08-01 (<https://crewroom.alpa.org/nwamec/> January 17th Hotline) that authorizes MEC Officers "to engage in exploration of a potential merger(s)" also requires "the NWA MEC will be updated frequently on any such process." If this situation does not change very soon, we will be asking you to contact your LEC reps and the Chairman to correct this situation immediately.

All indications are that this process is very time constrained. The two airline's managements appear to be operating in an accelerated manner (conclusion prior to the end of the Bush Administration), which pushes us as well. Our union's rules put an additional time constraint on the process. Watch for something called a PID (Policy Implementation Date) date. After a PID is declared by ALPA National, our MEC will have limited influence on seniority issues. The PID could come anytime after a merger attempt is made public. So now is the time for you to become hyperaware of this issue. If you do not keep yourself informed on this issue (that means reading and understanding all the information the union publishes on this issue as well as the ALPAWatch Newsletters) then the chances of you getting the results you deserve severely decrease.

On the positive side, it is also possible that a merger could be very beneficial to all the pilots involved. If handled properly, NWA pilots and the other airline's pilots could emerge from this process in much better shape than they are in today. The stakes are very, very high, both good and bad.

As with all issues, we expect all NWA pilots to be represented equally and fairly on this issue. Anything less is unacceptable. Equally unacceptable would be a situation that overly benefits NWA pilots at the expense of any other airline's pilots. We say this in the spirit that if two groups are to become one, now is the time for those two groups to begin treating one another fairly.

We are watching the process closely. We expect to be able to report details soon.

Those reports will come to you in the ALPAWatch Newsletter. This is a fast moving process. Rapid updates may be required. Check your email daily and watch for *Merger Update Issues*.

On another note, we recently updated the [First Time Visitors Page](#) on the ALPAWatch.org website. We added more detail about who the pilots are that work for ALPAWatch, how it started, how it is funded, etc. If you have not looked at that page recently, you might want to take another look.

The possibility of an announced merger has taken center stage within our union. We applaud the efforts of our union leadership to get out in front of this subject. However, as important as it is to prepare for merger contingencies, we do not need to abandon other efforts to improve our current situation. The intensity that mergers create has already started to form a mentality that a merger will be the answer to all our problems. That is putting all your eggs in one basket. The problem

with that methodology is a merger may never happen. Where will we be then? Years down the road with nothing to show for it. We must continue our efforts to repair our contract.&nb! sp; Plan A is fix our contract because our current situation is a certainty. Plan B is a merger because a merger is possibility.

With that in mind, other issues in the works are...

5% Goodwill Resolution. It will be re-addressed at the March MEC Meeting (March 10th-15th in MSP). We still have not met with NWA ALPA legal. Several meetings dates have been postponed because merger talks are taking precedent (completely understandable). We will get that meeting. Expect an update about it soon.

Parking more DC-9's than previous fleet plans called for. Why? What is the union's response?

Resignations and Recalls of NWA ALPA leaders. Joe Damiani, (ANC LEC FO Representative) is undergoing the recall process. Several other Committee members and a Chairman have recently resigned. Is there a pattern here? Who else is living under the cloud of a possible recall?

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.

ALPAWatch.org