

This is a campaign message from CA Brian Smith, candidate for DFW Chairman

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DFWPilotVoices.com

to hear my podcasts on why I began supporting a Representational Card Drive and Why I am running for DFW Chair. Contact me if you have questions regarding my campaign or want more information as to where I stand on issues you feel are important.

YOU ARE THE UNION...OR ARE YOU?

BACKGROUND:

We have all heard current APA leadership emphasize time and again that the MEMBERSHIP IS THE UNION. Unfortunately, we have also watched leadership actions and national communications completely disregard this mantra and tell a very different story with regards to YOUR MOST BASIC RIGHT:

- 1. The membership has a RIGHT to advocate for a review and vote on their REPRESENTATION at the bargaining table prior to 2027.**

Last Summer, the current DFW BOD members made their position on your right to a REPRESENTATIONAL VOICE heard loud and clear:

- 2. YOU ARE THE UNION UNLESS THE BOD DISAGREES WITH YOU! YOU DON'T HAVE A VOICE IF IT THREATENS THE COMFORTABLE STATUS QUO!**

This is an unacceptable stance. This decision, supported by the current DFW Reps, along with their follow-on decisions to silence future dissent, propagandize the membership, and deter grassroots efforts to properly inform the membership of their right to determine their own path forward is why I am running for DFW Chairman. Their actions on this issue alone warrant a change to the status quo, and new representation on the BOD in DFW. The current DFW Reps have supported a very divisive path forward on this issue, and ONLY A VOTE by the membership on who represents the pilots of American Airlines at the next round of contract negotiations will unify this pilot group moving forward.

ACTIONS:

- The BOD, including DFW Reps listened to grassroots support for an examination of AA Pilots future representation. They voted to form the AA Merger Exploratory committee (AAMEC).
- \$362,000 was allocated for the process. After fulfilling their duty to explore a merger with ALPA, the AAMEC made a unanimous recommendation by the AAMEC to move to Phase 2 – negotiate an agreement to merge APA and ALPA.
- Phase two would have allowed the Committee to get more specific answers to questions the BOD still had regarding, staff, benefits, dues, and more.
- The BOD rejected the AAMEC Recommendation that, if you, the BOD, want to ensure the BEST representation to the members, you MUST move forward to Phase 2 negotiations! Why? What threshold above 100% from the committee would have warranted a YES? Why not move forward when told by your own committee that only a merger agreement could answer the BOD open questions? Why kill it without

a FULL exploration? An agreement could always be voted down by the BOD if negotiations don't satisfactorily answer BOD questions? Could the answer be protecting APA, the entity, over doing what's best for its members -YOU? BOD members I talked to expressed fear that a couple thousand pilots could force something on the majority. Ironic, given they were OK with 10 pilots taking away YOUR REPRESENTATIONAL VOICE and forcing their will for the status quo on all 15,000.

- Next, the BOD, in a motion made and supported by DFW Reps changed the C&B's to make the hurdle to a merger passage higher. Why? Could it be to make the task of negotiating a successful merger agreement harder for future BOD's? They cited fear that due to low turnout in a future merger vote, 1800 pilots could force a shift in representation. In reality, past ALPA Merger votes in the industry have had 80%+ participation. In effect, this DFW led BOD action created a system where if a merger agreement is passed to the membership, and 80% of pilots participate with 7000 voting for the merger and 5000 voting against, the merger fails!?!? WHY? Is your REPRESENTATIONAL VOICE HEARD? AGAIN, YOU ARE APA UNTIL THE BOD SAYS YOU ARE NOT!
- The BOD also cited the \$200,000 cost of moving to Phase 2 as a reason to silence your voice. At the same time, they allocated more than a million in dues to hire a PR firm to help APA repair their image and tell the membership why they are wrong to be disappointed in APA and to ask questions about representation. Make no mistake, I am a long time APA volunteer, and I would never say APA does nothing well. That is not true. Nor would I say ALPA has no warts – also not true. However, why be unwilling to spend 200,000 to give pilots a chance to be heard while spending 1.6 million to tell them why they are wrong, gaslight them, propagandize them and point to irrelevant highlights while ignoring real, structural, and outcome-based issues? Do “Just the Facts”, “This is What Professionalism Looks Like”, “You Could Buy 2 New iPhones a Year”, “I Don't Discuss This at Work”, and other disastrous and wasteful National Comm messages do anything other than divide and propagandize members?
- In February 2024, your DFW Reps ran a voluntary poll to get your opinion on key issues, including the ALPA Merger issue. The poll asked a binary question which allowed for 2 answers, essentially “I want APA” or “I want ALPA”, with no reference to the actual question at hand, DO pilots want a chance to explore further who represents them, and after getting ALL information from both sides, make an informed decision on representation. The poll asked the wrong question and BOLDLY STATED A NON-VOTE would be considered a vote for the status quo. The same mindset was reflected in their analysis of the voluntary poll results at the most recent domicile meeting: All non-voters didn't vote because they support continued APA representation. That's not how statistics work. This misguided reasoning matched their poor logic on the C&B change to Merger Policy - NON-VOTES are for status quo. Why? Why would they run their first poll like this on issues just 3 weeks before the election round for DFW Representation? I wonder if they are going to put out a message asking those who support the status quo to not bother to vote for DFW Chair or Vice Chair? After all, by their logic, they will consider those non-votes supportive even if they don't take the time to vote?

There are other issues to be discussed in this election for DFW Chair, and I will address a couple in my next blast.

SUMMARY:

YOUR REPRESENTATIONAL VOICE MUST BE HEARD! It will be heard in one of 2 ways:

1. VOTE FOR/AGAINST A NEGOTIATED MERGER AGREEMENT WITH ALPA

- This option occurs only if APA Leadership ALLOWS it.
- Survey after survey shows broad membership support (2/3rds+) for exploring a merger. This was before the industry leading contracts for DAL and UAL were inked.

- Current Leadership hand selected the AAMEC, comprised of predominantly anti-ALPA pilots and spent hundreds of thousands in dues to produce a 2000-page Phase One report resulting in a unanimous AAMEC recommendation to initiate Phase Two negotiations with ALPA for a merger agreement
- This option does NOT allow ALPA National to seize APA assets for the ALPA General Fund for use by other carriers.
- This option does NOT automatically cancel APA Benefit plans.
- This option does NOT increase your dues significantly.
- This option does NOT result in automatic loss of APA Staff
- The BOD, with current DFW Support, rejected their own committee's 100% recommendation and KILLED THIS OPTION – THEY SILENCED YOUR COLLECTIVE REPRESENTATIONAL VOICE – YOU ARE NOT APA, THEY ARE!
- We have a chance to put this option back on the table if we can change the makeup of the BOD.

2. SIGN A CARD FOR A REPRESENTATIONAL ELECTION AND VOTE FOR EITHER APA OR ALPA

- This option **WILL** occur if WE, THE DFW MEMBERSHIP, do not change the makeup of the BOD and allow OPTION 1 to proceed.
- The NMB will allow an education campaign by both APA and ALPA to provide information to all AA Pilots, and each pilot will have their REPRESENTATIONAL VOICE heard at the ballot box with the majority determining whether ALPA or APA represents their interests at the negotiating table in 2027.
- This option DOES NOT decertify APA unless the majority decide ALPA is preferred at the ballot box. Any rhetoric to the contrary is false.
- This option does NOT allow ALPA National to seize APA assets for the ALPA General Fund for use by other carriers. Any rhetoric to the contrary is false.
- This option may NOT automatically cancel APA Benefit plans. Any rhetoric to the contrary is false.
- This option may NOT increase your dues significantly. Any rhetoric to the contrary is false.
- This option may NOT result in automatic loss of APA Staff. Any rhetoric to the contrary is false.

Members will have a chance to ask questions and address their concerns, make an apples-to-apples comparison, and choose the Representation they deem is best for them and their family. Our collective futures depend on having the best representation – we, the members, should be heard.

FOR YOUR REPRESENTATIONAL VOICE TO BE HEARD

VOTE

**CA BRIAN SMITH FOR DFW CHAIR
CA DREW COLEMAN FOR DFW VICE CHAIR**