

Stronger Together Better Together



**International Vice President Report
45th Annual Board of Director's Meeting
Phoenix, Arizona
June 24, 2017**

Stronger Together; Better Together

For me, this phrase symbolizes the very essence and diversity of our Union. Flight Attendants from all different types of carriers coming together to help fulfill our mission statement 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.

We've moved forward two more steps, in realizing our mission statement to unite all cabin crew when first, the Cathay Pacific Flight Attendants voted overwhelmingly by 97% to join AFA on January 26, 2017. This was followed by the National Mediation Board's decision to acknowledge our solidarity agreement with NCAA and the subsequent transfer of certification. This action made it possible to merge and welcome over 400 Norwegian Air Shuttle Flight Attendants into AFA. I am ecstatic to welcome these first responders into our Flight Attendant family and to support them as they bargain their first contracts.

Our Union has always adapted and evolved to meet the challenges set before us. Our Union lives in the hearts and minds of all of us collectively. Our strength can be found in the support we give each other. We derive our power and inspiration from our common bond as aviation's First Responders. Although we have accomplished much together the past year, it is imperative we continue to support each other in order to meet the new challenges we are sure to face in the coming year.



Leadership Development and Member Education

Throughout our history, AFA leaders have made quality leadership development and training programs a priority. I am committed to maintaining this standard and ensuring AFA leaders and members receive support from all of the departments and resources of our Union.

Both ISRs; Guy Bosworth, Toni Higgins and I, regularly review and evaluate our training programs. This process, coupled with valuable input from our Leadership Development Committee as well as feedback from our Board members, ensures we continually revise, update and enhance our curriculum and your learning experience.

Since last year's Board meeting we've experienced three category election cycles. As is required under our C&B, Basic Leadership Training is made available following each category election.

Trainings have either been conducted or are scheduled according to the table on the table below:

Training Type	Category III	Category I	Category II
New Leader Orientation	June 6-10, 2016 Location: DC	November 14-18, 2016 Location: DC	June 12-16, 2017 Location: DC
New Leader Training	August 15-18, 2016 Location: MITAGS	February 6-9, 2017 Location: MITAGS	August 14,-17 2017 Location: MITAGS

New Leader Orientation Training

This three and a half (3.5) day training course occurs prior to taking office and includes an overview of AFA's structure and the Constitution and Bylaws, a familiarization of the support and resources available to assist leaders at the International Office, a review of responsibilities of a newly elected officer, introduction of allowable expenses and the expense reimbursement process and guidance on transitioning successfully into the new term of office.

We've also added an optional one-day grievance training to the end of the orientation.

New Leader Training

This three and a half (3.5) day training occurs after you've attended the orientation and once you assume office. Leaders are instructed on the roles and responsibilities of their office including building and strengthening the union through mobilization, effective local committees, member meetings and communications and using the grievance procedure and tools for working with management to advocate on behalf of our members. Leaders are introduced to the process of goal planning, time management skills, budgeting planning and methods for tracking and monitoring budget use. Leaders are also trained on the membership services processes involved in tracking membership and dues obligations



Pre-Contract New Leader Training

Transitional Local Councils are established at newly organized carriers who have not yet ratified a first collective bargaining agreement, in accordance with our Constitution and Bylaws. Transitional Local Council members elect Officers for the positions of President and Secretary only. The two primary areas of focus for a Transitional Local Council are contract negotiations/support and executing a successful membership drive.

We have revised our New Leader Training, as described in the paragraphs above, so that it more closely meets the requirements of the Constitution and Bylaws and the needs of our new leaders at a Transitional Local Council. This two (2) day training educates leaders by placing emphasis on how to create goals and the importance of achieving fair first contract and membership engagement.

We continue to train around the traditional subject matter with an overview of AFA's structure and the Constitution and Bylaws, a familiarization of the support and resources available to assist leaders at the International Office, a review of responsibilities of a newly elected officer and an introduction to allowable expenses and the expense reimbursement process.

E-Learning Course Development

Historically our union has focused educational efforts solely on in person leadership development. Many of our sister unions however, expand this focus to include member education curriculum. Given our current political environment and the fast paced and ever changing world of technology we live in, I believe it is important now more than ever, that we look at new and innovative ways to reach out to Flight Attendants. Studies show that adults learn in many different ways. No single method or technique is effective for everyone. Learning becomes more effective when it combines different methods of delivery. I have long been a proponent of developing fresh content and making it available through the use of new technology. We now have software that will enable us to fulfill this vision by using varied and diverse e-learning platforms.

Developing courses with an e-learning platform is the next step in advancing and expanding our ability

to educate both leaders and members and to promote engagement. Flight Attendants will be able to learn about our Union, its structure, its rich history, current campaigns and our priorities. We are very excited about the possibilities moving forward.



E-learning is learning content that's delivered using electronic devices such as computers, tablets, or phones and will allow us to widen our opportunities for training outside of the traditional classroom. E-learning can include a lot of different types of content and interactions, allowing learners to do more than just read through text. One primary benefit is that they're self-paced, so that learners can dictate how and when they go through content.

We've already developed the first web based course, using the topic of our "AFA Board of Directors Meeting". The course is designed to educate members on subject matter such as;

- Who comprises the Board?
- What is the purpose of the meeting?
- The Agenda Item Process including, how issues are submitted to the Board?
- What is decided by the Board?
- How are votes taken at the Board?

In consultation with our Leadership Development Committee and the various departments at our International Office, we have created a draft list of potential new E-learning courses for both leaders and members. I very much value the Board's input and look forward to receiving any suggestions you may have for the development of new online learning courses, subject matter and/or additional opportunities.

Leadership Development Committee /Advanced Leadership Training:

We were very pleased to welcome new members to the committee following last year's Board; Laura Masserant, Krystle Berry and alternates Todd Failla and Thomas Burton.

The committee has conducted five conference calls since the last Board Meeting. Discussion on our calls has primarily encompassed follow up from our second Advanced Leadership Training, conducted this past fiscal year on September 19-22, 2016 as well as ways to continue updating and improving training moving forward. Leaders that attended the September 2016 session were surveyed and the feedback was very positive. The committee has identified a format for the training that works and a core selection of workshops that can be offered during each session.

The format is essentially cafeteria style in which participants can select from a number of workshops that interest them. Each training session will be scheduled with core/standing workshops and introduce new ones. We will work to ensure that the core/standing workshops are kept updated and that the new ones reflect subject matter that is both timely and relevant.

Human Trafficking

On June 1, 2015 AFA launched a major campaign to support the Department of Homeland Security and Department of Transportation Blue Lightning Initiative designed to stop modern day slavery—human trafficking. Our mission is to train 100,000 Eyes in the Skies to uncover this heinous crime that is "Hidden in Plane Sight." We successfully achieved one of our goals when Congress passed the FAA Extension, Safety, and Security Act of 2016 that included mandatory Human Trafficking Awareness training.

Building on this success, we became the first Union to enter into two different Memorandums of Understanding

(MOU) with the Department of Homeland Security. Through this partnership, we are able to expand the scope of our message and will ultimately be able to offer our own AFA sponsored trafficking awareness training.

We are very excited to announce that as a result of our MOU, we've developed our first co-branded Human Trafficking materials which were distributed to each Local Council and MEC in March.

The most important goal of our Hidden in Plain Sight campaign is to ensure every Flight Attendant is trained to spot the signs of human trafficking. Some airlines have already started to implement training. It is our goal as a union to have every AFA carrier using the DHS Blue Lighting training. However, some of the curriculum shared with us thus far, falls short on meaningful content. The language included in the act didn't really provide guidance or details with regard to how robust training should be. Members of Congress who supported our efforts to be trained are now inquiring as to whether the training being implemented by our airlines is sufficient.

I thank all of you who have provided us with the information regarding training at your carrier. If you've not already done so, I'd like to once again ask for your assistance by providing an MEC update on how your airline has implemented human trafficking awareness training to AFA International Vice President Debora Sutor at dsutor@afacwa.org. We will use this information to determine where awareness training is successfully being implemented or needs improvement.

Adequate training is the key to ensuring we have 100,000 trained Eyes in the Skies to save lives as soon as possible. Thank you all for your continued support in helping to stop this heinous crime.

Paid Family Leave and Healthy Families Act Federal Legislation

I work with a group of labor activists, women's advocacy groups and other organizations including our close partner; the National Partnership for Women and Families. Many of you may remember this group as they played a key role in our ability to pass the Flight Crew Technical Corrections Act. This year, we are focusing on two pieces of legislation that would greatly benefit Flight Attendants. Our Legislative Policy Committee has discussed and remains supportive of the legislation. The bills have been reintroduced within this Congress, although it's not likely they'll get much traction. If we are to have any success, in the near future, it will be at the State level. For this reason, we encourage Local Councils to follow and actively participate in moving forward "Paid Family Leave" and "Paid Sick Days" legislation at your State level. The Federal overview is as follows:

Healthy Families Act Federal Legislation (H.R. 1286/S. 631)

The Healthy Families Act would set a national paid sick days standard – a critical step toward meeting the health and financial needs of working families. The legislation does not carve out employees covered by a collective bargaining agreement or the RLA, allows sick leave to be used to care for both self and family members and prohibits employers from levying disciplinary action for using the sick leave benefits provided in the bill. Presently the bill has 127 co-sponsors in the House and 35 in the Senate.

Many States have enacted paid sick leave statutes. These laws typically expand the use of the earned "sick time" to cover a range of family members and in some cases, can be used without the fear of discipline or adverse action by the airline. These statutes can be hard to keep up with as we've seen not only an influx of new legislation but amendments to existing ones.

To further complicate matters, some of the statutes specifically exclude employees covered by collective bargaining agreements or the railway labor act. (A State quick reference chart was provided to the Board via e-mail)



Federal legislation would be the best possible outcome to ensure all Flight Attendants are eligible and can benefit. While our collective bargaining agreements contain provisions for paid sick leave, most do not permit the use of such leave to care for family members and there are few protections from incurring penalties under management driven attendance policies.

Family and Medical Insurance Leave Act or the FAMILY Act Federal Legislation (H.R. 947/S. 337)

Sponsored by Rep. Rosa DeLauro (D – Conn.) and Sen. Kirsten Gillibrand (D – N.Y.), the Family And Medical Insurance Leave (FAMILY) Act would ensure people have some income during family or medical leave. The act currently has 133 co-sponsors in the House and 28 co-sponsors in the Senate.

The Family and Medical Insurance Leave Act would:

- Provide workers with up to 12 weeks of partial income when they take time for their own serious health condition, including pregnancy and childbirth recovery; the serious health condition of a child, parent, spouse or domestic partner; the birth or adoption of a child; and/or for particular military caregiving and leave purposes.
- Enable workers to earn 66 percent of their monthly wages, up to a capped amount.
- Cover workers in all companies, no matter their size. Younger, part-time, lower-wage and contingent workers would be eligible for benefits.
- Be funded by small employee and employer payroll contributions of two-tenths of one percent each (two cents per \$10 in wages), or about \$1.50 per week for a typical worker.
- Be administered through a new Office of Paid Family and Medical Leave within the Social Security Administration. Payroll contributions would cover both insurance benefits and administrative costs.



Five states—California, Rhode Island, Washington, New Jersey, and New York—and the District of Columbia have passed laws that provide paid family leave for employees who need time off to care for sick or disabled family members or a new child. While enacted, not all of these laws have yet become effective. Please consult your staff attorney for more details on these state laws.

An overview of state paid sick laws and their applicability to our workforce, was developed and distributed to the Board in May of this year.

Your Uniform, Your Health

In September 2016, AFA members at Envoy, Piedmont, and PSA were provided with new uniforms manufactured by Twin Hill. These uniforms are the same as those provided to Flight Attendants at mainline American Airlines (AA). Since that time, a growing number of our members are reporting symptoms associated with wearing the new uniforms. The reported symptoms include rash/irritated skin, eye irritation, breathing problems, and headaches. They mirror the types of symptoms reported by our sisters and brothers who are wearing these uniforms at AA.

Our immediate concern was to find viable solutions for Flight Attendant to opt out of wearing the Twin Hill uniform. We successfully achieved this at each carrier. Uniform testing on the Twin Hill uniform has been completed and we've begun a second round of testing on the uniforms produced by management's new alternative vendor; Aramark. We continue to press management for copies of any and all chemical testing reports, investigations, and analysis relevant and to work with us on the selection of a vendor that is capable of producing high quality garments.

Our website is continually updated with relevant information and contains a comprehensive overview of the work we have done to safeguard Flight Attendant health. I have played a supporting role with our elected leaders, our International President and our Air Safety Health and Security department regarding this critical issue.

Quarterly MEC Grievance Chair Conference Calls:

We continue to conduct quarterly conference calls with the AFA MEC Grievance Chairs. Topics discussed include: FMLA, Grievance relief for members no longer employed at the airline, tensions in the sky and associated discipline, electronic crew management systems malfunctions.

In closing, I'd like to thank this Board for your continued commitment to ensuring we place a high value on training and leadership development. I'd also like to take this opportunity to thank all AFA members of staff for their hard work and dedication to our Union, it's leaders and members. After having worked so closely this past year with our ISRs, I'd like to convey my special appreciation. Together, we've trained nearly 90 new leaders since our last Board Meeting and prepared them for the challenges and rewards that come with elected office. Leadership development has always been a priority of our union. It is through the steadfast and diligent labors of our ISRs that we continue to fulfill our long standing commitment to quality education.