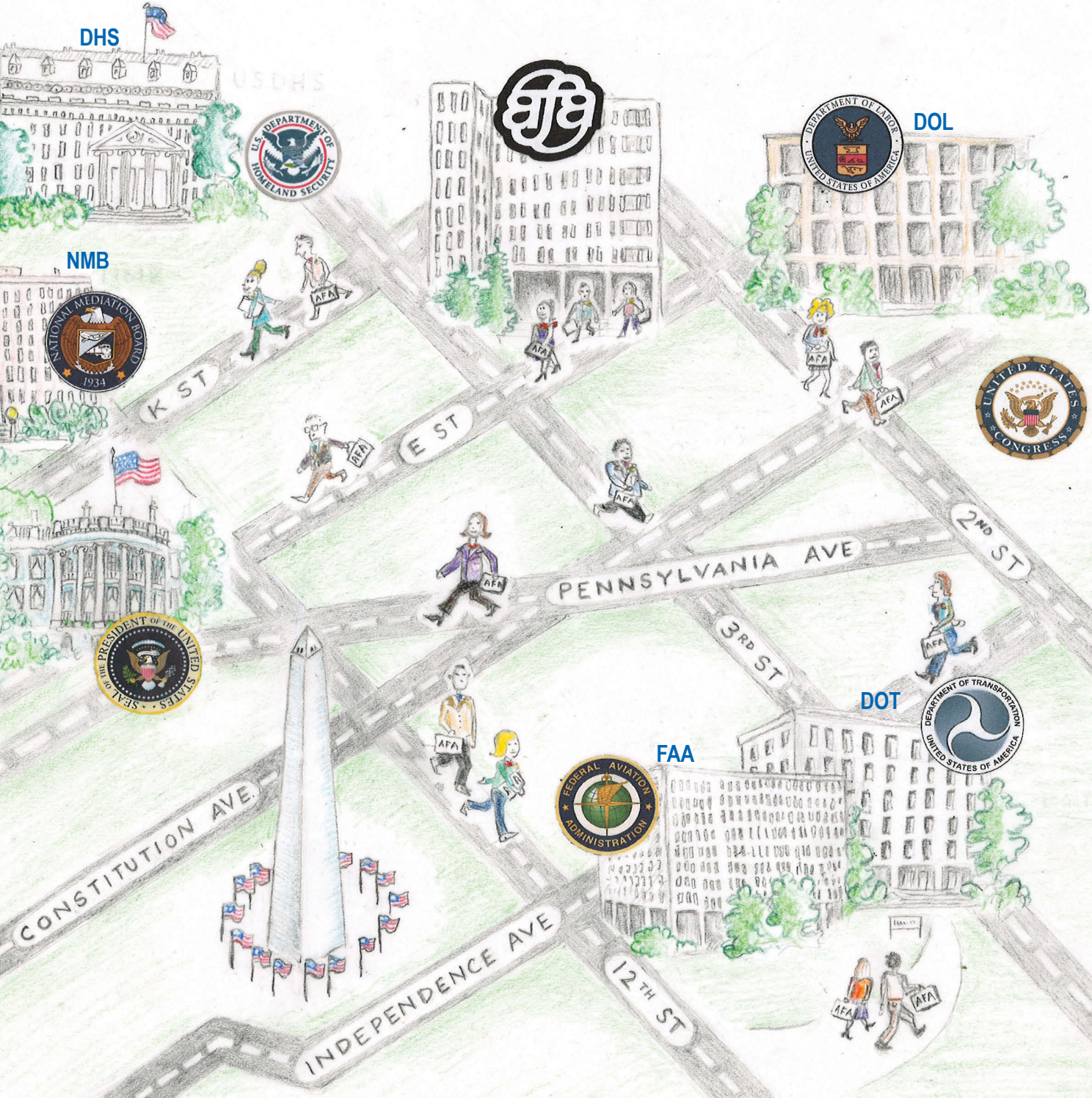


AFA Flightlog

Association of Flight Attendants-CWA, AFL-CIO

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Flightlog

Association of Flight Attendants-CWA, AFL-CIO

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Flight Attendants Gain Inclusion in Known Crewmember

On July 23, 2012, after numerous face-to-face meetings between AFA and the Transportation Security Administration (TSA), as well as AFA testimonies before Congress, the TSA announced that Flight Attendants will be included in Known Crewmember (KCM), an alternate screening program that utilizes real-time security clearance for aviation's most trusted travelers – crewmembers.

This was possible because the Obama Administration values workers' rights. As an agency of the Department of Homeland Security (DHS), TSA priorities are guided by DHS Secretary Janet Napolitano, who is appointed by the president. On March 21, AFA International President Veda Shook met directly with Secretary Napolitano to discuss aviation security issues, including KCM. By gaining access to KCM, we are reaping the benefits of having elected a Flight Attendant-friendly president to the White House.

As first responders, Flight Attendants hold a primary stake in aviation security and AFA continues to support 100 percent screening of all individuals who have access to our airplanes. We are the last line of defense in aviation security and we approach our role within the safety network with the utmost seriousness.

The leading advocate for Flight Attendant inclusion since the program was first conceived, AFA left no stone unturned. We worked in partnership with the TSA and we commend their commitment to risk-based security screening. After delivering multiple testimonies to congressional committees and participating in many meetings with high level government officials, AFA succeeded in making the case that Flight Attendants should be included in KCM, as the testing phase was completed. In their unwavering support for Flight Attendants, Congressional Representatives Sheila Jackson Lee (D-TX), and Bennie Thompson (D-MS) and Senator Mary Landrieu (D-LA) were champions of this issue. We will not forget their support at the polls in November.

Our partnership with the TSA continues as we work together to ensure the success of this program. We are also working with our airlines to press for inclusion of Flight Attendants into KCM databases by year's end, when the program is expected to be introduced at more than 30 airports.

Our shared goal with our allies in industry and government is to take a risk-based approach to security in our nation's aviation system. This success was a product of working closely with ALPA, our counterpart union in the cockpit at many of our carriers, and with the Flight Attendant Coalition.

KCM recognizes our role as first responders and allows us to report to work with greater ease. Many of us are working longer hours and thousands of us commute to work by plane. Our lives will be improved by the time saved each time we pass through a KCM airport. KCM will not only help to end the need to cut to the front of the security line to reach our planes on time, it will allow the TSA to provide better service and will benefit our passengers.

AFA is fully committed to providing each and every Flight Attendant with the tools and information necessary to ensure the success of this program and the integrity of our nation's aviation security network.

KNOWN CREWMEMBER

Security Screening for All Crewmembers

For more information, visit:
www.afacwa.org and click on
 "Known Crewmember" on the left.

From Your International Officers



L to R: AFA International Officers Kevin Creighan, Veda Shook and Sara Nelson.

Veda M. Shook
AFA-CWA International President

Sara Nelson
AFA-CWA International Vice President

Kevin P. Creighan
AFA-CWA International Secretary-Treasurer

This issue of *Flightlog* is dedicated to the upcoming November 2012 elections and its impact on issues that directly affect our Flight Attendant profession. The issue also contains updates on bargaining and other initiatives in our union as this election will affect everything we do to defend and advance our careers.

The AFA Legislative Policy Committee reports on key House and Senate races and spells out the positions of the two presidential candidates insofar as they affect our lives as Flight Attendants. We also address the voter suppression tactics that threaten voting rights in states throughout the country, along with instructions on how to make sure that you are able to exercise your right to vote in these all-important elections.

In a climate where airlines have become global commodities; where outsourcing is the new economic norm for airline service work; and where consolidation has reshaped our industry, our unions and our right to vote are all that stand between returning our profession to the days of age and weight limits.

To remain competitive in the global economy, our country needs leaders willing to invest in our infrastructure and to protect American jobs from outsourcing. Conversely, we cannot elect leaders willing to let corporations dismantle contracts through bankruptcy to concentrate profits for the 1% and strip employee benefits, at a time when worker productivity is skyrocketing. The choice is clear for working families.

This November, American voters will again choose between two disparate approaches to policy-making: a progressive, pro-worker agenda that strengthens the middle class and rejuvenates our industry and profession, or the aggressive, ideology designed to line the pockets of the 1%, furthering the all-out assault on the middle class, attacking workers' rights to organize, join unions and collectively bargain.

These contrasting approaches amplify the importance of a fundamental role of the President of the United States: appointing the cabinet officials who will lead government agencies and departments. The Federal Aviation Administration, the Transportation Security Administration, the National Mediation Board, and the Departments of Labor, Transportation and Homeland Security decide many aspects of our profession that define our daily work lives. For example, the inclusion of Flight Attendants in Known Crewmember (KCM) is the direct result of our work with these officials, and with key Members of Congress (see article on page 2).

These and many factors were taken into careful consideration when the 2012 AFA Board of Directors endorsed Barack Obama for a second term as President of the United States. It was a decision based exclusively on the future of our profession—a future that must recognize our work as first responders and safety professionals in a strong and vibrant aviation system. AFA is committed to a political agenda that transcends party lines, always seeking to support candidates who support the Flight Attendant profession, aviation security and labor.

We respect your right to discuss and form independent opinions on the candidates: it is what keeps the democratic process alive. Through that process we identify our differences as well as our common ground. In the interest of our collective future as Flight Attendants, our common ground is where our power lies. We must elect an administration that supports our profession, our industry and the middle class.

Above all else, we urge you to make sure you are registered to vote, especially those of you in states where the rules have changed. The future of our jobs, our industry and the American middle class depends on your vote this November.

Strong Unions Make a Strong Middle Class

The American middle class is under attack. Anti-labor politicians are pushing legislation to curb, or entirely eliminate, collective bargaining rights for working women and men. This attack on workers ignores one simple fact: Unions are a major force in building and sustaining the American middle class.

After the Great Depression, as union membership grew, real family incomes doubled. As workers' productivity increased, wages increased proportionately. However, union membership began to decline in the late 1970s. In 1981, when President Ronald Reagan fired the air traffic controllers who were striking for better wages and working conditions, Corporate America was handed a *carte blanche* to union bust. This resulting shift in government policies snowballed into the all-out attack on workers' rights and erosion of the middle class that we are up against today.

Organized labor has an essential role in our economy: to provide the checks and balances that maintain fairness, equality, social justice, dignity and respect for the rights of workers, including the right to freely choose union representation. By making our voices heard, we can challenge the corporate agenda of the 1% and begin to benefit from the prosperity that we create with our work.

The shift in bargaining power away from workers and towards management executives is the direct result of a corporate agenda that promotes

As union membership decreases, middle class income shrinks



union busting and restricts a worker's right to organize and bargain for a better life. As union membership has declined, so has income equality for middle class families.

Over the past four years, while working people and our unions have been under attack, the Obama administration has taken some progressive steps in defense of workers' rights. For example, in an effort to provide fairness for workers, President Obama appointed Linda Puchala to the National Mediation Board (NMB). This more worker-friendly NMB changed its election manual to correct an undemocratic election rule. What followed was a vicious response by industry-backed legislators that made it more difficult for an election to even take place. We

must remain vigilant and engaged in always defending our rights.

The NMB has also helped to protect our contracts. AFA challenged management and convinced the NMB that the Pinnacle/Mesaba/Colgan merger resulted in a single carrier for purposes of Flight Attendant representation. This resulted in a union representation election and, on July 16, 2012, the merged Pinnacle, Mesaba and Colgan Flight Attendants elected AFA as their union. Management was not able to define away our representation rights.

On November 6, make sure the candidate you choose will support your right to have a voice at work and bargain for a strong future. This is the way to support a strong American middle class.



**Denise Belanger,
Alaska-SEA**

***"Voting is not
only a privilege,
but essential for
maintaining our
democracy."***

EDITORIAL



What's At Stake? Connecting the Dots.

By US Airways Flight Attendant Alin Boswell, AFA Legislative Policy Committee Chair

Every election cycle there seems to be a common mantra such as, "This is the most important election of our lifetime!" Don't get me wrong, every election is important and there is more at stake in a presidential election than deciding who will reside at 1600 Pennsylvania Avenue for the next four years. Much like tossing a rock in a pond, the ripple effect of your decision in this election will reverberate across Washington and the nation for years to come.

When you drive around Washington, DC you quickly realize that hundreds of staffing decisions are made by the president in numerous agencies that have direct consequences in our every day life. From the White House, it is a stone's throw to the Department of Labor (DOL), the Federal Aviation Administration (FAA), the Department of Transportation (DOT) and the National Mediation Board (NMB), which all have a direct impact on our careers in the airline industry. Without the oversight of the NMB, we have no bargaining rights; the DOL governs how employers treat employees; and the work of the FAA and DOT directly affect our working conditions so we return safely to our families. The work of these agencies reflects the appointments made by the president. We must never forget that the decisions we and our families make at the ballot box in November affect our workplace, including our compensation.

So why is it that I sometimes hear from my flying partners on the jump-seat, "My vote doesn't count"? Thanks to the Electoral College, AFA has many members in key battleground states who will ultimately decide this election. In the winner-take-all approach to the Electoral College, second place garners you nothing. Each state has a predetermined number of electoral votes and the magic number to win is 270. Whichever candidate secures the most votes in any

given state secures those electoral votes. Second place gets nothing. Not voting, to me, has never been an option.

In the past decade, we have been affected by many decisions of previous administrations and Congress that have turned the clock back by years on our collective bargaining. These include changes to the bankruptcy code that favor employers and lack of OSHA protections. They also include a three-and-a-half year uphill battle for Family and Medical Leave coverage that this president signed into law. We all know that nothing comes easily when dealing with Washington. AFA's legislative goals can only continue to be achieved when we have members of Congress and a president who share our common vision of building a stronger middle class and putting working families first, not corporations.

My other favorite statement is "But I am a Republican!" Do you vote for a candidate even when their policies are in conflict with your best economic interest? I am neither a Republican nor a Democrat: I vote for the candidates who will best represent my interests, my views and my priorities in Washington. Just because AFA is a labor union does not mean we are limited to supporting members of a single party. AFA works across party lines to achieve many of our critical legislative goals.

For the last couple of years, our industry has been improving economically but many of us still have yet to fully benefit from that success. Our companies continue a "race to the bottom" philosophy when it comes to wages, benefits and work rules. How many times have we all heard our pay rates must be in line with the "industry standard"? Is there an industry standard for CEO pay?

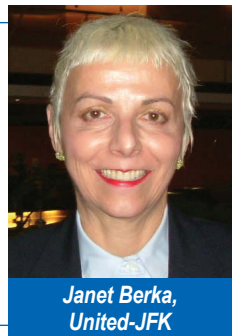
In simple terms, what our CEOs and some leaders in Congress are saying is that our work is not worthy of better compensation and we shouldn't

expect anything better than what we have because of lax bankruptcy rules and weakened labor laws. Without the support of members of Congress, these rules will be slow to change and could worsen. It is time to elect representatives who are committed to putting working families first and to rebuilding the middle class.

Lasting change can be slow in coming. With an economy moving in the right direction and an industry that has stabilized but is still on shaky ground, the trajectory of our careers may well be decided on November 6th. The ripple effect of this election will be felt across Washington and reverberate in the boardrooms of every US industry, including aviation. From the White House to Congress, from your airline to your home, your choices this November are important and have consequences. You have a decision to make: Will you toss that proverbial rock in the pond this election?

As always, your vote is a personal choice with many factors to consider. Remember that every vote counts in an election and party lines may not always be in our best interest. If you are not already registered to vote, take the time now to register and be sure to cast your vote either in person or by absentee ballot. Whatever the requirements for your state, county or city, make sure you are registered and your vote is counted.

"We can make a difference by getting out to vote. Even one vote can make changes! Express yourself!"



Janet Berka,
United-JFK

AFA Endorses Candidates Who Support Flight Attendants

These candidates for the House of Representatives, three challengers and one former Representative, have been endorsed by the AFA Political/Legislative Policy Committee based upon their record and answers to our AFA Congressional Candidate Questionnaire. If you live in one of the districts they seek to represent, we hope that you will give your full support to these Flight Attendant-friendly candidates.

Tammy Duckworth (D)
Candidate for Illinois 8th
Congressional District
www.tammyduckworth.com



In 2005, Tammy was piloting an Army Black Hawk helicopter that was shot down by insurgents in Iraq. She ended up

losing both of her legs, partial use of her arm and is lucky to be alive.

Following surgery, Tammy bravely recuperated at Walter Reed Army Medical Center and subsequently returned home to suburban Chicago. With the encouragement of Senator Dick Durbin (D-IL) and many others, she came back to run for Congress – to stand up against an agenda that she knew firsthand was taking our country in the wrong direction. AFA stood with Tammy during that race and we continue to support her because of her longstanding support of Flight Attendants.

Tammy lost that race by fewer than 5,000 votes, but never stopped fighting. She continued to serve in the National Guard, became Illinois' Director of Veterans' Affairs and, in 2009, President Obama appointed her Assistant Secretary of the Department of Veterans' Affairs. She never let her injuries hold her back – she's completed three marathons and even regained her pilot's license last year.

Like so many of us, Tammy was dismayed by the unacceptable behavior of Tea Party leader Joe Walsh, her opponent in the general election. Walsh has not supported a single Flight Attendant issue, having specifically diminished the role of Flight Attendants in congressional testimony. We need members of Congress who understand the importance of Flight Attendants and our critical role in protecting the safety and health of millions of passengers every year.

Dina Titus (D)
Candidate for Nevada 3rd
Congressional District
www.dinatitus.com

As a first term member of the 111th Congress in Nevada's 3rd District, Rep. Dina Titus wasted no time in proving that she is a Flight Attendant ally. In her role as a member of the Transportation and Infrastructure Committee, the Education and Labor Committee, and the Homeland Security Committee,

she was a strong advocate for Flight Attendants.

Representative Titus stood with us to achieve equal access to FMLA and she voted against taxation of



union-negotiated health care benefits. She took a strong stand when she signed on to a letter to the National Mediation Board (NMB) to revise the

biased voting procedures that govern representation elections in the airline industry. She also supports legislative efforts to prevent the outsourcing of our jobs.

Representative Titus advocated for swift passage of the TSA Authorization Act and the need for increased Flight Attendant security training saying, "Flight Attendants are the only working group in the cabin aboard every commercial flight. They are literally on the front lines. They are an integral part of air security." She called security training "an important step in ensuring our skies are as secure as they can be."

Dina Titus is looking to regain her position as a member of the 113th Congress where she will continue to fight for worker and Flight Attendant issues.

Denny Heck (D)
Candidate for Washington District #10
www.dennyheckforcongress.com

Denny Heck is uniquely qualified to be the first member of Congress from Washington's 10th congressional district. He is one of the few candidates for Congress with experience in the public, private and non-profit sectors.

Denny served in the Washington



Linda M. Ulanski,
 United-DCA

"Today, the survival of the Middle Class and all of labor's victories over the past 200-plus years depend on exercising our right to vote.

Ours is a government of the people, by the people and for the people; not of, by and for the corporation."

Continued on page 7

Candidate Checklist

As November 6 approaches, Americans are increasingly inundated with campaign ads on TV, radio, Internet, email, snail mail, etc. We can all thank the Supreme Court for their 2010 decision, *Citizens United vs. Federal Election Commission* (558 U.S. 50), which allows corporations to spend unlimited resources to persuade the voting public in support of a candidate or issues.

To filter out the noise and find out if a candidate supports the issues important to our Flight Attendant profession, we've prepared a checklist of additional issues you may want to consider when deciding upon a candidate. Take a few minutes to see what

your candidate has to say about these issues.

Workers' Rights

- What are their views on the right to join a union?
- Do they believe workers should have a voice and the rights on the job that union membership affords them?
- Would they vote for the Employee Free Choice Act and similar legislation that encourages democratic voting for union representation?

Safety and Health of Workers

- Do they believe safety and health should be regulated by the proper agency to ensure

workers are protected or do they think this should be left up to corporations and the protections in regulations eliminated?

- Do they believe OSHA is essential for worker safety or does OSHA interfere with an employer's profit?

Employment

- What is their stance on outsourcing and offshoring?
- Do they believe we should protect U.S. aviation by excluding foreign carriers from competing for routes in the U.S. and restricting foreign ownership of U.S. airlines?

AFA Endorses *from page 6*

State House of Representatives for nearly a decade and was chosen to serve as Majority Leader before retiring in 1986. After his time in the legislature, Denny served as Chief



of Staff to Governor Booth Gardner during his second term. A strong advocate of open government he co-founded TVW, Washington

State's version of C-Span in order to increase government accountability and transparency. Denny Heck has spent the last decade in the real world growing businesses and creating jobs.

Mark Takano (D)
Candidate for California 41st Congressional District
www.marktakano.com

Mark Takano is running to represent Riverside County in the U.S. Congress. As the next Congressman

from California's District 41, Mark will draw upon his experiences as a teacher and local leader to bring economic growth,



new jobs, cleaner air and better educational opportunities home to Riverside County.

A member of the California

Teachers Association since 1987, Mark was first elected to the Riverside Community College District Board of Trustees with the endorsement of the Central Labor Council of Riverside and San Bernardino Counties, AFL-CIO, in 1990. During his tenure on the board, he has been a strong advocate for frontline union members.

"As we continue to improve our air system, we must seek to improve the working conditions for our Flight Attendants. We can help our Flight Attendants respond to security threats by providing them appropriate tools, information, and skills to respond to

the changing threats of our skies," said Takano.

Born and raised in Riverside, CA, Mark graduated from La Sierra High School as the school's valedictorian. He then attended Harvard College, received his bachelor's degree in government, and returned home to obtain his secondary teaching credential at the University of California at Riverside. Today, he works to improve the lives of young people as a teacher at Rialto High School.

"It is important to vote because the people we elect stand up for our rights to better pay, benefits, labor protections and work environment."



Maximo Collazo,
American Eagle-JFK

Electing a Congress that Suppo

At their June meeting, members of the AFA Political/Legislative Policy Committee looked at key races in districts with significant Flight Attendant populations — races where we can make a difference. Listed here are recommendations to help you when you go to the polls on November 6, as we work to maintain a worker-friendly majority in the Senate and to restore balance to the House. Let's make sure Flight Attendant-friendly candidates win their races!

United States House of Representatives

Every two years, the entire House of Representatives is up for re-election. In addition to the 435 full members of the House, elections are also held for the delegates from the District of Columbia and the five major U.S. territories — American Samoa, Guam, the Northern Mariana Islands, Puerto Rico and the U.S. Virgin Islands. This year, almost 60 House seats are “open” which means that the sitting member has either announced a retirement, lost a primary, resigned or is seeking another elected position.

The AFA Political/Legislative Policy Committee looked at districts near Flight Attendant crew bases and identified districts where Flight Attendant support can make a difference. We recommend support for the candidates listed in bold below.

Arizona

District 7: Incumbent Congressman **Raúl Grijalva (D)**
 District 8: Incumbent Congressman **Ron Barber (D)**

California

District 24: Incumbent Congresswoman **Lois Capps (D)**
 District 32: Incumbent Congresswoman **Grace Napolitano (D)**
 District 34: Incumbent Congresswoman **Lucille Roybal-Allard (D)**
 District 41: “open seat” **Mark Takana (D)**



Judi J. Shipler,
Alaska-SEA

“My vote gives me a voice in the issues that are important to me and my family.”

Colorado

District 6: Challenger **Joe Miklosi (D)**

Florida

District 25: Incumbent Congressman **Mario Diaz-Balart (R)**
 District 27: Incumbent Congresswoman **Ileana Ros-Lehtinen (R)**

Illinois

District 8: Challenger **Tammy Duckworth (D)**
 District 11: “open seat” former Congressman **Bill Foster (D)**

Maryland

District 6: Challenger **John Delaney (D)**

Massachusetts

District 4: “open seat” **Joe Kennedy (D)**
 District 6: Incumbent Congressman **John Tierney (D)**

Nevada

District 1: “open seat” **Dina Titus (D)**

New Jersey:

District 2: Incumbent Congressman **Frank LoBiondo (R)**

New York

District 1: Incumbent Congressman **Tim Bishop (D)**
 District 4: Incumbent Congresswoman **Carolyn McCarthy (D)**
 District 18: Challenger **Sean Maloney (D)**

Ohio

District 9: Incumbent **Marcy Kaptur (D)**
 District 16: Incumbent Congresswoman **Betty Sutton (D)***

Minnesota

District 8: Challenger **Rick Nolan (D)**

Tennessee

District 9: Incumbent Congressman **Steven Cohen (D)**

Virginia

District 11: Incumbent Congressman **Gerald Connolly (D)**

Washington

District 10: “open seat” **Denny Heck (D)**

* Betty Sutton's congressional district was eliminated as a result of redistricting so she is running in the 16th district.

Flight Attendants

United States Senate

There are 100 members of the Senate, two from each state, who are elected to six-year terms. Currently the Democrats hold a slim majority in the Senate; however 10 of the 33 seats will be “open” races due to retirements which could shift the balance of power.

The battle for the Senate could be decided by the races in these 12 swing states.

Arizona

Congressman Jeff Flake, one of only nine members to vote against FMLA protections, is the Republican candidate. As of press time, the Democratic challenger had not been determined but, given Flake’s zero support for Flight Attendant issues, we urge you to vote for the Democratic candidate.

Florida

Re-electing incumbent **Senator Bill Nelson (D)** who is facing competition from Republican challengers is crucial to avoiding a Senate that would work against us.

Hawaii

AFA hero Congresswoman **Mazie Hirono (D)** will have a tough threat from former Republican governor Linda Lingle (R).

Indiana

Incumbent Richard Lugar (R) lost his primary creating an opportunity for AFA supporter **Congressman Joe Donnelly (D)**.

Massachusetts

Democratic challenger **Elizabeth Warren (D)** faces a strong challenge from incumbent Senator Scott Brown (R).

Montana

Incumbent **Senator Jon Tester (D)** who has been a champion of bankruptcy reform hopes to hold onto his seat.

Michigan

Incumbent **Senator Debbie Stabenow (D)** who opposed efforts to outsource Flight Attendant jobs to foreign nationals faces a tight race in Michigan.

Missouri

Incumbent **Senator Claire McCaskill (D)** who led the charge to protect our seniority integration rights in a merger faces tough competition in this solidly Republican-leaning state.

Nevada

The election of **Congresswoman Shelley Berkley (D)** in this Nevada race will be crucial for control of the Senate. Incumbent Dean Heller (R) was appointed to the Senate by the Nevada Governor after John Ensign resigned.

Ohio

Long-time AFA hero **Senator Sherrod Brown (D)** faces competition from the Ohio state treasurer whose administration tried to obliterate the collective bargaining rights of public workers.

Virginia

In a partisan race, former **Governor Tim Kaine (D)** faces former Senator George Allen (R). Allen voted against Flight Attendant certification in a close vote before the Commerce Committee. And, when Northwest Airlines tried to offshore international flying, he refused to support efforts to stop their attempts.

Wisconsin

AFA supporter **Congresswoman Tammy Baldwin (D)** faces an uphill battle against challenger Tommy Thompson (R).

“As a member of the Army Reserves, I have been to places in the world where people die every day for the right to have a say in shaping their future and the future of their families... As a citizen of this nation and as a member of our union, I have the ability to shape the future of my profession. My voice will be heard!”



Tracie M. Ward,
United-DCA



Who's on Your Side? A Candidate Comparison



Union Representation

Supports fair democratic elections that level the playing field for union workers and collective bargaining including the Employee Free Choice Act.

Does not support workers' rights. He opposes the Employee Free Choice Act, would make it harder for unions to organize workers and would repeal the National Mediation Board (NMB) election manual rule change (see: mittromney.com/issues/labor). Romney said, "If a 'Right to Work' piece of legislation reached my desk at the federal level, I would sign it." This would effectively rescind your collective bargaining rights and union contracts.

Outsourcing

Supports legislation aimed at fighting corporate outsourcing of jobs overseas (U.S. Call Center and Consumer Protection Act. Sponsor: Rep. Tim Bishop, (D-NY)).

Supports policies that make it easier for corporations to outsource jobs. At a presidential debate, he welcomed foreign investment in U.S. companies which, according to a 2012 report, would reward foreign outsourcing, putting American jobs in jeopardy.

Health Care

Signed into law the Affordable Care Act which allows young adults to stay on their parents' health insurance plans until their 26th birthday; ensures persons with pre-existing conditions are not denied medical coverage; provides women with access to a wide range of preventive health services—mammograms, cervical cancer screenings, and soon, birth control—without a co-pay or deductible.

Will work to repeal the Affordable Care Act as quickly as possible, pursuing policies that allow each state to craft its own health care reform plan for its citizens. He proposed letting states regulate insurance markets and care for the poor, uninsured, and chronically ill. (Under this plan, airlines could shop around for the cheapest policy then decide to do business in that state.)

Leadership

Demonstrated commitment to workers by appointing persons to high level positions such as Secretary of Labor Hilda Solis, who supports OSHA protections for Flight Attendants; Secretary of Homeland Security Janet Napolitano, who supports Known Crewmember for Flight Attendants; and Secretary of Transportation Ray LaHood, who supports a strong domestic aviation industry. President Obama appointed Linda Puchala and re-appointed Harry Hoglander to the NMB, making way for a more level playing field for workers under the Railway Labor Act, which governs aviation workers.

Would "appoint a very different lineup than the president assembled" (CBS evening news July 9, 2012). His cabinet would be selected from the private sector (industry).

Supreme Court

Appointed Justices Sonia Sotomayor and Elena Kagan to replace retiring justices David Souter and John Paul Stevens, respectively. Obama is committed to appointing justices who value individual citizen's rights.

Would nominate judges in the conservative mold of Justices Scalia, Thomas, and Alito, who have granted freedom of speech to corporations, as if they were persons.

Your Vote Is Your Voice: Make It Heard!

If you need to update your voter registration so that you can vote on Election Day, October 6 may be too late. Some voter registration deadlines are as early as October 5, 2012.

Voting is at the core of our democratic way of life, but your ability to exercise this fundamental right is not automatic: In most states, you must register to vote before you can cast a vote at the polls.

Voter registration deadlines vary, but can be as early as 30 days prior to an election.

Flight Attendants are not always able to predict our flight schedules and may have no guarantee of being able to go to the polls on Election Day. Most states allow anyone who is "absent on business" or "temporarily out of the jurisdiction for any reason" to request an absentee ballot or to vote in person, at a designated site, prior to Election Day. You may be eligible for absentee or early voting.

Absentee Voting

To vote absentee in the General Election, you need to apply for an

absentee ballot. Deadlines for requesting and submitting absentee ballots vary from state to state. Contact your state or local election office as soon as possible to confirm your eligibility to cast an absentee ballot and to ensure you do not miss the deadline for requesting a ballot, which can be as early as one month before the election.

After you have requested and received your absentee ballot, read the instructions carefully to avoid any errors that could result in your ballot not being counted. Also, be sure to sign your name where required. If you return your absentee ballot by mail, be certain to affix a sufficient amount of postage to the return envelope to prevent any delays in the delivery of your ballot.

Early Voting

Some states allow voters to cast a ballot before Election Day, although several states have recently made early voting more difficult.

Broadly defined, early voting is when a voter completes a ballot in person at a jurisdiction's election office or other designated polling place before Election Day.

Early voting dates and times vary by state. You can visit the League of Women Voters' web site, www.vote411.org, and go to the "Voting in Your State" tab which has links to state election offices.

Overseas Voters

All U.S. citizens living overseas, including dual nationals and citizens who have never lived or voted in the United States, should register to vote and request their absentee ballot. U.S. Flight Attendants who reside overseas register to vote and request absentee ballots by filling out the Federal Post Card Application. This form is available through the Overseas Vote Foundation or from the Federal Voting Assistance Program at www.fvap.gov

Check to see if you are registered to vote TODAY

longdistance
VOTER
the absentee ballot experts



register to vote
verify your registration
request your absentee ballot

www.longdistancevoter.org

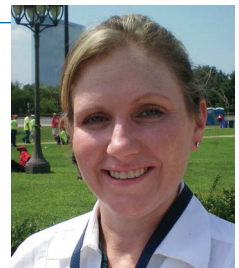
Voting on Election Day

Elections are governed and run by state governments, each of which has its own rules for carrying out the mechanics of voting. Voters are assigned to a polling place based on the home address listed on their voter registration record. Registered voters are required to go to their assigned polling place, where they must show proper identification before casting a ballot.

Too often lost in the shuffle of partisan politics and ten second sound bites is the reminder that each one of us has a say in influencing our future. As Election Day, November 6, approaches, AFA and your Local Government Affairs Committees will continue to provide you with information on how to register to vote and how to vote early or by absentee ballot as well as providing you with information on the issues and the candidates.

Your vote is your voice. Be sure to use it!

***"If you don't
vote, your voice
will not be heard.
It's our chance to
vote for working
families."***



Dee Strunk,
US Airways-PHL

VOTER CHECKLIST

- Confirm you are registered to vote
- Know how and when to apply for an absentee ballot
- Know your options for early voting
- Know the voter identification requirements in your state
- Know which polling place you are assigned to and what time the polls open and close
- Become acquainted with the candidates and issues on the ballot
- If you are living overseas, request your Federal Post Card Application to register and/or to request your absentee ballot.

On Our Side

The 2011 House Federal Aviation Administration (FAA) reauthorization bill included a union-busting provision to overturn a National Mediation Board (NMB) rule that provides for fair and democratic union representation elections. This newly created rule did away with an unjust and antiquated requirement under which an election was not valid unless a majority cast a vote in the election. Before the NMB modernized its election procedures, any eligible voter who did not cast a vote was automatically counted as a “no” vote, a vote against having a union. No other election in the country or in any democracy runs this way and the vast majority of Congress would not be in office if they were subjected to the same standard.

Retiring Representatives Steve LaTourette (R-OH) and Jerry Costello (D-IL) offered an amendment to strip this anti-union language from the bill. While their efforts fell short, 190 Democrats and 16 Republican members of Congress kept their word and voted for aviation and railroad workers, despite intense pressure from an all-out lobbying blitz by anti-union groups. With the retirement of these two strong allies, bipartisan leaders who put people before politics, the partisan divide in the House may be even deeper.

This is one reason why it is important to understand where political candidates stand on issues that impact our rights as union members. The 206 members of the House of Representatives listed below voted

to preserve the new election rules. If your Representative is not listed here, we hope that you will remember their failure to support fair and democratic elections when you cast your vote this November.

Alabama

Terri Sewell (D)

Alaska

Don Young (R)

Arizona

Ed Pastor (D)
Raul Grijalva (D)

Arkansas

Mike Ross (D)*

California

Joe Baca (D)
Karen Bass (D)
Xavier Becerra (D)
Howard Berman (D)
Lois Capps (D)
Dennis Cardoza (D)
Judy Chu (D)
Jim Costa (D)
Susan Davis (D)
Anna Eshoo (D)
Sam Farr (D)
Bob Filner (D)*
John Garamendi (D)
Janice Hahn (D)
Mike Honda (D)
Barbara Lee (D)
Zoe Lofgren (D)
Doris Matsui (D)
Jerry McNerney (D)
George Miller (D)
Grace Napolitano (D)
Nancy Pelosi (D)
Laura Richardson (D)
Lucille Roybal-Allard (D)
Linda Sanchez (D)
Loretta Sanchez (D)
Adam Schiff (D)
Brad Sherman (D)
Jackie Speier (D)
Pete Stark (D)
Mike Thompson (D)
Maxine Waters (D)
Henry Waxman (D)
Lynn Woolsey (D)*

Colorado

Diana DeGette (D)

Ed Perlmutter (D)
Jared Polis (D)

Connecticut

Joe Courtney (D)
Rosa DeLauro (D)
Jim Himes (D)
John Larson (D)
Christopher Murphy (D)†

Delaware

John Carney (D)
Kathy Castor (D)

Florida

Corrine Brown (D)
Mario Diaz-Balart (R)
Ted Deutch (D)
Alcee Hastings (D)
David Rivera (R)
Ileana Ros-Lehtinen (R)
Frederica Wilson (D)
Debbie Wasserman Schultz (D)

Georgia

John Barrow (D)
Sanford Bishop (D)
Hank Johnson (D)
John Lewis (D)
David Scott (D)

Hawaii

Colleen Hanabusa (D)
Mazie Hirono (D)†

Illinois

Jerry Costello (D)*
Danny Davis (D)
Luis Gutierrez (D)
Jesse Jackson, Jr. (D)
Tim Johnson (R)*
Dan Lipinski (D)
Mike Quigley (D)
Bobby Rush (D)
Jan Schakowsky (D)

Indiana

Andre Carson (D)
Joe Donnelly (D)†

Iowa

Leonard Boswell (D)
Bruce Braley (D)
Dave Loebsack (D)

Kentucky

John Yarmuth (D)



Dan Sampey,
US Airways-PHL

“Voting allows my voice to be heard. I vote because I am concerned about pay, insurance, taxes and equal rights for all.”

Louisiana

Cedric Richmond (D)

Maine

Michael Michaud (D)
Chellie Pingree (D)

Maryland

Elijah Cummings (D)
Donna Edwards (D)
Steny Hoyer (D)
C.A. "Dutch" Ruppersberger (D)
John Sarbanes (D)
Chris Van Hollen (D)

Massachusetts

Michael Capuano (D)
Barney Frank (D)*
William Keating (D)
Stephen Lynch (D)
Ed Markey (D)
Jim McGovern (D)
Richard Neal (D)
John Olver (D)*
John Tierney (D)
Niki Tsongas (D)

Michigan

Hansen Clarke (D)*
John Conyers, Jr. (D)
John Dingell (D)
Dale Kildee (D)*
Sander Levin (D)
Gary Peters (D)

Minnesota

Keith Ellison (D)
Betty McCollum (D)
Collin Peterson (D)
Tim Walz (D)

Mississippi

Bennie Thompson (D)
Missouri
Russ Carnahan (D)*
Emanuel Cleaver II (D)
Jo Ann Emerson (R)
William Lacy Clay (D)

Nevada

Shelley Berkley (D)†

New Jersey

Robert Andrews (D)
Rush Holt (D)
Frank LoBiondo (R)
Frank Pallone, Jr. (D)
Bill Pascrell, Jr. (D)
Donald Payne (D) **
Steven Rothman (D)*
Jon Runyan (R)

Christopher Smith (R)
Albio Sires (D)

New Mexico

Martin Heinrich (D)†

New York

Gary Ackerman (D)*
Tim Bishop (D)
Yvette Clarke (D)
Joe Crowley (D)
Eliot Engel (D)
Chris Gibson (R)
Michael Grimm (R)
Brian Higgins (D)
Maurice Hinchey (D)*
Steve Israel (D)
Peter King (R)
Nita Lowey (D)
Carolyn Maloney (D)
Carolyn McCarthy (D)
Gregory Meeks (D)
Jerrold Nadler (D)
Bill Owens (D)
Charles Rangel (D)
Jose Serrano (D)
Louise Slaughter (D)
Paul Tonko (D)
Edolphus Towns (D)*
Nydia Velazquez (D)

North Carolina

G.K. Butterfield (D)
Walter Jones (R)
Larry Kissell (D)
Mike McIntyre (D)
Brad Miller (D)*
David E. Price (D)
Heath Shuler (D)*
Mel Watt (D)

Ohio

Marcia Fudge (D)
Marcy Kaptur (D)
Dennis Kucinich (D)*
Steve LaTourette (R)*
Tim Ryan (D)
Betty Sutton (D)

Oklahoma

Dan Boren (D)*

Oregon

Earl Blumenauer (D)
Peter DeFazio (D)
Kurt Schrader (D)
David Wu (D)*

Pennsylvania

Jason Altmire (D)*
Robert Brady (D)
Mark Critz (D)

Mike Doyle (D)
Chaka Fattah (D)
Tim Holden (D)*
Todd Platts (R)*
Allyson Schwartz (D)

Rhode Island

David Cicilline (D)
Jim Langevin (D)

South Carolina

James Clyburn (D)

Tennessee

Steven Cohen (D)

Texas

Henry Cuellar (D)
Lloyd Doggett (D)
Al Green (D)
Gene Green (D)
Ruben Hinojosa (D)
Sheila Jackson Lee (D)
Eddie Bernice Johnson (D)
Charlie Gonzalez (D)*
Silvestre Reyes (D)*

Utah

Jim Matheson (D)

Vermont

Peter Welch (D)

Virginia

Gerald Connolly (D)
Jim Moran (D)

* Retiring or resigning from U.S. House of Representatives, or lost primary election

† Running for U.S. Senate

‡ Running for Governor

Note: Candidates elected after February 2012 are not listed.

Vote for the candidates who support Flight Attendants.

"As an African-American woman, people died for my right to vote. I owe it to their legacy to exercise my right to vote."



Angela Wells,
United-IAH

Do New Voter Identification Laws Equal Voter Suppression?

Since the last presidential election, many states have passed or proposed new voter identification laws. At face value, these laws appear to simply address verifying the identity of voters on Election Day. Upon closer examination, however, it is evident that they create roadblocks to certain demographic groups and serve to discourage their participation, rather than ensuring more fairness in the voting process.

"AFA members are in a unique position: our numbers are great in many of the battleground states. We can make a real difference in an election."

Many of the states with new, restrictive voter ID laws will be battleground states in the presidential election. For example, in Pennsylvania, a state with some of the most restrictive

"Voting is a privilege and a responsibility of living in a democracy," said AFA International President Veda Shook.

new voting laws, as of press time over 750,000 registered voters are ineligible to vote on November 6 due to the recent changes. The majority of these newly disenfranchised voters are elderly, young and minority voters. The ramifications could be enormous in the battleground states: It is estimated that over five million legally registered voters nationwide could be denied their right to vote in 11 states that have passed new voter ID laws.

AFA members are in a unique position: our numbers are great in many of the battleground states. We can make a real difference in this election.

"Voting is a privilege and a responsibility of living in a democra-

cy," said AFA International President Veda Shook.

Fortunately, Flight Attendants have identification, as do most adults, and most are registered to vote. However, given the highly mobile nature of our profession, Flight Attendants may move across town, state or country between election cycles and, therefore, may be unfamiliar with voting requirements, whether they have changed or not.

Now is the time to find out what you will need to register to vote and what you will need on Election Day to cast your vote. If there is a chance you will be working on Election Day, make sure your vote is counted by voting early or requesting an absentee ballot today (see page 11). Waiting until the last minute could mean forfeiting your right to vote as several states have shortened the early voting timeframe. Only you can make sure your vote counts on Election Day. Check the voting rules in your state and don't wait until the last minute. Your voting rights may only be a Google search away.



Julie Ann Watson,
American Eagle-ORD

"Each of us has a duty to leave this country a better place for the next generation. Many critical issues are at hand, such as healthcare,

Social Security, outsourcing of jobs. We need to remind Washington, DC that they are employed by the people to assert the policies the people want."



Strategy, Democracy & Solidarity Define 2012 BOD



On February 6 at LAX, Flight Attendants from AFA airlines were joined by concerned LAX union members to protest attacks on collective bargaining rights. Congress used the Federal Aviation Administration (FAA) reauthorization process to insert a controversial labor provision to satisfy corporate executives — an attack by the 1% against the 99%. AFA coordinated the OccuFLY event with the support of the LA County Federation of Labor.

The AFA-CWA Board of Directors (BOD) conducted the 39th annual BOD meeting at the LAX Airport Westin, February 6-8, 2012. Taking into account the challenges we face today and those we may face tomorrow, AFA Local Presidents, MEC officers and International officers worked to formulate a comprehensive union strategy. They deliberated over 47 agenda items and three resolutions. To view all of these BOD decisions, visit www.afa-bod.org.

Among the BOD decisions were

a dues adjustment, participation in CWA National Programs, clarification of petitioning guidelines, and the creation of a committee for exploring direct membership elections of International and MEC officers, to name just a few. Some of the central issues are described below:

Dues Adjustment - Agenda Item #47

By implementing a dues adjustment, we align with the CWA dues average, part of the CWA merger agreement, which was approved through a union-wide membership

vote in 2004. Effective June 2012, dues adjusted to \$48. AFA dues remained the same for 14 years, and then increased by \$4.00 in 2008. Our union has taken significant cost-cutting measures while ensuring that all services to members remain at the levels you have come to expect from your union. We must match our resources to our set priorities as we defend and advance our careers.

CWA National Programs - Agenda Item #46

Our participation in CWA National Programs expands our collective power. As part of the 700,000 CWA members who take part in these programs, our reach and our resources are multiplied so that we can more effectively move the priorities of AFA members. A portion of our \$48.00 monthly dues will be used to fund our participation in CWA National Programs. In the first year \$1.50 per month will be allocated. Next year that amount will increase to \$3.00 per month. In CWA National Programs, we spend less to do more.

Amplifying the Voices of Members - Agenda Item #33

The BOD also took action to make member petitions clearer and easier to use. To ensure greater clarity, any member petition must have a single intended purpose and must be submitted to the International Secretary-Treasurer within 120 days of being recorded. This is just one of the many ways that we encourage transparency in our union.

Exploring Membership Elections of International and MEC Officers

The Board agreed to create an exploratory committee to conduct a study of direct membership election of MEC and International officers.

A full recap of the BOD meeting may be viewed at www.afa-bod.org.

Membership Engagement Seminars 2012

Affect Change, Take Ownership of Your AFA

Our Flight Attendant union is member-driven. It is not an institution; it is the hearts and souls of the professionals who are our flying partners. Flight Attendants built our union and hold every leadership position in it. Throughout the years, our union's advocacy, departments, programs and committees have grown because Flight Attendant members have demanded more for all of our flying partners.

Our union evolves and changes as members take ownership and ensure our priorities reflect the will of the AFA members who form our union today. From negotiating and

enforcing our contracts, and ensuring a safe and healthy work environment to affecting change in our union through our democratic process, together we are most effective when members are engaged. This fall, AFA International Vice President Sara Nelson and the AFA International Staff Representatives (staff members who support leadership development, AFA trainings and membership mobilization programs) will host four-hour member seminars in 15 cities where AFA members are based.

The seminars are open to all members who want to learn more about:

- The structure of AFA, how each member can advance an idea or agenda and the work of our union at every level.
- Running for AFA office or volunteering to work on an AFA committee.
- How AFA dues are allocated to advance our priorities.
- Updates on current events, hot topics and an industry overview.
- Our union's achievements and the resources we have to tackle current issues important to Flight Attendants.
- Building our power through mobilization and collective action.

Each seminar will begin at 12

noon local time and end at 4 pm at a location near the airport. In order to plan for adequate meeting space, materials and refreshments, we request that members RSVP as soon as possible and at least one week in advance of the seminar you'd like to attend. Go to afacwa.org, click on the Membership Engagement Seminar graphic to register. You will receive information about your seminar location.

Make plans now to attend!

Seminar Locations & Dates: 12 Noon – 4 pm Local Time in All Locations

FLL – September 7*	SFO – October 3	EWR – October 25
ORD – September 12*	HNL – October 4	PHL – October 26
DTW – September 13*	CLT – October 17	DEN – November 14
DCA – September 25**	DFW – October 23	PHX – November 15
LAX – October 2	IAH – October 24	SEA – November 16

*Members who live/work near FLL/MIA, ORD & DTW received special notice in advance of this Flightlog

**The DCA seminar will take place at AFA's International Office.

FAA Agrees with AFA on Lavatory Oxygen

AFA scored a major victory on June 25 when the Federal Aviation Administration (FAA) published a rule directing airlines to reinstall emergency oxygen in aircraft lavatories that had been removed or made inoperative over safety and security concerns. The directive was issued after AFA's Air Safety, Health and Security Director Christopher Witkowski tirelessly advocated with the FAA for installation of a safer lavatory oxygen system in order to protect Flight Attendants.

As outlined in AFA's April 12, 2012 public comments, Flight Attendants are first responders onboard the aircraft to ensure the safety of the traveling public.

That includes events such as a rapid decompression that could result in mere seconds of useful consciousness. This scenario requires immediate access to emergency oxygen, regardless of where we might be in the aircraft — including the lavatory. The lack of emergency oxygen in lavatories is a workplace hazard that could adversely affect the health of Flight Attendants and could also jeopardize our important role of ensuring flight safety.

This is another example of AFA advocacy and a continued commitment to ensuring that Flight Attendants have the tools and resources available to perform our crucial role as first responders.

AFA Member Raises Next Generation Union Activist



Dana Wilson and her mother, Denver-based United Flight Attendant Stefani Wilson.



When Dana Wilson was a teenager, she was offered a job at a local supermarket where union members were on strike. She asked her mother, Denver-based United Flight Attendant Stefani Wilson, what the employer meant when he said she would have to cross the picket line. Stefani told her daughter the story of honoring the picket line when United Pilots were on strike in 1985 for 29 days, before Dana was born. She impressed upon her daughter that unions are vital to our industry and that, if she took the supermarket job while workers were on strike, she would be harming those workers.

“For nearly a decade, my mother’s words resonated with me,” said

Dana. Being a union member “means you take a stand for the greater good.”

There were more lessons about the importance of unions in the Wilson household. The United Airlines bankruptcy, from 2002-2006, was a stressful time for Stefani, who was then a single parent of three. “Knowing how difficult negotiations can be, and feeling powerless in the face of the changes that United was trying to force upon its employees, I placed my trust in the strength of our union,” she said.

Stefani’s comprehensive AFA Flight Attendant contract with United, which covered the health care needs of Dana and her two siblings throughout their lives, was a lifeline to the Wilson family. It was also a lesson to Dana in the value of work and the power of a union contract.

Employed as a professional dancer today, Dana is a spokesperson for her union, the Screen Actors Guild-American Federation of Film and Television Artists (SAG-AFTRA), AFL-CIO, which recently reached the first-ever industry-wide contract to cover dancers and other performers on music videos with Universal Music Group, Sony Music

Entertainment, Warner Music Group, EMI Music and The Walt Disney Co.

While Dana’s profession may be glamorous, working side-by-side with the likes of Justin Timberlake, it is also hard work. Prior to this contract, music video dancers often worked 20 or more hours at a time in hazardous conditions with little or no workplace protections. “On a video shoot workday, I could be on set for 24 hours. What I do is work and it deserves fair pay, decent benefits and safety standards,” Dana said. Now, Dana is protected by a union contract that provides wage security, health benefits, sufficient rest breaks and safety assurance on hazardous sets.

Following the merger of the two unions, SAG-AFTRA recently received a new charter from the AFL-CIO, setting an excellent example for work groups struggling to overcome historic divisions.

“I’ve done a lot of things that have made my mom proud, but the thing she’s most proud of is my involvement in my union. As members, we must do everything in our power to get involved and make a difference. We must recognize how valuable union membership is because it lifts up all workers.”



Our Contracts

For nearly seven decades, AFA has been negotiating Flight Attendant contracts. Our union brings a wealth of experience to the bargaining table. Your flying partners who serve on your AFA Negotiating Committee at your airline are trained and supported by professional negotiators with more experience in Flight Attendant contract negotiations than anyone else in the country, representing management or labor. Your negotiators are backed by highly experienced attorneys who work exclusively to enforce and protect the rights of Flight Attendants.

With expertise in the broadest range of bargaining challenges, from regular contract negotiations under Section 6 of the Railway Labor Act, to merger and bankruptcy negotiations, to unique situations such as military and charter flying, your union brings the highest degree of skill to every negotiation.

Collective bargaining does not take place in a vacuum, but within the framework of what is happening at each individual airline and in the industry. When your AFA negotiating committee prepares to go to the bargaining table, they take into account a multitude of factors to devise a strategy specific to your airline—and specific to you.

Negotiations are only meaningful when rooted in the priorities set by Flight Attendants. The first step in negotiating a strong agreement is receiving member feedback because your contract should reflect your priorities. And, the final step in AFA negotiations is always contract ratification by you and your flying partners, as guaranteed in your AFA Constitution & Bylaws. Throughout negotiations, a member mobilization network builds our power through solidarity and helps to keep the lines of communication flowing between individual members and our negotiators. Negotiations at your airline begin and end with you.

Negotiations concluded recently at the following carriers:

Ryan International

On August 17, Flight Attendants ratified their first contract, which recognizes the contributions of the nearly 200 Flight Attendants, and provides a foundation for the future. During the course of their first-ever Section 6 negotiations, the carrier was thrown into bankruptcy.

“While this agreement was reached in the confines of bankruptcy, Ryan International Flight Attendants had the opportunity

to decide what was important to them instead of allowing management to simply impose terms and conditions,” said Mary Lou Riley, Ryan International Master Executive Council President. “Ryan International Flight Attendants have been eager for a legally binding contract that provides job security and valuable protections. Through AFA representation, we were able to secure an agreement.”

United-Continental-Continental Micronesia

AFA Negotiating Committees at the three pre-merger airlines, United, Continental and Continental Micronesia, successfully negotiated contractual improvements in Section 6 negotiations. Members at all three carriers ratified agreements, setting a strong foundation for single contract negotiations going forward at the new United.

“We look forward to advancing joint contract negotiations so that Flight Attendants from our three carriers are unified under the protections of a single agreement,” said Suzanne Hendricks, AFA President at Continental Micronesia, when members ratified the contract on August 17. Read the article on page 20.

Hawaiian

On April 18, 2012, Flight Attendants at Hawaiian Airlines ratified an agreement that includes annual increases in rates of pay as well as improvements in per diem, uniform allowance, pension contributions and quality of life enhancements for their over 1,200 Flight Attendants.

With the assistance of the National Mediation Board's (NMB) Facilitated Problem Solving approach during early stages of negotiations, AFA negotiators and Hawaiian management were successful in resolving remaining issues and in a shorter timeframe without direct NMB involvement.

PSA

On March 27, 2012, PSA Flight Attendants ratified an agreement that includes pay increases and quality of life enhancements for the over 300 Flight Attendants. PSA is a wholly owned subsidiary of US Airways Group, Inc. and operates as a US Airways Express carrier. The contract secures a better future for all PSA Flight Attendants in recognition of their significant contributions to PSA and the US Airways network.

American Eagle

The AFA American Eagle Negotiating Committee had made tremendous progress in negotiations just prior to the bankruptcy filing at American Airlines (AMR). That all changed when management put forward its demands for concessions through the bankruptcy process. Our Negotiating Committee did not blink. With the assistance of economists and financial advisors, they went to work scrutinizing every penny management claimed to need and every valuation for changes to the contract. A tentative agreement was reached on July 17, for members to vote on rather than be subject to management imposed terms approved by the court.

"This process has been difficult and has taken an enormous amount of time and effort, but AFA was successful in pushing back against outrageous contract cuts first proposed by management. We forced onerous concessions off the table, mitigated the ones we accepted and negotiated early sign-backs for some of them.

There are no pay cuts or wage freezes. It is now up to American Eagle Flight Attendants to decide if this is an agreement that they can live with in the context of bankruptcy wherein all the negotiating advantages lie with management," said Robert Barrow, AFA President at American Eagle. Voting on the tentative agreement ends September 7.

US Airways

Before any possible merger with American Airlines takes place, AFA members made clear to management it has to be "Our Contract First." Although management was prepared to move forward with a new merger without first addressing the concerns of US Airways Flight Attendants, AFA leadership made sure members could first vote on a single contract with protections and improvements. The Joint Negotiating Committee and each of the Local Council Presidents at US Airways moved quickly and decisively to engage the National Mediation Board and ensure a negotiations schedule would be set to ensure all US Airways Flight Attendants would have the best possible job security and improved compensation going into a merger. The NMB set a deadline for completing negotiations and in just three short but intense mediated sessions a new tentative agreement was reached on August 7 with changes based on Flight Attendant feedback. If ratified, the agreement bumps top pay to \$47.15 domestically and \$50.15 internationally on the date of signing, which is a 13.5% and 25.4% increase for US Airways East and West Flight Attendants, respectively. This would also help bring up the industry average to improve our positioning for bargaining at other airlines. Voting will conclude on September 27. Details on the tentative agreement and the latest news on a potential merger with American may be viewed at ourafa.org. The possible merger with American would also impact AFA members at US Airways Express carriers Air Wisconsin, PSA and Piedmont along with members at American Eagle.

Piedmont

In response to management's quest for unsubstantiated cuts and

lack of transparency, Piedmont Flight Attendants authorized a strike at the carrier by a vote of 98% in favor. Their pilots, represented by ALPA, are also in negotiations and also voted to authorize a strike with over 90% in favor.

"At this point, it is up to Piedmont management. Should they continue to ignore our critical role as First Responders and fail to reach an agreement, then they should be prepared for CHAOSTM," said Anita Jwanouskos, AFA Piedmont President.

With AFA's trademarked CHAOS strike strategy, or Create Havoc Around Our SystemTM, a strike could affect the entire system or a single flight. The union decides when, where and how to strike without notice to management or passengers. Throughout negotiations, AFA has continued to address Flight Attendant concerns while management has made regressive proposals. This lack of progress could lead to the NMB declaring that negotiations are deadlocked and releasing both parties into a 30-day "cooling off" period leading to a strike deadline.

Air Wisconsin

On June 21, Air Wisconsin Flight Attendants ratified an agreement that includes increased compensation and improvements to scheduling and quality of life issues for the over 300 Flight Attendants. The four-year agreement was reached with the assistance of the NMB. The agreement was reached just three days after Air Wisconsin AFA members turned out a 97.3% strike vote. AFA members got the attention of management with a real threat of a strike and display of solidarity – and it made an immediate difference at the table. "Through the solidarity and determination of Air Wisconsin Flight Attendants, we were able to achieve an agreement that recognizes the contributions we make to the overall success of our carrier and provides growth opportunities for our future," said Brenda Barrall, AFA Air Wisconsin President. Air Wisconsin operates as a US Airways Express carrier.



United-Continental-Continental Micronesia Flight Attendants Fortify Union Structure

A year has passed since nearly 25,000 Flight Attendants voted to unify in the world's largest Flight Attendant union, following the United-Continental-Continental Micronesia merger. The 10,000 Continental and Continental Micronesia Flight Attendants are fully integrated into the AFA structure, bringing a wealth of experience and a strong tradition of trade unionism that enrich our Flight Attendant union.

Immediately following AFA's certification as the representative for Continental and Continental Micronesia Flight Attendants, two new AFA Master Executive Councils (MECs) were formed. This provided a structure that could support negotiations and enforcement of their contracts. In addition, four new AFA Local Executive Councils (LECs) were formed to provide representation where Flight Attendants are based—Continental Flight Attendants in Cleveland, Houston and Newark, and Continental Micronesia Flight

Attendants in Guam. Following a membership drive, AFA promptly began the process for membership election of union officers and the new elected officers were in place in advance of the AFA Board of Directors (BOD) meeting this spring.

The new LEC Presidents were full participants in the BOD meeting, representing their members in the union's highest governing body. The Board, made up of local presidents from throughout AFA, sets policy and makes the decisions that guide our union. (See BOD article on page 15)

United Airlines Flight Attendants improved the foundation for single contract negotiations when they ratified their first post-bankruptcy contract on February 28, 2012. The agreement was reached with oversight from the National Mediation Board (NMB) through expedited mediation with airline management. This contract is the latest in nearly seven decades of bargaining; United Flight Attendants formed the first Flight Attendant union, and negotiat-

ed the first Flight Attendant contract, over 67 years ago.

In July, Continental Flight Attendants also reached improvements in a ratified agreement. And, this August, Continental Micronesia ratified their agreement which paves the way for Joint Contract Negotiations to begin. All three MECs and their committees are to be commended for advancing their individual contracts prior to reaching a single, combined agreement.

Successful conclusion of single contract negotiations is necessary in order for United to combine Flight Attendant work groups and complete the merger. The true benefit of a merger is realized through an operational integration; Flight Attendants are a key part of that process and the future success of United Airlines.

The Joint Negotiating Committee (JNC), made up of representatives from each pre-merger airline, spent the week of August 5th at Rutgers University School of Management and Labor Relations preparing for



United, Continental and Continental Micronesia AFA leaders attend negotiations training for the upcoming joint negotiations.

their first meeting with management on August 27th. At the conclusion of their intense week of preparations they were able to report to all 25,000 Flight Attendants, “We are no longer three groups of representatives from three different airlines. We are one committee of Flight Attendants who will make every effort to gather up the best practices each group has to offer. We will shape those components, along with fresh ideas, into a new industry leading contract for all United Airlines Flight Attendants.”

In the past year, AFA has also conducted training for members who serve on Grievance, Air Safety and EAP Committees. AFA committees are an integral part of our union structure, providing invaluable services to AFA members, our airlines and the industry as a whole.

AFA Air Safety Committee members at Continental and Continental Micronesia have participated in AFA Air Safety, Health and Security Department (ASHSD) initial trainings to gain an in-depth understanding of their roles and responsibilities as safety advocates

for their fellow Flight Attendants. Some of these committee members also attended the ASHSD Aircraft Accident Investigation training in April 2012 on official investigation procedures, which qualifies them to assist the National Transportation Safety Board during aircraft accident investigations in the U.S. AFA also gained experienced representatives as many brought their own skills from prior work on safety issues at Continental and Continental Micronesia.

AFA Employee Assistance Program (EAP) Committees have been formed at each Continental and Continental Micronesia base, expanding the AFA EAP global network of over 200 professionally trained peer support volunteers. The entire program is overseen by mental health professionals who provide resources to Flight Attendants for resolving problems. In the past year, AFA has conducted basic EAP trainings in Phoenix and in Houston, and Critical Incident Advanced Training in Baltimore.

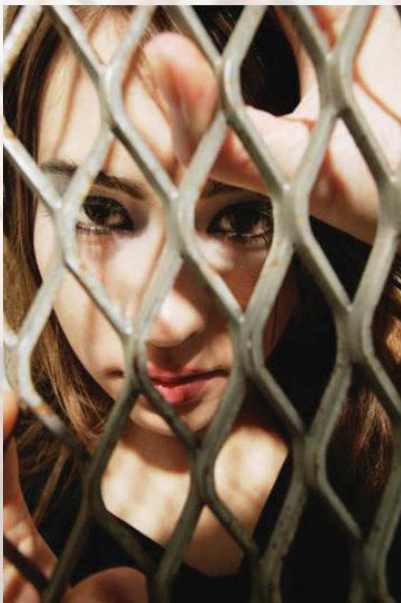
Also in the past year, AFA has

cleared a significant backlog of open grievances. The AFA Continental MEC Grievance Committee has been able to work through them all, up to the level of the System Board of Adjustment. In addition, a more formal process for screening and approving grievances for arbitration is in place.

“Since joining AFA, we have adopted a grievance screening process,” said Eric Kaufman, Continental MEC Grievance Committee Chair. “Now, a grievance must be submitted to the MEC Screening Committee, which means that four people, the MEC President, LEC President, MEC Grievance Committee Chair and AFA Staff Attorney, conduct a methodical review and determine whether the grievance has merit and should move forward.”

Firmly rooted in the AFA democratic structure, union leaders and members at United, Continental and Continental Micronesia are poised to claim the full benefits of the merger of their airlines, setting new standards and raising the bar for Flight Attendants across the industry.

Join the Fight Against Human Trafficking



In the global struggle to combat a problem of epidemic proportions, Flight Attendants can play a key role in the fight against human trafficking. In a March 2012 meeting between AFA International President Veda Shook and Department of Homeland Security (DHS) Secretary Janet Napolitano concerning aviation security issues, Secretary Napolitano invited AFA to participate in an initiative to involve aviation employees in the fight against human trafficking: the DHS Customs and Border Protection's "Blue Lightning" initiative. This program provides a voluntary mechanism for front line workers at U.S. commercial airlines that operate U.S.-bound international routes to identify potential human trafficking victims and to notify federal authorities.

"We like to talk about 'boots on the ground'," said Customs and Border Protection (CBP) Acting Commissioner David V. Aguilar. "Flight Attendants and airline employees will be the 'boots in the air' fighting human trafficking."

When the leaders we elect understand the importance of engag-

ing front line employees through our unions, we are able to address some of the most serious social issues of our times. In AFA's continuing partnership with our government, we are working to put an end to this form of modern-day slavery. Human trafficking is defined as:

- The recruitment, harboring, transport, provision or obtaining of a person by force, fraud, or coercion for the purpose of involuntary servitude, peonage, debt bondage, or slavery; or
- Sex trafficking, in which a commercial sex act is induced by force, fraud or coercion—or the person induced to perform such acts is under age 18.

It is estimated that at least 12.3 million adults and children are enslaved around the world and that 56 percent are women and girls. The International Labor Organization (ILO) estimated that in 2005, 980,000 to 1,225,000 boys and girls were in forced labor situations as a result of trafficking. In 2000, Congress passed the Victims of Trafficking and Violence Protection Act, which launched a large-scale effort by the U.S. government to fight human trafficking.

In 2010, Secretary Napolitano launched the Blue Campaign – a first-of-its-kind initiative to coordinate and enhance the Department's anti-human trafficking efforts. The Department of Homeland Security combats human trafficking through a variety of programs, and the Blue Campaign coordinates and unites this work.

The 'Blue Lightning Initiative' is coordinated as part of the Blue Campaign by CBP in collaboration with the Department of Transportation. The key to the success of this initiative, however, is the participation of the frontline workers in the airline industry.

Flight Attendants are uniquely positioned to identify human traffickers and assist their victims. Flight crews are skilled observers, and with the appropriate training, they can be the frontline against traffick-

ing, according to CBP. Indicators of human trafficking can include: physical control of travel documents of an adult traveler by a co-traveler; restricting the movement and social interaction of an adult traveler by a co-traveler; an adult traveler who is unclear on details of his/her final destination or point of contact; or a child traveler who appears to be accompanied by someone claiming to be the parent or guardian who is in fact not related to the child. Blue Lightning will roll out a training program in 2012 tailored for Flight Attendants who do U.S.-bound international flying. In consultation with CBP officials AFA was able to provide valuable input into the training program, which will be available through AFA and participating airlines.

We can help detect human trafficking so the proper authorities can take action. In-flight notification gives authorities time to investigate and formulate an appropriate response, which may include coordination with other federal agencies. With the appropriate training, Flight Attendants can become a 'force multiplier' in the fight against trafficking, extending the reach – and the effectiveness – of the Blue Lightning program.

To Learn More About Human Trafficking

Go to:

www.dhs.gov/humantrafficking

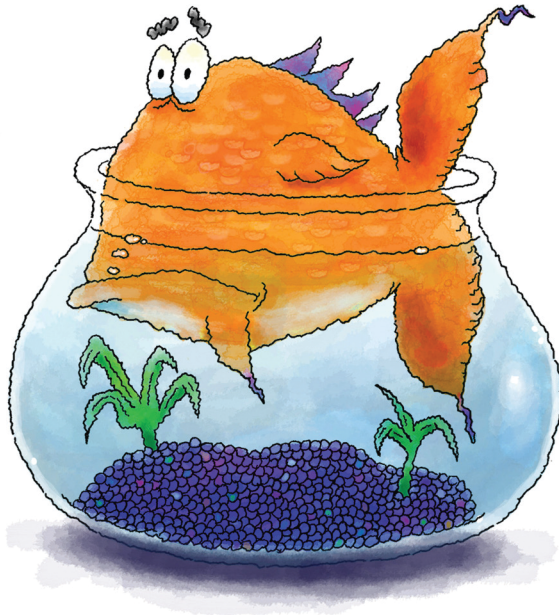
Click on 'Human Trafficking Awareness Training'

Go to: afacwa.org and click on 'Homeland Security Blue Campaign'

To Report Human Trafficking*

- Call (866) 347-2423 from the U.S., Mexico, Canada (toll-free) or (802) 872-6199 (not toll-free).
- Report online at www.ice.gov/tips
- Follow your airline's reporting policy and procedure.

* Identify your tip as a Blue Lightning Initiative (BLI) report.



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