

- Thank you Mr. Speaker and Good morning fellow Representatives.

- 36 years ago last month, I was hired as a pilot at American Airlines. At the same time, I joined and became a member of the Allied Pilots Association, an independent union that currently represents the 14,500 plus pilots of American Airlines. I remain a pilot and member of that union today and if I continue to fly until mandatory retirement age, I still have a little over 5 years to go.

- When I joined the Allied Pilots Association, it was an open shop....meaning if you joined, you paid union dues... if you did not join, you did not pay union dues. Without coercion, intimidation, or pressure, 98-99% of the pilots voluntarily joined the APA, as did I.

- During these past 36 years, I have held many national union positions and performed around 8 years of nearly full-time union service.

- I have worked for APA as a negotiator, a contract specialist, one of 18 National Board of Directors and as the Chairman for 550 pilots of the Boston crew base...that is the equivalent of a local union president. I have

represented pilots in termination hearings and their subsequent arbitrations, worked for months with national mediators, testified in multiple contractual arbitrations as an expert witness, sat on arbitration executive boards and negotiated or approved two major seniority integrations.

- In January of 1999, while my daughter celebrated her 1st birthday here in NH, I along with a dozen other pilots from our union leadership, sat in a Dallas Texas federal court room in a contempt of court hearing arising from what the judge would later rule an illegal job action. Our pilot union was fined a record \$42 million dollars. As a negotiator at the time and viewed by the judge as APA union leadership, I was held “jointly and severally” liable for that \$42 million dollars. At the time, it was the biggest fine ever levied against a union in the United States.
- In May of 2001, I was elected as the Boston Chairman, again, the equivalent of a Union local President. Just a few months later on September 11th, two of the pilots I represented were operating flight 11 to Los Angeles when it became the first plane intentionally flown by terrorists into the Twin Towers.

- I relate the two last instances and my 8 years of union service to illustrate that one cannot, and should not, automatically assume and label a Republican as being anti-union. In fact, in the first instance, you can see I found myself on the pointy end of a very sharp spear financially while in the service of my fellow union pilots.
- So for over 36 years now, I have paid between 1 and 1 ½% of my pay to the Allied Pilots Association in the form of union dues.
- And many of you are probably thinking “Len, why would anyone voluntarily give away up to 1 ½% of their pay annually?”
- The answer, for me is simple, it is about value received. Or put another way, I have and continue to receive an adequate “return on my investment”.
- I know the return on investment has been good for a couple of reasons. First, the pay, benefits, work rules and quality of work life I receive as a pilot are very good.
- Secondly, I have seen how my union dues were utilized first hand as most of my union work was spent at our

headquarters in Fort Worth Texas. Those paid with my union dues work hard and the union dues are used solely for the benefit of our 14,500 pilots.

- BUT, if I ever thought I was not getting a good value, that the money I give to the union each month was not giving me an adequate return on my investment, I or anyone else, should have the freedom to exercise their individual choice and discontinue paying those union dues until such time as their union is again performing adequately.
- You will hear, or have already heard, that RTW is about union busting. It is not and I hope my short time here in the well has proven as much. For me, RTW is about two things: value received and freedom of choice.
- In this NH House of Representatives, there is a member who once belonged to my union. The Representative from Kingston was a member of the APA for his entire career at American Airlines. And during my last term, the Representative who had served the town of Wentworth is a member of the same union as I. All three of us have or still do support the Allied Pilots Association union. And we each support RTW.

- I would ask that each of you join me in supporting the committee report of Ought to Pass by pressing the Green button.