

## INTERNATIONAL PRESIDENT REPORT



# 47th Annual AFA-CWA Board of Directors Meeting

March 20, 2019  
Denver, CO

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



# Flight Attendants Are Leaders

Stronger Together, Better Together we took on impossible odds this year and won. In the midst of persistent attacks on working people and our unions from the White House, Congress, State Houses, and in the courts, AFA-CWA members were widely recognized for our success as the only aviation stakeholder to achieve our priorities in the FAA Reauthorization Act of 2018. It took tremendous effort to achieve commonsense rest improvements, fatigue mitigation, no knives or voice calls on planes, cabin air quality study, evacuation standards with new cabin environment and staffing issues, and so much more.

Before the vote the Trump Administration opposed our 10 hours rest and the Administration has resisted officially updating the rule. We are learning that Delta Air Lines is the primary voice in opposition to implementation of our new rest minimum, arguing every means to delay implementation. There's no reason our airlines need to wait to follow the law, but they are unified in their message of waiting for instruction from the FAA. The Government Shutdown halted all work on implementation of the FAA bill, and any ability to hold the DOT or FAA accountable. Now that the Shutdown is over the FAA is assessing resources, attempting to catch up on lost time of safety oversight, and our allies in Congress are attempting to cut a path of accountability. It is clear we have a fight on our hands and we are forming the best strategy to implement 10 hours rest as soon as possible under these conditions and through these obstacles. As we do this, we must recognize the importance of elections and the diligent work we must do to elect officials who respect and support the work we do.

The government Shutdown shown a bright light on the crucial role unions play in our own safety at work and the safety of the traveling public. As Flight Attendants we took our role as aviation's first responders seriously, defining for the public what was at stake and what we would do to keep people safe. We worked closely with other unions and helped tell the story of the layers of safety and security that exist only because everyone does their job, public and private, with total commitment to safety. Flight Attendants have a view that is unique in bringing people together, and we know that it takes a whole team of people doing their job to ensure everyone of our flights is safe and secure. The safety and security regulations in place today were written in blood and we will not stand by silently when lives are at stake. We are trained to lead and that is what we did.

Our union is the vehicle to exercise the power of all of us standing together. We've never been given anything in our careers: single hotel rooms, Flight Attendant certification, Known Crewmember, rights to this job as a career. We've built the career by joining together in our union to fight for recognition of our role as aviation's first responders. The entire country has a new respect for Flight Attendants. We are aviation's first responders and we are leaders.

We have to recognize that American business is controlled by Wall Street, with a growing disparity of wealth as those with money and power want more wealth and more control. The issue of Flight Attendant staffing is a good example of this. Recently, United Airlines announced it would match American and Delta with the lowest standards in staffing. This is all about a promise to cut costs in a time of massive profits for one reason – Wall Street wants more in share price and stock buybacks. At GoJet, based on the contract with United Airlines, the company wants to configure two class aircraft with one working Flight Attendant. While this may be technically permissible because of the number of seats, it raises both serious safety and security questions while also failing to provide the means to deliver the service passengers expect as well. Wall Street and corporate executives don't care that we are a people business or that it means all of us working harder with fewer tools so they can fly private planes and avoid the complaints of the traveling public. We have to make them care. Staffing is a major issue across the industry and we will take this issue on through every means possible.



Kudos to the thousands of Flight Attendants who demonstrated around the world on December 13th. We were joined by other unions too because the issue of squeezing the American worker is not unique to us. We have to stand together like the teachers all across the country and the UNITE HERE strikers who won major contract victories at Marriott hotels. On the issue of staffing, we are building a case on Capitol Hill, in the media and across all airlines to raise the bar. Enough cuts as profits soar! This issue won't be solved with one picket or one testimony before Congress. But like all of our other victories we will build our case, take persistent action and encourage other Flight Attendants to join us in the fight.

This year we also want to know, who is the AFA of today? This is about intentionally encouraging engagement in our union to make us more effective. And we encourage every AFA member to help us best represent who we are and find and encourage the skills among AFA members to make us stronger. Flight Attendants are AFA and each member makes the difference every day.

Let's get ready to stand up for each other this year to raise the bar again. Frontier and Air Wisconsin Flight Attendants recently turned out 99 percent strike votes to back up their bargaining demands and while we are in Denver together Frontier management will either agree to a fair contract or face all of us. What happens at one airline, affects us all. When we stand together we can use competition to push for the highest standards, rather than allowing the pressure of Wall Street to push us to the lowest standards.

Stronger Together, Better Together: This year we will work every day to continue to exercise the power of that promise.

## Negotiations Summary

### Alaska/VX Flight Attendants

The MEC concluded mid-term negotiations over an open time system. In addition, the MEC has recently selected a special Negotiating Committee to negotiate a possible co-terminal agreement for the SFO domicile.

### Air Wisconsin Airlines

The Air Wisconsin negotiating committee continues to press Air Wisconsin management to agree to a new contract. The Company has not modified their pay proposal since last summer and is offering negligible increases despite Air Wisconsin wage rates having been frozen since 2007. The Air Wisconsin Flight Attendants voted by 99% to authorize a strike in November 2018. The MEC has been holding consistent pickets and other pressure events over the last year to bring public attention to the fight. The campaign will be intensifying in coming months. Mediated talks are scheduled for June.



### Compass Airlines

Compass Flight Attendants are bargaining for their second agreement. The parties are now exchanging economic proposals and most of the non-economic issues have been resolved

### Cathay Pacific

U.S. Cathay Pacific Flight Attendants continue negotiations for a first agreement. Negotiations began in May 2017. The negotiations are addressing the unique issues of US-based Flight Attendants working for an international airline. The parties have exchanged most of the sections and are now focused on scheduling and economic issues.

## Endeavor Air

The Endeavor bargaining team began Section 6 negotiations in January 2018 for a contract which was amendable at the end of 2018. The negotiations are now centered on compensation items as most of the other issues and sections have been resolved.

## Envoy

Envoy negotiations will open in the fall of 2019 and the MEC is in the process of selecting a Negotiations Committee.

## Frontier Airlines

Frontier Airlines Negotiations Committee is engaged in intensive talks with the Company on all remaining non-economic and economic issues. This follows well over a year of sustained monthly picketing and an overwhelming strike vote of 99% in November 2018.

## GoJet Airlines

GoJet Flight Attendants filed for mediation in April 2017. With persistent effort the committee has been able to close out many of the non-economic sections and are now focused on economic discussions and resolving the outstanding open issues.

## Hawaiian Airlines

Hawaiian Flight Attendants continue to engage in Section 6 negotiations for a contract amendable December 31, 2016. The talks have been in mediation since August 2017. The negotiations team reached an agreement which was ratified by the membership on new equipment language related to the purchase of 787 aircraft in the Spring of 2018.

## Horizon

The Horizon Air Negotiating Committee commenced bargaining with Horizon Air on January 22, 2019. Taking a proactive approach, the MEC has already set up an Action Contract Team (ACT) to organize in support of the negotiations.



## Miami Air International

Miami Air Flight Attendants overwhelmingly ratified a new contract in October 2018. This contract was reached after significant effort including federal mediation and a 96% strike vote in October 2017.

## Norwegian

Norwegian Flight Attendants continue to push forward to reach a first contract. AFA has pushed to involve Norwegian in the negotiations rather than deal with the human resources company OSM. Despite some successes in getting Norwegian directly involved, we face a tough battle combatting both an intransigent employer and a business model which attempts to disperse responsibility by the employer and undermine job security of Flight Attendants and other aviation workers.

## Piedmont Airlines

Piedmont Flight Attendants negotiations commenced in September 2018. The current contract is amendable in April 2019. The negotiations are proceeding apace, and we anticipate being into economic discussions in the coming months.

## PSA Airlines

The PSA Negotiating Committee continues to bargain for a contract amendable in May 2017. The discussions are now focused on economic items with the parties exchanging economic proposals.

## United Airlines

The United MEC is currently soliciting applicants for the Negotiating Committee for the Section 6 bargaining to commence next year.

# Legal

## Litigation

### Alaska Airlines v. Schurke

In a landmark ruling, the entire U.S. Court of Appeals for the Ninth Circuit (eleven Judges) ruled that the Railway Labor Act did not preempt an Alaska Airlines Flight Attendant's claim based on a state law right to reschedule vacation leave for family medical purposes when the underlying right to vacation leave was covered by a collective bargaining agreement.

An Alaska Flight Attendant asked the Company to use two days of accrued vacation to care for a sick child. Because the vacation days were bid on and scheduled for another time, the Company rejected her request. She then requested the leave under the Washington Family Care Act. ("WFCA") Again the Company refused her leave arguing the CBA preempted State law. Under the CBA a Flight Attendant can move scheduled vacation days for several reasons, but does not allow scheduled vacation to be moved for medical reasons. The Flight Attendant next filed a complaint with the State asking to have the vacation days moved under authority of the WFCA.



Alaska Airlines challenged her request in district court and lost. On appeal, the district court decision was overturned and AFA along with the State of Washington asked the entire Ninth Circuit to hear the case. Though rarely granted, the Ninth Circuit agreed to re-hear the case in front of the entire Court.

In the en banc decision, the Court held that the RLA does not preempt the WFCA because the claim did not arise from the CBA, and the fact the CBA must be consulted to confirm the existence of the accrued vacation days was insufficient to extinguish the Flight Attendant's independent state law right to use vacation leave for medical purposes. In other words, there was no dispute over the meaning of the CBA language. If a dispute over the language of the CBA existed, then it would have been a "minor dispute" that must be resolved exclusively in arbitration.

As a result, important legal precedent has been established that gives workers even stronger access to rights created by state law, even when they are covered by CBAs.

As expected, Alaska Airlines has asked the Supreme Court to review the 9th Circuit's decision. Supreme Court review is discretionary and AFA has filed a brief opposing the request and asking the Court to uphold the 9th Circuit decision.

### California Prop 65

In 2018, AFA filed suit under California Prop 65 which requires manufacturers who sell goods in the State to post warning labels if their product contains chemicals deemed to be carcinogenic by the State. AFA members at Envoy, PSA and Piedmont reported harsh physical reactions to the uniforms made by Twinhill. After filing notice of its intent to sue Twinhill under Prop 65, AFA waited the required 60 days for the manufacturer to remedy the uniform problem. Since Twinhill did not take any steps to address the issue, AFA has now moved to court and has won preliminary decisions by the court to allow the suit to proceed.

### Washington State "Paid Sick Leave Act"

AFA is continuing to litigate its defense of the Washington Paid Sick Leave Act which was passed by the voters in a referendum and became effective January 1, 2018. Airlines for America (A4A), the airline industry trade group, has challenged the law on the grounds it is preempted by federal law. Discovery is continuing and a motion for summary judgment should be filed by July 2019.

## System Board Activity

### Alaska

Won an arbitration award finding the Company has secretly been allowing a certain tier or management to fly at a higher boarding priority than commuting Flight Attendants in violation of the CBA.

### Endeavor

AFA settled the "Me Too" bankruptcy grievance resulting in a 2% increase in Flight Attendants' base rates effective January 1, 2019. The settlement closed out all of the "Me Too" obligations from the concessionary agreement. Endeavor Flight Attendants now have gained a full return for all the concessions given up as a result of the 2012 bankruptcy.

In addition, AFA achieved first ever protections for Flight Attendants from the Company's use of location data. The Endeavor "Sky Pro LOA" prohibits the Company from utilizing location data from the on-board service device (iPhone) to discipline or track Flight Attendants when they are off duty.

### Envoy

At mediation AFA was able to convince the Company to reinstate a Flight Attendant who had been out of work for six months after her absenteeism resulting in termination was explained by the murder of her father.

### Mesa

At Mesa, the MEC has finalized a global settlement on outstanding cases resolving 66 open grievance cases which returned a total of nearly \$60,000 to the Mesa Flight Attendants.

### Miami Air

At Miami Air, AFA won an arbitration award that reinstated an AFA Officer who was wrongfully terminated while performing union representation duties.

### Silver

In the first arbitration at Silver the Company agreed to reinstate a terminated Flight Attendant and give her full back pay the day before hearing started.

### Spirit

In two arbitrations and mediation, AFA was able to secure approximately \$230,000 in remedies for various Company contract violations.

## Benefits Update

The AFA-sponsored voluntary supplemental insurance program overseen by our Senior Benefits Attorney continues to increase participation with over 33,000 policies in force which paid out benefits in the amount of \$6.9 million in 2018. Below are some examples of how these supplemental policies have assisted AFA members in need:

- The range of conditions covered under the critical illness benefit plan has been expanded to include stem cell injections to treat rheumatoid arthritis. A Flight Attendant's claim for this treatment was initially denied, but our advocacy for the member resulted in a reversal on appeal. The changes we negotiated in claim procedures and the plan interpretation now apply to all AFA groups. In the end, the Flight Attendant's claim of \$40,000 was paid.
- A member's claim was canceled in error and, when we learned of the situation, the insurer for the AFA supplemental benefits program agreed to reinstate the coverage and honor all outstanding claims. The member received cancer, critical illness, and disability insurance benefits. The Flight Attendant received payment of claims totaling \$47,000.
- A member was in and out of work for a few years due to treatments for two cancer diagnosis. As a result, her premiums were not paid in a timely manner and her coverage

lapsed. Because the AFA supplemental benefits program includes claim and service advocacy, the member's coverage was reinstated and benefits were paid, even though some claims were over 4 years old. The ultimate claims recovery for this member was over \$75,000.



## AFA EAP/Professional Standards

The Association of Flight Attendants Employee Assistance Program (AFA EAP) is one of the largest and most senior peer assistance programs in the EAP industry today. Started in 1980 as a union sponsored and funded program for Flight Attendants represented by AFA, today AFA EAP provides services to Flight Attendants and their family members at 20-member airlines. Through a network of trained Flight Attendants, AFA EAP provides three distinct but interrelated services including:

**Assessment, Support and Referral Services:** AFA EAP Peers assist their flying partners in identifying and developing an action plan to address personal and work-related concerns. AFA EAP provides support during the problem resolution process. When professional services or resources are required, AFA EAP identifies appropriate referrals and facilitates the successful linkage to them.

**Professional Standards:** AFA EAP offers a range of conflict resolution strategies, skills, and support to help Flight Attendants resolve disputes with flying partners without the need for management involvement.

**Critical Incident Response Services:** AFA EAP offers a range of critical incident stress management services to promote and accelerate Flight Attendant recovery in the aftermath of traumatic incidents on and off the aircraft.

### Summary of Outreach and Assistance

Between January –December 2018 AFA EAP committees collectively provided based on the case data compiled to date. A final year end summary will be made available to the EAP committee and BOD in May 2019.

AFA EAP Members Touched by AFA EAP in 2018

- 1 out of every 6 members

Top 5 EAP Related Concerns (1=Highest Rate)

- Emotional /Psychological
- Job Stress
- Family/Relationship
- Substance Abuse
- Medical/Health

Top 5 Professional Standards Issues (1=Highest Rate)

1. Work Style
2. Communication Style
3. Bullying
4. Unusual/Bizarre Behavior
5. 5. Drug/Alcohol Use

Top 5 Critical Incidents (1=Highest Rate)

1. Emergency Ill
2. Mechanical/Irregular Ops
3. Passenger Medical
4. Flight Attendant Sick on Line
5. Air Quality Hazardous Exposure

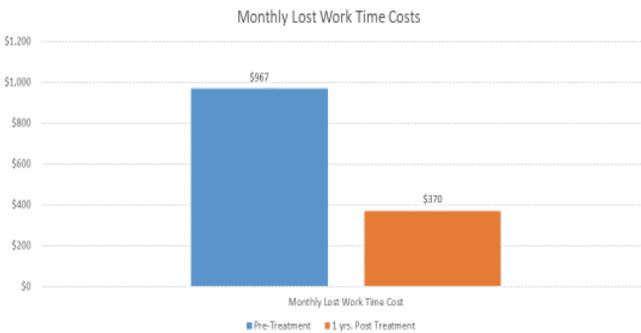
## Flight Attendant Drug and Alcohol Program (FADAP)

AFA Continues to Operate this FAA Funded Safety Initiative.

AFA EAP spearheaded a safety campaign to gain FAA funding for prevention, early intervention and support services for Flight Attendants struggling with substance use disorders. For nearly 30 years, such services had been made available to pilots. In September 2010, AFA was successful in its efforts to secure Congressional authorization and funding for the Flight Attendant Drug and Alcohol Program (FADAP). In September 2017, the International AFA EAP Department along with the International Government Affairs Department successfully secured FADAP funding for the next three years, September 9, 2017 – September 8, 2020. Today, Flight Attendants in commercial and business aviation, whether afflicted with or affected by substance use disorders, have a place to turn for confidential and customized services for their own or a family member's problem with substance use.

FADAP is pleased to announce a statistically significant cost savings associated with FADAP assistance. With the help of our researcher and using pre and post treatment surveys, FADAP was able to calculate the average cost of lost work time for Flight Attendants before treatment compared to the average cost of lost work time for Flight attendants one year after treatment. See the below graph showing the reduction of monthly lost time costs from \$967 to \$370.

### Lost Work Time Costs



### Joint Training/Consultation for AFA Leaders and Inflight Departments

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. One of the goals of these trainings is to encourage and shape collaborations and workplace policies that support Flight Attendant Well Being. This past year, the EAP department conducted a number of these activities at these airlines:

- Alaska Airlines
- Endeavor Airlines
- Hawaiian Airlines
- Spirit Airlines



*February 2019 Joint AFA and Inflight Training at Hawaiian Airlines*

## **Delivering Relief to Members in the Wake of Disasters**

Since its inception, the AFA EAP Department has overseen the member application and qualification review process for the AFA Disaster Relief Fund (DRF). Over this past year, the AFA DRF received approximately \$15,680 in donations. Across the 2018 calendar year and the first two months of 2019, disaster relief funds have been distributed to members seeking relief from natural disasters Hurricane Florence, Hurricane Michael and the California Wild Fires.

## **New EAP Website Section for AFA LEADERS**

This past year, the International AFA EAP constructed a new section of its website just for AFA EAP Leaders! The purpose of this section is to make checklists and materials readily available to LEC and MEC leaders for any type of EAP related event/incident/accident. This section will continue to expand as leadership specific information is developed. Please visit this section at [www.afacwa.org/eap](http://www.afacwa.org/eap). The site includes these materials:

### **Aircraft Incident/Accident**

- AFA Leaders' Response Checklist
- AFA Leaders' Guide to Meeting an Aircraft Following a Stressful Event
- Sample Initial AFA Leadership Posting
- Trauma Booklet for Flight Attendants (Also available on FA Wellness App)

### **Communicable Disease Incident**

- Communicable Disease Response Checklists

### **Disaster Evacuation Flights**

- Considerations for Disaster Evacuation Flights

### **Drug Testing Information**

- Flight Attendant Rights and Responsibilities

### **Death of Flight Attendant**

- Sample Notice – Sudden Death of a Flight Attendant Facing Sudden Loss

### **Natural Disasters**

- AFA Leaders' Checklist

### **Sexual Violence**

- Leadership Guidelines – Workplace Sexual Violence

## Resourcing AFA Leaders

Under direction of AFA Leadership and the Executive Board, the IEAP assisted the International Secretary-Treasurer's Office with drafting policies and procedures for the new union leave of absence available to LEC and MEC officers. This past winter, the Executive Board approved the draft and it has been incorporated into the AFA-CWA Constitution and By Laws (Section 1H). Should any leader choose to take advantage of this leave, please initiate the process by contacting Heather Healy, AFA-CWA EAP Director at 202-434-0560 or 301-437-0390.

## Resourcing AFA Members

In our on-going efforts to resource members as they confront new issues and challenges within the aviation industry, AFA EAP provides a monthly electronic EAP related article that is distributed to the MEC leadership for distribution to the membership. One important topic that has been challenging many members across this past year is the use of CBD oil. Review of FDA warning letters (see [www.fda.gov/NewsEvents/PublicHealthFocus/ucm484109.htm](http://www.fda.gov/NewsEvents/PublicHealthFocus/ucm484109.htm)) to CBD manufacturers demonstrates that manufacturer claims about what is or is not in their CBD oil may not be accurate. Additionally, there may be no clinical research to substantiate manufacturer claims of therapeutic benefits when using its product(s). As the CBD industry and regulations evolve, the IEAP will continue to update the information included here.



### Should I or Shouldn't I Use CBD (Cannabidiol)?

As a Flight Attendant, if you test positive for marijuana (THC), regardless of whether it is state approved medical or recreational marijuana and regardless of whether you knowingly smoked a joint or unknowingly ate a marijuana edible, you will be deemed a test violator.

The same holds true for a Flight Attendant who states that the test positive was the result of CBD use. Generally, the source of the THC and the legal existence of a product in a store will not change the test result from positive to negative. Currently, the production of CBD oil is unregulated and therefore any claims that you will not test positive maybe unfounded.

Additionally, there are no definitive studies that demonstrate how many times you can use a low THC concentration CBD product before you might test positive.

In a recent publication of the American Association of Medical Review Officers, findings were announced that a small but not insignificant amount of CBD oil can be converted in vivo to THC. This conversion appears to happen in the stomach due to its acidic environment. This issue is actively being studied by the Federal Government and John Hopkins University. The new findings are significant in that the laboratory study used pure synthetic CBD that contained no THC.

The bottom line, as many terminated Flight Attendants and safety sensitive employees will tell you is, the use of CBD could be hazardous to your employment.

## New EAP Resources Coming in 2019

The IEAP Department is currently working on a 1.5 minute EAP informational that can be used at new hire and recurrent trainings. It should be completed by summer 2019.

A new EAP Professional Standards brochure is being created and will also be available early summer.

## Upcoming EAP Trainings

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 MEC EAP Chair Training, Los Angeles, California April 29th-May 2, 2019
- Basic AFA EAP Training, Houston Texas, June 4-6, 2019
- The 9th annual FADAP Conference- August 20-24, Maritime Conference Center, Baltimore, MD.

# Government Affairs

In October 2018, Congress adopted a five-year FAA Reauthorization Bill including a 10 hour minimum rest provision to combat Flight Attendant fatigue. The bill includes more Flight Attendant safety priorities including forever banning knives on planes, no voice calls on planes, and extending the smoking ban to e-cigarettes.

The final bill received overwhelming bipartisan support. AFA especially notes Congressional champions for Flight Attendant 10 hours minimum rest:

House - Rep. Peter DeFazio (D-OR), Rep. Frank LoBiondo (R-NJ), Rep. Rick Larsen (D-WA), Rep. Mike Capuano (D-MA), Rep. John Katko (R-NY), Rep. Cheri Bustos (D-IL), Rep. Dan Lipinski (D-IL), Rep. Michael Bost (R-IL), Rep. Dina Titus (D-NV), Rep. Paul Mitchell (R-MI), Rep. Brenda Lawrence (D-MI), Rep. Grace Napolitano (D-CA), Rep. David McKinley (R-WV), and Rep. Rodney Davis (R-IL).

Senate - Senator Mazie Hirono (D-HI) originally introduced the language when she was in the House and continued advocacy in the Senate. Senator Maria Cantwell (D-WA), Senator Bill Nelson (D-FL), Senator Richard Blumenthal (D-CT), Senator Ed Markey (D-MA), and Senator Brian Schatz (D-HI) have all since worked hard to ensure the rest language would be included in a final FAA bill. We thank Senator Shelley Moore Capito (R-WV) for weighing in when it especially counted to help us get our rest.



Over 100,000 Flight Attendants from around the country made calls, signed postcards, rallied, repeatedly visited congressional offices and took other actions to achieve this outcome today. This bill lifts standards for Flight Attendants across the industry and addresses serious safety, health and security issues in our workplace - the passenger cabin.

## Summary of AFA Safety Initiatives in the FAA Reauthorization Act of 2018:

- 10-hours Minimum Rest and a FRMP for Flight Attendants
- No Knives on Planes Ever Again
- Ban of Voice Calls on Planes
- Emotional Support and Service Animal Standards
- Air Quality: Technologies to Combat Contaminated Bleed Air
- Protect Customer Service agents from assaults
- Cabin Cyber Security Vulnerabilities
- Secondary Cockpit Barriers
- Safe Transport of Lithium Batteries
- Study on Cabin Evacuation Certification (including cabin configuration)
- Increase Civil Penalties for Crew Interference from \$25,000 to \$35,000
- Banning Electronic Cigarette Smoking on Planes
- Congressional Focus on Addressing Sexual Misconduct on Planes
- Prioritize Support for Flight Attendant Drug and Alcohol Program (FADAP)
- Requiring Privacy for Nursing in the Airport
- Evaluation and Update of Emergency Medical Kit Contents
- Oxygen Mask Design Study
- Develop Guidance for Non-Toxic Prevention of Transporting Insects
- Exit Row Evaluation and Verification
- Required notification of Insecticide use
- Promoting Women in Aviation
- TSA Authorization

- Continue Crewmember Self-Defense Training
- NTSB Reauthorization
- Improve Consumer Notification of Insecticide Use
- Expanded Human Trafficking Training for Airline Personnel
- Authorization of Essential Air Service

The DOT/FAA has not yet implemented the bill and the Government Shutdown delayed action further. AFA will focus on implementation in addition to continuing our work on legislation that protects our jobs from unfair foreign competition, further addresses the harms of contaminated bleed air, build the case for increasing staffing minimums and cabin safety issues such as removing the exemption for lap children and ensuring a seat with proper restraints for all passengers.

HAKHEEM S. JEFFRIES  
8th DISTRICT, NEW YORK

**COMMITTEE ON THE JUDICIARY**  
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HOMELAND SECURITY AND INVESTIGATIONS

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JEFFRIES.HOUSE@OV

March 13, 2019

Dear Ms. Nelson:

As Chairman of the House Democratic Caucus, I would like to thank you for agreeing to participate on a panel with labor leaders at the 2019 Democratic Caucus Issues Conference on Thursday, April 11 at the Lansdowne Resort and Spa in Leesburg, Virginia.

At the start of each year, Members of the House Democratic Caucus gather outside of Washington, D.C. to discuss policy and strategy for the year ahead, to share ideas and inspiration and to hear from distinguished speakers and guests that inform, engage and advance our thinking. Guests often include leaders of international institutions, policy experts, authors and even political satirists. In recent years we have welcomed President Barack Obama, World Bank President Dr. Jim Yong Kim, Equal Justice Initiative founder Bryan Stevenson, Marian Wright Edelman of the Children's Defense Fund, environmentalist Tom Steyer, athlete and activist Kareem Abdul-Jabbar and late-night hosts Stephen Colbert and Trevor Noah, among others.

As one of the most prominent union leaders in the country, your principled leadership helps unite workers in the fight for higher wages, better contracts and more benefits. As President of the Association of Flight Attendants, you amplify the voices of hardworking Americans during a time of nearly constant economic uncertainty. In addition, your determined efforts to fight for aviation workers during the most recent government shutdown set an example for people across the globe.

While we are starting this Congress with a new and empowered majority focused on delivering real and meaningful change to the American people, we will certainly face challenging situations in the months to come. I cannot think of a better person to share insights and remind us that we must uplift the working people of this nation.

The Issues Conference is not a fundraising or campaign event and is primarily policy-focused. It draws approximately 200 Democratic Members of Congress, and interest among our Members for this year is high. The 2019 Issues Conference will give us a valuable chance to start our year off with excitement and enthusiasm.

Many thanks for your consideration and participation, and please let me know if there's any additional information that I can provide.

All the best,

Congressman Hakeem Jeffries  
Chairman, House Democratic Caucus

# AFA in the Public Airwaves

AFA continues to dominate as the leading voice for Flight Attendants in the media. We have elevated our role considerably in the last year to ensure the Flight Attendant perspective and our union's voice is heard in most aviation news coverage.

We earn media around contract negotiations and Flight Attendant priorities including toxic fumes, temperatures with our 2Hot2Cold campaign, emotional support animals, conditions in the cabin, and more. We amplify our legislative, political and legal efforts through news coverage, such as: testifying on Capitol Hill about the effects of the government shutdown on aviation, speaking out against transporting separated immigrant children on commercial flights, or pushing to address sexual harassment on planes.

AFA continues to be the go to voice everything that happens inside the cabin, leading to considerable coverage during critical incidents and stories leading the news cycle from flying while disabled, first class passengers stealing items from the plane, everyone's favorite slim bathrooms, viral confrontations on airplanes, and toxic air in the cabin.

Since we met in April 2018, AFA has been covered by ABC, Associated Press, Atlanta Journal-Constitution, BBC, Bloomberg, CBS, Chicago Sun Times, Chicago Tribune, CNBC, CNN, CNN International, Forbes, Fortune, FOX, Houston Chronicle, HLN, Huffington Post, In These Times, INC., LA Times, Marketwatch, MSNBC, NBC, New York Magazine, New York Times, NPR, Politico, Reuters, Salon, Seattle Times, Sirius XM, The Dallas Morning News, USA Today, Washington Post, and many more including packages running repeatedly with local affiliates.

The New York Times took notice of AFA leadership and ran a profile in the Sunday Business section on February 24, 2019 featuring our work at AFA in helping end the longest government shutdown in U.S. history.

**61% of Flight Attendants Say Emotional Support Animals Misbehave In-Flight**

**U.S. Airlines Jump into Immigration Debate, Say They Won't Fly Children Separated from Parents**

**Bloomberg** **Subs**

Business

## Most Flight Attendants Endure Harassment, From Groping to Slaps

President Trump Just Signed a New Aviation Law. Flight Attendants Can Hardly Believe What's in It

It's a 1,200-page law. Here's what part of it says—and why flight attendants are so surprised.

**United Airlines' regional carrier Air Wisconsin faces labor unrest**

**CAREER & WORKPLACE**

**The Shutdown Made Sara Nelson Into America's Most Powerful Flight Attendant**

A rising star in the labor movement, she made a career of getting sandy people to do what she wants.

**CHICAGO SUN-TIMES**

*The Hardest-Working Paper in America*

Our Pledge To You

**\* BUSINESS**

12/11/2018, 08:00pm

## Flight attendants to protest at O'Hare over United staffing cuts

**Travel • Perspective**

### Why are you tuning out preflight safety announcements? Because you can tune in to your devices.

FEATURES, FINANCE, LAW AND POLITICS, NATIONAL, TRANSPORTATION

## Miami Air Flight Attendants Ratify Contract

Business

### United to Cut a Flight Attendant on Longest Trips to Pare Costs

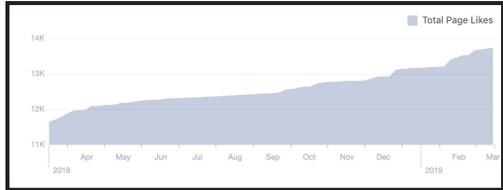
By [Justin Bachman](#)  
November 6, 2018, 3:23 PM EST

- Change will affect crews on 787 jets, some 767 and 777 planes
- Union leader calls shift a 'misguided plan to reduce service'

## Social Media

2018 was an exciting year for AFA in terms of growth for AFA in the digital world.

As AFA dominated the news cycle when it came to promoting the role of aviation's first responders, we were reaching more and more Flight Attendants and labor allies across our social media networks.



On Facebook, currently the most commonly used social media platform for AFA members, we increased AFA "fans" of our page by 20%

With more fans, we can reach more people. During the shutdown crisis in January, our reach doubled the number of page fans.

We're also utilizing live technology in the field in an attempt to bring news to Flight Attendants on social media faster than ever before. For example, during the shutdown crisis, we live streamed a press conference with fellow labor allies at DCA calling on Senate leadership to reopen the government. It reached five times the number of AFA members engaged on Facebook.



Now this produced two videos during our Shutdown fight. Across both Facebook and Twitter these videos produced more than 6 million views. NBC News also promoted a full package from our press conference that ran on multiple national news programs and across all affiliate NBC stations.

While we continue to make great gains on Facebook, we've made some incredible strides over Twitter as well. AFA is being recognized for our role in maintaining safety and security in the cabin not only by lawmakers, but by Hollywood as well.

For example, actress and producer Jessica Chastain helped to highlight the work Flight Attendants do and the need to increase our wages and pay protections with just one tweet!

When Congresswoman Alexandria Ocasio-Cortez (D-NY), stopped by AFA International headquarters in February to thank Flight Attendants for our role in actively helping to end the shutdown, she used her 3.4 million follower Twitter account to tweet about our fight.



When we tweeted back at her, it was seen by 2 million Twitter users! Heading into 2019, we've got our eye on expanding.

# 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. Our Safety Department is the AFA Air Safety, Health, and Security Department (ASHSD).

## 10 Hours of Rest

On October 5, 2018, the President signed a five year FAA reauthorization bill that includes numerous Flight Attendant safety priorities, including a provision that requires a minimum of 10 hours of rest, with no exceptions. The rest provision required the Department of Transportation to make the rule change within 30 days of the bill's signing. Unfortunately, this deadline was not met and the rule change has yet to be enacted. We are working with AFA safety committees, Government Affairs, and others to urge policymakers to put this critical standard in place.

## Flight Attendant Fatigue

On The FAA reauthorization bill also requires each part 121 carrier to submit a Flight Attendant Fatigue Risk Management Plan (FRMP) to the FAA within 90 days of the bill's signing. Each FRMP must include flight and duty time limitations, rest schemes and training to manage and recognize fatigue, and means to assess the effectiveness of the plan. Every two years, each plan must be updated and subsequently reviewed by the FAA. Since the legislative language is identical to that enacted several years ago for pilots, it is expected that FAA guidance and airline FRMPs for Flight Attendants will be similar to those for pilots.

To help guide development of each airline FRMP, ASHSD is working directly with MEC safety chairs. ASHSD has also developed model language for a Flight Attendant FRMP and associated Letter of Agreement (LOA). These model program documents are intended to maximize the quantity and quality of fatigue data through non-punitive reporting, training, and a Fatigue Review Committee (FRC) to mitigate fatigue and improve FRMP effectiveness. The FRC should be composed of equal numbers of management and union representatives, and take a consensus approach to evaluate reports and make recommendations for improvements to both management and the union.

ASHSD is also part of a working group established by the FAA Civil Aeromedical Institute (CAMI) to help identify early indicators of fatigue hazards across aviation operations in the US. This information will be incorporated into an integrated research program to facilitate identification and advocacy for needed research and ensure sharing of results across aviation domains within the FAA. The working group's activities have been postponed for months due to inclement weather in early December 2018 and the subsequent FAA shutdown, but it is expected that the team will begin meeting in early spring 2019.

## STAFFING CUTS AFFECT SAFETY AND SERVICE

Flight Attendants are protesting United's newly announced staffing cuts to match lower standards at American and Delta. The airline says pre-plating meals for business class passengers alleviates the need for one of aviation's first responders.

**Pre-plated meals are not a substitute for Flight Attendants in the aisles.**

Flight Attendant staffing is about safety and service. We will not accept the lowest level for you in either case. With the right staffing, we can prepare for the worst and plan for the best on every flight. We know you feel the difference. We can board planes faster and address concerns sooner. Fewer Flight Attendants means carts more frequently block the aisle, food and beverages arrive later and sit on your tray tables longer. When emergencies happen, we need enough crew to safely respond.

Airlines are making record profits. In the last two years alone, Delta, American, Southwest and United have allocated \$12 billion in profits to stock buybacks. None of those profits are being reinvested in the airline or the people on planes. Staffing cuts equate to fewer jobs and less crew to focus on safety and service for passengers.



Staffing should be increased in these times of profits, not decreased. Cuts were made during airline bankruptcies to reduce costs. There's no excuse for cutting jobs today, but there's every reason for United to up its game to make it impossible for other airlines to compete.

The flying experience will continue to erode as long as airlines only answer to Wall Street. We are an airline, not a hedge fund. The people on planes matter! Help us call on United to invest in the people on United Airlines' flights.

**TWEET: #EnoughCuts @UNITED. Invest in safety and service for your passengers with proper Flight Attendant staffing!**

## 2Hot2Cold

Extreme temperatures in the cabin adversely affect operations by degrading crew awareness of possible security threats and increasing passenger stress that can lead to air rage, medical emergencies, a return to the gate, and other operational disruptions. Since the FAA and the DOT have no operating requirements for cabin temperatures, Flight Attendants have faced these extreme conditions far too often and for far too long. As a first step in addressing these conditions, in July 2018 AFA submitted a petition asking the DOT to establish temperature standards. The petition is still under agency consideration.

To further drive change, AFA established the 2Hot2Cold initiative as a way to acquire the data needed to persuade regulators and legislators to establish airplane temperature standards. As one component of the 2Hot2Cold initiative, AFA has developed a downloadable, branded app for iPhone and Android devices that allows easy, real time reporting of onboard extreme temperature events. To promote reporting, AFA has also purchased and distributed to members almost 50,000 key chain thermometers with the AFA and 2Hot2Cold logos. Since the soft launch of the 2Hot2Cold app on June 22, 2018 through the end of 2018, the app has been downloaded and installed over 5000 times and more than 1500 reports of extreme temperature incidents have been reported. ASHSD continues to monitor utilization of the app and analyze the data.

## Service and Emotional Support Animals

Flight Attendants support the need for trained service and emotional support animals to assist passengers with disabilities, many of whom are veterans. In 2016, ASHSD participated in a DOT advisory committee that addressed some significant issues of concern for passengers with disabilities. Since 2016, the number of emotional support animals on planes has significantly increased, and the AFA position is that DOT needs to set standards to cut down on fraud to maintain safety, health and security for passengers and crew, while ensuring accessibility for those who need it.

The DOT Advisory Committee on Accessible Air Transportation (ACCESS Advisory Committee) was established to negotiate and develop a proposed rule concerning accommodations for air travelers with disabilities addressing in-flight communications, accessible lavatories on new single-aisle aircraft, and service animals. The ACCESS committee reached agreements on in-flight communications and accessible bathrooms on single-aisle aircraft. However, ACCESS was unable to reach agreement on service animals.

In May 2018, the DOT issued an advance notice of proposed rulemaking (ANPRM) on service animals. In 2018, without action from the DOT, airlines began revising emotional support animal policies. In July 2018, ASHSD, in collaboration with other AFA departments, submitted comments to the DOT ANPRM, *Traveling by Air With Service Animals*. AFA supported the DOT's objectives to allow continued use of trained service animals while also deterring fraud and keeping untrained animals from being transported as service animals, and recommended several specific measures including specific species limitations, requirements for animal carriers, and appropriate training for crew and customer service representatives.

DOT plans to issue a Notice of Proposed Rulemaking on service animals on September 9, 2019. This rulemaking would address the appropriate definition of a service animal and include safeguards to ensure safety and reduce the likelihood that passengers wishing to travel with their pets on aircraft will be able to falsely claim that their pets are service animals.

## Aviation Safety Action Program (ASAP)

The Federal Aviation Administration (FAA) has proposed the draft Advisory Circular (AC) 120-66C to provide guidance for establishing an Aviation Safety Action Program (ASAP) to encourage air carrier employees to voluntarily report safety information that may be critical to preventing accidents. The objective of ASAP is to resolve safety issues through corrective actions rather than discipline, as discipline will only serve to suppress employee reporting. AFA ASHSD worked

with MEC safety committees and other interested transportation union partners to review the FAA draft AC, and submitted comments in April 2018. The FAA is still reviewing comments, but it is hoped that the comments submitted by AFA and other union partners will help ensure that ASAP continues to serve the best interests of aviation safety.

## Master Minimum Equipment List (M MEL) Industry Group (IG)

The M MEL IG promotes safety by facilitating continuing discussion between industry (including unions) and regulatory agencies regarding the complex rules that allow specific equipment items to be inoperative on any given flight. AFA is a long-standing member of the M MEL IG and takes proactive measures to ensure that Flight Attendant perspectives on allowed inoperative equipment, seat and exit placards, repair schedules, and other similar issues that affect flight operations are taken into account.

In 2016, the FAA proposed revisions to Order 8900.1, which functions as a requirements roadmap for approval and oversight of minimum equipment lists by FAA Flight Standards aviation safety inspectors. In general, the non-labor members of the M MEL IG disagreed with the FAA proposals and recently submitted specific comments to that effect; however, AFA strongly supported the proposal and in February 2018 submitted comments to voice encouragement and suggest a few minor improvements.



Another issue that the M MEL IG is considering is a petition from one aircraft manufacturer to allow U.S. carriers to apply a complex set of instructions from the European Aviation Safety Agency (EASA) for placarding of emergency exits on twin-aisle airplanes. While the current FAA instructions are far simpler, they are also generally more conservative as they require more seats to be taken out of service in most scenarios as compared to the EASA method. Recognizing the potential impact this decision would have on safety margins, AFA ASHSD will reach out to our safety committees and work within the M MEL IG to ensure that Flight Attendant perspectives are an integral part of this discussion.

## 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 and two engineering groups have developed designs for specialized air blowers, specifically intended to keep bugs off planes. This type of equipment needs to be tested on an

actual aircraft to demonstrate that the performance (for keeping flying insects out of the cabin and flight deck) meets or exceeds the performance of chemical sprays.

The threats posed by Zika virus (carried by mosquitoes) have motivated countries to refocus 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, particularly those who are pregnant or planning to be pregnant. ASHSD recognizes the importance of promoting policies that protect our members, both 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. We continue to voice our strong support for non-toxic, highly effective disinsection options; a win-win for our members and public health. Through our role on the ICAO Medical Forum, we continue to push for the development of a non-chemical performance standard for disinsection so that it may be considered for approval by ICAO and the WHO. This is necessary if countries are to have the option to keep bugs off planes with air blowers and specialized curtains instead of spraying the plane with pesticides.

## 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 dominate the reports that AFA receives. Breathing these oil fumes onboard serves as the greatest threat to flight safety and crew health 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 1930s, but airlines continue to 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.

ASHSD 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. On-wing testing of, a bleed air filtration option started last year at an AFA carrier and those tests will continue into 2019.

In Oct 2018, ASHSD presented at the Aircraft Air Quality Symposium organized by AFA-Alaska's MEC air quality representative. We described in detail both the problem and the available solutions to Alaska Airlines management representatives. A follow up meeting to be attended by MEC and LEC representatives, as well as Alaska supervisors and managers-on-duty, is scheduled for May 2019. This symposium represents a shift in the willingness of management to take AFA input onboard, and may have been positively influenced by our active participation on an A4A industry cabin air task group, that includes Alaska Airlines.

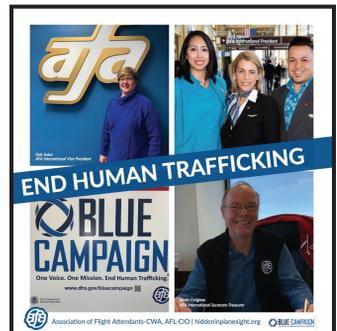
What follows is a short description of our key efforts to address these cabin health issues this past year:

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:** In 2018 and continuing this year, ASHSD is focused on Flight Attendant education to ensure that our members can recognize and respond to oil fumes onboard. We are in the process of developing an online educational video specific to recognizing and responding to oil fumes that will launch AFA-wide in 2019. In addition, we have been working with individual councils to promote member education. For example, in response to a rise in the number of fume event reports at Alaska, Frontier, Hawaiian, Horizon, and Spirit, we organized a meeting of those AFA safety reps. ASHSD shared educational and reporting tools that councils can use, and facilitated an information exchange between these well-informed and active AFA safety representatives. That is the power we have as a union representing Flight Attendants across the industry – we can share and learn so much from each other's work, both between and within our airline councils. On that last point, ASHSD was honored to present an overview of how to recognize and respond to oil fumes at the annual AFA-United MEC safety meeting in August 2018, to AFA-United safety reps from across their system. We also continue to work closely with our Spirit and Alaska MEC SHSCs, responding to the needs of affected Flight Attendant members when requested, and providing input on crew education and reporting initiatives.

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 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.



Late in 2018, ASHSD met with the lead researchers to better understand exactly what work has been accomplished to date and what is left to be done before flight attendants have the option to get their blood tested for the TCP toxins added to aviation engine oils. We wrote a clear summary of their work and are soliciting funds to ensure that the work gets done.

- Problem:** Five 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. Also, in its proposal, the organization fails to reference that these chemicals can damage the brain, despite the consistent crew reports of neurological symptoms. If published as-is, this report would have a very damaging effect on our effort to ensure that neurological damage after breathing oil fumes is recognized as work-related.

**Action/Opportunity:** Five years in a row now, ASHSD has submitted detailed technical comments to the ACGIH on its proposal. This year, we also requested that other experts submit comments. So far, a decision on the proposed standards has been delayed.. As noted above, this association's actions will strongly influence the debate regarding the toxicity of engine oil fumes. For this reason, it is essential that the organization continues to receive detailed and technical information, and that they fully understand the documented health impact of exposure to these toxins, as reported by AFA members and crewmembers around the world.

- 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. In July 2015, the new EU committee tasked with developing a cabin air standard held its first meeting, with strong crew union and passenger voices. At that time, the European Transport Workers' Federation (ETF) asked ASHSD to join this committee on its behalf, in recognition of our expertise and the technical nature of the committee content. AFA recognizes the importance of standing in solidarity with our cabin crew sisters and brothers around the globe. Also, the global nature of means that 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. Thus, ASHSD has attended every committee meeting, is actively involved in multiple task groups, and has written and edited large sections of text and technical content.

The latest draft document will be discussed at a meeting in late March 2019 and includes provisions for crew education and training, standardized reporting, continuous monitoring of certain chemicals, bleed air filtration, and various maintenance practices to prevent air supply contamination. We anticipate that the work will conclude in 2020.

- 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 improve 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, 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; on the SAE committees, we are the only Flight Attendant voice at the table and on the ASHRAE committee, we are, by far, the most vocal and active Flight Attendant voice. We put our technical knowledge to work at every meeting and on every telcon to benefit our members.

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 556 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 are cough, breathing problems, 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. In December 2017, AFA sent more fabric samples to be tested for metals and formaldehyde. Together, these data confirm that the uniforms can cause serious health issues.

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.

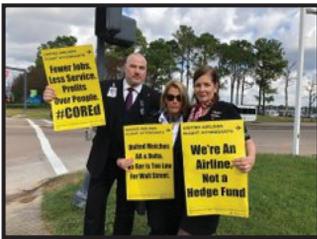
**Action/Opportunity:** In coordination with our affected MECs, ASHSD developed, launched and monitors an online uniform reaction reporting form in order to collect standardized reports about our members' uniform reactions. ASHSD also created a uniforms webpage dedicated to these members in order to 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 garments 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 support our affected MECs and members.

In June 2017, American Airlines Group (AAG) announced that it would not renew its contract with TwinHill. Then, in Jan. 2018, management announced that it would switch to Lands' End uniforms. This is good news but Lands' End is not projected to launch until spring 2020 at the very earliest. AFA recognizes that, as soon as possible, the problematic uniforms (including some of the alternative option garments) need to be recalled in order to protect the significant number of our members who get sick when they wear or work around the garments. To that end, AFA has supported garment testing and obtained expert opinion that have confirmed unhealthy levels of formaldehyde gas in a selection of TwinHill and Aramark garments, in violation of a California law intended to protect people from exposure to carcinogenic substances. That lawsuit continues to move forward against AAG, TwinHill, and Aramark. Our goal is a system-wide recall of TwinHill and Aramark garments. AFA-CWA ASHSD and the legal department will continue to monitor, support, and report back on developments.

## 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 Zika Virus Outbreak

The worldwide outbreak of Zika virus that flared up during 2015 and 2016 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. There have been no cases of local mosquito-borne transmission in the continental United States since 2017.

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 between February and November, 2016.

**Defining the Problem:** Zika remains a 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.

## 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 more than 15 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 participated in several tabletop exercises since 2016, organized by the National Aviation Intelligence Integration Office (NAI2O), to represent the Flight Attendant perspective on potential threats to aviation security and provide input on aviation vulnerabilities and risks faced by crewmembers.

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



## Aviation Insider Threat and 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 then, there has been increased concern and attention focused on airport security 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:** In April 2015, the Aviation Security Advisory Committee (ASAC) provided TSA with a report on Airport Employee Screening and Access Control that included 28 recommendations to mitigate the security threat posed by airport insiders – aviation workers with privileged access to restricted areas of our Nation’s airports, and thereby to commercial aircraft. As a member of the ASAC, AFA has been able to review actions taken by TSA 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 following are some of the major outcomes that resulted from the ASAC’s recommendations:

1. A significant reduction in the number of employee direct access points to security restricted areas
2. A significant increase in the random screening of aviation workers
3. Updated vulnerability assessments and responsive security plans at airports nationwide
4. TSA’s accelerated implementation of the Rap Back Program (recurrent vetting for criminal history) for aviation workers nationwide
5. The development and deployment of the Advanced Threat Local Allocation Strategy (ATLAS) model and program, which also responds to a statutory requirement (FAA Act of 2016)
6. Awareness campaigns that expand employee engagement to mitigate the Insider Threat

TSA concurred with the report and has closed 24 of the 28 recommendations. The four recommendations that remain open are longer term initiatives requiring IT system changes or rulemakings. Four recommendations remain open:

1. Airport Employee Screening Risk Model (ES-15-02)
  - The ATLAS Program is near full deployment and implements this recommendation, along with parts of two others (ES-15-04, ES-15-18)
  - ASAC Risk Model WG typically meets every 2-4 weeks for program updates and discussion
2. Airport Worker Badge Database (ES-15-10)
  - Estimated completion date of March 31, 2019
  - Implementation dependent on systems development
3. Airport Employee Vetting Portal (ES-15-11)
  - Working with U.S. Customs and Border Protection (CBP) on Advance Passenger Information System (APIS) technical modifications to facilitate air carrier submission of employee information for watchlist vetting
4. Security Threat Assessment Enhancement (ES-15-12)
  - Estimated completion date of September 30, 2020
  - Implementation dependent on systems development



In 2018, TSA Administrator Pecoske asked the ASAC to develop a report and recommendations in concert with TSA's Insider Threat Advisory Group to mitigate aviation insider threats. AFA was reappointed by the Administrator to the ASAC in May 2018 and also became a member of its newly-established Insider Threat Subcommittee which is in the process of finalizing its initial report on aviation insider threats and expects to submit it to the Administrator by the end of next week, March 29, 2019. Some of the issues that will be looked at more closely include the following that were raised in the 2015 ASAC report.:

1. Airport Employee Screening Risk Model (ES-15-02) & Risk-Based Random Airport Employee Screening Activities (ES-15-03)
  - Additional efforts are needed, despite progress seen in the ATLAS Program. The group remains committed to the proposition that airport workers need to have the expectation of screening/inspection throughout the workplace and not just at entry access points. The WG supports establishing a baseline understanding of the effect of the ATLAS Program on employees through direct employee surveys and development of new metrics for assessment of ATLAS activities. The WG believes that work on a new recommendation is required and that
  - *ATLAS will be deployed nationwide by April 30, 2018. The program continues to be evaluated and enhancements considered, as appropriate*
2. Airport Worker Badge Revocation Database (ES-15-10)
  - The WG consensus is that this item remains high priority work for the ASAC in large part because untrustworthy people who do not have criminal records are working at airports. The group is requesting regular updates from the TSA and that the Agency "reinvigorates" its work on this item. In addition, the WG is requesting a meeting with OIA/Program Management Division to better understand the next steps.
  - *Implementation is dependent on development with 3rd party vendor systems. The estimated completion date is March 31, 2019*
3. Security Threat Assessment (STA) Enhancement (ES-15-12)
  - Request TSA provide a general discussion on the extent to which Interpol Lost and Stolen Passport information is used in the STA vetting process.
  - *TSA partially concurred with this recommendation due to statutory limitations on collection of certain information, i.e. Social Security Numbers. Technical capabilities to support STA enhancements are part of the ongoing Technology Infrastructure Modernization effort. Based on the current schedule, full deployment of functional capabilities is planned for the FY20-21 timeframe.*
4. ES-15-18 Employee Group Risk Matrix (ES-15-18)
  - There is WG consensus that this item should become part of the discussion with the TSA Insider Threat Action Group (ITAG).
  - *ES-15-18 is being implemented as part of the ATLAS Program.*
5. Insider Threat Predictive Modeling (ES-15-23)
  - There is WG consensus that this item should become part of the discussion with the TSA ITAG.
  - *The Predictive Risk Tool was submitted as capability gap for action by DHS Research & Development.*

AFA also participated in an ASAC ad hoc working group to draft a response to the TSA Administrator's July 2018 request to ASAC to draft a report on Secondary Barriers on aircraft. Due to the differing views within the working group, AFA drafted the section of the report on the Flight Attendant position on this and related issues, including the need for effective Flight Attendant aircraft defense training and a sufficient number of Flight Attendants to defend the aircraft during flight deck door transition. The report was sent to the Administrator in December 2018.



## Known Crewmember Compliance

March 21, 2019 will mark seven 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.

TSA officials have asked us 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.

## Meeting with TSA Administrator

In October 2018, I met with TSA Administrator David Pekoske and Deputy Administrator Patricia Cogswell, and was accompanied by Chris Witkowski and Dinkar Mokadam. It gave me an opportunity to discuss how Flight Attendants are First Responders and the last line of defense in maintaining aircraft security. I also emphasized the following important steps that TSA should ensure for the security of all crewmembers and passengers, as well as our aviation system and U.S. national defense.

1. Effective Flight Attendant Defense of Aircraft Training
2. Need for greater Flight Attendant Staffing to defend the Flight Deck and Cabin
3. Mitigate risks in use of devices and networks to breach aircraft security
4. Hands free, discrete, encrypted wireless communication for Flight Attendants to communicate with all other crew and ground reconnaissance/support, if necessary
5. Support of Secondary Barrier Retrofit.

We reiterated our support for maintaining a strong, federalized workforce at TSA. I was also in touch with the Administrator during the Government Shutdown. He showed tremendous leadership in the most challenging circumstances and said to me, "Certainty and adequacy of funding are foundational to our success going forward"

## Transport Airplane Crashworthiness & Ditching WG

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 participated in the group as a resource for issues related to passenger preparedness and cabin and safety equipment design for crash and ditching event survivability. Throughout 2016 and 2017, AFA participated in four working group team activities:

- Team 1 – Reviewed ~150 past accidents and ditching events to help evaluate how design standards have worked in the past.
- Team 2 – Considered the need for new regulations and guidance on crashworthiness design to accommodate the ongoing shift from metal to composite materials for airplane structures.
- Team 3 – Ditching design – Considered the need for new regulations and guidance for design of airplane structures related to the flotation ability of the aircraft.
- Team 4 – Equipment (AFA chaired this team) – Reviewed the types of equipment and protocols that may be used in either a crash or ditching by occupants for evacuation and survivability (e.g. flotation devices, restraint systems, and signage.)

The working group drafted its report and first submitted it to the FAA in December 2017, then issued a revision in October 2018, at the request of AFA, to clarify that the group failed to achieve agreement on the content of new and revised crashworthiness and ditching rules and guidance. On the general need for incorporating new crashworthiness requirements, the working group generally split between the manufacturers, opposed, and AFA, the regulatory authorities and research communities, in favor. In contrast, the team achieved full agreement on a set of recommendations affecting rules and guidance for equipment and protocols related to emergency evacuation for crash and ditching events. These proposals included specific recommendations on certain equipment items, appropriate stowage locations, and harmonization of FAA and EASA rules for outside viewing, deployment times for assist means, and the use of symbolic symbols as alternatives to red exit signs.

## Comprehensive Training Standards

AFA advocates on multiple fronts 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 to act in their roles as onboard First Responders.



## High Energy Fire Training Enhancement (HEFTE)

AFA was a member of the HEFTE working group (WG), another initiative tasked by the FAA ACT ARC. The HEFTE WG developed recommendations for the FAA, airlines, manufacturers, and suppliers to update/improve current training and guidance around response to high-energy fires (HEF) that can occur in the occupied areas of the aircraft. Currently, devices containing one or more lithium batteries, given their high energy content and susceptibility to involvement in smoke and fire incidents on airplanes and in airports, are the sole focus of this activity. Specifically, the WG developed:

- a. Recommendations to FAA to update advisory guidance related to HEFs for industry stakeholders,
- b. Recommendations for fire training, if/when an air carrier equips the aircraft with a HEF containment product and procedures;
- c. Recommendations to include the handling of toxic and flammable fumes emitted by HEF;
- d. Recommendations for applying effective communications related to HEFs;
- e. Recommendations for developing performance standards for HEF containment and/or extinguishing products and reviewing the need for a centralized reporting repository;
- f. Recommendations on providing information on identifying items most likely to be involved in HEFs and potential hazard scenarios based on item attributes such as chemical content, size, and form factor; and
- g. Recommendations for standardizing terms and definitions in FAA guidance material and air carrier manuals.

These recommendations are contained in a report submitted to the ACT ARC in August 2018 and accepted with some minor revisions in November 2018.

## PED Cabin/Flight Deck Videos Working Group

Following completion of the HEFTE recommendations report, AFA began working with a team from the FAA, the FAA Tech Center, and industry to develop cabin and flight deck training videos. These videos will highlight risks and identify best practices when fighting fires involving portable electronic devices (PEDs). The group began discussions in November 2018, has had several productive conference calls, and is meeting face to face at the Tech Center near Atlantic City, NJ in March 2019 to finalize the video scripts.

## Effectiveness of Knowledge Training Working Group

AFA is also part of a new ACT ARC initiative, the Effectiveness of Knowledge Training Working Group. This group, which began meeting during the first quarter of 2018 and became “official” mid-2018, is examining the effectiveness of different training delivery methods and will recommend guidance on distance learning as it affects air carrier employees. Distance learning is a significant training tool with unfortunately few guidelines or standards for its development, use, and evaluation. This initiative will be important for ensuring that distance learning methods are used appropriately and effectively, and ultimately enhance the safety of commercial aviation.

## 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 related to management of infectious disease incidents. 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 infectious disease training for local and regional union activists. Through our relationship with CWA, we are able to provide this training to AFA Flight Attendant members.

In 2016, AFA member Hope Cervantes from United attended training sessions covering workplace injuries and illnesses and infectious diseases. In early 2017, she attended a session to prepare her for delivering the Infectious Disease training, and in October 2017, Hope assisted ASHSD staff during a three day Intermediate Training program for about 20 safety committee members and chairs. Another Intermediate Training program is in final planning stages for May 2019, and Hope is set to once again assist.

## 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 Group

AFA continues to support International efforts to improve cabin safety and harmonize global safety regulations. 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 is to participate in meetings of the International Civil Aviation Organization (ICAO), a United Nations Specialized Agency.

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 ICSG continues its work and is in the final year of the 2017-2019 triennium work program. The group has been recognized by others within ICAO as the “go to” team for all cabin safety matters. We have received requests from the Dangerous Goods Panel and the Aviation Security group to review and comment on their guidance, particularly as it relates to operational procedures for the cabin.

Since its inception, the ICSG has written guidance on:

- Doc 10002, *Cabin Crew Safety Training Manual*;
- Doc 9481, *Emergency Response Guidelines for Incidents Involving Dangerous Goods* (updated to include cabin crew procedures for dealing with Lithium battery fires);
- Cir 340, *Guidelines for the Expanded Use of Portable Electronic Devices*;
- Doc 10049, *Manual on the Approval and Use of Child Restraint Systems*;
- Cir 344, *Guidelines on Education, Training and Reporting Practices Related Fume Events* (which includes cabin crew-related procedures and training);
- Doc 10062, *Manual on the Investigation of Cabin Safety Aspects in Accidents and Incidents* (which focuses on survival factors in investigations);
- Doc 10072, *Manual on the Establishment of Minimum Cabin Crew Requirements*;
- Doc 10086, *Manual on Information and Instructions for Passenger Safety*;
- Cir 352, *UN OHCHR-ICAO Guidelines for Training Cabin Crew on Identifying and Responding to Trafficking in Persons*, developed in conjunction with the United Nations (UN) Office of the High Commissioner for Human Rights (OHCHR);
- Doc 10111, *Manual on the Implementation and Use of Cabin Electronic Flight Bags (C-EFBs)*; and
- Doc 9376, *Preparation of an Operations Manual*.

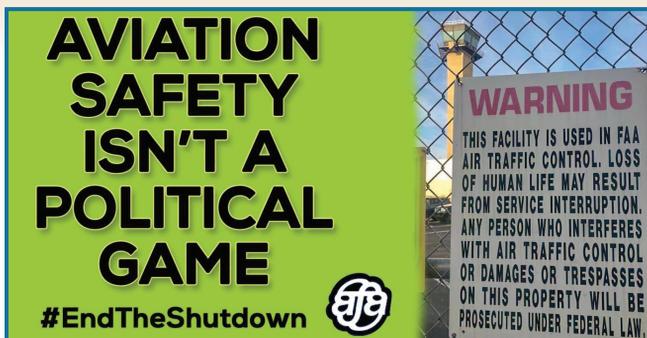
The ICSG has recently completed a 2nd edition of Doc 10049, including an appendix with harmonization standards for child restraint devices that can be used by foreign States seeking to demonstrate an equivalent level of safety for child restraint devices. The appendix includes some of the highest standards from the FAA, EASA, AZ/NZ and others, and is based on scientific research conducted by these authorities. This edition will be published soon.

The ICSG is also working on the Cabin Safety Inspectors manual, *Guidelines for the use of Digital Learning with Cabin Crew, and a 2nd edition of Document 10001 (Cabin Crew Safety Training)*. This 2nd edition will be developed to address the alignment with Amendment 5 to the Procedures for Air Navigation Services — Training (PANS-TRG, Doc 9868), which contains the overarching provisions and principles for competency-based training and assessment, introduction of new definitions, introduction of new provisions for cabin crew training and minor updates to existing provisions. The ICSG will also start work developing guidance on a harmonized approach to the Reporting of Human Trafficking events.

Planning for the new work triennium 2020-2022 is in progress, and we anticipate continued input and requests from the ICAO Member States. United Flight Attendant Melissa Madden serves as the ITF Representative 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.
Comité Européen de Normalisation (CEN) (French: European Committee for Standardization)	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 a member of the High Energy Fire Training Enhancement Workgroup (HEFTE WG).
	Aviation Rulemaking Advisory Committee (ARAC)	The ARAC provides advice and recommendations to the FAA concerning rulemaking or guidance activity, such as aircraft operations, crewmember and air agency certification, airworthiness standards and certification, airports, maintenance, noise, and training.
SAE	AC9M: Cabin Air Monitoring Committee	This committee first met in April 2017 and is meeting at least three times each 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 and guidance material 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. AFA achieved our goal of improving two key pieces of certification-related guidance that the FAA and industry rely on. The committee is now drafting position papers on related subjects such as what chemicals should be tested in engine bleed air. AFA continues to participate in these debates to ensure that occupational health concerns are recognized and addressed.
Transportation Security Administration (TSA)	Aviation Security Advisory Committee (ASAC)	The ASAC, now a statutory committee under P.L. 113-238, enhances TSA's security posture through consultation with key partners on aviation security matters, including on the development, refinement, and implementation of policies, programs, rulemaking and security directives pertaining to aviation security.



## Flight Attendants Helped End Longest Shutdown in U.S. History

Policy issues must be handled through the legislative process. It is irresponsible and undemocratic to risk the safety, security, and economic stability of Americans by holding our government hostage to extract policy concessions.

The unprecedented 35-day shutdown and the continued uncertainty during the three week funding, from January 25 – February 15, put the lives and livelihoods of flight attendants, pilots, and our passengers at risk. The systems that keep our aviation system safe and secure were stretched to a breaking point.

We averted continued catastrophe for almost two million workers, and the rest of us who would lose our own job security without them. We will continue to fight for backpay for federal contractors who still feel the pain of the longest government shutdown in our history. In the private sector these workers would have been given 60 days warning and access to unemployment. We need to fix the abysmal labor rights in this country for federal workers and all working people. Improving labor rights for every worker in the U.S. will go far to stop government shutdowns.

While Flight Attendants are relieved to avoid a continued shutdown, we must work to ensure they never happen again.

Aviation is the very symbol of freedom. It connects people from around the world when some can only dream of crossing borders. We are committed to fighting for dignity and humane treatment of all people. Whether on the ground or in the air, we will continue to fight because we are in this together.

- Our safety and security is not a political game - never put it in jeopardy again.
- Pass legislation to end the practice of legislating policy through the budgeting process. Example: HR 1108.
- Back pay for all federal workers and contractors.
- Improve federal labor law so workers can protest injustice without retaliation.

I testified on Wednesday, February 13, 2019, before the House Transportation and Infrastructure Subcommittee on Aviation, regarding the impact of the Shutdown and what we need to do to stop further damage. The video of the Hearing is on AFA's YouTube page and the full written testimony may be accessed on [afacwa.org](http://afacwa.org). This is the oral testimony delivered in person at the hearing:

*Thank you Chairman DeFazio, Chairman Larsen, Ranking Member Sam Graves, and Ranking Member Garret Graves for the opportunity to testify on the impact of the longest government shutdown in our history. My name is Sara Nelson, International President of the Association of Flight Attendants-CWA, AFL-CIO (AFA), representing nearly 50,000 of aviation's first responders at 20 airlines.*

*Last week I attended my annual safety and security training required for my qualifications as a certified Flight Attendant. Rule number one when performing safety-sensitive work: remove all distractions and focus. Flight Attendants artfully complete safety tasks, shifting on a moment's notice from the emotional intelligence our job requires to the total focus it takes to perform safety and security duties. And we should talk about addressing the inadequate FAA minimum staffing regulations currently in place once we know our industry is on safe ground. Today, we must focus on the distractions created by this shutdown and the impact it had on running a safe and secure system.*

*For decades those who want to privatize every government program have vilified government workers as nameless, faceless bureaucrats. But the truth is these are the people who keep us safe, and they are people who live and work in our communities. If they can't do their job, Flight Attendants can't do our job. And, no one gets out of this unscathed because aviation is what connects and moves our entire economy. This is about our safety, security, and jobs. Shutdowns are never good. Our current experience is unprecedented. We can never allow it to happen again.*

*Picture this. Airline pilots typically maintain what they call a "sterile cockpit" during takeoff and landing, when no communication is permitted between the cabin and flightdeck. This is to allow pilots to focus on the most difficult, and task-intensive, parts of the flight. But during the shutdown some pilots briefed flight attendants that there would be no sterile cockpit on their flight. They were so concerned that the shutdown had compromised security screening, that they felt the need to alter safety procedures so that they could be informed immediately if there was a security issue in the cabin.*

*Air travel is a fully-integrated operation that relies on government and private industry working together. When any link in this chain breaks down, the whole system suffers. We still feel the shock and horror of losing our flying partners because of gaps in security. We never shake that grief, nor the loss we've experienced for years with furloughs and bankruptcies.*

*Safety and security is non-negotiable. It is critical that Washington stop the threat of a day 36 and take steps to ensure this never happens again. AFA fully supports the proposed Aviation Funding Stability Act of 2019. This legislation makes sense because there's absolutely no argument to close government when funding exists specifically related to the functions of the FAA. Still, we've all seen that aviation relies on many areas of government to keeping flying safe: We call on all lawmakers to ensure government workers are never locked out again.*

*We also worked with this committee to lock in the FAA Reauthorization Act of 2018, including critical issues that matter for the safety of flight attendants, pilots, and passengers. The shutdown stopped implementation of this bill. Flight attendant fatigue exists today. The bill includes improves rest along with implementation of a Fatigue Risk Management Plan to close this safety loophole. Evacuation standards for certification of aircraft do not take into consideration the current cabin environment for safe evacuation. Secondary cockpit barriers are required to be installed on all new aircraft to help thwart an attempt to breach the flight deck and end the absurd policy of expecting flight attendants to serve as that physical barrier. The bill addresses these issues too, along with sexual assault prevention, reporting and response – among hundreds of other safety initiatives. Again, none this is implemented and the shutdown made it impossible to move forward with accountability.*

*Flight attendants started to experience the economic impact of the shutdown, as did our communities. For example, delaying the opening of Paine Field to commercial traffic caused*

*Flight Attendants to lose flying, lose pay, and the same is true for pilots and other workers.*

*In addition, the economic impact to Everett includes cancellation of over 600 crew overnight hotel rooms. This also means other travelers aren't staying in these hotels, eating at nearby restaurants, using transportation, or otherwise spending in the community.*

*At many airlines, flights were cancelled because FAA could not sign off on delivery of aircraft. More work lost. This was the tip of the iceberg. 11 million Americans who do work related to our industry were in jeopardy. This hampered our ability to compete with the world and it created damage that may last for years.*

*There is bipartisan support to keep the government open with stable, long-term funding. Americans overwhelmingly support this solution.*

*If Washington will not put an end to this crisis, we will take action to save lives and protect U.S. aviation.*

*I would be happy to answer any questions.*



January 10, 2019



The Honorable Donald J. Trump  
President of the United States  
The White House  
1600 Pennsylvania Avenue  
Washington, DC 20500



The Honorable Nancy Pelosi  
Speaker  
U.S. House of Representatives  
Washington, DC 20515

The Honorable Mitch McConnell  
Majority Leader  
U.S. Senate  
Washington, DC 20510



Dear Mr. President, Madam Speaker and Leader McConnell:



We write to urge you to act now to prevent the negative impacts currently being experienced by the U.S. aviation industry that supports the traveling and shipping public. As the partial government shutdown continues, the human and economic consequences are increasing and doing greater harm. Civil aviation supports more than 7 percent of the U.S. gross domestic product (GDP) and \$1.5 trillion of economic impact, creating over 11.5 million jobs, but this shutdown is hampering our ability to function effectively.



Specifically, we are asking elected leaders to immediately resolve the following concerns:



**Federal Aviation Administration (FAA)**



**FAA Staffing:** Federal employees working without pay are bearing an unsustainable and unfair burden, as many are experiencing a financial hardship. And the degradation of morale and impact on retention rates should not be underestimated. Most of the FAA staff who certify the safety of aircraft have been furloughed and safety reporting and oversight systems have been suspended. This is critical to resolving identified issues. The continued shutdown of these certification functions will also delay some companies in bringing their products to market and hurt deliveries and exports. We understand and appreciate that the FAA is committed to bringing all safety inspectors back to work, but it is not currently clear whether they will be able to perform key functions impacting operations. Additionally, all policy and rule-making for the fast-growing Unmanned Aircraft Systems (UAS) market have been halted as has processing of waivers for commercial drone operations.



**Air Traffic Control (ATC):** Training of air traffic controllers has been suspended, slowing the arrival of new workers in a system that is already at a 30-year low. As the shutdown persists, excepted air traffic controllers and workers in technical operations, who operate and maintain safety-critical navigational aids, surveillance, and communications equipment, are performing highly skilled and safety-critical services without pay. Moreover, the shutdown strains resources that are available for maintaining and servicing these critical ATC systems.



**New Aircraft Certification and Authorization:** Certification and regulatory reform activities have halted and validation activities between FAA and other aviation authorities cannot be completed. Airlines and charter operators are not able to add new planes to their fleets due to a lack of authorization through the FAA. The service these aircraft provide to communities, including air medical flights, could be delayed. The continued shutdown of certification functions will delay commercial and general aviation aircraft deliveries and exports. This will slow the introduction of new products and technology and result in airlines not being able to add new planes to their fleets, hindering planned routes and potentially resulting in flight cancellations. Certification and work on safety-related airworthiness directives are curtailed during the shutdown and aircraft that have been delivered to airlines are idled until the FAA authorizes their operation, resulting in revenue losses that can easily exceed millions of dollars per day.

**Recurrent Certification:** Certain certificates (like EASA 145) expire unless the FAA performs periodic safety inspections. Businesses need these certificates as a condition of performing safety-sensitive work and their expiration undermines safety. Some businesses may lose contracts to foreign competitors whose certificates are renewed by their governments.

**Registry and Aeronautical Center Counsel:** Despite the FAA Registry being deemed essential in the most recent FAA Reauthorization bill, attorneys have been deemed non-essential, so non-routine registrations are not being processed. As a result, airlines have limited access to capital and reduced liquidity for aircraft trades. Further, additional leasing costs will be imposed on US investors and airlines while the shutdown persists.

**Pilots:** The FAA is unable to issue new student pilot certificates, which has halted training for countless prospective pilots. Similarly, the FAA is unable to issue certifications required for current pilots to upgrade their position meaning these pilots will experience a delay in their planned upgrades until the shutdown is resolved. The FAA is not processing mandated pilot background checks (PRIA). These are critical for continuity of operations - without these PRIA authorizations, new hire pilot training is at a standstill.

**Mechanics:** The ongoing furlough is hindering knowledge, oral and practical testing for aviation mechanic certificate applicants and holding up would-be mechanics ready to commence new careers in aviation maintenance. Airman knowledge testing activities require manual administration by the FAA Airman Testing Standards Branch personnel, and some designated mechanic examiners are unable to get requisite approvals from local office personnel to commence oral and practical testing.

**NextGen:** The FAA has halted the development and operational testing of technologies for NextGen—the agency’s program for modernizing the air traffic control system. NextGen has been plagued by funding stops and starts in the past and it is costing the taxpayer millions in inefficiencies associated with this instability. New fuel-efficient Performance Based Navigation (PBN) routes and airport approaches are being delayed which further increases the cost for pilots and passengers.

**Training:** The FAA is unable to approve training manual revisions, including for stall training, cannot authorize training center evaluators and will not be able to recertify flight simulators. Without these approvals, training centers are no longer be able to provide recurrent training to airline and general aviation pilots.

**Construction Applications:** The FAA is unable to review and approve applications for new or expanded airport facilities. Therefore, agency representatives are not coordinating with airport staff on upcoming construction projects, creating unnecessary cost increases and delays in completing critical airport-improvement projects nationwide.

## Department of Homeland Security

### **Transportation Security Administration (TSA) and Customs and Border Protection (CBP):**

Nearly all TSA and CBP personnel are working without pay, which creates a severe financial hardship for many. Many are warning that several Transportation Security Officers (TSOs) are living paycheck to paycheck and will be forced to find other work, without any means to replace them. We expect workforce capacity issues will increase the longer the government is partially shut down and employees face working without the certainty of a paycheck. This could result in significant operational impacts at airports across the country.

For those CBP employees who are furloughed, their absence is having a noticeable negative impact on international aviation operations. These employees have critical cross-border administrative functions and manage important CBP programs.

With fewer TSOs available to screen travelers at security checkpoints, wait times will grow and larger crowds will be forced to congregate in public areas of airports. In some cases, checkpoints may have to be closed as a result of the shutdown. Some airports are already struggling to keep up with a record number of travelers, and reduced staffing levels will exacerbate problems in the near-term and into the busy spring and summer travel seasons. Reduced staffing levels are of particular concern at airports that have high-profile events ongoing or scheduled to occur in the near future, including major trade shows and sporting events.

Due to the shutdown, CBP has closed enrollment centers for its Global Entry program, a trusted traveler program that enhances aviation security. Additionally, the delayed issuance of customs seals as a result of a restriction on excepted activities, adversely impacts airport and airline employees' ability to work in CBP-controlled areas of airports.

Working without pay is aggravating the already high attrition rates of TSOs who perform critical front-line security functions at airports and reducing the possibility of attracting the best candidates for these key federal positions in the future. The partial government shutdown significantly diminishes the attractiveness of either TSA or CBP as a viable career choice, a problem the industry cannot withstand when it is already operating at a major deficit.

This partial shutdown has already inflicted real damage to our nation's aviation system and the impacts will only worsen over time. We urge you to act quickly to resolve these issues.

Sincerely,

*Aerospace Industries Association  
Aeronautical Repair Station Association  
Air Line Pilots Association  
Air Medical Operators Association  
Air Traffic Control Association  
Aircraft Owners and Pilots Association  
Airlines for America  
Airport Consultants Council  
Airports Council International-North America  
American Association of Airport Executives  
Association of Air Medical Services  
Association of Flight Attendants - CWA  
Association for Unmanned Vehicle Systems Int'l  
Aviation Suppliers Association  
Aviation Technician Education Council  
Cargo Airline Association  
Commercial Drone Alliance*

*Commercial Spaceflight Federation  
Experimental Aircraft Association  
General Aviation Manufacturers Association  
Helicopter Association International  
International Air Transport Association  
International Brotherhood of Teamsters - Airline Division  
Modification and Replacement Parts Association  
National Air Carrier Association  
National Air Traffic Controllers Association  
National Air Transportation Association  
National Association of State Aviation Officials  
National Business Aviation Association  
Professional Aviation Maintenance Association  
Regional Airline Association  
Security Manufacturers Coalition  
Travelers United  
U.S. Travel Association*



Association of Flight Attendants-CWA, AFL-CIO  
501 3rd Street, NW  
Washington, D.C., 20001  
afacwa.org



Association of Professional Flight Attendants  
1004 West Eules Boulevard  
Eules, Texas, 76040  
apfa.org

January 10, 2019  
The Honorable Donald J. Trump  
President of the United States  
The White House  
1600 Pennsylvania Avenue  
Washington, DC 20500

The Honorable Nancy Pelosi  
Speaker  
U.S. House of Representatives  
Washington, DC 20515

The Honorable Mitch McConnell  
Majority Leader  
U.S. Senate  
Washington, DC 20510

Dear Mr. President, Madam Speaker, and Leader McConnell:

Flight Attendants across the industry ask you to end the shutdown now. This is a matter of safety, security, and economic concern.

We serve as the last line of defense in aviation security. On September 11, 2001 we lost our friends and colleagues while our profession changed forever. Security is a layered approach and those of us on the frontlines count on the full operation of DHS, CBP, TSA, DOT, and FAA to conduct full cyber security work, hands on security inspection, assessment of individuals at all points of entry to our country and airspace, regular inspection of our safety procedures, and continued training and certification for workforce and infrastructure. Our members and the traveling public are flying within a system that is less safe and secure as long as the shutdown continues.

We know all too well the economic hardship that can result from any loophole in our security and any means for inflicting harm by those who view the United States and its citizens as the enemy. Our industry contributes over five percent to our nation's GDP and supports 11 million jobs. As the shutdown continues the entire industry will begin to unravel. Airlines cannot receive delivery of aircraft causing route cancellations, attrition of air traffic controllers reduces flow of aircraft in the air, and as transportation security officers reduce in numbers we will experience long, slowed security lines. Communities will lose service and as capacity is cut many across the industry, including Flight Attendants, could experience job loss.

Our country relies heavily on the full capacity of our airline industry, and the government workforce that makes it run. We are in awe of the transportation security officers, air traffic controllers, and other workers deemed as essential employees for their patriotism in coming to work without the certainty of a paycheck or any resolution to this shutdown. Even in private bankruptcies where workers suffer economic cuts, the first day order of business is court approval to continue the payroll because it is understood the business cannot run if the workforce cannot count on a paycheck. The longer this shutdown continues, the more likely it is that workers will be forced to find other means to care for their families. Even before that, we need these frontline safety and security personnel to be wholly focused on their mission, rather than the stress of uncertainty in providing for their families.

End this shutdown. Do not put Flight Attendants, other aviation workers, and the traveling public at risk any longer. Border security is an important issue and it deserves a fulsome solution. Please return our government to full capacity now, and continue your discussions once that is done. We cannot sacrifice critical safety, security, and economic stability in the airline industry as another area of national security is discussed.

Sincerely,

Sara Nelson  
International President  
Association of Flight Attendants-CWA, AFL-CIO

Lori Bassani  
National President  
Association of Professional Flight Attendants

## General Strike: Fierce Urgency of Now

January 20, 2019 — AFA International President Sara Nelson accepted the 2019 AFL-CIO MLK Drum Major for Justice Award, with a call to conference activists from across the Labor Movement to talk with their union leadership about conducting a General Strike to end the Government Shutdown.

2019 AFL-CIO Dr. Martin Luther King Jr.  
Civil and Human Rights Awards Dinner  
Washington, DC

Thank you. I am proud to represent my union tonight, the Association of Flight Attendants-CWA. We are aviation's first responders and last line of defense. It's wonderful to be joined by my family, my fellow officers Debora Sutor and Kevin Creighan, and Flight Attendant activists who are here participating in our MLK Conference and doing the work daily on our Human Rights committees. Kia Carroll, Melinda Jorge, Trina Johnson, and Jennifer Kraakevik – stand up and thank you for working to make our union stronger!

Receiving this award is an honor that I can't begin to properly express. Thank you to the AFL-CIO Civil and Human Rights Committee, President Trumka, Secretary-Treasurer Shuler and Executive Vice President Gebre for this extraordinary award.

But, This award is not about me. This award was created to honor the legacy of Dr. King. This award is about all of us. We are together here tonight because he called us together. He called on us to come together with the "fierce urgency of now" to fight for justice.

Our calling is now. There is a humanitarian crisis unfolding right now for our 800,000 federal sector sisters and brothers who are either locked out of work or forced to come to work without pay due to the government shutdown.

These are real people who are facing real consequences of being dragged into the longest shutdown in history. No money to pay for rent, for childcare, or a tank of gas to get to work. The federal worker stretching insulin through the night and wondering if she will wake up in the morning. The transportation security officer in her third trimester with no certainty for her unborn child. The corrections officer who tried to take his own life because he saw no other way out. The air traffic controller who whispered to his union leader, "I just don't know how long I can hang on."

The situation is changing rapidly. Major airports are already seeing security checkpoints closing. Many more will follow. Safety inspectors and federal cybersecurity staff are on furlough, not working. The layers of safety and security that keep us safe are not in place due to the shutdown.

I have a growing concern for our members' safety and security.

In addition, it is likely days – no more than a week – until the aviation system begins to unravel and massive flight cancellations ensue. When that happens, private jets won't take off either, and no one will get to Atlanta for the Superbowl.

At best, our members will lose work, at worst ..

As I have said many times in recent days, safety and security is non-negotiable.

The TSA was created for the same reason my friends' names, along with 3000 others, are engraved in bronze at the 9/11 memorial in New York.

If they can't do their job, I can't do mine. Dr. King said, "their destiny is tied up with our destiny. We cannot walk alone."

Federal workers here tonight - Stand Up.

Flight Attendants and aviation workers - Stand Up.

Nurses who count on the medicine we deliver on our planes - Stand Up.

## **General Strike: Fierce Urgency of Now**

Anyone who believes it is a crime to make people work without pay - Stand Up.

Federal workers, We've got your back!

The country sees no solution in sight, but Labor can lead the way. Dr. King rallied us by reaching for the mountain top. He didn't seek integration of just ONE school, he sought freedom in our schools for ALL children. He didn't seek integration of just ONE lunch counter, he aspired to have us ALL "sit down together at the table of brotherhood." And sisterhood, Dr. King!

Today, people are starving for this kind of leadership. They are hungry for answers where some would say there are none. Through our Labor Movement, we have the answers for them and together we can lead the way.

We need to follow Dr. King's lead and think big. Think big like the hotel workers who took on the largest hotel chain the world and won. Think BIG, like the teachers in Los Angeles who this very minute are taking on powerful hedge funds to save public education for our children.

Dr. King said that "With this faith, we will be able to work together, to pray together, to struggle together, to go to jail together, to stand up for freedom together."

Now listen to me... We can end this Shutdown together.

Federal sector unions have their hands full caring for the 800,000 federal workers who are at the tip of the spear. Some would say the answer is for them to walk off the job. I say, "what are you willing to do? Their destiny IS tied up with our destiny – and they don't even have time to ask us for help. Don't wait for an invitation. Get engaged, join or plan a rally, get on a picket line, organize sit-ins at lawmakers' offices.

Almost a million workers are locked out or being forced to work without pay. Others are going to work when our workspace is increasingly unsafe. What is the Labor Movement waiting for?

Go back with the Fierce Urgency of NOW to talk with your Locals and International unions about all workers joining together - To End this Shutdown with a General Strike.

We can do this. Together. Si se puede. Every gender, race, culture, and creed. The American Labor Movement. We have the power.

And to all Americans – We've Got Your Back!



**National Air Traffic Controllers Association**  
1325 Massachusetts Ave. NW # 1, Washington, DC 20005

**Air Line Pilots Association International**  
1625 Massachusetts Ave. NW, Washington, DC 20006

**Association of Flight Attendants-CWA, AFL-CIO**  
501 3rd St. NW, 10th Floor, Washington, DC 20001

**FOR IMMEDIATE RELEASE**  
January 23, 2019

**NATCA CONTACT:** Doug Church, [dchurch@natcadc.org](mailto:dchurch@natcadc.org), 301-346-8245 (text)

**ALPA CONTACT:** Corey Kuhn, [media@alpa.org](mailto:media@alpa.org), 703-689-4131

**AFA CONTACT:** Taylor Garland, [press@afacwa.org](mailto:press@afacwa.org), 202-550-5520

### **Air Traffic Controllers, Pilots, Flight Attendants Detail Serious Safety Concerns Due to Shutdown**

Washington, D.C. — On Day 33 of the government shutdown, National Air Traffic Controllers Association (NATCA) President Paul Rinaldi, Air Line Pilots Association (ALPA) President Joe DePete, and Association of Flight Attendants-CWA (AFA) President Sara Nelson released the following statement:

"We have a growing concern for the safety and security of our members, our airlines, and the traveling public due to the government shutdown. This is already the longest government shutdown in the history of the United States and there is no end in sight. In our risk averse industry, we cannot even calculate the level of risk currently at play, nor predict the point at which the entire system will break. It is unprecedented.

"Due to the shutdown, air traffic controllers, transportation security officers, safety inspectors, air marshals, federal law enforcement officers, FBI agents, and many other critical workers have been working without pay for over a month. Staffing in our air traffic control facilities is already at a 30-year low and controllers are only able to maintain the system's efficiency and capacity by working overtime, including 10-hour days and 6-day workweeks at many of our nation's busiest facilities. Due to the shutdown, the FAA has frozen hiring and shuttered its training academy, so there is no plan in effect to fill the FAA's critical staffing need. Even if the FAA were hiring, it takes two to four years to become fully facility certified and achieve Certified Professional Controller (CPC) status. Almost 20% of CPCs are eligible to retire today. There are no options to keep these professionals at work without a paycheck when they can no longer afford to support their families. When they elect to retire, the National Airspace System (NAS) will be crippled.

"The situation is changing at a rapid pace. Major airports are already seeing security checkpoint closures, with many more potentially to follow. Safety inspectors and federal cyber security staff are not back on the job at pre-shutdown levels, and those not on furlough are working without pay. Last Saturday, TSA management announced that a growing number of officers cannot come to work due to the financial toll of the shutdown. In addition, we are not confident that system-wide analyses of safety reporting data, which is used to identify and implement corrective actions in order to reduce risks and prevent accidents is 100 percent operational due to reduced FAA resources.

"As union leaders, we find it unconscionable that aviation professionals are being asked to work without pay and in an air safety environment that is deteriorating by the day. To avoid disruption to our aviation system, we urge Congress and the White House to take all necessary steps to end this shutdown immediately. "

###

## AVIATION LABOR UNIONS HIGHLIGHT GROWING SAFETY, SECURITY CONCERNS AS SHUTDOWN DRAGS ON



Washington, DC — Last night, aviation labor unions under the umbrella of the Transportation Trades Department, AFL-CIO (TTD), convened an emergency meeting to highlight the compounding threats to safety and security the government shutdown is having on the national airspace system.

Presidents of both public and private sector unions, including the American Federation of Government Employees (AFGE), Association of Flight Attendants-CWA (AFA), Air Line Pilots Association (ALPA), International Association of Machinists and Aerospace Workers (IAM), National Air Traffic Controllers Association (NATCA), Professional Aviation Safety Specialists (PASS), and the Transport Workers Union (TWU), outlined the mounting effects the government shutdown is having on the aviation industry and frontline transportation workers.

Specifically, union leaders discussed:

- attrition in safety-sensitive positions as a result of workers not being able to afford living without a paycheck;
- the ramifications of being unable to address equipment outages and staffing shortages;
- the effects toxic levels of stress are having on those who play critical roles in keeping the aviation industry safe and secure; and
- the broader economic and security risks that come with a prolonged shutdown.

The meeting came the day before the Senate is expected to vote on a continuing resolution to re-open the government through February 8. Aviation union presidents urge senators to support the CR and remain steadfast in their message to lawmakers: the safety, security, and economic viability of the aviation industry depends on a fully funded federal government.

Following the meeting, the union presidents issued this joint statement:

"We have growing concerns about the effects this shutdown is having on our aviation system. There is going to come a point when we are no longer able to maintain the levels of safety and security the aviation industry and the traveling public have come to know and rely upon. The longer the shutdown goes on, the greater that threat becomes. Lawmakers have a responsibility to preserve the safety and integrity of our nation's aviation system by re-opening the federal government."



**FOR IMMEDIATE RELEASE**

January 25, 2019

**Flight Attendant Union Statement on FAA Staffing Shortages**

Washington, D.C. (January 25, 2019) — In response to FAA staffing shortages, Association of Flight Attendants-CWA President Sara Nelson released the following statement:

"This is exactly what AFA and other aviation unions have been warning would happen. The aviation system depends on the safety professionals who make it run. They have been doing unbelievably heroic work even as they are betrayed by the government that employs them. They are fatigued, worried, and distracted - but they won't risk our safety. So the planes will stay on the ground. This is anything but a sick out - it is only about our safety and the air traffic controllers' absolute commitment to it.

"Do we have your attention now, Leader McConnell? All lawmakers? Open the government and then get back to the business of democracy to discuss whatever issue you so choose. This shutdown must end immediately. Our country's entire economy is on the line."

###

*The Association of Flight Attendants is the Flight Attendant union. Focused 100 percent on Flight Attendant issues, AFA has been the leader in advancing the Flight Attendant profession for 73 years. Serving as the voice for Flight Attendants in the workplace, in the aviation industry, in the media and on Capitol Hill, AFA has transformed the Flight Attendant profession by raising wages, benefits and working conditions. Nearly 50,000 Flight Attendants come together to form AFA, part of the 700,000-member strong Communications Workers of America (CWA), AFL-CIO. Visit us at [www.afacwa.org](http://www.afacwa.org).*



**FOR IMMEDIATE RELEASE**

January 25, 2019

**CONTACT:** Taylor Garland, [press@afacwa.org](mailto:press@afacwa.org)

**Flight Attendant Union Statement on Deal on End to Shutdown**

Washington, D.C. (January 25, 2019) — In response to the announced deal to end the 35-day government shutdown, Association of Flight Attendants-CWA President Sara Nelson released the following statement:

"It is wonderful news that the Shutdown is ended. This never should have happened and it must never happen again. It should be abundantly clear to the American people that federal workers are not faceless bureaucrats. They are patriotic, dedicated, public servants who keep us safe and make it possible for our country to run. We must NEVER put them in the crosshairs of political disagreement. Flight Attendants cannot express our gratitude deeply enough for the incredible people in federal sector jobs who work every day for our country.

"To all Americans: if there is anything this shutdown has taught us, it should be that labor rights matter. We must work together to improve rights for working Americans. Our democracy depends on it."

###

*The Association of Flight Attendants is the Flight Attendant union. Focused 100 percent on Flight Attendant issues, AFA has been the leader in advancing the Flight Attendant profession for 73 years. Serving as the voice for Flight Attendants in the workplace, in the aviation industry, in the media and on Capitol Hill, AFA has transformed the Flight Attendant profession by raising wages, benefits and working conditions. Nearly 50,000 Flight Attendants come together to form AFA, part of the 700,000-member strong Communications Workers of America (CWA), AFL-CIO. Visit us at [www.afacwa.org](http://www.afacwa.org).*



## AFA-CWA BOD Resolution: Lockout Never Again

Whereas, the 35-day Lockout of federal workers or forced work without pay, put our lives and livelihoods in danger, risked the safety of everyone who flies, and threatened our entire economy; and,

Whereas, many Americans breathed a sigh of relief when the shutdown ended, assuming that the crisis had passed. But things will only get worse if the shutdown continues into day 36 on February 16; and,

Whereas, many of the people who keep our airports and our planes safe were forced to work more than a month without pay, and others were locked out completely. These are real people who suffered real consequences, and who work in intense, safety-sensitive jobs. No money to pay for rent, childcare, medicine – and no sense of when the nightmare would end. Uncertainty and stress were introduced to a system that requires one level of safety with certainty and focus; and,

Whereas, Flight attendants are not federal workers, but aviation doesn't work without federal workers. Air travel is a fully-integrated operation that relies on government and private industry working together; and,

Whereas, on a normal day, air traffic controllers have jobs so stressful they're required to retire at 56. They train for 3-5 years before becoming fully certified and must be fit for duty on every shift. They are already at thirty-year lows in staffing and twenty percent are eligible for retirement today, which means up to half of today's flights would cancel without their service. A single air traffic controller is often watching over as many as 35 planes at one time. A controller at Chicago O'Hare may be responsible for as many as 5,000 lives at any time. There is no room for error. Planes don't get into fender benders; and,

Whereas, some transportation security officers couldn't even afford gas to get home or back to work, so they slept in their cars between shifts. Some simply couldn't afford to stay on the job, leading to long check-in lines – and the overall stress increased the risk of a security breach, endangering all of us; and,

Whereas, most Federal Aviation Administration staff who conduct safety inspections of planes were furloughed, leaving critical gaps in safety. If these workers are locked out again, there will be a higher chance of issues like mechanical failures, planes grounded, and flights canceled because aircraft can't get certified; and,

Whereas, the Federal Aviation Administration was rolling out new equipment to prevent incidents where a plane takes off or lands in the wrong place – incidents that happen at least twice a day and cause too many near-misses. But this program, and others, were put on hold during the shutdown and haven't been restarted because agencies don't know if they will be closed again; and,

Whereas, if the shutdown continues, we won't know when or where problems may happen, meaning travel could be disrupted at anytime, anywhere – and that's not even counting the damage if there's a serious incident; and,

Whereas, Flight attendants are aviation's first responders and the last line of defense. We take our responsibility seriously. That's why, through our unions, we've fought to ban smoking on planes, to keep knives out of the cabin, and so much more; and,

Whereas, there are serious issues we need to debate as a country, but our democracy and economy only work when the basic functions of our government are in place. It is immoral to put American lives in danger with reckless political games; and,

Whereas, there is bipartisan support to keep the government open with stable, long-term funding. Americans overwhelmingly support this solution. But if Congress ignores the will of the American people and take us to Day 36 of the shutdown, flight attendants will not risk the lives of our colleagues and our passengers.

Therefore Be It Resolved, we have a duty to protect our members and the people on our planes from danger; and,

Be It Further Resolved, AFA-CWA will continue to coordinate with other labor groups and industry partners to assess the conditions of the aviation system as a result of the lockout; and,

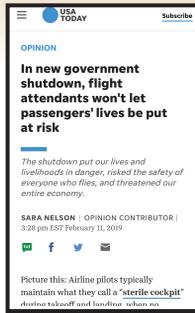
Be It Further Resolved, AFA-CWA will leaflet at airports across the system to inform the traveling public we are less safe than prior to the shutdown and we cannot allow the shutdown to continue into Day 36; and,

Be It Further Resolved, AFA-CWA will secure permits and continue working with unions and community partners to conduct protests at airports on February 16<sup>th</sup> to demand a government that promotes our safety, security, and good jobs; and,

Be It Further Resolved, working people have power when we come together. If Congress chooses the chaos of a continued lockout, we will use that power; and,

Therefore Be It Finally Resolved, the AFA-CWA Board of Directors will meet again by conference call on the evening of February 13, 2019.

Unanimously Adopted, February 25, 2019



## In new government shutdown, flight attendants won't let passengers' lives be put at risk

Sara Nelson, USA Today Opinion contributor

Published 3:15 a.m. ET Feb. 11, 2019

Picture this: Airline pilots typically maintain what they call a “[sterile cockpit](#)” during takeoff and landing, when no communication is permitted between the cabin and flight deck. This is to allow pilots to focus on the most difficult, and task-intensive, parts of the flight. But during the recent government shutdown — the longest in our nation’s history — some pilots briefed flight attendants that there would be no sterile cockpit on their flight. They were so concerned that the shutdown had compromised security screening, they felt the need to alter safety procedures so they could be informed immediately if there were a security issue in the cabin.

This is just one of many chilling stories I heard in recent weeks from flight attendants and the pilots we fly with. The shutdown put our lives and livelihoods in danger, risked the safety of everyone who flies, and threatened our entire economy.

Many Americans breathed a sigh of relief when the shutdown ended, assuming that the crisis had passed. But as your flight attendant, I need to tell you the truth: Everyone is less safe flying today than we were before the shutdown. Things will only get worse if the shutdown continues into day 36 this Saturday, the deadline for Washington to keep our government open with stable funding.

Many of the people who keep our airports and our planes safe were forced to work more than a month without pay, and others were locked out completely. These are real people who suffered real consequences. No money to pay for rent, child care, medicine — and no sense of when the nightmare would end. Imagine the kind of stress this puts on people in intense, safety-sensitive jobs.

### Air travel relies on the whole system working

Flight attendants are not federal workers, and people have asked why we are so involved in this fight. Aviation doesn’t work without federal workers. Air travel is a fully integrated operation that relies on government and private industry working together. When any link in this chain breaks down, the whole system suffers.

Take air traffic controllers. On a normal day, these professionals have jobs so stressful that they’re required to [retire at 56](#). They train for [three to five years](#) before becoming fully certified and must be [fit for duty](#) on every shift. According to the National Air Traffic Controllers Association, a single air traffic controller at Chicago O’Hare is watching over as many as 20-35 planes at one time. A controller at Chicago O’Hare may be responsible for as many as 5,000 lives at any time. There is no room for error. Planes don’t get into fender benders.

Similarly, I spoke to transportation security officers who couldn’t even afford gas to get home or back to work, so they slept in their cars between shifts. Some simply couldn’t afford to stay on the job, leading to long check-in lines — and the overall stress increased the risk of a security breach, endangering all of us.

Most Federal Aviation Administration staff who conduct safety inspections of planes were furloughed, leaving critical gaps in safety. If these workers are locked out again, there will be a higher chance of issues such as mechanical failures, planes grounded and flights canceled because aircraft can't get certified.

The FAA was rolling out [new equipment](#) to prevent incidents where a plane takes off or lands in the [wrong place](#) — incidents that happen at least [twice a day](#) and cause too many near misses. But this program, and others, were put on hold during the shutdown and haven't been restarted because agencies don't know whether they will be closed again.

#### **Air travel stability will be at risk in shutdown**

If the shutdown continues, we won't know when or where problems could happen, meaning travel could be disrupted at anytime, anywhere — and that's not even counting the damage if there's a serious incident.

Flight attendants are aviation's first responders and the last line of defense. We take our responsibility seriously. That's why, through our unions, we've fought to [ban smoking](#) on planes, to keep [knives out](#) of the cabin and so much more. Now, we are once again standing up for safety.

There are serious issues we need to debate as a country, but our democracy and economy only work when the basic functions of our government are in place. It is immoral to put American lives in danger with reckless political games.

There is bipartisan support to keep the government open with stable, long-term funding. Americans overwhelmingly support this solution. But if Congress ignores the will of the American people and take us to Day 36 of the shutdown, flight attendants will not risk the lives of our colleagues and our passengers.

We have a duty to protect ourselves and the American people from the danger. Working people have power when we come together. If Congress chooses the chaos of a continued lockout, we will use that power.

*Sara Nelson, president of the Association of Flight Attendants–CWA, is a 23-year flight attendant. Follow her on Twitter: [@FlyingWithSara](#)*

# America's Most Powerful Flight Attendant

CONTINUED FROM PAGE B1

evoked in public by the leader of a national union in generations. The suggestion drew commentary in publications as diverse as *The Atlantic* and *Teen Vogue*, and the liberal-leaning *Salon* put her in the same frame as Representative Alexandria Ocasio-Cortez. "The single most important pro-labor speech of the shutdown was not given by AOC," read the website's headline.

On Jan. 24, Ms. Nelson spoke at Reagan National Airport in support of federal workers at airports. "Many of these people are our veterans," she said, her voice wavering. "Many of these people are fighting for our country right now, and we are not paying them." The clip, with Ms. Nelson in her United Airlines uniform and Senator Tim Kaine of Virginia over her shoulder, blanketed the city internet.

The next day, a handful of air traffic controllers on the East Coast did not show up to work, briefly grounding flights in New York. Hours later, President Trump announced a deal to reopen the government.

Between you and me, that's what ended the shutdown, you know," Senator Sanders told Ms. Nelson in his office. "When planes looked like they weren't taking off." After they taped a video together, an aide named Jake appeared with an envelope containing her ticket to the State of the Union address, as the senator's guest.

Few people had a better shutdown than Ms. Nelson. "How many moments have there been when labor leaders have taken over social media in that way?" said Lane Windham, a labor historian at Georgetown University. "People love flight attendants, and they have a special affinity and affection for her."

Distinctly aware that adversaries may believe that her skills extend only to closing overhead bins, Ms. Nelson, 45, has turned that miscalculation to her advantage. Whether she is in the basic economy cabin or the MSNBC green room, she endures commentary on her looks and dismissive clucking about how she is "emotional." In both settings, she plasters on a tight smile and drives her point home. Her chosen profession, after all, has been a master class in getting disorderly people to do what she wants.

Ms. Nelson says she is convinced that, while a vanishing fraction of Americans belong to unions, workers are increasingly fed up with their lot and amenable to the idea of taking on their bosses directly. After she gave the speech calling for a general strike, a labor historian asked her whether it was too dangerous to talk about publicly. "Strike, strike, strike, strike, strike, strike," she said.

**Few people had a better shutdown than Ms. Nelson.**



LEXEY SMALL FOR THE NEW YORK TIMES



LEXEY SMALL FOR THE NEW YORK TIMES



ANDREW GIBLIN FOR THE NEW YORK TIMES

# 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 diversity members and the Canadian director.

**TTD Executive Board** – The Transportation Trades Department (TTD) is a division of the AFLCIO, 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.

**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. This year ITF opened an office in Montreal next to the headquarters of the International Civil Aviation Organization (ICAO) so that we can have a more direct presence and dialog with international aviation authorities. Our safety and government affairs professional staff are engaged in coordinated efforts to raise standards for health and safety as well as protections for good aviation jobs. This work has had a direct impact on safety and health issues for Flight Attendants, including recently setting guidelines for the first time on responding to cabin air quality events. I also serve in the following ITF leadership positions:

- ITF Civil Aviation Section 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.





AFA International President Sara Nelson will testify before the House Transportation and Infrastructure Subcommittee on Aviation titled "Putting U.S. Aviation at Risk: The Impact of the Shutdown."



Wednesday, February 13, 2019

10:00 am ET





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