



# 45th Annual AFA-CWA Board of Directors Meeting

June 24, 2017

Phoenix, AZ

 **Stronger Together**  
**Better Together**



**WORK**

## Aim for the Sky

Chicken or leaf? Corbin, too, correct. The severest direct-flyers want all that Sara Nelson knows before she becomes a rockin' flight attendant. Now, as the international president of the Association of Flight Attendants-CWA, she's one of the most powerful figures in her field. It's time to meet some.

**Don't Judge a Job by Its Uniform**  
When we last I flew I decided to become a flight attendant after college, everyone laughed. But while I was in St. Louis working retailing

**Bring Everyone On Board**  
I remember the moment of a diverse group of people in the same airport. They were not necessarily campaigning against others but in accord. We got speaking based on U.S. citizens' needs, age and, more recently, background and on the ground. Last time we had a campaign action. In March, I was in a room with people who have different backgrounds and experiences. For change to come will get behind. People have to be able to accept a difference in their way of thinking. They were of many different backgrounds. They were of many different backgrounds. They were of many different backgrounds.

**Step Up and Lead**  
When we talk about leaders but look to get you to know. They want you to be happy in your work and to be happy in your work. They want you to be happy in your work and to be happy in your work.

**Call in a Capital**  
I'm going to be in a small area of the world. I'm going to be in a small area of the world. I'm going to be in a small area of the world.

**Don't Judge a Job by Its Uniform**  
When we last I flew I decided to become a flight attendant after college, everyone laughed. But while I was in St. Louis working retailing

172 | ENR | JUNE 2016

**Association of Flight Attendants-CWA**

Yesterday at 1:51 PM

We are keeping those affected, their families and friends in our thoughts and prayers. AFA EAP is available for all Flight Attendants at 800-424-2406.



Fort Lauderdale airport shooting: Suspect in custody, 9 injured  
[www.aflacwa.org](http://www.aflacwa.org)

**Welcome to AFA, Virgin America Flight Attendants!**

**Association of Flight Attendants-CWA, AFL-CIO | aflacwa.org**



# We're In This Together



The 2011 Board of Directors adopted a resolution to promote our “Aviation’s First Responders” campaign – raising public awareness of the true role of Flight Attendants. We used this effort as part of the successful drive for Flight Attendant inclusion in the Known Crewmember program, our No Knives campaign and media recognition of our work. In 2014, we launched our “Stronger Together, Better Together” slogan that unites all Flight Attendants to further promote our role as aviation’s first responders, increase our bargaining power, promote Bridge the Gap of pay and recognition for all Flight Attendants, strengthen our voice on Capitol Hill and effectively take on global threats to our jobs.

Following the highly publicized video clips released to social media this spring, we mobilized to launch a public campaign promoting: “We’re in this Together.” This was an effort to de-escalate tensions spurred by the media frenzy which pit passengers against crew. Our efforts resulted in multiple national media spots, Congressional testimony, a special Today Show segment and interest from the industry to work with us to promote the work that Flight Attendants do. This slogan was presented to the aviation community on May 23rd, when I served as the featured speaker at the International Aviation Club.

We will continue to promote “We’re in this Together” as we make it clear that our work space is also passenger travel space. We are not at odds, but we do need more of Aviation’s First Responders to address the issues in the cabin today and continue to maintain the safest mode of travel in the world. The bolded portion of the speech includes our suggestions to the industry and regulators for calming tensions and maintaining the critical procedures for aviation safety.

We will continue to promote our work as aviation’s first responders and the last line of defense. Check out our new website, [aviationsfirstresponders.org](http://aviationsfirstresponders.org), which is specifically designed to promote our work and the reality that We’re in the Together – Stronger Together, Better Together.

## International Aviation Club May 23, 2017 Speech



*Representatives from the aviation industry in attendance included Air Line Pilots Association (ALPA), United Airlines, Delta Air Lines, Boeing, Airlines for America (A4A), the Department of Transportation, members of Congress, and more.*

*The International Aviation Club’s mission statement is “to foster and promote interest in the maintenance and development of aircraft, airports, air navigation and air transportation, international agreements, cooperation and treaties, as all of these... apply to international aviation.”*

International Aviation Club – May 23, 2017  
Willard Hotel  
1401 Pennsylvania Ave, NW

Good afternoon and thank you to Jodie and the International Aviation Club for the opportunity to speak with you today. I am proud to serve as the International President of Association of Flight Attendants, representing 50,000 Flight Attendants at 20 airlines. Our union also partners with the Communications Workers of America, representing nearly 20,000 Customer Service agents. Together with our ALPA flight deck partners and all of the members represented by the Transportation Trades Department of the AFL-CIO, we help tens of thousands of flights get in the air safely every day - and even often inspire smiles.

Last night through the structure of our unions and in coordination with our airlines we worked quickly in the wake of tragedy in Great Britain to confirm the safety of crews and other aviation workers. Andy Burnham, the mayor of Manchester, said he was overcome by grief, shock and anger. "After our darkest of nights, Manchester is today waking up to the most difficult of dawns," he said. "These were children, young people, and their families." Let us all pause for a moment to honor those lost and send our support and healing thoughts to the people of Manchester and the families who grieve today.

*[moment of silence]*

Terrorism or natural disasters immediately call attention to the fact that in aviation we are connected to every community and each economy. Paris, Brussels, New Orleans, Thailand, Mumbai, Istanbul, Orlando, Fort Lauderdale, Boston, Tel Aviv... We mobilize to ensure safety of our own, then impact of operations for continued service often with altered procedures affecting millions of travelers and even assist in the humanitarian response. We carry grieving families to join together with loved ones and brace for the potential impact on aviation families if the event substantially alters confidence in air travel itself.

The American Airlines Flight Attendants working flight 31 from LAX to Honolulu last Friday certainly inspired confidence in the training and expert response of aviation's first responders. Yesterday, the criminal complaint filed to charge Anil Uskanli with Interference with a Flight Crew revealed disturbing details. With no checked or carry-on baggage, Uskanli boarded the flight with only a laptop computer, power cord and a few other items in his pockets. After moving about the cabin with his computer, exploding in a fit of rage when another passenger opened the unlocked lavatory door and then finally wrapping his head in a blanket while attempting to move forward to the flight deck with the laptop in his arms – Flight Attendants shouted commands for him to turn back, blocked him with the drink cart, instructed other passengers to help, subdue him and then move his laptop dropped on the drink cart to the least risk bomb location where they also built a bomb stack. Passengers were quoted saying, "The Flight Attendants just were really heroic." But no viral video of heroics when this crew served as the last line of defense without hesitation as the passenger became violent and they believed their lives could be in danger. In fact, they were so flawless in their reaction that many of the passengers on the Airbus 321 didn't even know anything had happened until the pilots descended to 5000 feet and announced it was due to a security breach.



The criminal complaint also gives rise to serious questions about events leading up to Uskanli's boarding of the flight. Neither the crew, nor American Airlines knew he had previously been detained by local authorities, charged with a misdemeanor after attempting to enter a secure area of the airport and released an hour later to catch his flight without any luggage. Had the crew been informed prior to his arrival, it is likely that his behavior during boarding coupled with the earlier incident would have kept Uskanli on the ground. We are left to question if the current state of aviation had any impact on this lack of communication or reticence to act on the first security breach to further question the purpose of Uskanli's travel.

We commend Oscar Munoz for his response to the horrific event on United Express in early April. Instead of placing blame on security personnel or United contract partner Republic Airways, Munoz took ownership, shouldered the blame and set forth policies that include better communication with law enforcement, partners and tools for workers on the frontline to empower common sense by the professionals who know our passengers better than anyone. This sent the message that "we're in this together" through every part of aviation. That is perhaps the most important ingredient necessary to promoting safety and security in addition to a pleasant travel experience.

But the United event and follow on video-taping mania has highlighted serious issues in aviation that need immediate attention. There is a rising tension on board our flights and in our airports - in our experience exacerbated by a national narrative full of disrespect for authority, decency and decorum - and fewer of aviation's first responders to manage it.



When Flight Attendants simply attempt to do safety compliance checks, they are greeted with refusal and the response "What are you going to do, drag me out of here???" In another report a Flight Attendant attempted to tell a passenger to safely put out a cigarette he had lit while at his seat. His only response was to blow smoke in her face. We don't have the option to call for help from authorities in the air and on the ground we are experiencing some authorities refusing to respond because they don't want to end up on the news either.

Cabin crew are left to wonder what's worse: failing to comply with federal regulations as part of their job, or doing their safety sensitive work and ending up on the evening news or facing discipline from management because someone didn't like the instruction they gave.

We painfully learned from the fallout of gaps in aviation security following the events of September 11, 2001. In the wake of grieving the loss our friends and flying partners our profession and industry changed forever. Over 100,000 aviation jobs were lost nearly over night, most airlines entered bankruptcy and some did not emerge. We lost on average 40 percent of pay, pensions were terminated, work rules were eviscerated, staffing was cut to minimums, and many of the amenities of flying were removed as we had fewer tools to appease weary passengers. Airlines lost billions of dollars and for nearly 10 years the driving force was to cut costs in every area but executive compensation. Cabin interiors were redesigned with smaller seats, closer together. Bankruptcies gave way to airline mergers to cut capacity in the industry so that planes are fuller than ever with more seats, less leg room and carry-on baggage at all-time highs as checked baggage fees drove more luggage to the door of the airplane.

Flight Attendants and other aviation workers are working anywhere from 25% to 50% more hours on the job to make ends meet while fatigue studies commissioned by Congress show cabin crew are not getting enough rest.

Flight Attendants and gate agents working on U.S. regional airlines, providing feed to major carriers earn on average 45% less, often have fewer work rule protections and many times one Flight Attendant must manage all safety, security and service requirements for 50 passengers who bought the ticket through the mainline Delta, American, United or Alaska.



But, we're all in this together.

Ticket prices are 40 percent below 1980 levels when adjusted for inflation. Today, everyone can afford to travel. Airlines are making money again despite these reduced ticket prices and through capacity cuts, aircraft reconfiguration, ancillary fees and the reduction in fuel prices make this possible. Cramped together in cabins the flying public is in an uproar about 28" seat pitch and fees for everything from baggage to food and seat selection even as DOT metrics show the best statistics since 1992 for completion of flights, proper handling of baggage and the lowest recorded metrics for denied boarding.

Still, people are angry. People can only be stretched so far - ultimately the rubber band breaks. In the U.S. increased hours on the job with essentially stagnant wages, rising healthcare costs and degradation of retirement security has resulted in an inequity that is shaping our politics of extreme division. Studies show that passengers are more likely to experience frustration with their seat on a plane after walking through a first class cabin to get to it. Humanity is pushed and pulled.

We are seeing the rubber band break on our planes and we need immediate attention to fix it. This inequality has taken an extreme toll on our communities and the American experience - the worker's world-wide experience - is jammed together on our planes.

Consumer behavior doesn't support changing the conditions of today's competitive aviation market, but there are steps we need to take in aviation to ensure we don't get this wrong.

**Staffing at the gate and on the plane needs to increase to ensure aviation workers have the ability to identify problems early and the time to de-escalate and resolve them. It is past time to install cockpit secondary barriers and follow through with providing crewmember self-defense training to all cabin crew. We must tackle the issue of out of context videotaping that violates the privacy rights of other passengers, showcases events out of context, escalates tensions and provides free surveillance of crew movement to terrorists. We need to address the issue of high energy fires and mitigate unnecessary risks. We need to strictly enforce the carry-on baggage policy at every stage of travel including transit or connection in order to prevent a conflict over storage space before it begins.**

**Flight Attendants need clear guidance in dealing with non-compliant passengers and they need to know management and regulators support them in following these procedures. We encourage placards reinforcing the role of crewmembers and passenger acknowledgement at the point of check-in.**

Air France provides a great example with this message clearly displayed at gates:

"Air France teams are at your service to ensure your well-being in all circumstances.

As each customer's serenity is essential, Air France will not tolerate inappropriate or violent behavior towards its customers or staff.

Any such behavior may result in denied boarding or even prosecution, depending on the severity of the case.

Together, let's promote courtesy.  
- Air France"

One Flight Attendant recently mused on social media a response she had dreamed of giving to a surly passenger:

'To the passenger in row 23 on the delayed LAS-JFK flight on Sunday: When you snickered and asked me 'Are YOU the late one we've been waiting for?' My answer to you is, 'No, I'm not late. I'm actually EARLY by an entire day. You see today, Mother's Day, is my day off. An hour ago my company called me at home and asked if I could work this redeye flight because a crew member had become ill. The full flight would have been grounded for hours or cancelled if a replacement could not be found. So before you make "joking" comments about us being late, know that I leave my family for days at a time to get you home, to a wedding, a funeral, meetings and vacations. I have had a friend suffer a miscarriage alone in a hotel room far away from her husband and family, a dear friend pass away alone in his room overnight and another friend find a cancerous lump on her breast, alone in a random hotel shower. I personally have missed my children's birthdays, first steps, soccer games, dances, holidays to get you to where you need to be. I love my job and chose this as my career. I don't need you to thank me for being there or give me any special recognition, it's my job. I'm only asking you to please show me some respect and a little courtesy during our short journey together. I don't know what you're going thru and you don't know what I'm going thru but for the next few hours let's just be kind to one another. Thank you and enjoy the ride.'



The reality is that the vast majority of passengers come to the plane with kindness in their hearts and a desire to have a peaceful, uneventful flight. And every day, Flight Attendants and Customer Service Agents help tens of thousands of flights and millions of passengers safely travel to their destination without incident. We need to promote: 'We are in this together.'

And that includes aviation policy, bi-lateral and Open Skies Agreements. We have worked hard to open the global aviation market to achieve greater reach and provide consumer choice. But competition is supposed to be fair. The globalization of aviation has opened the door to "creative" business plans that attempt to separate humanity from our people centric business. Cathay Pacific Flight Attendants based in the U.S. voted earlier this year to join the Association of Flight Attendants because the airline determined it could evade social security taxes for these U.S. citizens. This is unfair to the workers who lost this retirement, healthcare and disability safety net – and undercuts a level playing field of competition between Cathay and U.S. airlines. In opposition to the purpose of Article 17 Bis of the U.S./EU Open Skies Agreement, Norwegian introduced a flag of convenience model to aviation, utilizing a hiring company to staff its flight deck and cabin. The airline argued that U.S. based Flight Attendants were not employees of the airline and therefore didn't have the right to organize under U.S. law. This was rejected by the National Mediation Board and now these Flight Attendants are AFA members negotiating a contract that should include a scope clause with job security Norwegian claims it intends to provide in the U.S. In hopes of a new relationship that garners this result we are seeking to make that true, but we cannot allow other airlines to follow suit and take jobs to countries with the lowest labor standards. That's why our union is working hard to promote H.R. 2150, The Flags of Convenience Don't Fly Here Act. We cannot allow aviation to be separated from the people who make it fly – the people who have shaped the safest transportation system in the world and the people who have been at the forefront of achieving equal rights, workers' right, healthier aircraft cabins and millions of good jobs.



When I met with Secretary Chao a few weeks ago she had many questions, but closed with just one. What is your biggest concern? My immediate response was: Enforcing Open Skies Agreements.

Gulf carriers are breaking the rules to take our routes and threaten our jobs. Over \$50 billion in subsidies artificially prop up Emirates, Etihad, and Qatar to choke out U.S. competition. Employees and consumers will shoulder the burden of unfair competition unless our government enforces Open Skies agreements with the Gulf states.

Middle East carriers are looking at the lucrative U.S. market to help build their airlines. Their collective goal is to dominate international aviation and they are well on their way. New flights do not represent increased passenger growth. They siphon flyers from U.S. carriers, from the U.S. to India and Asia. Billions in subsidies are what makes that possible; without it they could not compete with U.S. carriers.

For every international long-haul flight lost to the Gulf carriers, economists now estimate over 1,500 American jobs are lost. We have seen this happen at United Airlines, where flight attendants already have lost flights to the Gulf carriers due to these enormous subsidies. United successfully operated the Dulles-Dubai flight for seven years. But on January 25, 2016, the flight ceased to operate, nearly 200 flight attendant bid positions gone with it.



These Gulf carriers have used their subsidies to dump massive amounts of capacity across the globe, causing substantial harm to carriers in Europe, Australia and Asia. Gulf carriers grew capacity at more than six times the growth rate in global GDP between 2001-2016.

More than half of U.S. carriers' long haul international passengers connect to/from a domestic flight at the U.S. carrier hub. As a result, discontinued/forgone long-haul international service has a negative spillover effect on U.S. carriers' domestic services, including the potential loss of service to smaller communities.

Even though UAE and Qatar have a combined population comparable to that of South Carolina, they have firm orders for over 500 new widebody aircraft. This is more than twice the number of widebodies on order by the U.S. and Chinese carriers combined.

Everyone understands the rules of fair competition. As an Olympic medalist, if you are found guilty of supplementing your performance with steroids, you must give the medal back. It's that simple. And you don't get to retaliate in any fashion or you have to answer to the rest of the Olympic community. Gulf carriers need to play by the rules or be denied further access to the United States.

Look at the focus on aviation. It is a fascinating topic for the public and garners more publicity than almost any other industry. Our airlines, the crews and passengers fly to every corner of the earth when some can only dream of crossing borders. It is one of our greatest symbols and expressions of freedom. U.S. aviation alone generates 1.2 trillion dollars in economic activity and supports 10 million jobs. And for these reasons it continues to be the target of those who wage a war against the United States and the very idea of a free world. We cannot afford to get this wrong. We cannot afford to dismiss safety, security and the humanity of aviation. We are in this together.



Thank you.

## Negotiations Summary

### Alaska

After AFA ended a trial of the open time system negotiated for the current collective-bargaining agreement at Alaska, the Alaska MEC entered into negotiations for a new system. The new system will allow more flexibility for both dropping and picking up trips. We maintained unlimited trading and also achieved a three-minute grace period for late shows. Ratification will be in July 2017.



### Alaska/Virgin America

With the merger of Alaska and Virgin America, AFA has been certified by the National Mediation Boards as the representative of all Flight Attendants at the merged airline. AFA immediately met with Alaska management to obtain a pay increase and other benefits for Virgin America Flight Attendants. AFA leaders have been appointed for the new Virgin America AFA Council 35 (SFO/LAX/JFK) and are now part of the Alaska MEC. Virgin America Flight Attendant members have been elected to the Joint Negotiating and the Merger Committees. Flight Attendants at the combined carrier are now entering negotiations for a merged agreement. The first session was the week of June 12.

### Air Wisconsin Airlines

Flight Attendants at Air Wisconsin began contract negotiations in July 2016, when future flying by the carrier was uncertain. Having more recently secured flying with United Airlines, the negotiations team is pushing for advances this round of bargaining. With a targeted approach to negotiations, the AFA team is pushing forward bargaining and anticipate discussing scheduling issues soon with the company. While the committee has been able to achieve tentative agreements on a number of sections, the company is resisting agreeing to proposals which involve putting money into the agreement.

## ATI

Direct talks for a first a first contract began in February 2017. Talks are proceeding at a steady pace with a total of 11 sections of the CBA tentatively agreed and 4 others with a few remaining open issues. During our April session the negotiations team passed Scheduling/Hours of Service and Reserve.

## Cathay Pacific U.S.

Having voted to join AFA in on January 26, 2017, Cathay Flight Attendants are looking forward to bargaining a first agreement. The committee attended negotiations training in DC the week of April 16th. The Committee developed a protocol agreement which has been relayed to management and is awaiting management's response. The Committee is also in final stages of cementing the survey which will be sent out to all AFA members at Cathay soon. June 7-8 was the initial meeting for the Negotiating Committee.



## Compass Airline

Compass Flight Attendants attended negotiations training in April 2017. The team had its first meeting with management June 14, 2017. This will be Compass Flight Attendant's second CBA.

## Frontier Airlines

Frontier Flight Attendants began negotiations in November 2015. To date, every article has been discussed except for scheduling. There is a mid-negotiations survey open now.

## GoJet Airlines

GoJet Flight Attendants are pushing to reach a first agreement. Faced with management intent on surface bargaining and prolonging negotiations, the decision was made to file for mediation in April 2017. The committee has provided management with 22 sections and put them on notice that their anti-union tactics will not work. The MEC will begin an informational campaign to inform the Flight Attendants of the process under the RLA and build power through membership engagement.

## Hawaiian Airlines

After attending interest-based bargaining (IBB) training by the National Mediation Board, Section 6 negotiations began on February 21, 2017. The parties are attempting to incorporate some of the concepts of IBB into traditional bargaining to facilitate a more collaborative approach on some of the less economic-driven issues. The leadership, in conjunction with the Negotiating Committee, is forming a negotiations outreach group and ramping up a communications and mobilization campaign.

## Mesa Air Group

Flight Attendants at Mesa Airlines voted 99.56% to authorize a legal strike against Mesa Airlines



if the company refuses to agree to a fair contract. With the support of all AFA Flight Attendants and a strong strike vote, the committee returned to the bargaining table and received an improved offer from Mesa management. The committee met again in mediated talks June 13 to 15. We will continue to press for a fair contract.

## Miami Air International

AFA filed for Federal Mediation in December 2015. Negotiations are now centering on the compensation section and other areas which have an economic impact, such as credit time.

## Norwegian

Norwegian U.S.-based Flight Attendants are negotiating a first agreement. Flight Attendants face a company team which does not believe in basic concepts such as bidding for assignments and vacation, seniority and basic work rules. The negotiations are in mediation already due to the company's unwillingness to agree to a protocol agreement regarding scheduling of negotiations. Negotiating job security is a critical component to secure these jobs in the U.S.

## Omni Air International

Omni Air Flight Attendants are continuing their efforts to reach a first agreement. The new MEC leadership is set to return to the bargaining table in July to present the lists of demands to the company.

## PSA

PSA and AFA are engaged in direct negotiations. Talks began in January 2017 and there has been encouraging progress to date. We expect at our June 2017 session we will begin talks about improvements in Hours of Service/Scheduling and Reserve sections.

## Silver Airways

Silver Airways Flight Attendants are pushing for a merged agreement and have presented the company with a targeted scheduling and hours of service proposal.

## United Airlines

United Airlines Flight Attendants ratified their merged agreement in September 2016 and the MEC is currently working on implementing the merged agreement. This agreement set a new standard for the industry.

The Joint Implementation Team is now hard at work to complete the operational merger and implement all provisions of the contract. This is expected to be concluded in October 2018, possibly even in advance of the American integration that began in December 2014. The integration process at United is complicated with 37 systems that must all reflect the contractual provisions approved by AFA members. There is significant interest on the part of management to complete this integration in order to obtain the synergies of a single operation. AFA leaders are pressing management hard and involved each step of the way to ensure programming is contractually correct.



## Raising the Bar through Solidarity

A little more than 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. Still, we can never allow management to pit unions against each other again in order to undercut our value. Negotiations are scheduled to begin for American in December 2018. Now is the time to join together to increase our bargaining power – all Flight Attendants standing up for our careers together while the industry makes billions. Sign the petition for an AFA/APFA merger at [aviationsfirstresponders.org](http://aviationsfirstresponders.org).



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, Omni, GoJet, ATI, Norwegian and Cathay Pacific are bargaining for a first contract. 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 lift the standards at Mesa to stop management from using a bankruptcy contact to pay poverty wages and pull down the value of our careers. We recently welcomed Virgin America Flight Attendants to our union as the merger with Alaska was finalized. Already we achieved a pay raise and grievance procedure for them, but the next step is getting all Alaska Flight Attendants on one contract and in a position to stand together for the very best contract possible at Alaska. 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.

## AFA Legal

### System Board Activity

Over the past year, AFA's Legal Department continued its vigorous enforcement of the Union's CBAs and defended dozens of Flight Attendants from company-imposed discipline before all of its carrier's System Boards.

Among the more significant System Board decisions includes one from Miami Air. There, AFA successfully challenged a practice in which the Company would deduct sick leave accrual when a Flight Attendant called in sick, but would not provide those monies to the Flight Attendant. Essentially, whenever a Flight Attendant called in sick, the Company experienced a financial windfall with the sick time money. Arbitrator Gil Vernon ordered Miami Air to return all money to the Flight Attendants and compensate them for sick calls in accordance with the requirements of the Collective Bargaining Agreement.

At Piedmont, AFA successfully argued at the System Board that the company had unilaterally changed the calculation of flight time without first bargaining with the Union. AFA negotiated an implementation of the Award in which each Flight Attendant was reimbursed for the monies improperly withheld by the Company. Some Flight Attendants received checks in excess of \$1,000.

At United, a Flight Attendant with significant seniority and a clean work record was terminated for insubordination for failing to follow a captain's order during a flight. The Company agreed to mediate the case but ruled out reinstatement under any circumstances. After the grievant refused the Company's offer of retirement and different amounts of future compensation, AFA convinced the Company to offer her a return to work which, to the Company's shock, she accepted.

At Frontier, AFA leadership, with the assistance of AFA's Senior Staff Attorney, resolved a dispute over the interpretation of Article 24.A. of the Frontier CBA, which provided Flight Attendants with an ownership stake in the Company in the event certain financial transactions took place in the future. That contract provision was negotiated during bankruptcy concessionary bargaining in 2012. When it became clear that Frontier wanted to escape its potential financial liability under Article 24.A., AFA negotiated a settlement of \$40 million that gave each eligible Flight Attendant a payment of approximately \$60,000.

## Litigation

One of the most significant victories of the past year involved the U.S.- based Norwegian Air Flight Attendants who are now part of AFA. In 2015, the Norwegian Flight Attendants filed for a representation election with the National Mediation Board ("NMB") as an independent union: the Norwegian Cabin Crew Association. ("NCCA"). Norwegian Air and its subsidiary OSM Aviation, the hiring and training arm of Norwegian Air, opposed the filing arguing that Norwegian Air Shuttle, while a "carrier" under the Railway Labor Act ("RLA"), was not the "employer" for purposes of representation. OSM Aviation argued, for its part, that it was the employer, but not a carrier under the RLA. Therefore, management argued the NMB did not have jurisdiction to hold an election for the NCCA. In other words, management argued the Flight Attendants didn't have the right to gain union representation.

Providing behind the scenes legal representation, AFA successfully defeated the Companies' arguments and the NMB unanimously ruled that Norwegian Air/OSM Aviation were "joint employers" who were obligated to negotiate with NCCA as the Flight Attendants' bargaining representative. The significance of this victory cannot be overstated. It protects every single AFA member and those Flight Attendants who have not yet gained representation. If the NMB had adopted Norwegian/OSM's arguments, then every airline in the U.S. could establish a hiring/training company that would also be the Flight Attendants' employer. In the event of a strike against the hiring/training company, the airline could turn to another hiring company to hire replacements, or hire off the streets, and continue in business without having to worry about the contract dispute with its hiring partner. In other words, the airline could literally fly away from the contract dispute without consequence; leaving the Flight Attendants without an airline to fly for. After successfully being certified by the NMB in 2016, NCCA members voted in March, 2017 to join AFA. The Norwegian Air Flight Attendants now have their own MEC within AFA's structure and we are in the process of negotiating a contract to lock in job security, improve conditions for U.S.-based Norwegian Flight Attendants and ensure our careers are not undercut.

## Benefits Update



Cathay Pacific (CX) – During AFA's organizing campaign, CX announced that it was no longer going to pay and collect for Social Security, Medicare, and Unemployment taxes, and certain California state programs. Snapping into action, AFA's Legal Department proceeded on a multi-pronged approach involving legal research and outreach to the Social Security Administration and the Internal Revenue Service. Working with the International President's Office, Government Affairs, Organizing, and Communications, community support was galvanized and favorable coverage obtained in the local press and Hong Kong newspapers. AFA Government Affairs has enlisted support

from California representatives Rep. Jackie Speier's and Senator Dianne Feinstein's offices to solicit guidance from the Chief Counsel's Office of the IRS. AFA is also working to amend the Internal Revenue Code to eliminate the exemption that allows CX to evade responsibility to contribute toward Flight Attendants' retirement, medical, and disability needs.

The AFA-sponsored voluntary, supplemental insurance program overseen by our Senior Benefits Attorney continues to increase in participation and benefits paid. We continually negotiate to enhance benefits available under the AFA plans and to control or reduce costs to AFA members. Our AFA program currently has 24,547 insurance plans in force and more than \$23.7 million in benefits have been paid to AFA members and lifetime members, with more than \$5.2 million paid out since the 2016 BOD.

## AFA EAP/Professional Standards: Members Helping Members

This report provides a snapshot of the documented outreach and assistance that AFA EAP committees collectively provided between January –December 2016. Given that AFA EAP committee members generally use personal time to report EAP case activity, the AFA EAP Department assumes an under-reporting of approximately 25%.

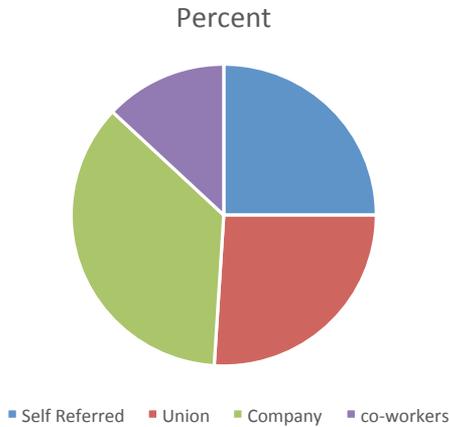
### AFA EAP Members Touched by AFA EAP in 2016 (Documented)

- 17% or 1 out of every 5.9 members

### AFA EAP Members Touched by AFA EAP in 2016 (Assumed Rate)

- 20% or 1 out of every 5 members.

### Referral Source to AFA EA



### Top 5 EAP Related Concerns (1=Highest Rate)

1. Emotional /Psychological
2. Job Stress
3. Substance Abuse/Dependency
4. Family/Relationships
5. Medical/Health

### Top 3 Professional Standards Issues (1=Highest Rate)

6. Work Style
7. Communication Style
8. Bullying

### Top 5 Critical Incidents (1=Highest Rate)

9. Mechanical/Irregular Ops
10. Emergency Ill
11. Passenger Medical
12. Flight Attendant Sick on Line
13. Air Quality-Hazardous Exposure

## Specialized Trainings

The EAP Department develops and delivers specialized trainings not only for its own EAP committee members but also welcomes the opportunity to advance the knowledge of Flight Attendant leaders and even their inflight managers-supervisors on EAP related topics. This past year, the EAP department conducted a number of such trainings including:

- 2 half day segments on “Conflict Resolution” for the Advance Leadership Training
- A 2 day joint “Critical Incident Response” training for Hawaiian Airlines Flight Attendant Leaders and Inflight Managers/Supervisors
- A 1 day joint Flight Attendant Union and Inflight orientation on AFA EAP Services at Alaska Airlines.

## AFA Disaster Relief Fund

Since its inception, the AFA EAP Department has overseen the member application and qualification review process for the AFA Disaster Relief Fund. Over this past year, the AFA EAP Department along with the International Secretary Treasurer’s Office and Volunteers from the Executive Board have brainstormed how to improve access and implement “sustainable fund raising practices. The AFA EAP Department will assist in implementing any approved changes to the fund’s policies and procedures.



## Shaping Regulatory Language

The AFA EAP Department assists with or takes the lead in shaping AFA’s formal comments to federal agencies on their proposed changes to regulations that affect Flight Attendants. Additionally, we consult with the Transportation Trade Department, AFL-CIO to collaborate around their formal comments. This past year, the AFA EAP Department drafted AFA’s comments to:

- The Department of Transportation’s “Proposed Changes to DOT Testing for Safety Sensitive Employees”
- The Department of Labor’s Standard Occupational Classification and Description of Flight Attendants

## Access to Affordable and Specialized Mental Health and Chemical Dependency Treatment for Flight Attendants

- Since September 2010, AFA EAP has been responsible for the management of the FAA funded Flight Attendant Drug and Alcohol Program (FADAP). AFA EAP, the original author and advocate of this vital service, is responsible for ensuring the delivery of prevention, early intervention and treatment referral services to flight attendants regardless of their employer or affiliation. Accomplishments this past year include:
- Drawing a record number of 300 attendees across the Aviation Industry, to the 2016 FADAP Annual Conference. Contractually, AFA is required to secure 125 attendees at this conference.
- Developing an educational film on prescription medication safety for Flight Attendants
- Training over a dozen behavioral health treatment centers on the culture of Flight Attendants so care delivery can be customized to meet Flight Attendants’ occupational lifestyles and needs.
- Securing nearly 1.5 million dollars in scholarships and discounted services so Flight Attendants’ access to help is not impeded by financial resources.

## On Board Sexual Assault Survey

In response to Congressional request to understand Flight Attendants’ perspectives and experiences with on-board passenger on passenger sexual assault, EAP created and reported the findings of a seven (7) question Flight Attendant survey. A total of 1,929 responses were recorded during the one month time frame that the survey was available. Summary findings included:

- One out of five responding flight attendants has experienced a report of passenger on passenger sexual assault while working a flight.
- The most common action taken by an intervening Flight Attendant was to physically separate the passengers and notify all flying partners.

- Law enforcement was contacted or met the plane less than half of the time.
- Most intervening actions taken must have been due to the resourcefulness of the intervening involved Flight Attendants as the overwhelming majority of responders report no knowledge of written guidance and/or training on this specific issue available through their airline.

## Upcoming EAP-Related Initiatives

- Quarterly, AFA MEC EAP Chairs receive 3 EAP-related articles for monthly electronic distribution to the members by their leaders. These articles are distributed in January, April, July, and October. Stay tune for the July releases!
- Addiction is a family disease. All too often, however, help is only delivered to the afflicted, and not the affected, AFA EAP is about to launch a 6 month no-cost on-line “Family Class” led by an Addiction Professional to help Flight Attendants whose family members are afflicted with substance use disorders, or for the families of Flight Attendants who need or are in treatment. This program will begin before the end of summer 2017.
- The recent loosening of federal regulations specific to the consent process for the release of confidential alcohol and drug treatment records could pose some challenges to AFA members. The EAP Department will be providing EAP committees and AFA leaders with follow-up information and guidance on this topic by late summer.
- DOT has proposed to expand drug testing to include synthetic opioids. This regulatory change is anticipated around late fall/early winter of this year. In anticipation of this expansion, the enclosed information is provided to educate and resource AFA leaders and members. Given that this testing expansion may prompt members to explore alternative pain treatment methods with their treating providers, we believe that early education is necessary for that coordination.



## EAP Trainings for the Balance of 2017

For information on or registration for any of the below trainings, please contact Linda Foster in the AFA EAP Department at 202-434-0560 or [lfoster@afanet.org](mailto:lfoster@afanet.org)

- The 7th annual FADAP Conference- August 22-24, 2017, Maritime Conference Center, Linthicum, MD. (5 minutes from BWI).
- Basic AFA EAP Training, Dallas, Texas. October 24-26, 2017

## Flight Attendant Alert: Proposed Changes to DOT Testing

DOT has issued a notice that it is proposing to add four (4) commonly prescribed medications to its testing program. These 4 medications fall under a category of drugs known as opioids.

They include:

- Hydrocodone (example: **Vicodin, Lortab, Lorcet, Maxidone, Norco, Zydone**)
- Hydromorphone (example: **Dilaudid, Exalgo, Hydromorph Contin, Palladone**)
- Oxycodone (example: **Percocet, Percodan, OxyContin, Roxicodone, Endocet, Xtampza, OxyIR**)
- Oxymorphone (example: **Opana, Numorphan**).

Opioid medications are typically prescribed for the management of pain after injury, surgery, dental procedures and diagnosis of a medical illness with painful symptoms. The new DOT rule is projected to take effect sometime after October 1, 2017.

## Issue with DOT Proposed Rule

Once DOT expands testing to include these prescribed pain killers, Flight Attendants on valid and non-expired opioid prescriptions will have their test results verified by a medical review officer (MRO) as “negative”. However, under DOT rule 49 CRF Part 40, Section 40.327, Flight Attendants who use these medications could be at risk of being reported to the company as a “safety risk” under the below DOT rule. After a Flight Attendant’s employer is informed that a Flight Attendant’s use of a medication poses a “safety risk”, DOT regulation does not specify what actions the

employer must or may follow thereafter. DOT regulation also does not currently define for MROs what constitutes a valid and non-expired prescription.

#### DOT Rule 49 CFR Part 40 Section 40.327

- a) *As the MRO, you must, except as provided in paragraph (c) of this section, report drug test results and medical information you learned as part of the verification process to third parties without the employee's consent if you determine, in your reasonable medical judgment, that:*
  - (1) *The information is likely to result in the employee being determined to be medically unqualified under an applicable DOT agency regulation; or*
  - (2) *The information indicates that continued performance by the employee of his or her safety-sensitive function is likely to pose a significant safety risk.*
- b) *The third parties to whom you are authorized to provide information by this section include the employer, a physician or other health care provider responsible for determining the medical qualifications of the employee under an applicable DOT agency safety regulation, a SAP evaluating the employee as part of the return to duty process (see §40.293(g)), a DOT agency, or the National Transportation Safety Board in the course of an accident investigation.*
- c) *If the law of a foreign country (e.g., Canada) prohibits you from providing medical information to the employer, you may comply with that prohibition.*

### Resources to Help You Balance Safety and Medication

There are a number of resources under the Flight Attendant Drug and Alcohol (FADAP) Website ([www.FADAP.org](http://www.FADAP.org)) to help you balance safety and the use of prescription medications including the proposed 4 new medications for which DOT will test.



**Medication Safety Film for Flight Attendants:** Preview this short film to understand the safety issues and best practices around medication use by Flight Attendants.

**Medication and Flying Article “What Medications Can I Take While Flying?”** Read this 3 page article to get a more rounded understanding of the issues surrounding medication use by Flight Attendants and best practices.

**“Flight Attendant Essential Job Functions” Wallet Card:** There is no list of DOT banned prescriptions for flight attendants, other than prescription marijuana. The decision of what medications (including dosage, frequency and timing of use in relation to your work schedule) which you can take and safely perform your Flight Attendant duties is generally determined by your health care provider. To help you inform your provider of your safety sensitive duties, provide your health care provider with your job description for incorporation into your medical file. You can also download wallet size lists of Flight Attendants’ essential job functions for your provider’s quick reference each and every time a medication is discussed.

**Health Care Provider’s Medication Note:** Should your health care provider prescribe a medication containing an opioid or amphetamine (both of which are detectable under DOT testing and could subject you to Section 40.327) have your provider sign this note for your submission just in case you are challenged about the safe use of the medication.

### Have More Questions?

Your AFA EAP offers confidential assistance around any substance use related questions, including those contained in this notice. Contact us at 1-800-424-2406.



# Safety, Health & Security

AFA leads the discussion on cabin safety, health and security because AFA members and leaders have for decades demanded that we put a priority on this work. AFA members take part in the efforts of our union every day as they perform their work as aviation's first responders. It is an honor to work with our professionals on staff, who are recognized for their passionate work for Flight Attendants and their collective expertise in the areas of safety, health and security for cabin crew and passengers alike. This report highlights the previous year's substantial work and anticipates the areas of focus in the coming year.

## Non-Chemical Means to Keep Bugs off Board

AFA has long been recognized as a leader when it comes to educating members about exposure to chemicals onboard aircraft and advocating for non-toxic alternatives. Since 2003, AFA has been advocating for a non-chemical method to keep bugs out of the cabin as an alternative to spraying pesticide products in the cabin, the only method of disinsection currently approved by the World Health Organization (WHO). The alternative to spraying pesticides is to simply keep bugs off the airplane in the first place; to do this, engineers have developed air blower systems that are installed at the boarding door and specialized curtains over the service doors. This combination, which has been shown under controlled test conditions to be effective at preventing flying insects from entering an aircraft-like structure, is a non-toxic option that makes much more sense than spraying everyone on board with pesticides. And using the non-toxic option is especially important for our members who routinely fly to countries with spraying rules.

AFA's "non-chemical disinsection" proposal picked up momentum and got the attention of the Department of Transportation (DOT) and US Department of Agriculture (USDA). In response to the US government's request, the WHO soon changed its definition of "aircraft disinsection" to include non-chemical means that could be proven effective. AFA was then invited to represent crewmembers globally on an International Civil Aviation Organization (ICAO) task group intended to further investigate and promote non-chemical options. However, countries are not permitted to mandate non-chemical disinsection on arriving flights until the method is approved by the WHO. And the WHO will not approve the method until it is demonstrated on an aircraft with an air blower and net curtain specifically designed for this application. The aircraft-specialized net curtains are ready to go, but an air blower has not yet been designed, so the non-chemical project was at a roadblock.

However, with the continued spread of the Zika virus (see below), countries are again focusing on the need to prevent the transport of bugs that can transmit disease. Exposure to the Zika virus obviously creates an additional occupational health hazard and concern for our members. However, it is important that we promote policies that protect our members from the Zika virus and from excessive pesticide exposures. The Zika outbreak has meant that global regulators, including the DOT and USDA, have refocused their efforts to promote an option for non-chemical means to keep bugs off aircraft. As AFA is still a recognized leader on this subject, in April 2016 we were invited by a WHO disinsection panel to present information on non-chemical methods. This allowed us to voice our strong support for non-toxic, highly effective disinsection options; a win-win for our members and public health.

AFA is part of the ICAO Medical Forum that was created in 2016, to work with ICAO to help control and manage Zika, as well as other infectious diseases. At the triennial ICAO Assembly in September 2016, AFA supported the United States working paper which stated, "There is a compelling need for ICAO, working with the WHO, to develop guidance on...controlling the spread of disease-bearing vectors through international aviation by...agreeing upon performance-based criteria for non-chemical...disinsection." This position was overwhelmingly supported by the Assembly and the Council of ICAO which made it part of its tasking program.



AFA met with DOT Secretary Elaine Chao in April 2017, raised this issue and was assured that her office is actively supporting development of non-chemical performance standard for disinsection. – As a member of the ICAO Medical Forum, AFA continues to focus on development of this standard so that it may be considered for approval by ICAO and the WHO.

## Air Quality - Exposure to Toxic Oil Fumes

AFA members continue to report numerous problems with cabin air quality, ranging from deicing fluid fumes to bird strikes. The issue of oil-contaminated bleed air pumped into the cabin continues to serve as the greatest threat because of the potential for crews to be impaired/incapacitated in flight, and because of the potential for long-term and disabling health effects.

The design and operation of the aircraft air supply system means that engine oil fumes that contain carbon monoxide, organophosphate additives and other toxins sometimes enter the air supply system to be inhaled by the occupants. Flight Attendants are more likely to experience symptoms than passengers because we spend more time in the cabin (so are more likely to have an exposure history) and we have a higher respiratory rate given that we are physically working during flight. Breathing oil-contaminated ventilation air onboard can cause the following acute symptoms:

- dizziness/disorientation,
- fatigue,
- flu-like symptoms, and
- headache.

Crews who breathe these fumes can also develop chronic neurological problems that start during the days and weeks that follow an exposure, such as impaired speech and memory and chronic headaches. AFA has uncovered industry documents that recognize the problem dating back to the 1950s, but airlines publicly deny the problem and deny related workers' compensation claims as a matter of routine. Affected Flight Attendants and pilots can be left disabled and without any income, both causing significant hardship.

AFA works to address this hazard by: influencing and educating standard-setting organizations, legislators, and regulators; networking with other crew unions around the globe; keeping up with relevant and topical research findings and projects; educating our members; and coordinating support and advocacy work through our MECs, LECs and safety committee structure. Both science and regulatory advancements offer real opportunities for achieving results in the near term after decades of work to define the problem and achieve an industry fix. The introduction of the Boeing 787 with the separate air compressor offers the industry a solution through aircraft design. Also, there are project underway to develop bleed air filtration systems for existing aircraft types.



AFA is co-hosting the Solutions for Cabin Air Quality Conference in June 2017 with Spirit Airlines and the ALPA-Spirit Environmental Standards Committee. This is the first such conference ever held and Spirit Airlines management, working with ALPA and AFA, has introduced a new training program on recognition of, and response to fume events for its Flight Attendants and pilots. A procedure was developed to isolate the potential source of the contaminated bleed air to reduce potential health effects on Spirit crewmembers and AFA has worked with Spirit and ALPA-Spirit to assist PALL Aerospace in further development of future bleed air filtration and sensor technology. As of this writing, at least seven airlines, the National Transportation Safety Board (NTSB) and the National Institute for Occupational Safety and Health (NIOSH) plan to attend this conference.

What follows is a short description of our key efforts to address these cabin health issues this past year:

1. **Problem:** Flight Attendants and pilots do not receive any training or education to enable them to recognize and respond to the presence of oil fumes sourced to the aircraft air supply system. This can result in aircraft with contaminated systems being dispatched, our members being exposed to toxic fumes, changes in flight plans, and unsafe working conditions.

**Action/Opportunity:** From 2013-15, AFA initiated and actively participated on the ICAO Ad Hoc Group on Air Supply System Fumes committee which developed written guidelines for training and education for Flight Attendants, pilots, and mechanics to enable them to recognize and respond to the presence of the toxic oil fumes in the cabin and flight deck. Prompt recognition and response is important because aircraft with contaminated systems are less likely to be dispatched, pilots should be more responsive to Flight Attendant reports of air supply system-sourced fumes in the cabin, and the flight safety hazards posed when crews are impaired as a result of breathing oil fumes are becoming better recognized. ICAO published the final circular in Nov. 2015. AFA promptly circulated the document to our Safety, Health, and Security chairs and presented a summary of the document and how it can be used at our annual safety roundtable in Feb. 2016. Working with our MECs, two of our member airlines have developed fume event components for Flight Attendant initial and recurrent training, all based on the recommendations in the ICAO circular. This type of company-mandated education is key to enable our members to promptly recognize and respond to the presence of air supply system-sourced fumes. We look forward to reporting on additional AFA member airlines that have taken this step!

2. **Problem:** Flight Attendants who breathe oil-contaminated ventilation air in the passenger cabin have no blood test to enable them to prove exposure to the fumes, which hinders the approval of associated workers' compensation claims. Worse still, most airlines require affected crews to seek medical care from industry-paid doctors who are influenced by oil company funded research that is designed to claim that breathing oil fumes will not make people sick, even though this is patently untrue.

**Action/Opportunity:** AFA continues to support the work of the research team at the University of Washington (UW) to finish developing a blood test and to address the real questions regarding how certain oil-based toxins damage the brain, and why not everyone is affected by the oil fumes in the same way. The blood test and biochemical explanations are critically important; without them, airlines are not motivated to prevent exposures and crews will not win workers' compensation claims, despite their disabling conditions.

AFA launched a crowd-funding video in 2016 which has also served as an education tool. It includes a video with two of our seriously affected members and two pilots who lost their flying licenses after an oil fume event. Tragically, one of the pilots in that video died in late 2016. His widow very kindly asked for donations to our crowd-funding site, in lieu of flowers, in order to raise sufficient funds to ensure the continuation of the oil fumes medical research project. The response was heartwarming – Flight Attendants and pilots contributed about \$20,000 in honor of Captain Hill. AFA continues to communicate with the research team and invited the Principal Investigator to present an update at a cabin air quality conference in June 2017.

3. **Problem:** Three years in a row, an influential industrial hygiene association (ACGIH) proposed new chemical exposure limits for some very toxic chemicals that Flight Attendants risk breathing when engine oil fumes accidentally contaminate the aircraft air supply system. The proposed limits are too high to be protective because they are based largely on studies of animals drinking the chemicals and on accidental ingestion exposure by workers in other industries.

**Action/Opportunity:** Three years in a row now, AFA has submitted detailed technical comments to the industrial hygiene association (ACGIH) on its proposal. This has at

least delayed a decision on the proposed standards, but we are now preparing a fourth round of comments because the issue is still unresolved. This association's action will strongly influence the debate regarding the toxicity of engine oil fumes. For this reason, it is essential that the committee understand the documented health impact of exposure to these toxins, as reported by AFA members and crewmembers around the world.

4. **Problem:** For more than 10 years, multi-national industry representatives quietly tried to influence a European standard-setting organization (CEN) to adopt two aircraft air quality standards that had been drafted by industry consultants. The industry wanted CEN to legitimize the standards so that it could then seek approval by regulatory bodies, enabling the industry to accomplish its goal of writing its own regulations.

**Action/Opportunity:** ASHSD actively worked to block that process, working with other crew union groups in the EU. Starting in Nov. 2015, the EU standard-setting group created a new committee to develop a cabin air standard, and the process includes crew union and passenger representatives. ASHSD is now an active member on that committee, which is necessary because what happens in the EU will ultimately affect our members, too. Once developed, such a standard could eventually be adopted by the European Aviation Safety Agency (EASA) and then "harmonized" with the FAA. This year, AFA is actively involved in a debate regarding which airborne chemicals should be monitored onboard and is also promoting measures to prevent exposure to oil fumes in the cabin and flight deck.

5. **Problem:** Many airline manufacturers, suppliers, and airlines actively work to define cabin safety and health standards by creating and dominating committees fronted by legitimate and respected engineering associations and quasi-governmental bodies. The standards and reports that these committees generate serve to justify current conditions and influence Congress and the FAA. The strong influence of these committees matters because their work products are grounded in industry efforts to save money rather than health and safety protections for Flight Attendants, other crew members, and the public.

**Action/Opportunity:** AFA is an active and loud voice on these committees to ensure that the Flight Attendant perspective is well represented, and to prevent the industry from regulating itself. Technical committees relevant to cabin air quality include ASHRAE SPC161P, SAE E31B, SAE AC9, and SAE AC9M (see the list of government/industry technical committees, below). Because we insist that the Flight Attendant perspective is heard and addressed, active participation by AFA staff on these committees has a very real and tangible effect on the health, safety and security of our members. AFA has the technical expertise and political insight that are necessary to work on these committees; we are the only Flight Attendant voice at the table.

We will continue our work to improve aircraft air quality at the global, national, local, and individual levels, all intended to build momentum for changes to the standards and regulations that define our workplace, to educate our members, and to both validate and raise awareness in research and medical circles.

## Uniforms

In September 2016, new TwinHill uniforms were rolled out to Flight Attendants at Envoy, PSA, and Piedmont. Since then, AFA has received uniform reaction reports from almost 500 of our 3000 members at those three airlines, very similar to what our Alaska Flight Attendant members reported from 2011-14. The majority of the uniform reaction reports cite skin symptoms (e.g., rash, hives, itchiness, irritation), and the next most common symptoms being respiratory symptoms, irritated eyes, and headache. Typically, symptoms develop/worsen when wearing the uniform, and either improve or resolve when away from work. Some symptoms (e.g., hair loss, abnormal thyroid function) are being reported after wearing the uniform for some months.

In March 2017, AFA sent 14 uniform garments for independent testing. The results showed various irritants, sensitizers, and known carcinogens in the fabrics. This confirmed the uniforms can cause serious health issues and AFA pressed management to immediately and safely recall the toxic uniforms.



1. **Problem:** Flight Attendants at Envoy, PSA, and Piedmont continue to report symptoms that develop/worsen while wearing their new uniforms and improve when away from work.

**Action/Opportunity:** In coordination with our affected MECs, ASHSD developed, launched and monitors an online uniform reaction reporting form in order to collect standardized reports about our members' uniform reactions. ASHSD also created a uniforms webpage dedicated to these members in order to provide them with practical information such as how to report reactions, what chemicals are in the clothes, what uniform alternatives are available, and what to bring to their doctors. ASHSD has coordinated with our affected MECs and members to solicit garment for chemical testing, understand what is happening on the line, and provide information and support. In addition, we have: researched and requested suitable chemical testing on relevant garments; shared information with two university chemical testing labs to solicit additional interest and technical support; published informational bulletins for our members; and written letters to formally request access to company-paid garment testing data. AFA's position is that nobody should be wearing these garments because they contain irritants, sensitizers, carcinogens, and chemicals that can interfere with hormones. We are supporting and promoting selected alternative uniform options, and ASHSD continues to work closely to support our affected MECs and members.

## OSHA Protections: The Ebola Case Study

The Ebola epidemic in West Africa highlighted the importance of the OSHA Bloodborne Pathogens standard (29 CFR 1910.1030) in protecting the health of Flight Attendants while working in airplane cabins.

**Defining the Problem:** In March, 2014, enforcement of the OSHA Bloodborne Pathogens, Hazard Communications, and Noise and Hearing Conservation standards began. Around the same time, the Ebola epidemic in West Africa began to take off and by mid-October 2014 thousands of lives had been lost, and health care workers and others began leaving West Africa via international flights. Despite screening procedures in place at the time, one infected individual treated in a Texas hospital passed the disease to a nurse, who then flew to Cleveland and back on Frontier Airlines flights.



**Results:** In the aftermath of the Frontier flights, AFA staff and elected and appointed leaders expended extraordinary efforts to represent the interests of our members with airlines, White House staff, and public health and regulatory authorities.

To help ensure the health and safety of all Flight Attendants through measures targeted to illness prevention, aircraft cleaning, and post-incident response, AFA continues to promote our Ebola and Other Communicable Disease Incident Response Checklists, which were developed and refined in the weeks following the Frontier flights. These checklists were sent to the White House and all health-related or aviation-related government agencies, and helped initiate a coordinated government evaluation and response to AFA as the leading voice calling for all relevant agencies to address and mitigate the threat of communicable disease spread through aviation.

AFA, with leadership from our President's office, brought significant weight to the issue and made clear our priority for strong, effective government and industry measures in response to Ebola and

any future communicable disease outbreaks. These efforts created significant changes in the way government and the airline industry dealt with Ebola, and also pointed to improvements in how pandemic response can be managed in the future. Most meaningful was an early and welcome decision by OSHA to treat all existing and future CDC Ebola guidelines for aircraft operations and cleaning as part of the Bloodborne Pathogens standard, a decision that also gave regulatory teeth to the CDC guidance that airlines provide commonsense protections on all flights, such as the provisioning of Universal Precautions kits and stocking of adequate supplies of gloves and masks.

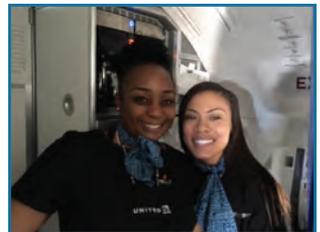
## The Latest Outbreak: Zika Virus

The ongoing outbreak of Zika virus is another example of the continuing threat from diseases that lack effective treatments, vaccines, or reasonable methods of prevention, and can spread globally through international travel. Zika virus is now firmly established in over 60 tropical and sub-tropical countries and territories in Africa, the Caribbean, Central America, South America, and the South Pacific, as well as parts of Florida and Texas in the continental United States. Zika is carried from human to human primarily by Aedes species mosquitoes, which are native to many parts of the southern and western United States as well as several island territories, and can also be transmitted sexually through semen. Zika is difficult to detect, as it causes symptomatic infection (characterized by fever, rash, joint pain, red eyes, muscle pain and headache) in only about 20% of infected persons. The greatest concerns are during pregnancy, when the virus can cause a birth defect called microcephaly. As a result, since early 2016 the Centers for Disease Control and Prevention (CDC) issued numerous travel alerts and the World Health Organization (WHO) declared a Public Health Emergency of International Concern.

**Defining the Problem:** Zika is a significant concern for Flight Attendants, especially those required to travel into and out of affected outbreak regions. Given the potential for birth defects, Flight Attendants who are pregnant or considering pregnancy should be able to opt out of travel into affected regions without penalty or effect on dependability. All Flight Attendants traveling to affected areas also need information and employer-supplied means to protect themselves from mosquito bites, appropriate medical care during periods of infection, and continuing, comprehensive support in the event of long-term adverse effects.

**Results:** AFA advises that airline policies allow opt-outs from trips into affected countries or areas for Flight Attendants at risk from Zika infection. Following interventions by AFA Safety Committee Chairs, United and Alaska created policies that allowed affected members access to at least limited opt-outs during and after February 2016. These policies also included portions of CDC guidance that recommend consultation with medical practitioners before travel and advice for preventing mosquito bites and steps to take in the event of a suspected infection.

Since early February 2016, AFA staff has participated in regular conference calls organized by the International Civil Aviation Organization (ICAO). Discussion topics have included WHO situation reports, aircraft disinsection, CDC guidance, and surveys of airport vector control efforts. The Air Safety, Health and Security Department staff has also conducted a survey of AFA members to determine the extent of Zika's impact on Flight Attendants, and shared that data with the union's safety committees.



## Mobile Broadband Technology - Cell Phones and Wi-Fi

AFA is leading the charge to keep voice calls out of the cabin and to ensure high speed mobile broadband technologies do not pose a security threat to our aircraft. For over ten years, AFA has been pushing for comprehensive and ongoing consideration of the risks to safety and security that arise from the introduction of in-flight communications technology on commercial flights. These risks are both operational and technical in nature, and continue to evolve as technologies are developed and our nation's adversaries dream up new ways to attack us. Ensuring that these risks will not lead to disaster requires government- and industry-wide commitment and focus. A full,

comprehensive risk assessment requires support from all levels of government, must include input from affected industries, employee groups, and the public, and must consider risks to safety and security from both the operational (e.g., in-flight and counter-terrorist) and technical (e.g., original equipment makers, programmers, and maintenance providers) perspectives.

AFA has gotten the attention of the Federal government through both an expert argument and by coordinating a broad range of aviation stakeholders speaking as one. For example, AFA organized a Safety and Security in the Air Coalition (SSAC) that included AFA, IAM, TWU, United ALPA, the Federal Law Enforcement Officers Association (FLEOA) and the Global Business Travel Association, which worked to stop the Federal Communications Commission (FCC) from lifting bans on airborne use of cell phones and encouraged interagency reviews of potential security vulnerabilities and threats. While making clear that we do not oppose technology, we helped ensure that technology enhances rather than diminishes security. Prior to SSAC intervention, the FCC had been considering these issues almost exclusively from technical perspectives, without fully exploring possible operational security risks.



AFA has participated in several tabletop exercises over the past year organized by the National Aviation Intelligence Integration Office (NAI2O) to present the Flight Attendant perspective related to potential threats to aviation security and provide input on aviation vulnerabilities and risks faced by Flight Attendants. Under the direction of the National Security Council (NSC), the Department of Homeland Security and NAI2O, continue to co-lead the Federal interagency effort to revise the National Strategy for Aviation Security (NSAS) and its supporting plans.

AFA will continue our relentless efforts on these issues to ensure our members' security.

## Airport Employee Access Controls

**Defining the Problem:** Due to the insider threat vulnerability at U.S. airports, as a member of the TSA Aviation Security Advisory Committee (ASAC), AFA participated in a 90 day comprehensive review in 2015 requested by Secretary of Homeland Security Jeh Johnson. Since that time there has been increased concern and attention focused on this because of the October 31, 2015 explosion of Russian Metrojet flight 9268 shortly after departure from Sharm el-Sheikh International Airport, Egypt, allegedly due to an insider threat.

**Action/Opportunity:** As a member of the ASAC, AFA has been able to review action taken by TSA so far to implement recommendations of the Working Group on Airport Access Control in order to represent the Flight Attendant perspective and keep the Known Crewmember screening program in place.

The ASAC continues to oversee the progress TSA is making to effectively implement the working group recommendations. AFA serves as a member of the working groups engaged in this task.

Fourteen of the recommendations are closed:

- TSA has shifted resources to increase random screening of aviation workers.
- TSA, in collaboration with industry, has identified biometric standards for access control.
- TSA has identified its enforcement authority for instances of non-compliance with airport badge accountability requirements.
- TSA has initiated a security awareness campaign ("This is My Airport") that offers an anonymous 24/7 tip line for employees at airports nationwide.
- TSA redirected flexible agency airport resources to focus on screening aviation workers at access points in the sterile area, secure area and Air Operations Area.
- TSA directed Federal airports to conduct insider threat vulnerability assessments and implement mitigation plans.
- TSA revised the City and Airport Threat Assessment (CATA) program and publishes a monthly report that captures and quantifies applicable unclassified intelligence information for a broad range of homeland security threats.

- TSA and the airport industry have conducted multiple assessments that provide a risk profile. TSA directed Federal Security Directors to jointly conduct risk evaluations and share results with all appropriate stakeholders.
- A joint ASAC working group reviewed the disqualifying crime offense lists and produced a report that will be considered in the rulemaking required by the FAA Extension, Safety and Security Act of 2016, Sec. 3405(a) Vetting.
- TSA and Customs & Border Protection (CBP) developed a training program that is now part of the national annual training for airport badging offices.
- Insider threat training media was produced and incorporated into airport personnel/aircraft operator training programs.
- TSA worked with primary aviation stakeholders on the RTCA, Inc.'s Special Committee on Airport Security Access Control Systems to develop guidance and standards for access controls at airports. RTCA Pub. DO 230D "Standards for Airport Access Control Systems" provides industry standards and guidelines that incorporate the latest technological advances in security access control systems and identity management technologies, including smart cards and biometrics.
- Requirements for airports to reduce access points to operational minimum reemphasized in a TSA Information Circular dated 4/29/15.
- Insider threat awareness training materials, which include perimeter security awareness, were provided to industry in July 2016.
- AFA served on the disqualifying crimes working group to identify what changes TSA should implement pursuant to the ASAC recommendation on disqualifying crimes. The FAA reauthorization act of 2016 based some security provisions on the ASAC report.

Former TSA Administrator, Peter Neffenger, who was appointed after the ASAC Report was issued, said "I am deeply grateful to the Aviation Security Advisory Committee for their work developing these recommendations...They are instrumental in mitigating the potential insider threat vulnerability at our airports."

## Known Crewmember Compliance

March 21, 2017 marked the five years since AFA testified before the Senate on the need to include Flight Attendants in Known Crewmember. AFA successfully gained Known Crewmember for Flight Attendants in 2012. We are thrilled Spirit and Miami Air recently joined the program.

During a February meeting with the TSA Acting Administrator, we were asked to remind all Flight Attendants that compliance by crewmembers is essential to continued participation in the KCM program.

KCM is a privilege and not a right – non-compliance can result in civil penalties, fines or suspension of an individual's ability to continue to participate in KCM. The TSA is working on a standardized formula for compliance to take the subjectivity out of any KCM suspensions. Although TSA may set the minimums for suspension from the program, it is important to note that air carriers may choose to increase the suspension time of a crewmember from the program.

On March 24, 2017 I had the honor of giving the commencement speech at the graduation of new TSA officers at the Federal Law Enforcement Training Center (FLETC) in Glynco, GA. There is a growing drum beat demanding a return to the old system where security checkpoints were contracted out to the lowest bidder. To return to a bottom-line driven system that puts security second to profits borders on reckless and is an unjustified regression from TSA's successful mission to protect the skies.

As aviation's first responders, our lives depend on the integrity of each layer of security in the airport and on the aircraft. We will go to the mat every single time to ensure TSA has the funding for TSO staffing, support and training needed to do their jobs to help keep our skies safe and secure.

## Transport Airplane Crashworthiness and Ditching Work Group

At the end of 2015, the FAA created a working group to provide recommendations for incorporating airframe-level crashworthiness and ditching standards into Title 14, Code of Federal Regulations (14 CFR) part 25 and associated advisory material. AFA was approved as a member of the group as a resource for issues related to passenger preparedness and cabin and safety equipment design for survivability during a crash and ditching event. Throughout 2016 and continuing now, AFA has been participating in the face-to-face meetings and monthly telecons related to revising part 25. Four working groups were formed to facilitate the work:



- Team 1 – Review of past accidents and ditchings – this review allows the entire group to evaluate how the design standards have worked in the past
- Team 2 – Crashworthiness design - traditionally assumed a configured metallic airplane but now the use of composite materials in the structure need to be considered.
- Team 3 – Ditching design – Looking at the design of the structure as it relates to the flotation ability of the aircraft.
- Team 4 – Equipment (AFA chairs this team) – Reviewing the types of equipment that may be used in either a crash or ditching by occupants for survivability (e.g. flotation devices, restraint systems, and signage)

The working group is vigorously drafting the technical documents for submission to the FAA. Submission is expected to happen toward the end of this year.

## Comprehensive Training Standards

AFA has been advocating on multiple fronts for many years for better, more realistic training for Flight Attendants as an important key to passenger survival in accidents and effective response for other emergencies. Every day, Flight Attendants are called upon to handle evacuations, decompressions, inflight fires, on-board medical emergencies, security events or other emergencies. In order to perform these critical safety functions, it is imperative that Flight Attendants have the best possible training. So we continue to advocate on your behalf to ensure you have the tools necessary for your role as the onboard First Responder.

## Proposed Changes to DOT's Disability Regulation

Last year AFA was chosen to represent Flight Attendants on the DOT's Advisory Committee on Accessible Air Transportation (ACCESS Advisory Committee). We participated because we were aware of all the challenges that Flight Attendants are facing when it comes to the issue of service and emotional support animals on commercial flights. We also participated because of some the concerns that we had heard from air travelers with disabilities related to air carrier policies and procedures related to information these passengers were receiving, some of it related to emergency situations.

The ACCESS Advisory Committee was established to negotiate and develop a proposed rule concerning three issues:

- Whether to require accessible inflight entertainment (IFE) and strengthen accessibility requirements for other in-flight communications;
- Whether to require an accessible lavatory on new single-aisle aircraft over a certain size; and
- Whether to amend the definition of "service animals" that may accompany passengers with a disability on a flight.

The ACCESS Committee met 7 times in Washington, D.C. over the period May 17 – November 2, 2016. Meetings ranged from two days to three day sessions. The Committee also formed smaller working groups in each topic area to investigate and deliberate on the issues between plenary

meetings, explore options, and offer recommendations to the ACCESS Committee. "The U.S. Department of Transportation's Accessible Air Transportation

Advisory Committee ("ACCESS Committee") finalized the work in November 2016. Consensus was reached on terms of a proposed new rule to enhance the accessibility of In-Flight Entertainment (IFE) and of certain lavatories on commercial aircraft. The ACCESS Committee also reached consensus on recommended plans for further work on (a) enhanced designs for on-board wheelchairs, (b) more accessible IFE interfaces; and (c) more accessible cabin announcements. The ACCESS Committee did not reach consensus on a new definition of service animals and accordingly offered no recommendation with regard to service animals."

During the discussions of the three issues, the topic of Flight Attendant training was referenced. AFA advocated for better training of our members related to interactions with passengers needing assistance. Consensus was reached that carriers must train Flight Attendants to proficiency on an annual basis on the transportation of individuals to/from aircraft lavatories. During the deliberations concerns related to the current required onboard wheelchair were also discussed. As a follow-on activity the ACCESS committee approved a working group to continue work on assessing the current onboard wheelchair to make recommendations for improvement. If, and when, a new onboard wheelchair is designed, it will be a requirement that air carriers provide Flight Attendants hands-on training on the device.

## Crew Resource Management (CRM) Training



As part of an FAA initiative, AFA chaired a working group tasked with recommending updates and/or improvements to current the CRM/dispatch resource management (DRM) guidance in FAA Advisory Circular (AC) 120-51E, Crew Resource Management Training (dated 1/22/04), including suggestions on joint training. When the AC was first promulgated it addressed the issue of Joint Training between Flight Attendants and pilots as an evolving concept of CRM. Over the years AFA has seen some carriers embrace the concept of joint training and others that have suggested that it is too difficult and therefore not worth the exercise.

Recognizing that enhancing safety requires a proactive approach, the CRM group was formed to recommend updates and/or improvements to the current CRM training guidance.

The recommendation built upon the concept of joint training as one method of emphasizing the interactions and communications between the different workgroups both inside and outside the aircraft cabin. It should be noted that some of the airlines had an aversion to using the word "joint" training because it implied to them that people had to be in the same room together, The group therefore came up with a new proposed term "cross-functional" CRM Training. This would allow the expansion of the training to others outside the aircraft but also contemplated other training methodologies to deliver "cross-functional" CRM training. The group held lengthy discussions related to cross-functional CRM training methodologies. One recommendation from the group noted that these trainings should be conducted by a facilitator trained specifically to deliver cross-functional training.

Other recommendations put guidelines in place as to the different training methodologies and whether they could be considered as delivering only knowledge, cognitive or performance skills. All three of these are important training components, Knowledge is the ability to identify facts or know rules and how to apply them. Skill is an ability of an individual to take the knowledge they have and put it together to perform an action. There are cognitive and psychomotor skills. A skill for a Flight Attendant is the ability to perform a procedure, like a preflight check. The Flight Attendant takes the application of the knowledge of the location and preflight requirement has the ability to operate that equipment. Finally, there is performance. Performance is the ability to accomplish useful work

by combining knowledge, skill, and intangibles, such as inference and judgement (sometimes called “soft skills”). Performance objectives are typically validated through performance of multiple related tasks, sometimes grouped together in event sets, like an evacuation drill in training.

The reason for this extensive information above is that AFA pushed very hard so that a paper handout would not be given the same value of a training that included a cabin-prep drill in a cabin mock-up. An effective cross-functional CRM training should address all three of these concepts.

## Infectious Disease Training

The Air Safety, Health and Security Department is working collaboratively with the CWA Occupational Safety and Health Department and the United Steelworkers (USW) to develop and deliver occupational safety and health training and education to all our multiple members related to Infectious Diseases. The CWA and USW were awarded a grant through the National Institute for Environmental Health Sciences (NIEHS) and the Occupational Safety and Health Administration (OSHA) to conduct an Infectious Disease Training. Through our relationship with CWA, we will also be able to provide this training to our AFA Flight Attendant members.

The training is designed to be conducted by rank and file workers. We are pleased that Hope Cervantes from United and John Grace from Envoy have agreed to be our AFA trainers. Last year they attended the training sessions related to workplace injuries and illnesses and infectious disease training. And recently they attended the train-the-trainer session for delivering the Infectious Disease training. AFA anticipates that the Flight Attendant specific infectious disease training will launch in September 2017.



## Security Training

Despite passage of a law requiring comprehensive security training after 9/11, current security training does not effectively prepare Flight Attendants for violence in the cabin. With continued terrorist atrocities worldwide, their communications sophistication, the ability to draw disaffected individuals to their cause, and vows to again commit such acts against aviation, there is a need to prepare crewmembers to defend against acts of violence or intent to destroy aircraft by any person(s) onboard.

Goals: To be effective, a basic course for security training must allow for the repetition and drill necessary to gain the appropriate intellectual, physical, and emotional responses needed to protect oneself, fellow crewmembers, passengers and the aircraft from acts of terrorism such as hijack or sabotage. Our union continues to advocate that counterterrorism training and self-defense training be mandatory for all Flight Attendants to give us the tools necessary to most effectively contribute to the common strategy for combating terrorism. AFA continues to find opportunities to gain allies among those who share our concern about threats to aviation security among crewmembers unions, law enforcement associations and the FAMS.

## ICAO Cabin Safety Groups

AFA continues to support the International efforts at improving cabin safety and harmonizing regulations around the globe and around safety. As part of that effort, we participate in meetings on behalf of our affiliate organization, the International Transport Workers' Federation (ITF). One of the main areas of focus has been in participating in meetings of the International Civil Aviation Organization (ICAO), which is a United Nations Specialized Agency.

## ICAO Cabin Safety Group (ICSG) Work Program, 2017-2019

Our work in ICAO has continued since completing the Cabin Crew Safety Training Manual and the Manual on the Approval and Use of Child Restraint Systems. Other projects were also completed. The ICAO Cabin Safety Group (ICSG) is tasked with looking at multiple subjects for review and possible modifications to address areas of interest and concern both in the US and Internationally.. The following topics, in no specific order, are part of the next work program:

Improve effective safety oversight through competent and qualified State cabin safety inspectors	Work on the inspector competencies and qualifications will begin in 2018
Enhance safety through competent cabin crew members.	Development and implementation of E-learning tools for cabin crew safety training
	Rework previous 10002 to include new ICAO definition of competency-based training
	Manual of criteria for the qualification of cabin simulation training devices
Enhance passenger safety through international harmonization.	Guidance material for the mutual recognition of child restraint systems (CRS) approvals between states
	Manual on Passenger Safety Information and Instructions
Improve cabin safety and efficiency through harmonization of operational issues	Guidance and approval and use of Electronic Flight Bags by Cabin Crew
	Complete list of cabin safety & emergency equipment needed for operation of aircraft
Protect passengers through competent and vigilant cabin crew.	Guidelines for Cabin Crew Training on Human Trafficking Recognition and Response

## Continued Steps

Conference calls are held monthly to review documents on the schedule. The group completes three reviews of the documents before finalizing the reports. ICAO is not a regulatory body so the documents although considered guidance can be used by other countries to create mandatory regulations. Face-to-face meetings are held twice a year, typically April and September. AFA-United Flight Attendant Melissa Madden and AFA Air Safety, Health and Security Coordinator, Candace Kolander, serve as the ITF Representatives to the ICAO ICSG.



## AFA Participation on Government/Industry Technical Committees

Organization	Committee name	Description
American Conference of Governmental Industrial Hygienists (ACGIH)	Threshold Limit Values for Chemical Substances Committee	AFA has submitted detailed comments on this committee's proposed exposure limits for some highly toxic chemical compounds found in aviation engine oil fumes. AFA is preparing a fourth round of comments as the debate and discussion continues. It is essential that the committee understand the documented health impact of exposure to these toxins, as reported by our members and crews around the world.
American Society of Heating, Refrigerating, and Air Conditioning Engineers (ASHRAE)	SPC161P: Aircraft Air Quality	This engineering committee has drafted - and continues to revise - the first aircraft air quality standard and an accompany guideline document. AFA is a founding member and an active voice on the committee to ensure that the Flight Attendant perspective is reflected in any changes to the standard and guideline documents.
Comite de European Normalisation (CEN)	TC 436: Project Committee - Cabin Air Quality on Commercial Aircraft: Chemical Agents	This committee is yet another effort by the multi-national players in aviation to have the industry write its own air quality standards under the guise of an official and respected standard-setting organization, and then promote the industry-friendly standard to aviation regulators globally. On behalf of the ITF, AFA actively participates in this process, and coordinates with other crew union safety/health activists.
Federal Aviation Administration (FAA)	Air Carrier Training ARC (ACT ARC)	The ACT ARC is a forum for the US aviation community to discuss, prioritize, and provide recommendations to the FAA concerning Part 121, 135 and 142 operations. Specifically around maintaining the quality of air carrier training. AFA is an active participant on the full ARC and is chair of the Crew Resource Management Workgroup (CRM WG).
Society of Automotive Engineers International - Aerospace (SAE)	AC9: Aircraft Environmental Systems Committee	This committee publishes Aerospace Recommended Practice (ARP) and Aerospace Information Report (AIR) documents which influence the industry and the FAA. AFA is a voting member and actively participates in revising relevant cabin air quality documents to ensure that the Flight Attendant perspective is reflected.
SAE	AC9M: Cabin Air Monitoring Committee	This committee first met in April 2017 and will meet twice a year for at least two years. It has been tasked with drafting an Aerospace Standard document on portable air sampling equipment intended to measure bleed air contaminants (e.g., oil fumes) largely to enable maintenance to identify the nature and location of the fumes.
SAE	E31B: Bleed Air Committee	This committee defines measurement techniques for assessing the quality of the bleed air during the process of engine certification. Currently, the FAA allows a very low standard of cabin air quality at engine certification, so AFA's goal is to improve that standard by influencing the work products of this committee.

## Government Affairs

AFA served as the only aviation union to testify on the issue of the FAA Reauthorization Bill and the issue of tensions in the cabin. March 8, 2017 testimony took place before the House Transportation & Infrastructure Committee. May 4, 2017 testimony took place before the Senate Commerce, Science and Transportation Committee. A copy of the written testimonies are posted on [afacwa.org](http://afacwa.org).

## FAA Reauthorization Bill

The FAA Reauthorization Bill is often the means by which we achieve workplace safety and health advancements including items such as Flight Attendant Certification and increased penalties and fines for crewmember interference. Although we supported inclusion of several safety and health issues in this bill, our top safety priority has been defined as our "Fight for 10," raising the FAA minimum rest for Flight Attendants to 10 hours along with a Fatigue Risk Management Plan (FRMP).



Our 10 hours minimum rest and FRMP was adopted during the Transportation and Infrastructure (T&I) committee bill mark up through an amendment offered by Capuano (D-MA).

Safety provisions championed by AFA and included in the T&I committee bill:

- FAA Minimum Rest of 10 Hours and a Fatigue Risk Management Plan
- Human Trafficking Awareness Training
- Ban on Voice Communications in Flight
- A Review of Evacuation Certification Standards
- Secondary Barriers
- Improved Notification of Insecticide Use
- Smoking Ban for E-Cigarettes

Massive Flight Attendant involvement and action allowed our union to gain near unanimous bi-partisan support for the amendment, with the exception of the committee chairman who refused to include the language in the original bill at the behest of the industry. American Airlines had gained support against the language from then APFA President Laura Glading, who met with lawmakers to advise APFA was not in support of the increased minimum rest and a Fatigue Risk Management Plan even though thousands of American Flight Attendants had signed the Fight for 10 petition.

In the Senate, we achieved language on the Fatigue Risk Management Plan as introduced by Senator Blumenthal (D-CT), but the rest language was submitted as 10 hours, reducible to 9.

AFA supported items included in Senate bill:

- FAA Fatigue Risk Management Plan
- Mechanical (non-chemical) Dissection on Commercial Flights
- Human Trafficking Awareness Training
- Ban on Voice Communications in Flight
- No Knives on Planes
- FAA Review of Evacuation Certification Standards

Ultimately, the full FAA Reauthorization bill did not move successfully to conference. Congress adopted the **FAA Extension, Safety, and Security Act of 2016**, which extends the agency's authority and provides funding at current levels through September 2017. In this year-long extension bill, we were successful in getting mandatory training for Human Trafficking Awareness and Reporting. If the APFA president had not opposed our rest language and the Fatigue Risk Management Plan, we believe momentum on our Fight for 10 stood a chance of inclusion in this extension bill too. However, as long as management can pit unions against each other and feed into the idea that we are in competition, our ability to defend and advance our profession or make conditions better for Flight Attendants is hampered.

In this new Congress, the FAA Reauthorization Bill must be reintroduced. As this report goes to print we believe introduction of the bill in both the Senate and House are imminent. Our consistent and persistent work on 10 hours equal rest with the flight deck and the addition of an FRMP has successfully identified this as a safety issue with overwhelming bi-partisan support led by ranking member of the T&I committee Peter DeFazio (D-OR) and aviation subcommittee chair Frank LoBiondo (R-NJ). This should well-position us to achieve irreducible 10 hours rest, although Senate support needs more attention. We must redouble efforts this summer to encourage calls and letters to congress in support of our Flight for 10.



## Flags of Convenience Don't Fly Here Act

On April 26, 2017 we gained the introduction of the Flags of Convenience Don't Fly Here Act (H.R. 2150) by Representatives Peter DeFazio (D-OR), Rick Larsen (D-MA) and Frank LoBiondo (R-NJ) to ensure foreign air carrier carriers do not undermine labor rights or standards in aviation.



Political support by both Congress and the White House should be a 'no brainer' since this legislation supports the national outcry for maintaining U.S. industry and good American jobs.

This legislation would cement Article 17 bis in the U.S.-EU Open Skies Agreement that states opportunities made available by this agreement are not to be used to undermine labor standards. This legislation would protect against outsourcing that would be allowed by the 'flags of convenience' model that would shift good jobs to countries with no ability for employees to bargain. Under 'flags of convenience' jobs are transferred to countries without labor rights and with the lowest pay and working conditions.



H.R. 2150 is a top priority for our union. We are working hard to build co-sponsors and pressing to get this language included in the FAA Reauthorization bill or adopted by any means as soon as possible.

## No Calls on Planes

On April 10, 2017, the Federal Communications Commission (FCC) announced it would terminate its inflight calls proceeding. Our union praised the move and reiterated that the traveling public and crew members do not want voice calls on planes. It would jeopardize safety, security, increase conflict and exponentially raise the annoyance level of everyone in the cabin.

Now the DOT should follow the FCC's lead and ban voice calls, of all kinds, inflight. In December the DOT issued a proposed rule to allow voice calls, but require airlines to disclose to passengers before purchasing a ticket. This would create an inconsistent practice across the industry that would fall to Flight Attendants to manage. In addition to AFA's comments opposing this rule and promoting instead a full ban of voice calls, nearly 10,000 individual comments were submitted to the DOT during the comment period, virtually all in opposition. Thousands of these comments were from AFA members.

We will continue to press the DOT to ban voice calls and call on Congress to do the same through the FAA Reauthorization bill.



## Legislation Calling for Cybersecurity Standards for Aircraft

Working with AFA, Senator Ed Markey (D-MA) introduced legislation, the Cyber AIR Act, calling for cybersecurity standards for commercial aircrafts. Our union has done extensive work on this issue, much in confidential discussions necessary for this security sensitive issue, pressing for the need to assess potential vulnerabilities of expanded technology onboard. This bill follows AFA's work to bring together direct stakeholders, from intelligence to military to private, to assess these potential vulnerabilities.

"As technology rapidly advances to keep passengers and planes connected, we must ensure that the airline industry is vigilant in protecting its aircraft and systems from cybersecurity breaches and attacks," said Senator Markey, a member of the Commerce, Science and Transportation Committee. "The Cyber AIR Act directs the FAA to establish comprehensive cybersecurity standards and will mandate that all airlines disclose cyberattacks to the federal government. We know that terrorists and others that mean to do us harm will try to exploit any loophole or technological advance in our transportation systems, so we must continually bolster the standards

and practices of the airline industry to ensure the safety and security of passengers on board commercial aircraft.”

AFA’s “Never Forget” legislative and regulatory campaign, launched in 2014, stresses coordinated agency and stakeholder communication as a key component of aviation security.

## 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.



## Air Quality Legislative Efforts

AFA has made many advancements on air quality issues including the smoking ban and reduction of spraying pesticides in the cabin. However, contaminated bleed air remains an issue (see Safety section). Recently, we have garnered lawmaker interest in addressing this issue. We have been working closely with Senator Blumenthal to introduce legislation that would require sensors to identify contaminated bleed air and include reporting that can track the issue to properly fix it. We expect introduction of a bill in the near term.

## Onboard Sexual Assault

Congressional offices and victim rights advocates reached out to AFA about incidents of onboard sexual assault that has been reported by several media sources. AFA launched a 1 minute anonymous survey, to gather information about Flight Attendants’ experiences with passenger on passenger onboard sexual assaults. The survey closed April 2, 2017, with substantial feedback from Flight Attendants. In general the survey demonstrated that sexual assaults do occur and in most cases Flight Attendants unsure how best to address the situation. We will continue to be responsive to requests from Congress and help identify helpful solutions that best support aviation’s first responders in managing all of the unique issues in our cabins.

This is another case where increased staffing would certainly help in identifying the tools available and to properly address any incidents on our planes.

## Unity in Action Killed TPP

Our hard work over the last several years stopped the Trans-Pacific Partnership (TPP). Congressional leaders and the Obama administration admitted publicly in November 2016 that there was no path forward for the TPP in the lame duck session of Congress: they simply did not have the votes.



TPP was defeated because AFA-CWA members stood together with our sisters and brothers of CWA and a broad coalition across the country to speak with one united voice. This was the work of affiliated labor. We made sure our issues were on the table and at the forefront of national discussion. It failed because we never gave up exposing the dangers of TPP. It failed because labor was completely united on this issue and the commitment to fighting for good jobs. It failed because we made calls, attended rallies, walked every inch of Capitol Hill, talked with our friends and neighbors and made sure our elected representatives knew we would hold them accountable. This is an example of democracy in action and we must keep it up.

## Together We Stopped Confirmation of Andrew Puzder as DOL Secretary

The Labor Department, for more than 100 years, has been responsible “for promoting the welfare of wage earners, job seekers and retirees.” For Flight Attendants, this means OSHA in the cabin, FMLA, enforcement of wage and hour provisions, whistleblower protections and more.

Trump’s nomination of Andrew Puzder, the CEO of CKE Restaurants, was like attempting to put the fox in charge of the henhouse. Puzder has talked up the benefits of replacing real human workers with technology. About machines, Puzder said, “They’re always polite, they always upsell, they never take a vacation, they never show up late, there’s never a slip-and-fall, or an age, sex or race discrimination case.” Puzder said this in an interview with Business Insider shortly before the nomination.

Puzder hired a union-busting company to intimidate workers who were organizing for better pay and working conditions at Hardee’s and Carl’s Jr. His company has stolen wages from hundreds of workers and he has attacked rules requiring that working people receive paid sick and family leave to take care of their families. Puzder promotes an offensive and misogynistic view of women as sexual objects to sell fast food. He once said, “I like beautiful women eating burgers in bikinis. I think it’s very American.”

AFA members, together with millions of working families around the country, stopped the confirmation of Puzder. This was a confirmation of our ability to stop attacks when we take action together, but it also demonstrates the extreme stand this Administration has taken against workers’ rights and human rights.

## DOJ Reverses Stance in Supreme Court Case to Side with Management

On June 16, 2017, the U.S. Department of Justice (DOJ) announced it will switch sides in a Supreme Court case, dropping its previous support for workers to throw its weight behind management. The case, *NLRB v. Murphy Oil*, addresses whether an employment contract that requires the employee to waive his or her right to bring a class-action lawsuit against the employer violates the National Labor Relations Act. Last year, the Obama DOJ weighed in on the side of the National Labor Relations Board, which had ruled that such arbitration agreements violated federal labor law. Now DOJ will weigh in on the side of Murphy Oil, which argued that they do not. The DOJ acknowledged that it previously supported the NLRB’s position, but that “after the change in administration, the office reconsidered the issue and has reached the opposite conclusion.” It is rare for the DOJ to switch positions in a Supreme Court case.

## New Legislation Aimed at Total Destruction of Worker Rights

In the spring of 2017, Republicans introduced three pieces of legislation designed to make it harder for workers to exercise their right to join together and form unions to negotiate with their employers over wages, benefits and working conditions. The National Right to Work Foundation “fist pumped” during a June 14, 2017 congressional hearing when CWA General Counsel called these bills the worst attack on workers’ rights ever.



- The “Employee Rights Act” (H.R. 2723) rigs union elections by treating every employee who did not vote as having voted against the union.
- The “Employee Privacy Protection Act” (H.R. 2775) prohibits unions from having the same access to employees’ contact information as the employer during the election process, preventing employees from being informed about union representation.
- The “Workforce Democracy and Fairness Act” (H.R. 2776) mandates arbitrary waiting periods that delay elections and empower employers to gerrymander the voting composition of bargaining units by adding employees who have expressed no interest in joining the union.

“These bills are chock full of malicious intent to render elections absurdly undemocratic, strip workers of rights, take control of unions away from union members, drain union treasuries, and otherwise destroy labor unions,” said Calemine at the hearing. “In provision after provision, an already tilted playing field is tilted even further against the American workers. These bills don’t reflect sound policy or an attempt at consistent application of rules – but are a naked political assault on labor unions and nothing more.”

The Russia election interference scandal is giving cover to extremists who are attacking our democracy and healthcare at home. We need to pay attention and protect our voice at work and our ability to stand up for our families.

## AFA Members Help Secure Permanent Healthcare for Miners



Victory! AFA members and other labor allies took action and now 22,000 retired United Mine Workers of America have the permanent health care benefits that they were promised.

Mine Workers dug the coal that lit our cities, warmed our homes, forged the steel that won our wars. Almost all of us were born in hospitals that were warm and lit because miners risked their lives underground.

Coal mining kills--quickly and slowly. When men and women die underground, they leave families behind,

but no one comes out unscathed. Black lung, pneumonia, cancer, emphysema. Paying that debt is what miners’ health and pensions are about.

This was not a bailout. The Miners Protection Act, S. 175 and H.R. 179, is a repurpose of funds that exist. As AFA members began our calls there were more than 60 Senators who supported the bill with bi-partisan majority support in the House too. But Senate Majority Leader McConnell and House Speaker Ryan had refused to schedule a vote.

We offered a resolution at the AFL-CIO Executive Council meeting to make this a focused priority of the labor movement and we got results. When we take action together we win.

# United Mine Workers of America

CECIL E. ROBERTS  
INTERNATIONAL PRESIDENT



TELEPHONE  
(703) 291-2420  
FAX (703) 291-2451

UNITED MINE WORKERS' HEADQUARTERS  
18354 QUANTICO GATEWAY DRIVE, SUITE 200

Triangle, VA

22172-1779

April 25, 2017

Sara Nelson, International President  
Association of Flight Attendants – CWA  
501 3<sup>rd</sup> Street, NW  
Washington, DC 20001

Dear President Nelson:

I would like to personally thank you for the adamant and unwavering solidarity that you have shown the United Mine Workers of America in our fight to Keep the Promise of lifetime pensions and healthcare for our retired coal miners. Your message very clearly and sincerely calls to attention the moral obligation to protect those workers who have already sacrificed their bodies, their lungs, and their lives to energize this nation. We have received very positive feedback from our members who are so proud to receive the support of the AFA – CWA.

While there are many differences that exist between the members of our Unions and the industries in which they are employed, there are also blunt similarities. We both work in environments where we are totally dependent on our brothers and sisters to survive; gravity at 30,000 ft. high is the same as gravity at 1,600 ft. deep and it will take someone's life indiscriminately. Miners and flight attendants both rely on ventilation systems to ensure breathable air to maintain life. However, as you noted, perhaps the biggest similarity is the understanding that a life can be forever changed in just 5 minutes. Those 5 minutes can be the difference between life and death, success and failure, or a miracle and a catastrophe. It means a great deal to me for you to ask Congress to take those 5 minutes to vote on the Miners Protection Act.

I am so proud to share the labor movement with you, Sister Nelson. You honor all retired miners and me with your solidarity and compassion. I look forward to fighting alongside you for a better future for all workers.

May God Bless You and Your Family.

In Solidarity,

A handwritten signature in black ink that reads "Cecil E. Roberts".

Cecil E. Roberts

cc: Bob Scaramozzino, International Secretary-Treasurer

## Post Election Message to AFA Members on November 9, 2016

Elections are always hard but they are just one day and every day is a day we can make a difference. Flight Attendants are healers. We have a responsibility to express the very best of who we are, with each other, and the millions of people in our care. We know that any challenge we face is no challenge at all when we have a cohesive crew. We are in a unique position to set an example for our country - and that starts in the way we take care of each other. Step away from the keyboard, put the phone down - look each other in the eye. Share your stories and reassure each other that we are walking forward together.



I won't sugar coat the reality of today. The political landscape is not good for working people. More than ever, we must rise up and speak up because equality and prosperity depends on our action. We always knew that regardless of the results of this election we would have to unite to protect our rights and push forward on the issues that matter to us as Flight Attendants.

People are angry. During the bankruptcy era I often told media and management that people can only be stretched so far - ultimately the rubber band breaks. A politics infused with corporate cash has promoted a system rigged against the American worker.

Increased hours on the job with essentially stagnant wages, rising healthcare costs and degradation of retirement security contrasted with skyrocketing executive bonuses and profits shifted to Wall Street. This inequality has taken an extreme toll on our families.

We all know trade agreements like TPP would ship jobs overseas and weaken our democracy as multi-national corporations would be even more empowered to put corporate profits ahead of the principles of democracy, the decisions of our communities and the values of fairness and equality.

But let's be clear. The issues that seem to have shaped the outcome of the election are our issues as Flight Attendants and American workers. This is our common experience and our power hinges on recognizing our struggle together. Last night in the only four states with an increase to minimum wage on the ballot, voters affirmed this increase and raised wages for 2 million workers, many who are women and immigrants. We want more equality, more opportunity, not less. It will be hard, but it is not hopeless. The heart of Flight Attendants is exactly what is needed. We can be down, but we never give up. Time and time again this relentless spirit has won over incredible challenges.

We agree that TPP must be defeated. We are demanding trade agreements be enforced. The NAII "flag of convenience" model that seeks the lowest labor rights and wages must be denied. Illegally subsidized Qatar, Etihad and Emirates seeking to choke out U.S. carriers with unfair competition must not be allowed to open new routes under the Gulf States Open Skies Agreements. We can unite to defeat these threats to our jobs and our rights to bargain and push our careers forward. We can unite around a solid commitment to support each other in bargaining and demand our fair share of the profits we help create.

We can only do this by rejecting the rhetoric that divides us. Our job is to keep our issues in the public debate and on the table. Our job is to celebrate our humanity and protect the individual freedoms that make us stronger through our diversity. We cannot focus on our anger on each other. Flight Attendants have pushed forward to achieve women's rights, LGBTQ rights, equal rights. We will call out sexism and discrimination wherever it exists in order to defeat it because WE WILL NOT GO BACK!

But make no mistake – we will face incredible challenges in the coming months and years. Like never before we must tight up and get ready to fight. We must pool our resources and focus our goals. To meet the challenges we now face the unity of all Flight Attendants is paramount. AFA and

APFA must begin a real discussion about a merger to build power and strengthen our voice. Delta Flight Attendants and all Flight Attendants without union representation must join us **BECAUSE WE CANNOT GO BACK**. Take heart that in times of greatest struggle there has often been the greatest opportunity for gains. Now is the time to rise up, lift each other up and press forward to protect our safety and health on the job, fight Flight Attendant fatigue and make real gains in bargaining.

Spread the word that we are committed to healing. We are dedicated to building power in unity to defeat every attack on our rights and to advance our careers. Wear your AFA pin as a symbol of this commitment. We are Stronger Together, We are Better Together.

Thank you and fly safe.

The trade union movement represents the organized economic power of the workers... It is in reality the most potent and the most direct social insurance the workers can establish.

Samuel Gompers





Chris Frederick  
Managing Director  
Heritage of Pride

June 15, 2017

Dear Mr. Frederick:

Inclusion, Equality, Pride in self and work. These are just a few of the principles that form the foundation of the Association of Flight Attendants-CWA (AFA). Our 10,000 NYC metro area members have been effectively barred from marching with pride in the advancements they fought to gain at work due to the exclusive sponsorship contract signed by Heritage of Pride.

Our members are proud to serve as Aviation's First Responders and last line of defense in the air. They sacrificed greatly in order to courageously blaze a path of equality through the airline industry and they want and deserve the right to march with their airline colleagues in the NYC Pride parade. Your exclusive sponsorship agreement, which in reality prevents our members from proudly celebrating their victories, is a cruel slap in the face to their monumental, industry-leading efforts for equality.

This discriminatory sponsorship agreement smacks of hypocrisy. Your own mission statement claims:

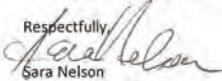
*"Heritage of Pride works toward a future without discrimination where all people have equal rights under the law. We do this by producing LGBT Pride events that inspire, educate, commemorate and celebrate our diverse community."*

That statement rings hollow when you sell exclusive sponsorships that specifically exclude other companies within the same industry. We have come a long way when corporations are now competing with dollars over who gets to display pride, but when Heritage of Pride reverses history by declaring "winners" and "losers" it is a dark day for equality.

NYC Pride should be the epicenter of commemorating the long, incredibly hard-fought victories of the LGBTQ airline community. Discriminating against certain members of this community is anathema to Pride. I strongly urge you to end this discriminatory sponsorship policy so that our members can march with pride in where they work and celebrate the true, inclusive spirit of NYC Pride.

We look forward to your response.

Respectfully,



Sara Nelson  
International President

cc: Heritage of Pride Board of Directors; Aviation Community; Labor Community; Pride at Work

AVIATION'S FIRST RESPONDERS



## 85 Organizations Support the Pay Equity for All Act

May 24, 2017

Dear Representative:

On behalf of the undersigned organizations, we write to express our support for the Pay Equity for All Act (H.R. 2418) and urge you to become a cosponsor. This bill provides an important solution to address the pervasive pay gap that women and people of color experience; it would prohibit employers from relying on the salary history of prospective employees when making hiring and pay decisions.

You've heard that on average women typically make just 80 cents on the male dollar; it's even worse for moms and women of color. The gender pay gap is a real problem that deserves targeted solutions. The Pay Equity for All Act provides one of those solutions. The bill would protect job seekers from having to disclose their salary history in order to be interviewed, to be considered for a job offer, or as a condition of employment, and from being retaliated against for refusing to disclose their prior salary. In turn, the bill encourages employers to pay employees based on job requirements and prior experience, rather than arbitrary prior wages.

The gender pay gap develops early in women's careers. Controlling for factors known to affect earnings such as education and training, marital status, and hours worked, research found that college-educated women still earn seven percent less than men just one year out of college—even when they have the same major and occupation as their male counterparts.<sup>1</sup> We also know that the gender pay gap compounds over time. Women who are 20-24 years of age bring home, on average, 92 percent of what their male counterparts make on a weekly basis. By the time we compare 55-64 year olds, women take home only 76 percent of the wages of their male counterparts.<sup>2</sup> Although there are several factors that contribute to the persistence and widening of this gap, reliance on salary history in establishing wages certainly contributes. Employers frequently determine salary offers based on prior pay, which means that women and people of color who have been taking home discriminatory wages are likely to continue to be underpaid. The use of salary history also disadvantages workers who are trying to get back into the job market after spending time away. By banning the use of this practice, all workers will have the opportunity to take home a fairer paycheck.

Recently, states have started tackling the reliance on salary history. In August 2016, Massachusetts enacted a similar bill with broad bipartisan support. The House and Senate both unanimously approved the legislation and it received endorsements from several business groups such as the Greater Boston Chamber of Commerce. New York City and Philadelphia also passed similar laws in 2017. It is time for Congress to follow this lead and act.

The undersigned organizations urge you to support the Pay Equity for All Act (H.R. 2418). To become a cosponsor, please contact Meagan Hatcher-Mays in Congresswoman Eleanor Holmes Norton's office at 225-8050.

Sincerely,

American Association of University Women (AAUW)

<sup>1</sup> AAUW. (2012). *Graduating to a Pay Gap*. <http://www.aauw.org/resource/graduating-to-a-pay-gap/>.

<sup>2</sup> AAUW. (2017). *The Simple Truth about the Gender Pay Gap*. <http://www.aauw.org/resource/the-simple-truth-about-the-gender-pay-gap/>.

1310 L Street NW, Suite 1000, Washington, DC 20005 | 202.785.7793 | [www.aauw.org](http://www.aauw.org) | [advocacy@aauw.org](mailto:advocacy@aauw.org)

9to5, National Association of Working Women  
A Better Balance  
Affinity Community Services  
AFL-CIO  
African American Ministers In Action (AAMIA)  
American Civil Liberties Union  
American Federation of Government Employees  
American Federation of State, County and Municipal Employees  
American Psychological Association  
Anti-Defamation League  
Association of Flight Attendants-CWA  
Association of University Centers for Disabilities  
Athlete Ally  
Atlanta Women for Equality  
California Employment Lawyers Association  
California Women's Law Center  
Catalyst

Center for Popular Democracy  
 Clearinghouse on Women's Issues  
 Coalition of Labor Union Women  
 Communications Workers of America  
 CT Women's Education and Legal Fund (CWEALF)  
 Disciples Center for Public Witness  
 Equal Pay Today!  
 Equal Rights Advocates  
 Family Values @ Work  
 Feminist Majority  
 Gender Justice  
 Hadassah, The Women's Zionist Organization of America, Inc.  
 Indiana Institute for Working Families  
 Institute for Science and Human Values  
 Jewish Women International  
 Labor Council for Latin American Advancement (LCLAA)  
 Labor Project for Working Families  
 The Leadership Conference on Civil and Human Rights  
 Legal Aid Society-Employment Law Center  
 Legal Momentum, the Women's Legal Defense and Education Fund  
 Main Street Alliance  
 Make It Work  
 MALDEF (Mexican American Legal Defense and Educational Fund)  
 MomsRising  
 Ms. Foundation for Women  
 NAACP  
 National Action Network  
 National Alliance for Partnerships in Equity (NAPE)  
 National Asian Pacific American Women's Forum (NAPAWF)  
 National Black Justice Coalition  
 National Center for Lesbian Rights  
 National Center for Transgender Equality  
 National Coalition of Anti-Violence Programs (NCAVP)  
 National Committee on Pay Equity  
 National Council of Jewish Women  
 National Employment Law Project  
 National Employment Lawyers Association  
 National LGBTQ Task Force Action Fund  
 National Organization for Women  
     Illinois State NOW  
     Mass NOW  
     Southwest PA NOW  
 National Partnership for Women & Families  
 National Women's Law Center  
 National Women's Political Caucus  
 NETWORK Lobby for Catholic Social Justice  
 New York Paid Leave Coalition  
 Oxfam  
 PathWays PA  
 People For the American Way  
 PowHer New York  
 Pride at Work  
 Progress For All  
 ProgressNow  
 Sargent Shriver National Center on Poverty Law  
 SIX Action  
 Southwest Women's Law Center  
 UltraViolet  
 Union for Reform Judaism  
 The United State of Women  
 U.S. Women's Chamber of Commerce  
 The Voter Participation Center  
 Women Employed  
 Women of Reform Judaism  
 Women's All Points Bulletin, WAPB  
 Women's Law Project  
 YWCA USA



# Norwegian Air International Battle Is Really About Protecting Good U.S. Jobs

We are never against other workers. We oppose management business models that seek to undermine our work and our right to raise standards on the job by organizing and negotiating.

AFA has always supported the U.S.-based Norwegian cabin crew, just like we support the U.S.-based Cathay Pacific Flight Attendants and Iberia in the past. Standing up for U.S.-based jobs, or the right to organize and bargain under the RLA, is our mission. The DenyNAI campaign was never about opposing Norwegian flying to and from the U.S., and it certainly wasn't about denying the opportunity to be based in the U.S., and fly for Norwegian. We are opposed to the business model that would allow the Flight Attendant jobs, and all of our jobs, to be taken out of the U.S. to the countries with the lowest labor standards. Negotiating a contract with job protections will fix that. The Flight Attendants we represent have been flying for nearly four years under the Norwegian AOC, not the Irish AOC that is the foundation of the NAI flying.



At this point, the Obama Administration approved the permit for NAI to fly with the Irish certificate and the Trump Administration failed to stop it when it had jurisdiction over the FAA certificate. AFA, ALPA and APA still have an outstanding law suit filed to oppose the process utilized to approve this permit. At this point, that is all that can be done in relation to the NAI flag of convenience model. What we must do now is stop any further expansion of carriers adopting the flag of convenience model. Already, SAS has filed for an Irish AOC. We have two ways to fight this undercut of our jobs:

1. Stand with U.S.-based Norwegian AFA members to negotiate a contract that provides job security along with good pay and benefits.
2. Work to pass H.R. 2150 (explained in the Government Affairs section) to stop any additional flag of convenience model airlines from entering the U.S. market.

## Background

The U.S./EU (with Norway as a signatory to the agreement) Open Skies Agreement negotiated in 2010 paved the way for Norwegian's Trans-Atlantic service and the opportunities for U.S.-based Flight Attendants at Norwegian today. We support this Open Skies Agreement and the opportunities it can create. But the labor standards included in the agreement must be upheld. Negotiating contracts with job security in the U.S. and EU for cabin crew ensures the Open Skies Agreement is working as intended and provides opportunities for growth. This secures all of the U.S. Flight Attendant jobs as it helps to lift standards rather than allow a race to the bottom through outsourcing of U.S. Flight Attendant jobs.

Norwegian in 2016 attempted to thwart a union representation vote by arguing that it was not the Flight Attendants' employer. The company alleged that OSM, an HR agency, was the employer, and therefore there was no basis to hold a representation election. They were wrong. With the assistance of AFA in providing the legal argument, the National Mediation Board (NMB) rejected the idea that the Flight Attendants didn't have an employment relationship with the airline. This was an important decision for all of us and it was critical that we achieve it.

Following the vote, Norwegian refused to participate in bargaining and NCCA was forced to file for federal mediation. It became clear at the first federal mediation session that the Flight Attendants would need the support and resources of AFA to ensure their collective bargaining rights are upheld and to negotiate a contract with Norwegian. The Flight Attendants voted to join AFA in March and the NMB certified AFA as the bargaining representative. Together we will ensure the company will not be able to use a shell game or subsidiaries to pit flight attendants against each other.

# Representing AFA Members in Government and the Labor Movement

**Vice President, AFL-CIO Executive Council** – The AFL-CIO Executive Council is made up of the three executive officers of the AFL-CIO, along with 55 vice presidents. The AFL-CIO Executive Council governs the AFL-CIO between conventions. The Council has a number of Committees dedicated to key issues and subjects of broad concern to the labor movement. I serve on the following committees:

- Organizing
- Civil and Human Rights
- International Affairs
- Political

**Vice President, CWA Executive Board** - CWA's Executive Board governs the union between conventions. It includes the President and Secretary-Treasurer, and vice presidents for seven geographic districts, seven industry sectors, four at-large members and the Canadian director.

**TTD Executive Board** – The Transportation Trades Department (TTD) is a division of the AFL-CIO, dedicated to serve union members in the air, rail, maritime and surface transportation industries. Representing 32 unions, TTD brings focus and expertise to legislative and political issues facing our members. The combined clout of several million transportation workers amplifies our voice on Capitol Hill, where we coordinate our advocacy efforts on behalf of AFA members and all transportation workers. I also serve as the chair of the TTD Finance Committee.

**Delegate to ITF Congress** – The International Transport Workers Federation (ITF) is the global labor federation of unions representing transportation workers. Around 700 unions, representing more than 4.5 million transport workers from 150 countries, are members of the ITF. In 2014, the ITF held its quadrennial Congress (convention) in Sofia, Bulgaria. Representing AFA at the ITF Congress, I spoke out on cabin air quality, successfully putting air quality on the ITF agenda for the next four years, and making it a top priority. I also serve on the following ITF committees:

- ITF Civil Aviation Steering Committee
- ITF Cabin Crew Committee Vice Chair
- ITF Cabin Air Quality Committee Chair

**Labor Advisory Committee for Trade Negotiations and Trade Policy (DOL & USTR)** – The role of the Labor Advisory Committee is to advise, consult with and make recommendations to the Department of Labor and the U.S. Trade Representative on issues and general policy matters concerning labor and trade negotiations, and the operation of any trade agreement once entered into. Membership on this key committee gives AFA members a voice in international trade negotiations that have an enormous impact on our industry and our jobs.

## **Bi-Annual Roundtable with Senate Democratic Steering and Outreach Committee**

Select labor leaders meet with Senate Democrats to discuss creation of jobs, build a skilled workforce and grow wages.





**Nanette D. Barragán** @RepBarragan

We do. Both of my sisters are flight attendants!

**AFA-CWA** @afa\_cwa  
 "We all appreciate the work that Flight Attendants do." - @SenatorHassan  
 Thanks Senator!

5/4/17, 12:28 PM



**RALLY FOR EQUAL REST & FAIR SKIES**  
 MARCH 21, 2017 #FIGHTFOR10 #FAIRSKIES #1U  
 RAYBURN HOUSE OFFICE BUILDING  
 THANK YOU FLIGHT ATTENDANT HERO CONGRESSMEN  
 DEFAZIO (D-OR), LARSEN (D-WA) & CAPUANO (D-MA)

ASSOCIATION OF FLIGHT ATTENDANTS-CWA



**OSCAR MUNOZ'S CRAZY FIRST YEAR AT UNITED**

United Continental CEO Jeff Smisek resigns. Munoz named new CEO.	April 8, 2016	
Decides heart transplant.	July 13, 2016	Suffers heart attack, goes on medical leave.
First meeting with flight attendants' union president, Sara Nelson.	Aug. 6, 2016	Makes appearance on United earnings call.
United settles payee battle.	Aug. 22, 2016	Munoz faces proxy battle from activist investors.
United reaches agreement with flight attendants' union.	Sept. 5, 2016	United unveils next-generation Polaris business cabin and lounges.
United reports best on-time performance in company history for a summer travel season.	Sept. 26, 2016	Former American Airlines President Scott Kirby loses by 1 margin to be United Airlines President.



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