



# AFA Flightlog

Association of Flight Attendants-CWA, AFL-CIO  
Vol 51, No. 1 | Fall 2016

## Our Vote. Our Power. Our Voice.

Preparing for Election 2016: November 8



**Inside: September 11, 2001  
15 Year Remembrance**

# AFA Flightlog

Association of Flight Attendants-CWA, AFL-CIO

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## AFA-CWA MISSION STATEMENT

The Association of Flight Attendants – CWA (AFA-CWA) was founded in 1945 as a democratic member driven union.

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

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

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



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## A Letter from the Political Legislative Policy Committee

Dear AFA Member:

The choices you make in the November 8, 2016 general election will determine what we can achieve for working families and for our profession. We are counting on every AFA-CWA member to register to vote (or to verify that your voter registration is up to date), to learn which candidates support working family issues and, most importantly, that you vote! Flight Attendants have a long history as a respected voice in Congress. Our elected representatives know we are organized in support of our profession. The keystone of that respect is our vote.

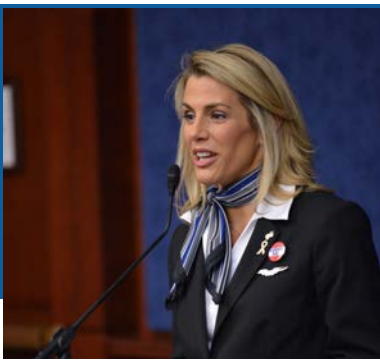
By turning out in large numbers to vote in November 2016 Flight Attendants can help ensure that our voice will continue to be heard. It is important that you verify your voter registration status. If you have moved or changed your name in the past two years, you may need to re-register to vote.

Also, we know that many of you will be working away from home and your polling location on Election Day. To ensure your voice is heard, please plan to vote early or by absentee ballot. For more information on Flight Attendant friendly voting options, go to [www.afacwa.org/vote](http://www.afacwa.org/vote).

We need a government that won't silence our voice and supports our work. Your vote on November 8 may be the one that makes the difference in helping to put in place a pro-Flight Attendant environment in Washington.

In Solidarity,

The AFA Political Legislative Policy Committee



# From Your International President

Sara Nelson

Dear Flying Partners,

Make plans now to ensure your vote is cast in the U.S. General Election. Not only does the outcome of elections have an incredible impact on our federally regulated jobs, our clout to address Flight Attendant issues increases when Congressional offices and federal agencies simply know that AFA members take the time to vote. Make sure you are registered to vote. Vote early, vote absentee or make the time to go to the polls November 8th. Our vote is our power and our voice.

We are powerful when we stand together. Our industry has changed drastically in recent years through mega mergers promoted on the idea that joining together creates strength. Yet, Flight Attendants and other aviation workers have been set up to believe that we are in competition with each other. In a time of record profits, it is no coincidence that at Delta the merger was used as a tool to throw out of the Northwest contract and undercut the value of our careers. It is no coincidence that at American management used competition between unions to distract Flight Attendants from the reality that a deal was cut to deny American Flight Attendants a vote on their contract. At United, the prior management team under Smisek promoted the idea that Flight Attendants were in competition with each other, rather than the idea that we can build upon each other's strengths. Through the power of solidarity we achieved an industry-leading agreement and the means to raise wages at American too.

These distractions – this pitting of Flight Attendants against each other – didn't just deny all of us the opportunity to achieve massive gains for our profession at a time of unprecedented profits, it kept us from tackling issues of inequality. United, American, Delta and Alaska charge the same ticket price for each route, but define the value of a Flight Attendant job as 45% less if the work is performed on a regional carrier. When management determines which routes are regional our value is cut in half. We must bridge the gap to mend this incredible vulnerability in our careers and ensure all of aviation's first responders are equally compensated for our work.

There are many ways we can work to Bridge the Gap. This fall we will also redouble efforts to enhance reciprocal cabin seat agreements and work to achieve reciprocal jump seat agreements recognizing our FAA certified training as safety professionals ready to assist each other whenever necessary. And we won't let the air go out of our fight against fatigue, not when we got so close and gained great bi-partisan support. Watch AFA communications for a call to action once again to keep this issue at the forefront on Capitol Hill. We need to raise the standards for all Flight Attendants with 10 hours minimum rest and a Fatigue Risk Management Plan that addresses real problems of fatigue in the operation. We've achieved more on this than ever before, but we won't rest until the job is done and Flight Attendant fatigue is put to bed.

Unity can achieve real results. This requires embracing each other, our varied histories and our common goals to remain strong and use the power of our unity. We have to recognize that global political and corporate forces bigger than our individual airlines are at work here. Our airlines and our careers are at risk because of pressures to change our laws and the demand for trade deals that allow corporations to trample our rights. Just like trade deals that allowed auto industry jobs to be sent to China and Latin America, TPP and corporate initiatives like Norwegian Air could have a sweeping impact on our airline industry. Airlines have been consolidating their market share and their power for decades. It's high time that we do the same. All Flight Attendants need to come together around our common issues, and unite around our common strengths.

Management may come and go with their millions but we are the constant. We have to own that. It's never about competition between the workers – it's always about the latest business model and the legal loopholes bought by those who leverage money in politics. How do we stand up against that kind of paid-for power? We unite to strengthen our voice as the work group with more public contact than any other in the world. We exercise our right to cast a vote for our families. Stand up. Stand Together. Vote.

We are Stronger and Better Together.

Fly Safe,

*“Our clout to address  
Flight Attendant  
issues increases  
when Congressional  
offices and federal  
agencies simply know  
that AFA members  
take the time to vote.”*





If you need to update your voter registration so that you can vote on Election Day, October 7 may be too late. Some voter registration deadlines are as early as October 8, 2016.

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.

We 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.

#### **Vote Absentee**

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.

#### **Vote Early**

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

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](http://www.vote411.org), and go to the "Search by State & Topic" button 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 may register to vote and request absentee ballots by filling out the Federal Postcard Application. This form is available through the Overseas Vote Foundation or from the Federal Voting Assistance Program at [www.fvap.gov](http://www.fvap.gov).

### 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 8, 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 and your power. ♦

## Voter Checklist

- ☐ Confirm you are registered to vote.
- ☐ Determine your voting plan.
- ☐ How and when to apply for an absentee ballot.
- ☐ Your options for early voting—voting locations are often different for early voting.
- ☐ Learn the voter identification requirements in your state.
- ☐ Determine 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.
- ☐ Call your Local Council if you have questions.





# Voting For More Than a President





## Government Matters for Our Highly Regulated Jobs

While we have heard the phrase “election of a lifetime” used to describe elections throughout the years, this year’s presidential election is just that. Most agree that our country is at a crossroads and the paths and policies presented by the two major party presidential candidates have given us two very clear, divergent paths to choose for our country’s future. Polling shows that the majority of voters are trying to decide what direction this country should take on issues such as: trade, the economy, women’s issues, right to work laws, and more.

Over the years, pollsters have said that many voters often end up voting for the candidate who they would most like to “have a beer with” or who seems “most like them.” In this election, many seem to feel like they are choosing between “the lesser of two evils.” With all these various national issues and personal feelings coming into play, voters — and especially Flight Attendants — need to be reminded that when we vote for Hillary Clinton or Donald Trump, we are voting for more than that individual. The new President will have the power to appoint thousands of federal officials and judges who will directly impact our daily lives and, most importantly, our Flight Attendant profession and workplace. Flight Attendants, more than most, are directly impacted on a day-to-day basis by the decisions of the various federal agencies that govern our profession and which are staffed and run by presidential appointees.

### Some of the federal agencies that have a direct and immediate impact on all of us:

- **FAA and DOT:** The Federal Aviation Administration and the Department of Transportation have the greatest impact on our workplace (the aircraft), our job responsibilities and the overwhelming majority of our duties.
- **TSA and DHS:** The Transportation Security Agency and the Department of Homeland Security determine the level of security on the aircraft and our lives and duties as aviation’s last line of defense.
- **HHS:** The Department of Health and Human Services oversees the procedures and rules for Flight Attendant drug and alcohol testing.
- **NMB:** The National Mediation Board (NMB) monitors our contract negotiations with our employers, determines when and if we can go on strike (if membership has voted to do so), and supervises the efforts of non-union Flight Attendants to join AFA.
- The **Supreme Court** rules on cases that set federal laws including marriage equality, women’s reproductive choice and *Friedrichs*. Federal judges oversee airline bankruptcies and lawsuits over our right to strike and our right to represent members as a union.
- The **Department of State** negotiates aviation treaties with foreign governments that determine where our employers can fly and if foreign companies can begin to own and operate our airlines.
- **EPA:** The Environmental Protection Agency regulates the drinking water onboard the aircraft.

They are a diverse and varied group of federal entities but they all have one thing in common: the people who manage and staff them are appointed by the President of the United States. They are not necessarily hired for their expertise or experience, but in some cases because of the industry they previously worked for or the amount of political support they provided to the President when he or she was a candidate. It is important for Flight Attendants to remember that when they vote for President they are also voting for all these appointees who will influence the Flight Attendant profession even more than our employers. ♦

## Election Issue



## Fighting Fatigue

**T**his year we are closer than ever to winning our Fight for 10. With bipartisan support in both the House of Representatives and the Senate, our 10 hours minimum rest and Fatigue Risk Management Plan (FRMP) was included in versions of the FAA Reauthorization Bill.

### Rally for Rest

Nearly 400 hundred Flight Attendants convened in Washington, D.C. on March 16, 2016 for an historic event to push for meaningful rest requirements to fight fatigue. Together, we made a powerful impact on Capitol Hill through our direct presence and the thousands of Flight Attendants who backed up our rally with calls to the Senate from across the country.

AFA members were joined by Flight Attendants from the International Association of Machinists and Aerospace Workers, the Transport Workers Union and the Association of Professional Flight Attendants. Our brothers from the Air Line Pilots Association also supported our call to equalize rest.

### A “Short-term” FAA Reauthorization

In July, Congress failed to pass a long-term FAA Reauthorization Bill and put our Fight for 10 on hold until next year.

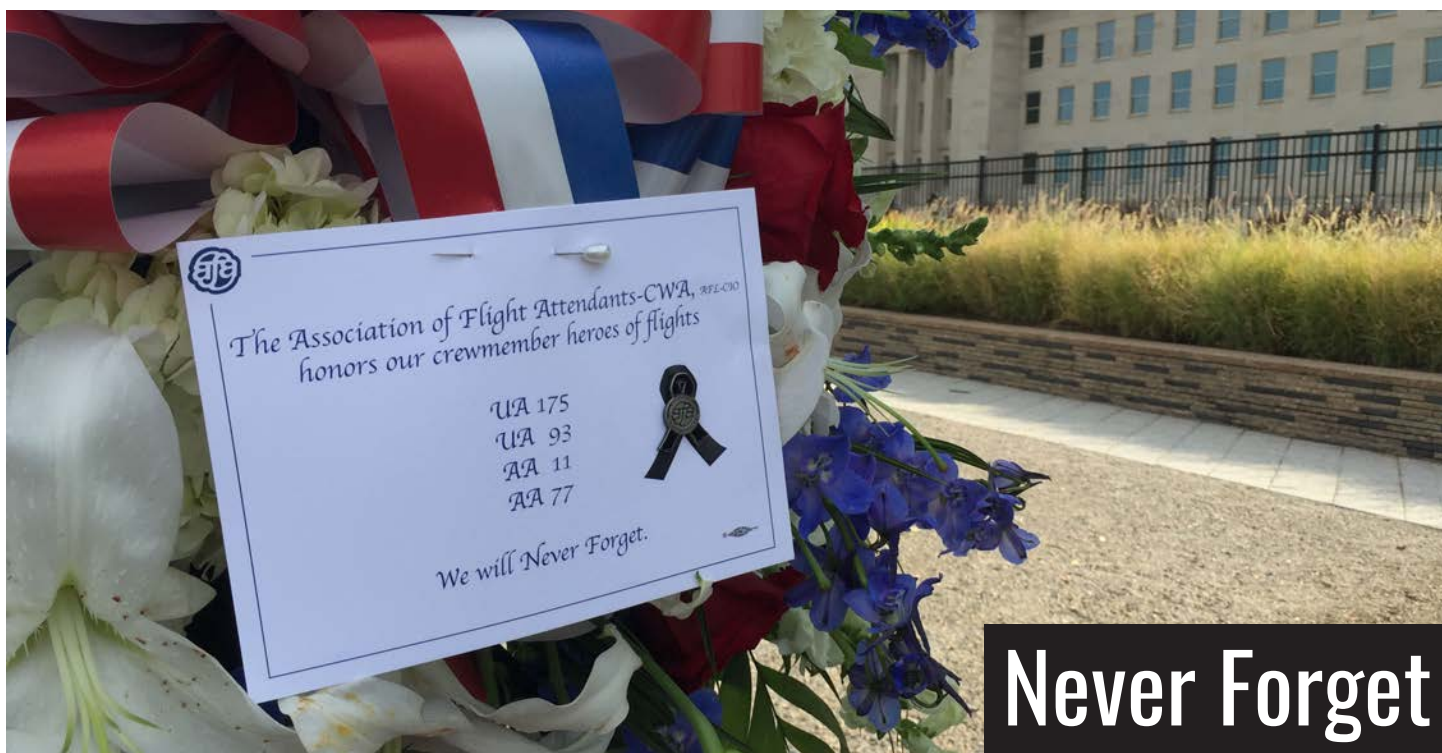
“Loopholes in aviation safety are dangerous and it is unacceptable that another year will go by without correcting this critical safety provision,” said AFA International President Sara Nelson. “Flight Attendants are aviation’s first responders. We are entrusted with the safety, health and security of passengers on a daily basis. We will continue to fight to ensure we have adequate rest periods that cannot be arbitrarily reduced. This aviation safety shortfall can wait no longer to be fixed.”

Congress did recognize our efforts to be 100,000 Eyes in the Skies. Airlines are now required by law to provide human trafficking awareness training for Flight Attendants and other aviation workers. The mandatory training will enable Flight Attendants to recognize and respond to potential human trafficking events and/or victims. Several lawmakers, DOT, DHS and many advocacy groups credit AFA for this accomplishment.

### What’s Next for Our Fight for 10?

This fall, look for a call to action once again to keep this issue at the forefront on Capitol Hill. We need to raise the standards for all Flight Attendants with 10 hours minimum rest and a FRMP that addresses real problems of fatigue in the operation. We’ve achieved more on this than ever before, but we won’t rest until the job is done and Flight Attendant fatigue is put to bed. ♦





# Never Forget

**T**his September it is hard to believe that we mark 15 years since the events of September 11, 2001. As always, our crewmember Heroes are prominent in our hearts and minds. No matter the uniform we wear or the routes we fly, we will always remember the events of September 11th and honor our heroes.

Our heroes acted as first responders. They relayed the first intelligence of the day that served to alert our country and our fellow crewmembers on Flight 93 who in turn acted without reservation against evil, sacrificing their own lives to protect our country and the lives of countless others.

Every day since September 11th, Flight Attendants go to work with an even greater sense of responsibility. We know that not only are we first responders to emergencies affecting the health and safety of our passengers and other crewmembers, we are also our nation's last line of defense in aviation security.

Fifteen years ago we vowed to never forget and never allow the events to be repeated. We made the commitment to gain the resources and recognition to support our work as first responders and the last line of defense. Our work continues every day.

Twenty-five Flight Attendants, eight Pilots and two Customer Service Agents died on September 11th. Every day, we honor their memory. We will never forget.





### United Flight 175

Flight Attendant: Robert J. Fangman  
 Flight Attendant: Amy N. Jarret  
 Flight Attendant: Amy R. King  
 Flight Attendant: Kathryn LaBorie  
 Flight Attendant: Alfred G. Marchand  
 Flight Attendant: Michael C. Tarrou  
 Flight Attendant: Alicia N. Titus  
 Captain: Victor Saracini  
 First Officer: Michael Horrocks  
 Customer Service Representative: Marianne MacFarlane  
 Customer Service Representative: Jesus Sanchez

### United Flight 93

Flight Attendant: Lorraine G. Bay  
 Flight Attendant: Sandra Bradshaw  
 Flight Attendant: Wanda A. Green  
 Flight Attendant: CeeCee Lyles  
 Flight Attendant: Deborah Welsh  
 Captain: Jason Dahl  
 First Officer: Leroy Homer

### American Flight 11

Flight Attendant: Barbara Arestegui  
 Flight Attendant: Jeffrey Collman  
 Flight Attendant: Sara Low  
 Flight Attendant: Karen Martin  
 Flight Attendant: Kathleen Nicosia  
 Flight Attendant: Betty Ong  
 Flight Attendant: Jean Roger  
 Flight Attendant: Madeline Sweeney  
 Flight Attendant: Dianne Snyder  
 Captain: John Ogonowski  
 First Officer: Thomas McGuinness  
 Customer Service Representative: Rene Newell

### American Flight 77

Flight Attendant: Michele Heidenberger  
 Flight Attendant: Jennifer Lewis  
 Flight Attendant: Kenneth Lewis  
 Flight Attendant: Renee May  
 Captain: Charles Burlingame  
 First Officer: David Charlebois

## Senate Commits to Never Forget Aviation's First Responders

On the 15th remembrance of the September 11th terrorist attacks, the U.S. Senate passed a resolution, led by Senators Markey (D-MA), Warren (D-MA), Casey (D-PA), Gillibrand (D-NY), and Booker (D-NJ), committing to never forget aviation's first responder's heroic actions. ♦

114TH CONGRESS  
2d Session

### S. RES.

Expressing a commitment by the Senate to never forget the service of aviation's first responders.

### IN THE SENATE OF THE UNITED STATES

Mr. MARKEY (for himself, Mr. WARREN, Mr. CASEY, Mrs. GILLIBRAND, and Mr. BOOKER) submitted the following resolution, which was referred to the Committee on \_\_\_\_\_

### RESOLUTION

Expressing a commitment by the Senate to never forget the service of aviation's first responders.

Whereas the events of September 11, 2001, forever changed the United States as the people of the United States faced unspeakable destruction and grief that touched millions of lives;

Whereas 4 commercial aircraft were turned into weapons of mass destruction, killing nearly 3,000 innocent people at the World Trade Center, the Pentagon, and in Shanksville, Pennsylvania;

Whereas the crewmembers of United Flight 175, American Flight 11, American Flight 77, and United Flight 93 acted as first responders, providing the first information

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about the unfolding attacks and selflessly protecting the United States and the lives of countless others;

Whereas ever since 9/11, pilots and flight attendants in the United States report to work with heightened responsibilities as first responders and as the last line of defense in aviation security; and

Whereas the bravery of the crewmembers 15 years ago and our crewmember heroes are prominent in the hearts and minds of the people of the United States; Now, therefore, be it

- 1 Resolved, That the Senate—
- 2 (1) forever memorializes the service of aviation's first responders on that fateful day; and
- 3 (2) will always seek to honor the sacrifice of aviation's first responders, who continue to keep the
- 4 United States safe today.





## Honor Guard: New York

Angie Piller, Council 71  
Diane Tucker, Council 11



## Honor Guard: Shanksville

Judee Beyer, Council 6  
Robyn Varner, Council 37

*This year, we begin a tradition of an **AFA Honor Guard** in uniform to ensure the public remembers the sacrifice of Flight Attendants at our nation's three national memorials. This Honor Guard is comprised of Flight Attendants who have all done work to honor our heroes or advance our legislative agenda to Never Forget.*



## Honor Guard: Pentagon

Ernie Lazernick, Council 28  
Brie Vargas Carraretto, Council 21



# No Matter the Uniform We Wear...

The **AFA Executive Board** held a memorial service at the U.S. Capitol on September 8, 2016 to remember our crewmember heroes of September 11, 2001.

The plaque, located just outside the Capitol Dome, is “in memory of the passengers and crew of United Airlines Flight 93, whose brave sacrifice on September 11, 2001, not only saved countless lives but may have saved the U.S. Capitol from destruction.”



**Capitol Police Sergeant Blaine C. Campbell II**, who escorted the AFA Executive Board during the memorial service, flew a flag over the United States Capitol in honor of Aviation’s First Responders and the bravery of Flight Attendants on United Flight 93. He shared: “This Flag honors Flight Attendants on Flights UA 175, AA 11 and AA 77 and UA 93. Watching this Flag fly over the Capitol was a very powerful and emotional moment for me. Flight 93 has a personal meaning to me. The bravery and sacrifice of all those on board Flight 93 not only saved the United States Capitol (The Peoples House) from destruction, but saved the lives of the people working, visiting and my colleagues and friends protecting the building.”

**Joe of Langdon Florist** cancelled his weekend plans and on Sunday, September 11, 2016, opened his flower shop in lower Manhattan just to ensure we could honor our crewmember heroes.

There are so many testimonies of this generous, caring spirit that have been inspired over and over since our heroes battled courageously 15 years ago. Love trumps evil. Never Forget.



“Just before working my flight from BIS - MSP, I was reading a post from a friend of mine about her experience on September 11, 2001. Tears just automatically started coming. Several passengers asked me why my eyes were red and I said it’s because of today and we must never forget what happened 15 years ago. During my flight one of the passengers who asked me what was wrong told me her husband had been killed at Fort Hood. We hugged each other and I said we will never forget.” - **Thomas Burton, AFA Endeavor**

*I didn't want that day to end,  
terrible as it was. . . . It was  
still a day that I'd shared with Sean.*

BEVERLY ECKERT,  
WIFE OF SOUTH TOWER VICTIM  
SEAN PAUL ROONEY\*

“There will always be a before 9/11 and after 9/11. I remember this feeling that Beverly describes. As terrible as it was, I didn’t want the day to end. I didn’t want to wake up the day after; the day my friends were supposed to come home but wouldn’t; the day there were no planes in the sky; the day I would have to face a new reality. I miss them so much and I miss “before.” But today was a day we shared. In the midst of the pain we still feel, I can’t help but be grateful for what we share through love. It is that love and compassion for one another that truly defines today. We share that today, and we should share it every day. That would be truly keeping the promise to Never Forget.”

- **Sara Nelson, AFA International President on September 11, 2016**

*\*In 2009, Beverly Eckert died in the crash of Colgan Air Flight 3407.*





**E**ven as we work to improve our careers, there are those who seek to change the rules and undermine our rights.

Norwegian Air International (NAI) has been working for more than two years to set up a flag of convenience model in aviation. This business plan would allow airlines to certify their business in whatever country has the lowest labor standards.

#### **DOT Issues Tentative Decision**

In May, the DOT tentatively approved a foreign air carrier permit for NAI's Irish-flag subsidiary, setting a dangerous precedent for transatlantic aviation and risks thousands of U.S. aviation jobs.

"This tentative decision by the Department of Transportation threatens thousands of aviation jobs and creates a race to the bottom in the industry," said Sara Nelson, International President of the Association of Flight Attendants (AFA).

"The DOT's failure to enforce labor provisions in the U.S.-EU Open Skies agreement sends a message to workers: everything matters except you. The White House needs to fix this now for 300,000 aviation workers, our families and the communities where we live and work."

Flight Attendants, Pilots, Mechanics, Ramp, and Agents—1,000 strong—from across the industry mobilized responded by rallying at the White House to urge President Obama and Secretary of Transportation, Anthony Foxx, to Deny NAI.

After the rally at the White House, Democratic presidential nominee Hillary Clinton's campaign issued a statement in support of aviation workers:

"Workers in the U.S. airline industry deserve rules of the road that support a strong workforce with high labor standards -- not attempts by airlines to flout labor standards

and outsource good-paying jobs. That's why our Open Skies Agreement with Europe explicitly calls for the maintenance of high labor standards to guide the parties in its implementation. Hillary Clinton urges the Obama Administration against moving forward with final approval of Norwegian Air International's application. Too many questions have been raised about NAI's practices and plans."

#### **Keeping Up the Pressure to #DenyNAI**

In August, the EU Commissioner for Transport filed a motion for arbitration under the US.-E.U.-Norway-Iceland Air Transport Agreement to resolve the ongoing controversy over the applications of NAI and Norwegian Air UK for foreign air carrier permits.

Rep. Peter DeFazio (D-OR), Ranking Member of the House Transportation Committee,

*(Continued on page 14)*

wrote to the Commissioner to express his concern on these problematic applications.

“[Norwegian’s] practices are an anathema to the strong labor protections that have made Norway and other Scandinavian countries- and, indeed, most of Europe- vanguards of progressive and fair labor standards.

No US. airline would be permitted to operate as Norwegian intends. So it is no wonder that Norwegian proposes to establish a flag of convenience in Ireland to firmly plant the weed of this unsustainable business model in the fertile soil of our international aviation system.” ♦

## Support Candidates Who Support Flight Attendants

### #DenyNAI Allies in the House of Representatives

Young, Don	R-AK	Esty, Elizabeth	D-CT	Richmond, Cedric	D-LA
Brooks, Mo	R-AL	Norton, Eleanor	D-DC	Neal, Richard	D-MA
Womack, Steve	R-AR	Holmes		McGovern, Jim	D-MA
Kirkpatrick, Ann	D-AZ	Miller, Jeff	R-FL	Tsongas, Niki	D-MA
Grijalva, Raul	D-AZ	Yoho, Ted	R-FL	Kennedy, Joseph, III	D-MA
Gallego, Ruben	D-AZ	Brown, Corrine	D-FL	Clark, Katherine	D-MA
Sinema, Kyrsten	D-AZ	Grayson, Alan	D-FL	Moulton, Seth	D-MA
Huffman, Jarred	D-CA	Hastings, Alcee	D-FL	Capuano, Michael	D-MA
Garamendi, John	D-CA	Deutch, Ted	D-FL	Lynch, Steven	D-MA
Thompson, Mike	D-CA	Frankel, Lois	D-FL	Keating, William	D-MA
Matsui, Doris	D-CA	Wasserman Schultz, Debbie	D-FL	Edwards, Donna	D-MD
Cook, Paul	R-CA	Wilson, Frederica	D-FL	Cummings, Elijah	D-MD
Denham, Jeff	R-CA	Curbelo, Carlos	R-FL	Pingree, Chellie	D-ME
Lee, Barbara	D-CA	Bishop, Sanford	D-GA	Huizenga, Bill	R-MI
Speier, Jackie	D-CA	Johnson, Hank	D-GA	Moolenaar, John	R-MI
Swalwell, Eric	D-CA	Lewis, John	D-GA	Kildee, Dan	D-MI
Honda, Mike	D-CA	Hice, Jody	R-GA	Upton, Fred	R-MI
Eshoo, Anna	D-CA	Allen, Rick	R-GA	Levin, Sandy	D-MI
Lofgren, Zoe	D-CA	Scott, David	D-GA	Miller, Candice	R-MI
Valadao, David	R-CA	Graves, Tom	R-GA	Dingell, Debbie	D-MI
Brownley, Julia	D-CA	Bordallo, Madeleine	D-GU	Conyers, John	D-MI
Chu, Judy	D-CA	Gabbard, Tulsi	D-HI	Kline, John	R-MN
Cardenas, Tony	D-CA	Loeb sack, Dave	D-IA	McCollum, Betty	D-MN
Aguilar, Pete	D-CA	Young, David	R-IA	Ellison, Keith	D-MN
Napolitano, Grace	D-CA	Lipinski, Daniel	D-IL	Emmer, Tom	R-MN
Lieu, Ted	D-CA	Gutierrez, Luis	D-IL	Peterson, Collin	D-MN
Becerra, Xavier	D-CA	Quigley, Mike	D-IL	Nolan, Rick	D-MN
Torres, Norma	D-CA	Duckworth, Tammy	D-IL	Graves, Sam	R-MO
Ruiz, Raul	D-CA	Schakowsky, Jan	D-IL	Thompson, Bennie	D-MS
Roybal-Allard, Lucille		Dold, Robert	R-IL	Jones, Walter	R-NC
Hahn, Janice	D-CA	Foster, Bill	D-IL	Rouzer, David	R-NC
Lowenthal, Alan	D-CA	Bost, Mike	R-IL	Adams, Alma	D-NC
Hunter, Duncan	R-CA	Davis, Rodney	R-IL	Ashford, Brad	D-NE
Vargas, Juan	D-CA	Hultgren, Randy	R-IL	Guinta, Frank	R-NH
Pelosi, Nancy	D-CA	Shimkus, John	R-IL	Kuster, Ann	D-NH
DeGette, Diana	D-CO	Kin zinger, Adam	R-IL	LoBiondo, Frank	R-NJ
Perlmutter, Ed	D-CO	Carson, Andre	D-IN	Norcross, Don	R-NJ
Larson, John	D-CT	Yoder, Kevin	R-KS	Smith, Christopher	R-NJ
DeLauro, Rosa	D-CT			Pallone, Frank	D-NJ



Sires, Albio	D-NJ
Pascrell, Bill	D-NJ
Payne, Donald, Jr.	D-NJ
Watson Coleman, Bonnie	D-NJ
Lujan Grisham, Michelle	D-NM
Zeldin, Lee	R-NY
Israel, Steve	D-NY
Rice, Kathleen	D-NY
Meng, Grace	D-NY
Jeffries, Hakeem	D-NY
Nadler, Jerrold	D-NY
Donovan, Dan	R-NY
Maloney, Carolyn	D-NY
Crowley, Joseph	D-NY
Serrano, Jose	D-NY
Maloney, Sean Patrick	D-NY
Gibson, Chris	R-NY
Stefanik, Elise	R-NY
Hanna, Richard	R-NY
Reed, Tom	R-NY
Katko, John	R-NY
Slaughter, Louise	D-NY
Higgins, Brian	D-NY
Collins, Chris	R-NY
Tonko, Paul	D-NY
Johnson, Bill	R-OH
Gibbs, Bob	R-OH
Kaptur, Marcy	D-OH
Turner, Michael	R-OH
Fudge, Marcia	D-OH
Tiberi, Pat	D-OH
Ryan, Tim	D-OH

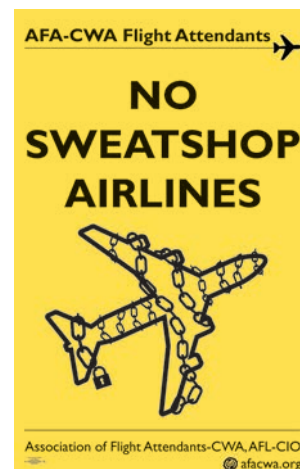
Joyce, David	R-OH
Stivers, Steve	R-OH
Renacci, James	R-OH
Bridenstine, Jim	R-OK
Bonamici, Suzanne	D-OR
Blumenauer, Earl-DeFazio, Peter	D-OR
Schrader, Kurt	D-OR
Brady, Robert	D-PA
Costello, Ryan	R-PA
Cartwright, Matt	D-PA
Meehan, Patrick	R-PA
Fitzpatrick, Michael	R-PA
Marino, Tom	R-PA
Barletta, Lou	R-PA
Langevin, Jim	D-RI
Cohen, Steve	D-TN
Poe, Ted	R-TX
Jackson Lee, Sheila	D-TX
Olson, Pete	R-TX
Marchant, Kenny	R-TX
Williams, Roger	R-TX
Green, Gene	D-TX
Johnson, Eddie Bernice	D-TX
Sessions, Pete	R-TX
Doggett, Lloyd	D-TX
Babin, Brian	R-TX
Love, Mia	R-UT
Connolly, Gerry	D-VA
Welch, Peter	D-VT
Larsen, Rick	D-WA
McDermott, Jim	D-WA
Pocan, Mark	D-WI
Moore, Gwen	D-WI
McKinley, David	R-WV

## TAKE ACTION

The Department of Transportation is still reviewing the NAI and Norwegian UK foreign air carrier applications. Our work is not finished. We cannot allow these attacks on our careers and our rights to succeed. We have to keep up the pressure to #DenyNAI!

Tell your Representative to stand up for aviation jobs and cosponsor H.R. 5090.

Take action at [afacwa.org/DenyNAI](https://afacwa.org/DenyNAI) or call the Capitol Switchboard at (202) 224-3121.



## #DenyNAI Allies in the Senate

Boxer, Barbara	D-CA
Blumenthal, Richard	D-CT
Murphy, Christopher	D-CT
Hirono, Mazie	D-HI
Schatz, Brian	D-HI
Durbin, Richard	D-IL
Markey, Edward	D-MA
Warren, Elizabeth	D-MA
Cardin, Ben	D-MD
Peters, Gary	D-MI
Stabenow, Debbie	D-MI
Franken, Al	D-MN
Klobuchar, Amy	D-MN
McCaskill, Claire	D-MO
Tester, Jon	D-MT
Heitkamp, Heidi	D-ND
Shaheen, Jeanne	D-NH

Booker, Cory	D-NJ
Menendez, Robert	D-NJ
Heinrich, Martin	D-NM
Udall, Tom	D-NM
Gillibrand, Kristen	D-NY
Schumer, Charles	D-NY
Brown, Sherrod	D-OH
Merkley, Jeff	D-OR
Wyden, Ron	D-OR
Casey, Robert	D-PA
Whitehouse, Sheldon	D-RI
Kaine, Tim	D-VA
Warner, Mark	D-VA
Sanders, Bernard	I-VT
Baldwin, Tammy	D-WI
Manchin, Joe	D-WV



## Raising the Bar through Solidarity

Just over one year ago the outlook in United negotiations was bleak. Smisek-led labor relations held our union in contempt, with constant attempts to pit Flight Attendants against each other. The atmosphere at work was dismal, and conditions on the frontline left many wondering in disbelief whether there could possibly be a plan for the purposeful demise of the airline. Social media was filled with statements that people were so miserable they'd be willing to accept anything. We never had looked so divided, so defeated. And management knew it. Just one year ago management was demanding to put the pre-merger contracts together for less than one third of the cost of the newly ratified contract. We got the signal that they were going to put forward a comprehensive proposal with the worst of each contract and a pay increase

far inferior to the new wage scale now in effect. Pressure would have been huge to put that out for a vote, and even if not successful, it could have set the tone for subsequent negotiations.

But on minimal notice over 2000 Flight Attendants came out in full force on July 16, 2015 for our first World-Wide day of action. That stopped management from putting that destructive comprehensive proposal on the table. Flight Attendant collective action and solidarity stopped that!

Months later Jeff Smisek was replaced in the midst of a corruption investigation and Flight Attendants kept up the fight to press the company to pay more. The new contract puts \$380 million a year more in Flight Attendant pockets, on average an increase of \$15,000 more per Flight Attendant.

It was no easy task achieving an industry-leading agreement. The NMB mediators explained what we all know: the contract would be compared to the Flight Attendant costs paid by United's competitors. Delta, without a union, creates incredible drag on pushing our careers forward. If it were not for the courage and fortitude of Delta Flight Attendants to continue to organize, Delta would never pay half of what it does just to retain control and keep a union off the property. The fact that AFA members at US Airways fought for the best possible conditions at American and a clause to increase pay based on improvements at United was absolutely critical to our success. This provision kept United management from arguing that they couldn't afford to compete with American.

We need to remember the successful elements of our fight as we support all Flight Attendants in bargaining. An improvement or new provision at one airline sets a new standard for all of us. AFA members at Silver, GoJet and ATI are bargaining for a first contract and Omni is in the final stages of achieving a first contract through federal mediation. Also in mediation are the AFA Negotiating Committees at Mesa and Miami Air, while Flight Attendants at Frontier, Hawaiian, Air Wisconsin and PSA are getting started with direct negotiations with management. We will soon welcome Virgin America Flight Attendants, or ITMs, to our union as the merger with Alaska is finalized this fall and merger negotiations follow. We continue to work to Bridge the Gap in every way possible to lift the standards for all Flight Attendants because as long as one Flight Attendant is under-valued, all of us are at risk. But together, we can lift each other up and gain the proper recognition for aviation's first responders. ♦

### FLY AMERICA

Federal travelers are required to use General Services Administration (GSA) identified contract carriers for all air travel and cargo transportation services funded by the U.S. government. This is commonly referred to as "Fly America." The city pair program is designed provide competitive and affordable travel for government officials conducting business.

United Airlines was awarded the bid and operated the only U.S.-carrier Washington-Dubai route for the past seven years. However, the entrance of subsidized carriers, Emirates Airline and

Etihad Airways, into the Washington, D.C. market created an imbalance of supply and demand to Dubai. Coupled with a GSA "Fly America" decision to award that route to JetBlue, who does not have the metal to fly the route, United discontinued service between Washington, D.C. and Dubai. In August, GSA awarded another long-haul route to JetBlue, serving New York (JFK) to Milan.

JetBlue does not have any aircrafts capable of service on any long-haul international routes. These flights will be operated by JetBlue's codeshare partner Emirates. In short, Emirates will be carrying U.S. government employees, including active duty military personnel, paid by U.S. taxpayers. JetBlue simply functions as a ticket company.

These are direct attacks on U.S. workers and jobs. Currently, the JFK-Milan route is flown by other U.S. carriers with U.S. workers. If any of the US carriers drop out of this market, it will be a direct loss of jobs – as was the case at United on the Dulles Dubai route.



Action must be taken to help level the playing field and protect American jobs. Clarification is needed to ensure that U.S.-owned airlines are not at a competitive disadvantage in the bidding process when foreign carriers attempt to use a codeshare to operate routes that are already operated by U.S.-owned airlines. ♦





# Zika, Pesticides, and Appreciation to a Flight Attendant Who Thinks Outside the Box

J. Anderson  
Air Safety, Health, and Security Dept.  
AFA-CWA, AFL-CIO

If you live in the southern US, you travel there, or you are assigned to fly to other Zika-affected countries like Brazil or Puerto Rico, the virus is on your mind these days. For most people, infection with Zika causes relatively mild symptoms, but some develop serious and lasting conditions like the autoimmune nervous system disorder Guillain-Barré. Also, Zika can cause devastating birth defects to babies infected in-utero, which matters if you are either pregnant or trying to get pregnant, or you're the sexual partner of someone who is. Most people have read about the aerial spraying in some Miami neighborhoods and the various efforts to address pools of water where mosquitoes can breed. But what most people are unaware of is that, largely behind the scenes, more and more countries are implementing new pesticide spraying rules on aircraft to try to stop the mosquitoes that carry Zika from surviving a flight. So how can the world prevent the spread of Zika-carrying bugs without exposing more and more airline crews and passengers to pesticides onboard?

## What is Aircraft Disinsection?

Aircraft disinsection is the process of spraying pesticide products in the cabin and flight deck, either prior to boarding or inflight. It is intended to prevent the transport of flying insects that carry disease or could damage crops or other plants. For example, France has long been concerned about importing malaria-carrying mosquitoes.

Currently, about 50 countries require aircraft disinsection, on either selected or all flights. Most of these countries require that the crew, passengers, and cabin is sprayed, typically either at “top of descent” or after arriving at the gate, with a solution of pesticide called d-phenothrin. Some countries allow “residual treatment” instead, where the unoccupied cabin and flight deck are liberally sprayed with a solution of a related pesticide called permethrin.

### **Does the US currently require pesticide spraying on incoming flights?**

The U.S. has not required routine spraying on incoming flights since 1979 when the Center for Disease Control and Prevention (CDC) formally recognized that the sprays can make people sick and may not even be effective. AFA has long advocated for pesticide-free cabins, keeping up the pressure by way of letters, presentations, articles, and meetings with the CDC, Congress, Department of Transportation (DOT), Environmental Protection Agency (EPA), and Federal Aviation Administration (FAA).

In 1977, AFA partnered with a passenger rights’ group and sued the US Department of Agriculture (USDA), protesting the practice of spraying DDT on some domestic flights to kill invasive beetles. In response, the USDA stopped spraying and instead relied on a plastic barrier intended to prevent the beetles from boarding. In 1985, AFA submitted comments to the EPA in favor of the agency’s proposal to disapprove pesticides for use in an occupied cabin. (The proposal passed in 1986.) Starting in 2000, AFA and our United Airlines members worked diligently to document the onboard conditions after residual spraying in Australia, which led to a formal investigation and subsequent changes to the spraying rules, including ending pesticide spray in crew bunk rooms.

Despite these victories, U.S. airlines are still subject to the spraying rules of other countries. So if an airline wants to operate a flight to Australia or Jamaica, for example, then they have to spray.

### **Does aircraft disinsection work?**

Spraying these kinds of pesticides on aircraft is formally recommended by the World Health Organization (WHO) to prevent the spread of mosquitoes. However, there isn’t much evidence that these sprays work to prevent the spread of mosquitoes and other pests. One reason being that, over time, insects can develop resistance to pesticides. There is also evidence that exposure to the chemicals can cause ill health in humans. So, there are questionable benefits, at best, and these come at a cost, especially to crews. The number of countries that require pesticide spraying on flights shrank in 1995; unfortunately, with the recent spread of Zika virus, the number is growing again. There needs to be a better way to stop the spread of bugs on commercial flights!

*“Flight Attendants should not have to be exposed to pesticides that may or may not work, make plenty of people sick, and feed insecticide resistance. It is time for the industry and its regulators to think outside of the box.”*

### **Thinking outside the box...**

Non-chemical means of disinsection are a smarter, safer way to prevent the transport of bugs that carry disease. Back in early 2002, a United Airlines Flight Attendant named Ken Bray called AFA for help. He had lost his career to ill health caused by pesticide exposure on trips to and from Australia. Ken said, “Why do they have to spray all these chemicals? This is our workplace. Why can’t they just use something like air blowers to keep bugs from boarding in the first place?” His idea took flight. On Ken’s behalf, AFA took the lead on promoting his concept, which continues to this day. First, we brought his idea to the DOT. They championed it by creating and leading an inter-agency task group that included the US CDC, DOD, EPA, FAA, and USDA.

The proposed concept was “air barriers” (basically, one or more specialized fans) at the boarding door, which creates a wall of turbulent air to keep bugs away, coupled with specialized net curtains at the service doors that are easy to install and



remove as needed. AFA found a mosquito netting family business in Atlanta that whole-heartedly took on the challenge to design an aircraft product – and it works. USDA ran tests and found that air blowers were effective at containing more than 97% of released mosquitoes— a much better result than the 80% kill rate that chemicals promise, and nobody gets sick. The USDA research team of top-notch entomologists formally recommended the air barrier/net curtain approach. Fast-forward and we've seen more research, more task groups and presentations, and an ever-growing interest, including at the global level of the International Civil Aviation Organization (ICAO), in non-chemical disinsection. AFA has been recognized as the labor leader on this issue since day one, and we work hard to ensure that Flight Attendants' working conditions and concerns are being addressed.

### What's Next?

Most countries follow ICAO rules, and ICAO requires that countries follow WHO rules when it comes to aircraft disinsection. So it is essential that the WHO recommends non-chemical methods - ideally instead of chemicals, but at least as alternatives to the chemical methods it endorses now. That way, countries can choose to require that airlines use a non-chemical approach to keep bugs out of the cabin on arriving flights.

ICAO and many others, including AFA, are working to make Ken's proposal a reality. We will not rest until we can call him and tell him that the answer to his question of "Why can't they?" is "They can and they do." Flight Attendants should not have to be exposed to pesticides that may or may not work, make plenty of people sick, and feed insecticide resistance. It is time for the industry and its regulators to think outside of the box.

### And Today?

In the meantime, if you work on a sprayed flight, wear long sleeves and long pants to reduce skin contact with sprayed surfaces. Also, report any symptoms or general issues with the spraying practices to your Air Health and Safety MEC Committee – we want to hear from you.

If you travel to Zika-affected areas, wear long sleeves and pants, avoid being outside during the day (when Zika-carrying mosquitoes are more likely to bite), use bug repellent, and use condoms to prevent transmission during sex. More information on Zika can be found at <http://www.cdc.gov/zika/prevention>. ♦



### WHAT TO DO IF YOU BREATHE FUMES ONBOARD?

#### CARRY THIS CARD WITH YOU

FUMES = odorous chemicals in the air (not visible); some just unpleasant, others can make you sick. Even if no visible smoke/haze, still pay attention. Some fumes coming from the air vents contain carbon monoxide which can immediately cause headache, dizziness, fatigue, etc. Other types of symptoms can be delayed.

Quickly IDENTIFY where FUMES are coming from – air vents or cabin item?

If coming from cabin item, address directly.

If coming from air vents, could be oil or hydraulic fluid fumes which can contain carbon monoxide and other chemicals that can make you sick. Oil fumes often smell like dirty socks. Hydraulic fumes often smell acrid.

(Flip card over...)



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(Read other side first...)

If fumes are coming from the vents, **REPORT** to the pilots: 1) what it smells like, 2) where in the cabin, 3) when it started, and 4) whether anyone has symptoms. If symptoms, request that EMTs meet the flight.

**TAKE OXYGEN** if you have types of symptoms listed on other side of card. **REPORT** events that make you sick to your supervisor and get medical attention. **DOCUMENT** what happened by completing company paperwork, notifying your union, and keeping a log of your symptoms.

For more **INFORMATION/QUESTIONS** on **FUMES**: Download practical information to take to a doctor/ER posted at: <http://bit.ly/AFAFumesInfo> (case sensitive).

Also posted on that site are the names/data sheets/ for the oil/hydraulic fluid used at your airline.

Contact your AFA MEC safety/health chair via email or phone.

As a backup, contact AFA Intl. safety/health:  
[Judith@AFAnet.org](mailto:Judith@AFAnet.org) or 206-932-6237.

## Stop the TPP

**F**ight for the Future, a digital rights organization, and legendary guitarist Tom Morello of Rage Against the Machine and Audioslave teamed up to organize a nationwide road show to raise awareness about the dangers of the Trans-Pacific Partnership (TPP).

CWA sponsored the roadshow along with Citizens Trade Campaign, Demand Progress, Public Citizen, the Sierra Club and others. Through a series of concert events, protests, and teach-ins, this diverse coalition will reach huge numbers of people who have never heard of the TPP before.

AFA Frontier kicked off the nationwide road show in Denver in July with AFA Frontier officers Angie Piller and Adrienne Prince representing on behalf of AFA and CWA.

"Massive free trade deals like the TPP are bad for collective bargaining, bad for our democratic process, and therefore bad for Flight Attendants," said Angie Piller, AFA Frontier President. "Why should we enter into new trade agreements, when the government declines to enforce trade agreements, like the U.S.-E.U. Open Skies agreement that's currently in place. NAI is just one example of foreign corporations violating trade agreements. We must stand up and fight back."

The TPP trade deal has been negotiated in total secrecy with hundreds of corporate lobbyists helping draft the text. It poses a grave threat to good paying jobs, the environment, Internet freedom, food safety, and our democratic process. ♦

(Pictured: AFA Frontier President Angie Piller at Rock the TPP in Denver.)

