

AFA Flightlog

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Association of Flight Attendants-CWA, AFL-CIO



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Our Achievements
Our Goals

AFA Flightlog

Association of Flight Attendants-CWA, AFL-CIO

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AFA-CWA MISSION STATEMENT

The Association of Flight Attendants – CWA (AFA-CWA) was founded in 1945 as a democratic member driven union. AFA-CWA's mission is to unite all professional Flight Attendants in order to achieve fair compensation, job security, and improved quality of life through organizing, bargaining and political action while serving as the leading voice for a safe, healthy and secure aircraft cabin for passengers and crew alike.

It is a core value of AFA-CWA to promote economic and social justice for all workers through education and action. We are committed to the broadest employment of our members regardless of age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, and gender expression.

AFA-CWA will continue to preserve and build upon the proud history of our struggles and accomplishments. (BOD 2013)



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Looking Ahead to Address Climate Change and the Future of Aviation Jobs

The first-ever blue-green aviation summit debuted on February 10 at the 2014 Good Jobs, Green Jobs conference. Initiated by AFA International President Veda Shook and organized jointly by AFA and the BlueGreen Alliance, aviation stakeholders came together at 'The Aviation Industry Looks Ahead: Addressing Climate Change and Rebuilding Our Economy' for the first time to engage in a broad discussion about the future of our industry.

Joining Veda was keynote speaker Lourdes Maurice, Executive Director of the Federal Aviation Administration (FAA) Energy and Environment Office. Dr. Maurice described the five pillars of the CLEEN program (Continuous Lower Energy, Emissions and Noise), part of the FAA NextGen effort to accelerate development and commercial deployment of environmentally promising aircraft technologies and sustainable alternative fuels to reduce aircraft noise, emissions, and fuel burn.

On the first panel, representatives from the World Wildlife Fund, Air Line Pilots Association, Airlines for America and LeighFisher, a leading aviation management consulting firm, examined emissions in the aviation sector and steps that are being taken, or that can be taken, to make aviation more sustainable.

On the second panel, representatives from the Department of Transportation, Alaska Airlines, National Air Traffic Controllers Association, AFL-CIO Transportation Trades Department, and the National Wildlife Federation looked at community strategies and policies that reduce pollution and create jobs, from government initiatives to development of alternative fuels, technologies and design.

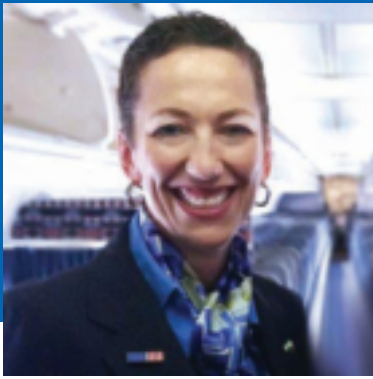
The Aviation Summit was a resounding success. Participants expressed interest in a follow-up summit, citing the urgency of action and the desire to advance the vision for a better future for aviation and, for our planet.

42nd AFA Board of Directors To Meet in Orlando

The next meeting of the AFA Board of Directors (BOD) will be in Orlando, April 28-30, 2014. The BOD is our union's highest governing body, made up of your elected local council presidents. Master Executive Council (MEC) and International officers also make up the BOD as non-voting or 'ex-officio' members. In roll call votes and elections LEC presidents have one vote for each active member in good standing in her/his local council. Be sure to educate yourself on the issues, attend your local council meetings and make your views known to your elected leaders.

AFA is your union. Own it.

On the Cover: In the past year, AFA established the strongest bargaining position for US Airways Flight Attendants in the merger with American; we delivered OSHA protections for Flight Attendants; we stopped knives from returning to our cabins; we achieved clear instruction for accessing the benefits of FMLA; and we are leading the charge to keep cell phone calls from detracting from our first responder duties in the aircraft cabin. AFA's work in an ever-evolving industry is a constant process of assessing our circumstances, setting our goals and working our strategy to achieve results. Together, we are advancing the Flight Attendant profession.



From Your International President

Veda M. Shook

Ten Years and Going Strong

AFA-CWA's mission to unite Flight Attendants and focus on the issues that matter most to us has also coincided with strong stands for social and economic justice. We have come a long way, overcoming challenges like weight and height limits and the no marriage rules of the past, to asserting our role as first responders and building broad-based coalitions to address the most pressing problems of today. To achieve our goals, we negotiate contracts, advocate in the halls of Congress, and serve on government regulatory advisory committees. And our success is also due to the strong ties we have formed with like-minded, progressive organizations.

When terrorists took over our airplanes to attack our country over twelve years ago, our industry was devastated. Opportunistic management took advantage of bankruptcy laws to restructure many of our airlines and attempted to cripple our contracts. AFA leaders knew it would take a creative solution to keep our union strong and to continue providing the services our members needed more than ever. We thoroughly vetted potential merger partners and took the results to you, the membership. AFA members voted to merge with CWA and now, a decade later, it is abundantly clear that you made the right choice. As part of the 700,000-member CWA, our power is multiplied tenfold because we have helped to build a broader and stronger labor movement, and we have many achievements to show for it. As the foundation of our allies grows from a labor movement to a broad-based, multi-issue movement, we are on a forward trajectory with a meaningful new vision for the future.

A craft-specific union that represents the Flight Attendant profession exclusively, AFA has developed highly specialized resources that allow us to anticipate what the future may bring to our profession, and to respond quickly and effectively. In our merger with

CWA, we have maintained these resources. Our structure is fully intact and backed up 100 percent by a large and powerful union of strong activists who share many of our goals.

AFA members have been a driving force in creating a safe and just workplace; a respected profession in the face of industry pressure to relegate us to glamour girls, sex symbols and low-wage, voiceless workers. Through CWA and the broader labor movement, we are banding together with other organizations to build a national campaign for justice — a movement that is shaping history.

*We are banding together
with other organizations
to build a movement
that is shaping history.*

In our affiliation with CWA, we have evolved and grown stronger. Through shared resources and committed activists, we have multiplied our power and our voice. We have succeeded in compelling lawmakers to consider our perspectives, responding with

urgency and efficiency when necessary.

In 2013, we culminated years of persistence and delicate negotiations to bring OSHA protections into the passenger cabin and we stopped knives from returning to our cabins. None of this happened in a vacuum: It is the result of an informed, involved membership with the full backing of a union committed to movement building and solidarity. On a foundation of CWA support, we have maintained our strength as a Flight Attendant union. Those of you who are actively involved should be proud of the successful evolution of our union in some of the most challenging times for working people. For those not yet involved, we heartily invite and encourage you to read up, go to meetings, join a committee, attend a lobby day, call your member of Congress — get involved with AFA and CWA.

We are aviation's first responders, we are on the front lines of change, and we are stronger than ever, together.

OSHA in the CABIN™

association of flight attendants-cwa 

AFA Achieves Flight Attendant Safety and Health Protections

AFA hailed the release of Occupational Safety and Health protections for Flight Attendants working on commercial aircraft on August 22, 2013 after years of targeted advocacy on many fronts. The Federal Aviation Administration (FAA) and the Occupational Safety and Health Administration (OSHA) finally corrected the exclusion of OSHA from the passenger cabin.

“Flight Attendants’ duties in the cabins of commercial aircraft expose us to numerous workplace hazards, including noise, bloodborne pathogens, and toxic chemicals,” said AFA International President Veda Shook. “As the leading advocate for OSHA protections for Flight Attendants, AFA will continue to work with the FAA and OSHA to make sure these workplace safety and health standards are fully implemented. They will not only improve the working conditions of tens of thousands of Flight Attendants, they will benefit the millions of passengers who travel on commercial flights every day.”

Since the FAA claimed exclusive jurisdiction over workplace safety and health for all crewmembers, preventing OSHA protections for Flight Attendants, AFA has pursued

The policy statement provides Flight Attendants the following OSHA regulatory protections:

- Bloodborne Pathogens – Protects from exposure to blood or other infectious substances;
- Noise and Hearing Conservation – Protects from workplace noise exposure;
- Hazard Communications – Requires employee access to information on chemical hazards.

multiple legal and regulatory solutions. Extending OSHA protections to airline workers has been a priority our union for 20 years. We secured the OSHA-FAA Memorandum of Understanding (MOU) that became the basis for the final FAA-OSHA policy. Our advocacy continued and the FAA and OSHA, under the Obama Administration, worked with us to realize our goal for cabin health and safety. The final policy statement was issued after the FAA and OSHA reviewed comments submitted by AFA International, individual AFA members, and various other industry stakeholders. These comments helped shape the new policy and will influence how it is implemented,

improving safety and health standards for cabin crewmembers, and our passengers.

In coordination with leaders at each of our airlines and our safety chairs, AFA will continue to work with the FAA, OSHA and the airlines to help Flight Attendants understand our right to safe, healthy cabin workplaces. We must be vigilant to ensure that airlines comply with the relevant OSHA standards, including Flight Attendant training requirements. We will help to hold the industry accountable for documenting their programs, training workers, mitigating hazards, and making the aircraft cabin a safer, healthier workplace.

Enforcement of OSHA standards for cabin crew began on March 26, and information for Flight Attendants can be found at www.afacwa.org/osha_onboard



Taking AFA's No Knives Victory to a Permanent Ban

Within minutes of the Transportation Security Administration (TSA) announcement on March 5, 2013 of a policy change to allow knives with up to 2.36 inch blades in the passenger cabin for the first time since September 11, 2001, AFA launched a unified, strong response. It took just three months of intensive activism through our legislative, legal and public outreach strategy, to compel the TSA to reverse national security policy. Media reports around the world announced Flight Attendants had won.

AFA enlisted support from fellow members of the Coalition of Flight Attendant Unions to coordinate a response from 90,000 Flight Attendants across the industry. We built a strong partnership with organizations representing workers with a stake in the proposed knife policy change, including federal air marshals, TSA security officers, pilots, gate agents and airline passengers. Together we launched a multifaceted and unrelenting campaign, setting off a veritable media frenzy within the first 24 hours we rolled out the strongest possible opposition to allowing weapons in our work environment.

AFA members took action to

Photo above: On March 13, 2013 Congressman Ed Markey (D-MA) stood with AFA International Vice President Sara Nelson, AFA members and the Coalition of Flight Attendant Unions to announce legislation to ban knives on planes.

Call Now for a Permanent Ban on Knives

The knife lobby is at it again. Another bill has been introduced in Congress aimed at allowing passengers to carry knives of any size on planes. It's time for a permanent ban. Call the Capitol switchboard at 202-224-3121. Ask to be connected to your Representative or Senator(s). Or, find contact information for your members of Congress at house.gov and senate.gov. Tell them: "I am a Flight Attendant and a constituent. I'm calling to make sure knives stay out of the aircraft cabin once and for all. I urge my Senator/Representative to co-sponsor the 'Keep Knives Out of Our Skies Act' to place a permanent ban on knives in the passenger cabin. Thank you."

ensure that knives on planes will not be tolerated by:

- signing the White House petition;
- lobbying members of Congress;
- writing letters to the editor of local papers;
- sending postcards and emails to their representatives; and
- taking part in airport leafleting events.

We promoted a bi-partisan letter that was signed by 146 members of Congress urging the TSA Administrator to reverse his decision. At the same time, Congressmen Michael Grimm (R-NY) and Ed Markey (D-MA) introduced the "No Knives Act of 2013", H.R. 1093, which would ensure a permanent ban on knives in the aircraft cabin. Our Government Affairs Committee coordinated over 400 meetings directly with our representatives in

Washington, DC and home district offices. It was a massive undertaking in a short period of time illustrating the need for a mobilization structure in every AFA local at all times.

On March 13, Congressman Markey held a press conference with AFA to pressure the TSA to change position or face congressional action to stop the policy. Flight Attendants from across the industry showed up in uniform, then packed a hearing room where TSA Administrator John Pistole testified that his job was to guard against a catastrophic failure of the aircraft, not against the harm a knife could do to individuals in the cabin. Flight Attendants then fanned out across the Capitol to urge our representatives to sign on to the congressional letter and the No Knives Act. Other representatives supported

Continued on page 6

No Knives Victory *from page 5*

the legislation after talking to line Flight Attendants during their commute to Washington, DC.

We kept the pressure on and, as the April 25th implementation date approached, we assembled a legal team to prepare to file an injunction; we worked with congressional representatives to press for a delay of implementation; and we ramped up passenger leafleting at airports around the country to keep the issue in the media and increase public awareness. One local media report headlined, “Knife Fight Comes to Philadelphia Airport,” credited AFA in making the issue a centerpiece of media attention.

We sent a clear message to Department of Homeland Security Secretary Janet Napolitano that “this is no time to be weakening our security.”

TSA had every intention of moving forward with implementation. They convened the Aviation Safety Advisory Committee (ASAC) to review the rule change and provide comment, attempting to silence concerns about the process for determining the policy change.

AFA took further action to keep knives off planes:

- AFA had a voice inside ASAC where AFA’s Director of Air Safety, Health and Security Chris Witkowski serves as a representative.



AFA International President Veda Shook is interviewed by press on March 21, 2013 during a No Knives leafleting event at DCA.

- AFA initiated a congressional letter to the TSA with bipartisan support.
- On the legal front, AFA worked with nine organizations to file a petition that defined our arguments for an injunction if the policy were implemented by the TSA. The petition demonstrated industry-wide opposition to allowing knives through airport security and contained security and knife expert testimony.

We recommitted our resources to fight for a complete reversal of the policy and redoubled our public pressure with a commercial that played

around the clock in New York’s Times Square, airport picketing and leafleting, targeted press conferences in congressional home districts, an ad in the congressional newspaper ‘Roll Call,’ and continuing letters to the editor in papers throughout the country. The TSA was under pressure from every direction save the knife manufacturers who advertised their products such as the Hummingbird, “the most deadly TSA-compliant knife you can get.”

Our massive campaign of collective action was a resounding success. Flight Attendants raised a unified voice and built a powerful coalition.



Left to right, AFA Legislative Counsel John Morse, Rebecca Marchand, widow of United Flight Attendant Alfred Marchand, and AFA Government Affairs Director Stephen Schembs lobby to keep knives off planes.

Our Partners in the Knife Fight*

- Coalition of Flight Attendant Unions (AFA-CWA, APFA, TWU, IAM, IBT)
- Communications Workers of America (CWA)
- American Federation of Gov’t Employees representing TSA Security Officers
- Federal Law Enforcement Officers Association representing the air marshals and law enforcement across the country
- FlyersRights.org, the nation’s largest organization representing air travelers
- The Coalition of Pilots Associations
- The United Airlines chapter of the Air Line Pilots Association
- The families of Betty Ong, Sara Low and Alfred Marchand
- UNITE-HERE
- Labor Coalition for Community Action
- International Transport Workers’ Federation (ITF)
- Airlines for America, the trade association representing U.S. airlines

* For a complete list, visit NoKnivesOnPlanes.com/supporters

AFA Holds FAA to Higher Safety Standards on New Portable Electronic Devices (PED) Policy

AFA is serving as the expert voice of Flight Attendants on the special Federal Aviation Administration (FAA) committee tasked with recommending ways to safely expand opportunities for passenger use of portable electronic devices (PEDs) in-flight. Late last year, the PED Aviation Rulemaking Committee (ARC), a diverse group of aviation stakeholders, released its final recommendations. While most of these were agreed upon by the ARC, AFA is concerned about some that were not.

The new policy does not provide a deadline for demonstrating aircraft PED tolerance which could extend the process over decades, prolonging the inconsistency of policies across carriers. We are concerned that inconsistent PED use policies increases confusion for travelers and creates friction with cabin crew.

The policy also neglects to prescribe a stowage policy for small PEDs like smart phones and tablets

Take Action For:

#NoCallsOnPlanes
association of flight attendants-cwa, afl-cio

The Federal Communications Commission (FCC) recently announced that it will review and possibly reverse the decades-long ban on the in-flight use of cell phones. Expanded cell phone use will compromise Flight Attendants' ability to maintain order in an emergency, increase cabin noise and tension among passengers, and add unacceptable risk to aviation security.

AFA is working to keep the passenger cabin free from the distraction and noise of cell phone conversations by supporting two bipartisan bills in Congress: the "Prohibiting In-Flight Voice Communications on Mobile Wireless Devices Act of 2013," H.R. 3676, which would prohibit wireless voice calls on commercial flights above 10,000 feet, and the "Commercial Flight Courtesy Act," S. 1811, in the Senate.

during the two most critical phases of flight, takeoff and landing. The FAA's own cabin safety research indicates the likelihood of passengers

losing control of even a light object during turbulence or an emergency landing. AFA and industry need to address these issues clearly as new, expanded PED use policies are phased in.

"AFA is working diligently alongside the FAA and industry to find creative, science-based approaches to ensure compliance with the new operator policies. The FAA must make sure that passenger attention is not diverted from the important safety information provided by cabin crew during pre-flight briefings and unexpected emergencies," said AFA Director of Air Safety, Health and Security Chris Witkowski, "and that risks posed by loose items in the cabin are safely managed during the most critical portions of flight."



AFA members voted to merge with the Communications Workers of America (CWA) a decade ago, strengthening our Flight Attendant union at a time when confidence in aviation was badly shaken by the 9-11 terrorist attacks. The merger has proven to be a wise decision. AFA has continued our legacy of leadership, paving the way for gains in our profession including, most recently, FMLA equal access and OSHA protections for Flight Attendants. We have grown stronger than ever as part of the 700,000-member CWA family, and we remain the authoritative and autonomous voice for Flight Attendants.

In the merger agreement, AFA and CWA clearly stated that the purpose of merging the two unions was to enhance “the job security, bargaining power and economic prosperity of our members while preserving and building upon the proud history of accomplishments of both unions.” The agreement and its execution over the past decade have been unwavering in those objectives.

Decision to Merge

“The decision to merge in 2003 was born of necessity,” said AFA International President Veda Shook. “Our industry was in a tail-spin of bankruptcies, most notably United and US Airways, and our members were facing massive furloughs,” said AFA International President Veda Shook. “With our contracts under attack, we ramped up our work in all areas, and our members’ needs were greater than ever. We were committed to providing them with the strongest possible support and continued excellent service. After a thorough vetting of potential merger partners, the choice couldn’t have been clearer.”

In 2003, the AFA Board of Directors (BOD) adopted an agenda item approving a merger agreement with CWA and in a member referendum later that year, it was approved. The terms of the merger agreement preserved AFA’s Constitution and Bylaws, identity and structure, as well as jurisdiction over our collective bargaining rights and organizing campaigns. Joining forces with CWA increased our power, gave stability to our union at one of the most critical times in our history, and provided the structure and resources that allowed us to navigate the challenges of airline bankruptcies and restructurings, and to rebuild our profession in the aftermath.

Beyond the motivation to strengthen our union, AFA and CWA would also come together around a common culture and shared values, creating synergies that would benefit the entire CWA family.

The first members of CWA were early 20th century telephone operators, a predominantly female profession. The evolution of our union cultures took parallel paths, as both AFA and CWA have been among the most vocal and progressive unions in advancing equality, unlike the patriarchal culture that many unions have taken decades to overcome. AFA and CWA were a natural fit.

When Flight Attendants first organized in 1945, it was as a division of the Air Line Pilots Association



At the 2003 AFA Board of Directors meeting, red CWA t-shirts signal members' support for

Ten Year Partner

(ALPA). In 1973, we were granted an independent charter from the AFL-CIO and broke from the pilots’ union to form the Association of Flight Attendants. Over the next three decades, AFA achieved equal pay for female Flight Attendants; an end to the no-pregnancy rule and weight requirements; a ban on smoking in the cabin; whistleblower protections; and Flight Attendant certification. But after September 11, 2001, dramatic changes in the industry called for a new path forward.

To view the full AFA-CWA Merger Agreement, visit cb.afa-bod.org.



the merger with CWA.

(SIF), AFA was able to launch a nationwide campaign to focus public attention and political scrutiny on management's deceptive tactics and, despite the bankruptcy court's endorsement of management's broken promise, the campaign succeeded in maintaining affordable rates and dramatically reducing cuts to retiree health care.

CWA has been behind us 100 percent in our successful efforts to keep knives off planes, gain equal access to FMLA for Flight Attendants and TSA's Known Crewmember alternate screening program, getting a former AFA president confirmed as a member of the National Mediation Board, recognizing our role as first responders and aviation's last line of defense, in winning a 20-year battle for OSHA standards in the cabin, and staffing and funding organizing efforts.

CWA's extensive resources help us attain our Flight Attendant-specific goals and also facilitate our involvement in the broader issues that directly impact AFA members. The CWA Research Department provides valuable data, tracks important trends and legislation, and provides educational support on issues relevant to working families such as the Affordable Care Act.

From making office space available to our AFA Local Councils to standing with Flight Attendants on the picket line, the ways that AFA and CWA have benefited from the merger are innumerable. This merger also enables us to maintain "AFA's full autonomy as an independent labor organization with full control over its funds, assets and policies." We multiply our power while preserving our unique Flight Attendant union identity to pursue our goals through our democratic Flight Attendant representation structure.

Partnership with CWA

Stronger Together

From the first days of the AFA-CWA merger, CWA helped us take on our most difficult challenges. In 2003, United Airlines was in bankruptcy and 2,500 Flight Attendants had taken early retirement in order to maintain affordable, comprehensive health care benefits. Within six months of the agreement, management announced plans to renege on its promise and use the bankruptcy court to cut retiree health care benefits and radically raise out-of-pocket costs. With backing from the CWA Defense Fund, now the Strategic Industry Fund



Pilots Get New Science-Based Flight, Duty and Rest Regulations

The Federal Aviation Administration (FAA) has been considering changes to the pilot flight, duty and rest regulations since 1992 as a way of enhancing safety and combating pilot fatigue. But those efforts were stymied by airline lobbyists who cited a lack of safety data.

Then, in February 2009, the crash of Colgan Air Flight 3407, which killed all 49 people on board and one on the ground, was attributed in part to pilot fatigue and training. The families of the Colgan victims advocated relentlessly, renewing concerns among U.S. regulators. This, in addition to pressure from Congress and international aviation regulators who have developed science-based flight, duty and rest standards, prompted the FAA administrator to address pilot fatigue.

This January 2014, the new pilot Federal Aviation Regulations (FARs), 14 CFR Part 117, went into effect. They incorporate the latest fatigue science to set different requirements for pilot flight time, duty period and rest based on:

- time of day pilots begin their first flight,
- number of scheduled flight segments,
- number of time zones crossed, and
- 10 hour minimum rest period.

These new regulations signal a significant paradigm shift away from the previous pilot duty and rest requirements that have been in place since the mid-1960s.

The regulation also allows an airline to develop an alternative approach for mitigating pilot fatigue, as long as it is based on scientific data that is validated and continuously monitored by the FAA. This means that pilots could negotiate with management to develop alternate duty and rest schemes that are based on data and subject to FAA approval.

Horizon Air is the only AFA carrier to fully regulate Flight Attendants under Part 117. At other AFA carriers, we have some contractual language that allows “me-too” clauses with the pilots so they might see parts of the new regulation but not the entire regulation. We will continue to watch how these new regulations affect Flight Attendant work rules as well as safety and health.

In contrast, the Flight Attendant duty and rest regulation was established in the mid-1990s. It is based on scheduled versus actual flying and does not take into account any

of the science such as time zones or the likelihood of an individual being able to sleep under different circumstances.

The FAA’s own research report in 2007, and six other follow-on reports, concluded that Flight Attendants are “experiencing fatigue and tiredness and as such, [it] is a salient issue warranting further evaluation.” AFA supports a science-based approach to rest and duty time for Flight Attendants -- regulation that meets the needs of our airlines, taking into account our unique duties as first responders.

Pilots Rules

Maximum Flight Duty Period Limits for Unaugmented Operations*

Scheduled Time of Start (Acclimated Time)	Maximum Flight Duty Period (Hrs) for Lineholders Based on # of Flight Segments						
	1	2	3	4	5	6	7+
0000-0359	9	9	9	9	9	9	9
0400-0459	10	10	10	10	9	9	9
0500-0559	12	12	12	12	11.5	11	10.5
0600-0659	13	13	12	12	11.5	11	10.5
0700-1159	14	14	13	13	12.5	12	11.5

*Unaugmented operations are flights in which no reserve flightcrew is required.

Max. Flight Time Limits

Time of Report (Acclimated)	Max Flight Time (hrs)
0000-0459	8
0500-1959	9
2000-2359	8

Flight Attendants Rules

Scheduled Duty Period	Min. Rest Period	Reduced Rest Period	Rest Period Following Reduced Rest (Must Begin Within 24 Hrs of Start of Reduced Rest Period)	# of FAs
14 hrs or less	9 hrs	8 hrs	10 hrs	Min
14 - 16 hrs	12 hrs	10 hrs	14 hrs	Min + 1
16 - 18 hrs	12 hrs	10 hrs	14 hrs	Min + 2
*18 - 20 hrs	12 hrs	10 hrs	14 hrs	Min + 3

*Applies only to duty periods with one or more flights that land or take off outside the 48 contiguous states and the District of Columbia.

AFA Members Partner in CWA Political Movement



AFA activists lobby against the TPP in Washington, DC

AFA members attended the intensive two-day ACWA Political Legislative Leadership Boot Camp in Houston, February 10-11, 2014, as part of a training series to integrate AFA members as partners in the CWA political movement. The Boot Camp is designed to instill and strengthen the skills of political activists at the local, district and state levels in the framework of building a movement for economic and social justice, expanding our collective vision for a better future for working families. AFA members were joined at the training by U.S. Representatives Gene Green and Sheila Jackson Lee, State Senator John Whitmire and State Representative Sylvester Turner, among other political leaders from Texas.

Honoring the Heroes of Flight 93

On the eve of the 12th year marking the tragic events of September 11, 2001, AFA went to Capitol Hill to request that members of Congress make voluntary personal contributions toward funding the Flight 93 National Memorial Tower of Voices and educational programs. AFA members were joined by fellow members of the Flight Attendant Union Coalition, representing nearly 100,000 Flight Attendants at carriers nationwide.

In 2002, Congress authorized the creation of a national memorial in Shanksville, Pennsylvania, as part of the National Park System, to honor the crewmembers and passengers of Flight 93 who, on September 11, 2001, gave their lives to prevent an attack on the United States Capitol. This national memorial, marking the final resting place of the 40 heroes of Flight 93, is a permanent tribute to those aboard whose incredible acts of bravery saved countless lives at the cost of their own. It is the only national park commemorating the 9/11 events.



Intl. President Veda Shook with AFA Government Affairs activists Angie Wells, Continental; Richard Leit, PSA; Mary Oswald, American Eagle; Ingrid Vazquez, Continental; Eric McCulley, AirTran; and Deborah Drinnon, PSA.

US Airways Flight Attendants Preserve Bargaining Rights

AFA and APFA Link Arms to Negotiate Single Contract at New American

The US Airways/American merger is a positive story in the public eye – but without the persistence of our union it could have been disastrous for our collective bargaining rights. To accomplish this merger, CEO Doug Parker made deals during bankruptcy with the unions representing American employees at a time when they faced steep cuts. It was a smart move by Parker to gain entrance to the Creditors Committee through the unions and the American Flight Attendants fared far better through this agreement that took effect at merger close than they would have with American management in bankruptcy. But, it also meant defining the bargaining process at the New American without the input of US



Airways Flight Attendants. If the deal had stood, it could have thrown out 65 years of bargaining and one

of the legacy AFA contracts that built our careers.

US Airways Flight Attendants mobilized, improved their position through a new contract and united to share an inspiring message of working together to utilize the leverage of the two unions to get management to agree to a different bargaining process. We reached agreement with the Association of Professional Flight Attendants (APFA) in December 2013. Together our two Flight Attendant unions approached management to negotiate an alternate, expedited bargaining process. Management agreed to a new protocol for an expedited negotiations process with standards for overall improvements. This will lift industry standards and help all AFA members. AFA will be equal partners in negotiations and will continue to enforce the contract for US Airways Flight Attendants until the new joint contract is implemented and for a period of time after to resolve outstanding grievances. We saved the contract, protected seniority and preserved collective bargaining, but these protections and unity of purpose also mean

The merger between US Airways/American Airlines directly affects AFA members at additional carriers within the combined network. Between the wholly-owned carriers of American Eagle, Piedmont and PSA, to Mesa Airlines and Air Wisconsin who also operate Express flights, the reality is that as the airline industry consolidates, the impact will be felt throughout our union.

AFA International President Veda Shook called a meeting of MEC officers from US Airways, American Eagle, Mesa, Piedmont and PSA Airlines met in Washington, DC in late January to share information and coordinate on issues. Earlier this year, Mesa renewed its Express agreement with US Airways; however, Air Wisconsin's contract is set to expire in 2015 and American Airlines has provided no fleet plans to date. Piedmont Flight Attendants reached a tentative agreement with management in March 2014, creating a foundation for opportunities at the new American. Piedmont AFA members have until April 9 to cast their votes.

American Eagle, a profitable subsidiary of American Airlines before being drug through the bankruptcy process, shuttered two bases and outsourced a considerable amount of regional flying to non-owned carriers despite concessions by Flight Attendants. A contentious tentative agreement with the Pilots, currently out for ratification, could help to ensure future flying for AMR Corporation's wholly owned subsidiary which carries nearly 20 million passengers a year for American Airlines.

While a long-term decision on wholly-owned and contract flying is not expected for nearly a year, AFA will continue to monitor the merger and press management to honor their promises of good jobs.

a big change for AFA members. US Airways Flight Attendants will ultimately become APFA members as part of the AFA/APFA Agreement on Bargaining and Representation ratified by AFA US Airways members on February 28, 2014, by 97 percent of members who voted.

Our union's first priority is to unite all Flight Attendants in order to increase our power to negotiate better pay, benefits and working conditions. There is no doubt that this agreement with APFA will do just that. And, it provides a strong foundation for solidarity that will make a real difference for our future, not just for those working at American, but for all of us.

Bankruptcies are an obvious challenge, whereas the challenges in mergers are often masked with the promise of great opportunity. Airline mergers are producing billions of dollars in synergies and revenue. Part of those profits is rightfully ours, but management remains focused on keeping labor costs low. Their hope is that we will weaken our resolve to stand up for our share of the benefits we have helped create. If we have learned anything during the recent all-out assault on our careers, the lost decade of bankruptcies and concessions, this lesson is clear: when it comes to standing up for what we know is right, we can never let up.

The US Airways Flight Attendants are tenacious; they understand never giving up. Over 65 years in our union, they have been a major part of shaping our careers and recruiting other Flight Attendants to AFA, building our collective power to address the issues that matter to Flight Attendants. US Airways AFA members have served in every office of our union. They stuck with AFA through multiple bankruptcies, numerous horrific accidents, and the depths of deregulation. Through seven mergers they helped set the industry's gold standard for seniority integration, utilizing a date-of-hire process for each of those mergers. Their insistence on recognizing the

years of service Flight Attendants bring to any corporate transaction has, time and again, denied a common union-busting tactic: disparate treatment to divide us. These AFA members led by example and our union ultimately set policy that ensures AFA members maintain years of service in a seniority integration between AFA-represented Flight Attendants. And, in this merger with American, AFA secured a Seniority Protocol Agreement with APFA that mirrors the AFA merger policy – integrating the lists according to the seniority Flight Attendants brought with them to the merger.

We are all stronger and our careers are better because of the contributions of US Airways AFA

members. They have stood strong with us and our union stood with them in this merger. US Airways Flight Attendants will bring their experience as AFA members to the American Airlines Flight Attendants, ensuring the close cooperation of our two Flight Attendant unions for the advancement of our profession.

The complexities created by the merger of US Airways and American Airlines are many, but every step of the way, AFA has made the best interests of Flight Attendants our bottom line. US Airways Flight Attendants are full participants in the merger. They are moving forward in solidarity at the New American, and this puts all AFA members in a better position going forward.



CWA Unveils New Movement Building App

When news breaks, you want to know about it, and know what's coming next.

With CWA's Movement Builder app you'll receive information directly on your phone.

The app will be available from the iTunes and Google Play stores sometime in May.

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- Get news in real time.
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AFA Scholarships Support Promising Futures



Adam Abraham.

In addition to volunteering as a Little League umpire, Adam is a volunteer announcer for the local football team. He was a founding member at his high school of the Student Broadcast Foundation, which engages students in sports journalism and broadcasting for school teams and clubs, and he has helped establish similar programs in other schools. Adam is pursuing a degree in broadcast and cinematic arts at Central Michigan University.

Megan Gentes

Megan Gentes is pursuing her interest in environmental protection and renewable energy at the University of California, Berkeley, with a degree in chemical engineering and plans for a graduate degree. “I had a great math teacher in seventh grade. I fell in love with math

and always knew I wanted to do something like engineering. I want to explore everything college has to offer,” Megan said in anticipation of her college experience. And, like her parents, Megan wants to travel.

Both San Francisco-based United Flight Attendants, Megan’s parents met on a layover in London. “Megan worked really hard to get into a good college and a good program,” said her mother, Susan Gentes, who has been flying for United since 1984. “We are incredibly grateful. This will be a huge help.”

Each year, AFA-CWA awards scholarships to two college-bound members of our union or their immediate family members; one for \$2,500 and one for \$1,000. The winners’ names are drawn at random at the AFA-CWA Board of Directors meeting.

The AFA-CWA Scholarship Fund provides financial assistance to dependents of active AFA-CWA members who will be attending college or university. The application form, as well as information about additional scholarships available to AFA-CWA members can be found at www.afacwa.org/scholarships. In 2013, AFA-CWA awarded scholarships to two promising college-bound students.

Adam Abraham

As a high school student, Adam Abraham had already left a mark on his community. His work ethic and spirit of volunteerism reflect his union roots: Adam’s mother, Barbara Abraham, has been a Spirit Airlines Flight Attendant and active member of AFA for 15 years, and his father is a Carpenters union member. Adam received an AFA-CWA scholarship for \$2,500 in 2013.

“I’m passionate about the union,” said Barbara Abraham. “Almost every good job here in Michigan has the union behind it.”



Megan Gentes with her mother, United Flight Attendant Susan Gentes.



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Honoring Our Roots with 'Founders' Day'

Earlier this year, the 41st Board of Directors moved to formally recognize the history of our union by establishing AFA Founders' Day to honor our union's founding members and to recognize the important role of our active retirees. Retired AFA members were recognized with gold AFA pins on the first AFA Founders Day on October 1st, 2013.

Union Founders' Day, celebrated on October 1, is also the birthday of one of our union's founding members Ede Lauterbach who passed away February 4, 2013. A United Flight Attendant for more than four decades until her retirement in 1986, Ede witnessed the evolution of our profession from 'sky girl' to first responder. She was the last survivor of AFA's founding members and helped create the Retiree Association of Flight Attendants-CWA (RAFA).



Ede Lauterbach, one of AFA's founding members

RAFA unites retired members to advocate for retiree and pre-retiree needs. With over 1,000 members, RAFA organizes and participates in legislative, educational, civic, social, economic and community activities to advance and enhance the interests of AFA retirees.



Members of RAFA, joined by current AFA members and leaders,

helped plan the 2013 Flight Attendant Celebration Day at the San Francisco International Airport (SFO) Museum. The event honored the history of Flight Attendants with talks, short subject films and commemorations. Featured speakers included AFA-CWA International Vice President Sara Nelson and retired, long-time AFA International President Pat Friend. The museum displayed the exhibit, "United We Stand: Female Flight Attendant Uniforms of United Airlines" at the same time.

For more information, visit rafa-cwa.org.



The United Airlines Historical Foundation (UAHF) also participated in the event. Pictured from left to right: Dante Harris, United Council 12 President (LAX); Chris Black, United Council 11 President (SFO); Sara Nelson, AFA International Vice President; Georgia Nielsen, AFA International Historian; Pat Friend, President AFA-CWA emerita; Stan Kiino, United Council 11 Representative (SFO); Sharon Benjamin Caldwell, United Council 11 Secretary (SFO); and John Hill, Assistant Director, Aviation, SFO Museum.

"In 1945, five brave stewardesses working for United Airlines formed the first union for Airline Stewardesses. Ada Brown Greenfield, Frances Hall, Edith Lauterbach, Sally Thometz and Sally Watt Keenan named their union the Air Line Stewardess Association (ALSA). This was the beginning of our union, the Association of Flight Attendants-CWA. The foundation they laid has allowed us to build the profession we now call Flight Attendant.

In honor of our founders, October 1st is the official AFA-CWA Founders' Day in which we will pause around the world to remember our founding mothers and reflect upon their contributions to our profession." - AFA-CWA Constitution & Bylaws, Section I.R.



Retiree pin