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In this Issue...

SLI Update

The Good, the Bad, and the Ugly

The Good. The SLI process is going very well

The arbitration phase of the SLI began October 2 In Los Angeles, CA. The hearings are open to all NWA/DAL pilots but not the general public or the media. This was our first opportunity to get a first hand look at what is going on. We are impressed. The process is going very well for both groups. Both sides are very well prepared, well represented, and capable. The proceedings are being conducted in the utmost professional way. Without exception, the other pilots we talked to that have attended feel the same way.

We have the greatest faith in the merger committee's abilities and integrity. We also take great comfort in the goal they are seeking, a fair seniority list. We were also told about a video presented on Day-1, but we did not see it . We understand it is excellent. We think the video should be made available to the pilots.

It remains to be seen whether this process will determine the final seniority list or it will be achieved by negotiation. The undercurrent we are picking up is that the union leadership (both sides) favors a negotiated list. The three person panel of arbitrators also made statements that the best solution to this conflict would come from its participants, not the arbitrators. However, our pilots working on the SLI seem very comfortable with either eventuality. We believe that the most legitimate reason both sides prefer a negotiated list is to avoid the possibility of an arbitrated list that would require many years of fences and other restrictions, similar to what happened with the Roberts award.

We believe that all members of the Merger committee and the Negotiations committee are excellent. They are doing the best job possible of representing our pilots' interest. They have made great personal sacrifices to work tirelessly on this merger. No matter how you may view the final outcome, they all deserve your thanks. That said: there is one area of concern, a potential for Conflict of Interest.

The Bad. A Conflict of Interest situation is threatening the credibility of the SLI.

A serious conflict of interest situation is looming. That situation involves future ALPA positions in DAL ALPA and the SLI Negotiations. Specifically, it involves persons in a position to affect the outcome of the SLI and who may be seeking or willing to accept a post merger union position.

Here is the problem. When NWA and DAL merge, the two unions will have to be merged into one. Some time after the DCC, elections will be held to fill the overlapping ALPA positions that the merger will cause. Those overlapping positions are MEC Chairman, Vice Chairman, and Secretary Treasure (the MEC Officers), the Executive Vice President, the ALPA seat on the DAL Board of Directors, and all Committee positions. All sitting LEC Representatives will be unaffected and will serve out their terms. The elections will be presided over by ALPA National President, Captain John Prater. The voters in those elections will be the LEC representatives (voting reps that is). In each LEC, the Captain and FO reps have voting rights. The Secretary Treasure does not vote unless their base has Second Officers, then

they do vote and are referred to as the SO rep. Both ANC and MSP have an SO rep.

Right now NWA ALPA has 12 LEC voting positions. DAL ALPA has 13. So after the merger, a vote down party lines would always favor DAL candidates. We are not suggesting that will always occur, but it is simply a numerical fact that no former NWA pilot can get elected in a post merger DAL ALPA without some crossover votes. Combine the need for crossover votes with being in a position to sway the outcome of the SLI and you have a Conflict of Interest situation that must be addressed.

This situation must be diffused immediately. To accomplish this, ALPAWatch is recommending two courses of actions to take place immediately.

1. The NWA MEC (all sitting LEC reps) need to quickly appoint an independent panel, group, committee - call it what you will - to determine if a Conflict of Interest does exist, and identify what positions and therefore persons are conflicted. That independent panel should also investigate to determine if any inappropriate actions have been taken that would affect the SLI process itself, the resulting Single Seniority List or its credibility. They should report back to the sitting LEC reps.

2. All those pilots that 1) have a potential to be conflicted, 2) are found to be conflicted, 3) or do not wish to appear conflicted need to recuse themselves from the following positions for a suitable period of time, perhaps a year.

- ALPA National
- All ALPA positions at DAL including Committees and the Executive Vice President position
- DAL management positions
- The DAL ALPA seat on the DAL BOD

Each conflicted person needs to make a public statement recusing themselves from these post merger positions and further stating that they will not run for or accept those positions for a period of time perhaps a

year. Also, all sitting NWA LEC representatives need to take a vow to serve out their terms before seeking or accepting any of these positions.

The results of the LEC's investigation should be used to determine the scope of conflicted positions/persons. Of course anyone considering themselves conflicted could immediately and voluntarily take a vow not to accept the positions in question and thus remove themselves from the Conflict of Interest problem. That would be best for all.

Some will say this is a terrible idea because we need some former NWA pilots in these positions. That is true, but we have many talented NWA pilots that can fill the roles. We are confident that DAL ALPA will see the fairness and wisdom in giving all candidates a fair shake and electing/appointing the best pilots for the job, regardless of their backgrounds.

To help remove potential claims of impropriety in the SLI process, and to foster faith and credit in the resulting Single Seniority List, this Conflict of Interest situation must be defused immediately. Both pilot groups must have total faith that the resulting Seniority List was achieved in a totally above board manner. To secure that faith, a few pilots may have to put their ALPA careers on hold for a period of time.

The membership of NWA ALPA, the everyday line pilot, whose entire future is riding on this process, needs to contact their LEC representatives and strongly encourage them to act on the two courses of action listed above. Call and email your union representatives today if you support the two courses of action listed above. All contact information for your reps is available at <https://crewroom.alpa.org/nwamec/> (sign-in required) or ALPAWatch.org/contacts.

As always, when contacting your elected union representatives, union leaders, union volunteers, or anyone for that matter, be respectful and polite. A well thought out, factual, intellectually honest argument will carry the day. Personal attacks, threats and profanity are weak arguments. They undermine legitimate arguments and can lead to serious personal distress,

including career complications for their authors. Tap into your passion, but choose your words professionally.

We need to be clear on two more aspects of this situation.

First, we are only addressing NWA pilots. We are not addressing the DAL pilots or DAL ALPA in any way. It is not our place to do so. Although ALPAWatch has had some receptive contact with DAL pilots, at this time we think we would be way out of bounds to apply our concerns to them. Secondly, DAL will have the majority of votes. They will have the ability to vote in whomever they chose without any votes from the former NWA bases. Therefore they are inherently in a different situation than we are.

Secondly, **we have no evidence that anyone has crossed any lines or taken actions that could hurt the SLI process.** Please do not lose confidence in the process. Nonetheless it is completely within the nature and character of ALPA politics that some people might be using this opportunity to advance their ALPA careers. That probability combined with being in a position to affect the outcome of the SLI creates a colossal Conflict of Interest situation. No accusations of, or actual malfeasance needs to take place for this to be a Conflict of Interest.

The Ugly

While researching and writing this ALPAWatch Newsletter a Special MEC meeting was called, via Teleconference for October the 8th. On the Agenda is a [Vote of No Confidence/Recall Consideration of the MEC Officers Resolution](#). This special meeting and resolution were instigated by the MEC Officers in an attempt to secure their credibility and involvement in the SLI process. Clear the air if you will. At this Special Meeting there are three possible outcomes for this Resolution, YES or NO (with possible abstaining) or it could be tabled (delayed) to another date. A majority YES vote would be taken as a clear mandate for the MEC Officers to continue on with the support of the MEC members who voted with them. Business would continue as planned. A majority NO vote would lead to the actions ! listed in the Resolution and detailed in [FastRead \(Oct 6, 2008\)](#).

In general it would cause the MEC Officers to withdraw from the SLI process and lead to a re-call vote.

There are many political agendas at work here so if you feel there is more here than meets the eye, you are correct. It would take a Newsletter the size of a novel to explain it all, and by the time you read it, all would have changed again. But once again, we encourage you to keep the faith in the SLI process. As ugly as all this sounds, we do not believe the SLI process has been compromised and we don't believe it will be, especially if the Conflict of Interest situation is diffused. Rest assured, we are fully aware of what is going on, we have been watching this SLI process carefully and will continue to do so.

It is sad and ugly that we must be so public about the discourse in our union. This should have been handled in another way. Obviously, by publishing this Newsletter we believe that diffusing the Conflict of Interest situation is a more comprehensive and better way to secure the credibility of the SLI and its results.

Frankly, the leadership should have recognized this Conflict of Interest situation when the agreements for the SLI process were created. We are equally to blame for not anticipating it. It was not until we realized that discussions about future elections and appointments to the post merger DAL ALPA were underway (necessary and productive discussions we want to add) that we realized the Conflict of Interest it created. We will try harder to stay ahead of the curve in the future.

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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