

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

Flightlog

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Launching



a New Decade

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International Vice President – Veda M. Shook
International Secretary-Treasurer – Kevin P. Creighan

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Frontier Flight Attendants Join AFA-CWA

The National Mediation Board (NMB) declared victory for nearly 1,000 Frontier Airlines flight attendants in a union representation election that concluded on May 20, determining that a strong majority voted for AFA-CWA representation. After receiving news of the victory at the NMB offices, transitional AFA-CWA Frontier President Erika Schweitzer and transitional Secretary-Treasurer Kim Mayne-Sasser said, “We owe this victory to all of the amazing work of the Frontier flight attendants. But we really couldn’t have done it without the support from so many committed AFA-CWA activists.” They will serve in these positions until LEC officer elections are held.

Frontier Airlines joins Compass, Lynx Aviation, Ryan International and USA 3000 as the fifth flight attendant group to elect AFA-CWA as their bargaining representative in the past year and a half. Frontier and Lynx are wholly-owned subsidiaries of Republic Holdings Inc.

With an increasingly unified work group under the AFA-CWA banner, the struggle for the fair and equitable rights of flight attendants whose lives are impacted by the shifting foundations of our industry will remain among our union’s highest priorities. ➔



Erika Schweitzer, Interim President, Frontier Council 71



Kim Mayne-Sasser, Interim Secretary-Treasurer, Frontier Council 71

AFA-CWA Election Underway at NetJets International

The National Mediation Board is conducting a union representation election at NetJets International where flight attendants are deciding whether to join AFA-CWA. Polls opened on June 17 and ballots will be counted on July 14, 2010. For more information, please visit www.afanetjets.org. ➔

NMB Announces Fair Election Rules

On May 11, 2010 the National Mediation Board (NMB) published a rule that allows for democratic union representation elections in our industry. Once the rule is implemented, all representation elections for workers under the RLA will be conducted with a simple yes/no ballot with the outcome decided by the votes actually cast. The prior practice of assigning ‘no’ votes to those who do not participate in an election will no longer be an additional barrier to gaining union representation.

This reinterpretation of language in the Railway Labor Act does not change existing law, but changes an antiquated and undemocratic interpretation. The airline management lobby group, the Air Transport Association (ATA), is attempting to defend the status quo by filing a lawsuit that charges the NMB “abandoned 75 years of precedent.” AFA-CWA believes that the ruling is founded on solid ground and that the ATA challenge is not compelling.

In anticipation of the ruling, International President Pat Friend told the BOD, “When flight attendants are given a fair opportunity to decide if they want a voice in their workplace I believe this room will not be large enough to hold those who want to join us.” ➔

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Pat Friend, International President



In her final address to the AFA-CWA Board of Directors after 15 years in office, International President Pat Friend reviewed our union's recent achievements, continuing work and future challenges.

In a year defined by mergers, organizing, acquisitions and collective bargaining, AFA-CWA has lost longtime members, gained new members, and worked to bring many more into the union. Pat recognized the furloughed Midwest leaders present at the BOD. She welcomed members at Compass Airlines and USA 3000—both several weeks into negotiations for first collective bargaining agreements. In the ongoing Northwest-Delta campaign she promised that, in 2011, "I will be sitting in the back of

the room at a visitors' table to add my cheers when the Secretary-Treasurer first calls Delta Air Lines to declare themselves 'present'."

Pat noted that since 1974, when AFA established its independence from the Air Line Pilots Association, we are still "cleaning up the remnants of discrimination". With final passage of the Federal Aviation Administration (FAA) Reauthorization Act, we will gain equal treatment for substance abuse and addiction under an occupational substance abuse program known as HIMS (Human Intervention Motivation Study), a program previously available only to pilots. The Act will also resurrect the Memorandum of Understanding between the FAA and the Occupational Safety & Health Administration – an agreement that will extend many workplace protections to flight

Continued on page 5

Pat Friend Receives Ada Brown Greenfield Lifetime Achievement Award*

AFA-CWA International President Pat Friend received the Ada Brown Greenfield Lifetime Achievement Award in recognition of her contributions to advancing the ideals and mission of our union throughout her career. Pat began flying for United Airlines in 1966 where she later served as MEC President. In 1995, she was elected to the office of International President – a position she will vacate on December 31, 2010. Under Pat's leadership, AFA-CWA has achieved whistleblower protections for aviation employees, increased penalties for passengers who interfere with crewmember duties, a smoking ban on international flights, an extension of the Family and Medical Leave Act to cover all flight crew members, and has opened the door for occupational safety and health protections for all flight attendants.

Pat has served in many positions of distinction including the Department of Transportation Future of Aviation Advisory Committee; AFL-CIO Executive Committee; Secretary-Treasurer of the AFL-CIO Transportation Trades Department; Chair of the International Transport Workers Federation Cabin Crew Committee; National Labor College Board of Trustees; and National Endowment for Democracy Board of Directors, among others. In addition, as the rules in the global aviation arena become increasingly liberalized, she has been an outspoken leader in defense of aviation labor.

Indelibly and personally, Pat has bettered the lives of thousands of flight attendants. Her tireless work and notable contributions will always be remembered as an integral part of the history of our profession. ➔



From the right, CWA President Larry Cohen and AFL-CIO Transportation Trades Department President Ed Wytkind celebrate Pat Friend's receipt of the Ada Brown Greenfield Award.

Veda Shook, International Vice President

International Vice President Veda Shook thanked International President Pat Friend for her selfless service to our union and for being an inspiration to a new generation of union leaders. “Pat has been the voice for all flight attendants for the past fifteen years.”

Citing the past year’s achievements and ongoing work, Veda pointed out that AFA-CWA has been innovative and successful and continues to persevere in contract negotiations. She emphasized the importance of concluding negotiations at the combined US Airways and at United where AFA-CWA leaders are doing “whatever it takes” to restore their wages and benefits. “Your struggle,” she pledged to the United flight attendants, “is a collective one that our whole Board embraces.”

“We are flight attendants first, whether we hail from a legacy, regional, low cost or charter carrier. Our diversity in membership is our strength and we will continue to embrace all flight attendants in our union ... Flight attendants everywhere deserve the privilege of AFA membership.”

Veda gave an overview of AFA-CWA organizing and noted that contract negotiations for our newest members will help AFA-CWA to “push back the downward pressure on our existing contracts from Alaska to Air Tran to Spirit to US Airways and everyone in between.”

Veda recognized the determination of the Northwest flight attendants to preserve their collective bargaining rights and “the incredible leadership of Janette Rook and her entire MEC.” Following the decision by the National Mediation Board to institute fair elections, Veda said, “Their perseverance paid off. Now the door is open for the Northwest and Delta flight attendants to conduct a fair and successful election.”

“We continue to build our presence on Capitol Hill and with every possible community alliance across the country and around the globe. We will continue to support candidates who push forward our agenda – always keeping in mind that every item we can legislate, we don’t have to negotiate.”

“So, we begin this new decade with a clear vision for the future. That vision is guided by the wisdom of our legacy. It is strengthened by our unshakable unity. And it is inspired by the knowledge that our cause is principled, worthy and just. By staying the course of AFA solidarity, we will embrace a new and brighter decade.”➔



Kevin Creighan, International Secretary-Treasurer

International Secretary-Treasurer Kevin Creighan began his address by expressing his gratitude to Pat Friend who was International President for most of his tenure as a local union officer and for all of his time in his current position. He went on to cite the extreme events that have marked the past decade: the terrorist attacks of September 11, 2001, airline bankruptcies, and a hostile Republican administration in Washington, DC.

“Despite these obstacles, our profession remains stronger because of Pat Friend and we, as leaders, are in a much stronger position for ‘Launching a New Decade.’” We will define the coming decade “by protecting the collective bargaining rights for 7,000 members from pre-merger Northwest Airlines and we will welcome 13,000 new members at Delta.”

Kevin noted the key role of the Northwest MEC and of International Vice President Veda Shook in the Delta-Northwest campaign and recognized Veda’s role in bringing collective bargaining rights to our newest members at Lynx, Ryan International, Compass, USA 3000 and Frontier.

Turning the focus to his responsibilities as Secretary-Treasurer, Kevin pledged to continue providing tools and

services to our elected officers and AFA activists so that they can, in turn, continue providing direct, efficient and effective representation to members.

The current round of category elections highlights the need for leadership training on “the finer points of financial administration, membership services, and other administrative matters.” To that end, he lauded the invaluable work of Assistant to the Secretary-Treasurer Betsy Tettelbach, “a key player who makes it possible for our union to operate effectively, efficiently and within the guidelines of the Department of Labor.”

Kevin emphasized the importance of leadership training and education, as well as that of a fiscally strong and stable organization and he congratulated the LEC officers who have kept budgets under control during a critical year when revenue was down, leaving our union in a stronger financial position.➔



BOD Launches New Decade with Officer Elections

The AFA-CWA Board of Directors (BOD) elected new leadership at the 37th Annual BOD Meeting, April 27-29, 2010 in Las Vegas, Nevada, to guide our union into a new decade.

Veda Shook, an Alaska Airlines Flight Attendant since 1991, was elected to the office of International President. Prior to 2007, when she began her term as International Vice President, Veda has served in many roles in her union including MEC President and LEC President. She brings to the position extensive experience as an activist and leader, and as an advocate for all flight attendants. In charge of AFA-CWA's organizing department, Veda has overseen five successful organizing campaigns at Compass, Lynx Aviation, Ryan International, USA 3000 and, most recently, Frontier Airlines.

"I am proud to represent flight attendants but, first and foremost, I am proud to be one. It is exciting to begin this new era, with all of its challenges and opportunities, with such a dynamic leadership team. We are eager to tackle the work that lies ahead – from strengthening our contracts to expanding our membership to advancing our legislative goals. My work with my flying partners on the airplane and my experience as a flight attendant union leader tells me there isn't anything we can't accomplish together."



Elected to serve the term beginning January 1, 2011 are International officers-elect Kevin Creighan (left), Veda Shook (center) and Sara Nelson (right).

United Airlines Flight Attendant Sara Nelson was elected as International Vice President after serving as United MEC media spokesperson and communications chair for the past eight years. Sara has taken on many leadership roles in her union and has advocated for legislative improvements for all flight attendants on Capitol Hill.

"Like never before, the time is right for improvements," Sara told the BOD delegates. "Our members have had it with management's attacks – the cutbacks,

Continued on page 6

Pat Friend *from page 3*

attendants. Further, we continue to pursue contractual domestic partner benefits for all AFA-CWA-represented flight attendants and basic protections against workplace discrimination on the basis of sexual orientation or gender identity for all workers.

Pat counted among AFA-CWA's recent achievements our success in persuading the Department of Transportation to hold an aviation policy forum and to create a task force. Pat sits on the resulting Future of Aviation Advisory Committee.

Referencing discussion during the Negotiations Roundtable that took place just prior to the BOD, Pat

said that with a dozen AFA-CWA represented flight attendants in various phases of collective bargaining, we understand "just how difficult it is to bargain with an industry that seems to think they can rescue their failed business model on the backs of their workers."

Pat pledged that during the remaining eight months that she will serve as international president, she will assist with transition activities per the wishes of the president-elect.

"So while this is not the end of my service to you, it is my last opportunity to say to you in person: thank you for the privilege of serving our flight attendants and you our leaders for the past 15-plus years."➔



Danny Thompson, Executive Secretary-Treasurer, Nevada State AFL-CIO, welcomes the AFA-CWA BOD to Las Vegas.



Linda Farrow, United MEC Vice President and Merv Gordon, United Council 20 President FRA.



Founding member Edith Lauterbach consults with one of AFA-CWA's newest leaders, Ryan International President Mary Lou Riley.



Juli Biggar, Air Wisconsin MEC President, and Robyn Wyatt, Air Wisconsin MEC Vice President.

BOD Launches New Decade *from page 5*

the layoffs, the bankruptcies, the fatigue, the base closures ... We as leaders have a tremendous opportunity over the next few years to serve as the catalyst that will mobilize our members to demand better contracts, to demand better wages, and to demand better working conditions. If we provide the leadership, the members will make it happen."

The BOD elected United Airlines Flight Attendant Kevin Creighan to a second term as International Secretary-Treasurer, following his appointment to the office as Acting International Secretary-Treasurer by the BOD in 2005. Prior to his appointment, he served as United Council 7 LHR President. Since 2005, Kevin has streamlined accounting and membership processes, meshing those with CWA processes following the merger.

"It is an honor to have the opportunity to continue

serving in this position with the confidence of our membership behind me," said Kevin. "I will continue to address the many responsibilities of this office with attention to accuracy, ethics and accountability."

The new four-year term of office will begin on January 1, 2011. It is a tradition of the BOD to recognize the exceptional service of individual members at an awards ceremony on the evening preceding the opening of the BOD. Those members are featured on the following pages. Detailed descriptions of the awards are available on AFA-CWA's website at www.afanet.org.

With many weighty and controversial decisions to consider, the BOD worked into the morning hours on the final day to complete business on the agenda. In addition to 16 advance agenda items, another 12 issues were added to the agenda in the course of the meeting. Those items and the BOD's decisions are posted the AFA-CWA BOD website at www.afa-bod.org. ➔



Pre-merger Northwest flight attendant Sherry Eubanks (left) and pre-merger Delta flight attendant Marianne Bicksler (right) report from the Campaign Coordinating Committee (C3) on organizing at Delta Air Lines.



Robert Barrow, American Eagle MEC President, and Chris Tomko, Atlantic Southeast MEC Secretary-Treasurer.



Karen Boerner, Mesaba MEC Secretary-Treasurer, and Natasha Glasper, Miami Air MEC President.

Workshop Introduces New Resources for Training



Brand new leadership training resources were introduced in a workshop at the Board of Directors meeting. The AFA-CWA International Staff Representatives (ISRs), in conjunction with the AFA-CWA Legal Department, presented a new on-line basic grievance training program. The ISRs also discussed updates to the resource manual that is used in all AFA-CWA new officer and leadership training seminars. ➔

Negotiations Roundtable Strengthens Cross-Carrier Solidarity

From innovations in communicating and engaging members during negotiations at American Eagle, negotiations for a first contract at AFA-CWA's new carriers and member mobilization in difficult negotiations at United in their "Whatever It Takes" campaign, to ongoing merger negotiations at US Airways, AFA-CWA negotiating committees reported on the status of talks at their carriers during the Negotiations Roundtable. The Roundtable was held just prior to the commencement of the 37th Annual Board of Directors meeting. This highly productive event, organized by the AFA-CWA Collective Bargaining Department, is an opportunity for the exchange of information and strategies, as well as for strengthening the AFA-CWA network of mutual support and solidarity across carriers. ➔



American Samoa Relief Awards



Horizon Council 16 SEA President Ty Tufono recognized the many colleagues who assisted with relief efforts following the devastating tsunami that hit the island of Samoa on September 29, 2009. Flooded with offers of assistance from AFA-CWA leaders, members and airlines including Hawaiian, Alaska and Delta, Ty and her team of volunteers sent four teams of medical personnel to the disaster-stricken island, and continue to send relief supplies.

On behalf of the Congressman from American Samoa, Eni Faleomavaega, Ty presented awards that expressed the deep gratitude of the people of Samoa. Receiving these awards for their own efforts and on behalf of their members who made life-saving contributions were Alaska MEC President Kelle Wells, Hawaiian MEC President Sharon Soper, Northwest MEC President Jeanette Rook, United Council 10 SEA President Diane Tucker, United MEC President Greg Davidowitch, International Vice President Veda Shook and International President Pat Friend. In recognition of the critical work of AFA-CWA EAP Director Heather Healy, the relief organization that Ty established made a \$2,500 donation to the AFA-CWA Disaster Relief Program. But perhaps the greatest honor was bestowed on Scott Henton, Hawaiian MEC Vice President, who, because of his extraordinary efforts, was made an honorary high chief of the village of Pamu-Pamu in American Samoa. ➔

Retiree Council Gains Recognition



The BOD officially recognized the AFA-CWA Retiree Council as a division of the union with chapters in Los Angeles, San Francisco and Seattle, the council represents nearly 1,000 of AFA-CWA's 5,000 retirees.

Tracy Thompson, Council 47, Receives Presidential Award

Over the past 21 years, Hawaiian Council 47 LAX Flight Attendant Tracy Thompson has created an inspiring legacy of volunteerism as an EAP representative and as the MEC EAP Co-Chair, a position she currently holds.



Since 1989, Tracy has clocked over 4,000 volunteer hours, which were documented and certified to the President of the United States' Council on Service and Civic Participation. As a result, the Council has awarded her its highest form of recognition: The President's Call to Service Award for a lifetime of volunteerism. International President Pat Friend presented Tracy with a letter of congratulations from President Barack Obama, the President's Call to Service Award lapel pin and a certificate of achievement. ➔

C.B. Lansing Award for Heroism*



Travis Beckett



Dionne Ransom-Monroe



Joyce Kaufman



Lemare Mason



Richard Cho



Harumi Lechner



Anne Fernandez

On Christmas Day 2009, the crew of Northwest/Delta Flight 253 quickly implemented their safety and security training to avert a tragedy when a seated passenger attempted to ignite an explosive. The crew displayed a degree of heroism befitting this prestigious award by preventing the spread of what could have been a catastrophic cabin fire and perhaps worse; coordinating a desperate struggle to restrain the terrorist; rendering first aid and coordinating communication with the pilots for appropriate flight deck response; and, on the ground, coordinating law enforcement actions to arrest and detain the terrorist. Pictured above are the Flight 253 crew and Council 94 DTW members. Elaine Christmas is not pictured. ➔

Air Safety Award*



For over a decade, United Council 11 SFO Air Safety, Health and Security Committee Chair John Black has provided exceptional service to his flying partners in his efforts to improve safety, health and security at United. His contributions have led to reductions in incident notifications and workplace hazards and injuries. He has also contributed to improvements in jumpseat safety, crew rest, seat safety and reliability, galley cart security, cockpit access security, recurrent emergency security training and industry guidelines for cockpit access techniques and procedures. In addition to his many accomplishments, John was recently selected to work with company representatives and industry experts to address safety issues onboard United's next generation of aircraft. ➔

Terri Owen Government Affairs Award*



As chair of the Alaska MEC Government Affairs Committee, Bev Bullock has spent much of the past ten years advocating for flight attendants at lobbying events in Washington, DC, and throughout the Pacific Northwest. Bev is always willing to go the extra mile to educate the Alaska MEC, her committee members and the rank and file on legislative developments, raising their awareness of the issues that directly impact the lives of flight attendants. Bev's passionate defense of flight attendant issues is an inspiration to many. ➔

Edith Lauterbach Merit Award*



In her many years of service and leadership, Mollie Reiley has earned the admiration and respect of flight attendants throughout AFA-CWA. Through a Teamster trusteeship, two representation elections, service as AFA-CWA Northwest MEC President and in a key leadership role with the Delta/Northwest representation campaign, Mollie has been a strong advocate for union representation and an inspiration to many. She is described by her flying partners as a role model and a mentor who "always displayed grace under fire and always remained a true professional." With wisdom, integrity, passion and professionalism, Mollie has energized the flight attendants at Northwest Airlines over the years and, more recently, at Delta as well. ➔



Pat Friend and Edith Lauterbach speak with Mollie Reiley via a video conference call.

Peggy Price Award*

Hawaiian Council 43 HNL EAP Committee members have been the premier first responders for all AFA-CWA carriers in the Pacific islands as exhibited during the American Samoa tsunami disaster and with the closure of Aloha Airlines. They responded to numerous critical incidents and put their own bereavement on hold while comforting fellow flight crews. They consistently demonstrate compassion and dedication. Such a devoted team of peer supporters is invaluable to our organization. ➔



Accepting the award on behalf of the committee were Council 43 HNL President Scott Akau (right) and EAP Committee Co-Chair Kawehi Apo (center). The Hawaiian Council 43 EAP Committee includes Kawehi Apo, Co-Chair, Kamalani Wehrsig, Co-Chair, Kehau Gerona, Nicole Matsuoka, Scott Saito, Helen Salvani, Dennis Sullivan and Beryl Tyau.

*For more information on these AFA-CWA awards, please visit www.afanet.org and click on "About AFA."



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Members, Councils Contribute to Pegasus Project Success



This year's Silent Auction to benefit the Pegasus Project generated lots of excitement and raised over \$6,800 at the 37th AFA-CWA Board of Directors meeting. Generous donations from AFA-CWA leaders,

members and International staff, as well as airlines and businesses, helped to make this year's silent auction a huge success.

The American Eagle, AirTran, Hawaiian and United MECs once again came through with travel donations from their airlines. United Council 14 HNL made a cash donation of \$500 and National Group Protection Inc. donated \$1,000. Nick Birchfield, Mesaba Council 46 DTW President, secured numerous donations including certificates from hotels and restaurants, a water park extravaganza, a helicopter tour of the Grand Canyon and several donations from Council 46 members. The Northwest MEC donated a Northwest/Delta memorabilia basket, a fabulous Nordstrom's spa package and several sets of jewelry. Especially popular were the nearly one dozen high-end fashion jewelry pieces donated by AirTran Airways MEC President Alison Head. Stephen Couckuyt, Alaska Council 30 ANC President, created a basket featuring items from the Iditarod sled dog race. Diane Tucker, United Council 10 SEA President, donated numerous purses, jewelry, pashminas and other great

items. Those who made generous donations are too numerous to list but their contributions, and the support of all who participated, is greatly appreciated.

The Pegasus Project provides financial assistance to members who are facing a critical, life-threatening illness or injury. Pegasus conducts fundraising activities throughout the year and will be hosting the Second Annual Online Holiday Auction in November. For information on donating to the online auction, please visit: www.biddingforgood.com/pegasusauction. If you would like to join the hundreds of individuals who make the outstanding work of the Pegasus Project possible, please visit www.ThePegasusProject.org for information on how to contribute. ➔

Zack Makes No Bones about Fatigue at BOD



Zack, US Airways Council 41 President Alin Boswell's service dog-in-training, on day one of the BOD.*



Zack, day three.

* For information about raising and training a dog like Zack, check out the Guide Dog Foundation for the Blind at www.guidedog.org.