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[February 18, 2008](#)

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## **Merger Update**

### **Action Alert! You need to act Today**

It is critical that you Call and Email your LEC Representatives and the MEC Chairman Now! Here is a [link](#) to those phone numbers and email addresses. Do it now! This is very time critical. Here is why?

The last issue of the ALPAWatch Newsletter was an introduction to merger issues. That issue mentioned a problem. The MEC is being excluded from the merger talks.

This is very serious.

That problem has reached a critical state of confrontation. The MEC is not being properly briefed on the merger talks nor are they being allowed the opportunity to fulfill their responsibility to the membership.

The MEC Chairman has taken it upon himself to negotiate a merger without the input of the MEC. This is a violation of fiduciary responsibility and runs counter to acceptable methods of achieving a satisfactory result. In the February 15, 2008 Ziplines, the MEC Officers (read the Chairman) make it perfectly clear that they intend to complete the process before the MEC has any input into the process. That is unacceptable. It is unacceptable for two reasons; (1) It goes way beyond the authority granted in Resolution #08-01, (2) More importantly, it means your link to the process is broken. It also means that any vote the MEC might have on the results could be an all or nothing deal.

Why? Because there may not be enough time to renegotiate another deal. That could put the MEC (and possibly you if it goes to Membership Ratification) in the ugly position of having to choose between bad and worse. The choices could be Vote YES for a deal that is not all that good or Vote NO and loose out on equity and contract improvements. This can all be avoided if the pilots are allowed input through their Elected Reps. That needs to happen now.

So what might a deal look like that is not good but still passes. How about great for some, not good at all for others? Majority rules. So sorry. How many among this pilot group would be willing to turn down a substantial gain in contract, seniority and/or equity even if hurts a portion of our pilot group? Neither the pilots nor the MEC should be put in the position of voting on such a deal.

The guiding rule has to be “what is good for all.” Granted, what is good for all is a judgment call. Judgment calls tend to be fairer when the value system of a collective body is used verses the value system of a few or in this case one. Make no mistake about it, the way the process is being handled now, it is the Chairman’s value system that is guiding this process. He has purposely excluded the MEC. And just to review, the MEC and your Elected Representatives, are responsible to **You**, the pilots. The MEC Chairman is responsible to the MEC. Not the other way around.

We have a great deal of faith in the teams that are conducting these negotiations. We believe they are very competent and capable. We appreciate the dedicated and professional work that is being done on the behalf of all NWA pilots. We believe the Chairman to be an intelligent, motivated man. This is not personal. It is a serious violation of process. It does not matter who the Chairman is, excluding the LEC Representatives from the process is unacceptable. When it comes to the line pilot, we can understand to a degree the need to keep the details of those talks on a need to know basis, but not their Elected Representatives.

One of the reasons ALPAWatch is so concerned is because we see many similarities to this process and the way the bankruptcy TA was handled.

The first of those similarities are a hurried process. Once again we are operating under a short timeline. Second, the prize this time is a big equity claim (saving the DB plan then, equity now). Placing too much emphasis on an enticing prize leads to unnecessary compromises in other areas (contract and seniority). This problem is exemplified by the Chairman's current actions, and thus the third similarity. The chairman wants that equity bad enough that he is willing to run a one man show to make it happen, almost certainly at the expense of seniority and contract improvements. That method excludes the MEC until it is too late. Excluding the MEC excludes you, me, 5156+ NWA pilot's input and all reason. And why? Because the anticipated ends justify the means?

Therefore we are sounding the alarm. ALPAWatch cannot change the process but phone calls and emails to the Chairman and your Elected Representative can change the process. Call and send them an email Now! Click on this [link](#) to do both. Everything you need is on that web page. Scroll down to your base for Phone numbers and the ALPAWatch ***Click, Sign and Send*** email feature.

When contacting them be respectful. Make sure you give your Name and position. Leave a message if you are not connected. These people are very busy, but this is important and they work for you. Leave a message.

Use your own words and your own thoughts. Here are some topics to keep in mind.

- If this deal is completed without the MEC's involvement, and the MEC or the pilots vote it down, will there be enough time to renegotiate? Is there time for road shows? Fair road shows?
- If subsequent negotiations are possible and required to correct the agreement into an acceptable one that includes the MEC's/pilots suggestions, why not include them now?
- Under what authority is the MEC Chairman conducting these negotiations? Even the most liberal interpretation of Resolution #08-01 does not give him the authority to negotiate a contract, a seniority list and an equity claim.
- Why are the LEC Representatives allowing this to go on?
- What is the justification for disregarding the democratic process?
- How do you expect line pilots to react to this situation when the only news they are getting, (about one of the most serious subjects any pilot career can endure), is from the Newspapers that are full of stories about their career and yet their own union is silent?

You may be told that all is well. It's going to be a good deal. You will get to vote on it. Ask the tough questions anyway.

There is the possibility that all is OK. We don't know. The problem is your Elected Representatives don't know either.

It is possible that the benevolent leaders of NWA and DAL are going to shower us with a deal that no one can find fault with. We can simply cross our fingers and hope that is true or we can learn from our mistakes and vow not to repeat them.

ALPAWatch was created to give you an independent source of information. An organization that is truly the pilots advocate. An organization that watches out for the best interest of ALL NWA pilots and sounds the alarm when we detect trouble. We have been watching this

problem grow for several weeks now. We hoped it would take care of itself. It has not. It has gotten worse. It is now critical that your union leaders hear from you. Hearing from you will have a tremendous effect. Only the rank and file can correct this problem. Call you union leaders now.

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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