

INTERNATIONAL PRESIDENT REPORT



43rd Annual AFA-CWA Board of Directors Meeting



April 28-30, 2015
Las Vegas, NV

STOP TOXIC CABIN AIR

"Some AFA Flight Attendants have suffered permanent injuries from the effects of toxic air in the aircraft cabin. We must all demand stricter regulation of cabin air quality to protect our flying partners and our passengers."


SARA NELSON, AFA INTERNATIONAL PRESIDENT
 Addressing the Int'l Transport Workers Federation Congress, 2014
 Nearly 150 unions representing over 4 million transportation workers worldwide



Association of Flight Attendants-CWA
 WEDNESDAY AT 12:46 PM


Association of Flight Attendants-CWA
 April 6 at 4:34pm

Today, as US Airways officially merges with American under a single operating certificate, we reflect and honor the contributions of US Airways Flight Attendants to our careers and our union. Our current industry is the product of many mergers. We are proud of our roots and we are at our best when we honor our history while working together for unity. Thank you, US Airways Flight Attendants and here's to building power for Flight Attendants' future through unity as American Airlines Flight Attendants. "Fly with US" forever in our hearts!



120 Likes · 5 Comments

AFA Honors International Women's Day



When the National Organization for Women (NOW) was founded in 1966, one of the first projects it tackled was discrimination facing female Flight Attendants. AFA helped lead the fight to eliminate discriminatory policies, from the age 30 mandatory retirement rule to discriminatory weight policies.

Women working in jobs like Flight Attendants and thousands of other professions face far less discrimination today because of the pioneering efforts of AFA and other unions.

Unions Help Women Achieve Workplace Equality.
 The Association of Flight Attendants-CWA, AFL-CIO



AFA Air Safety, Health and Security Department

AFA leads the discussion on cabin safety, health and security because AFA members and leaders have for decades demanded put a priority on resources for 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 expertise in the area of safety, health and security for cabin crew and passengers alike. This year we have taken a close look at long-time priorities and worked to set a strategic plan for each focus area, considering political climate, coalition building and real avenues for success. This report is not exhaustive of all of our identified issues in the areas of safety, health and security, but it focuses on the substantial work covered over the previous year and the areas of focus for the coming year.

Health

Air Quality - Exposure to Toxic Oil Fumes

AFA members have reported numerous cabin air quality issues and through our focused work we have made strides on air quality issues. The issue of contaminated bleed air pumped into the cabin continues to serve as the greatest threat to our members' health and our union remains focused on removing this health risk.

The bleed air system allows neurotoxic heated engine oil to enter the air supply system to be inhaled by the occupants, and Flight Attendants in particular, since we have an increased respiratory rate as we are physically working during flight. This can cause the follow reactions that are easily explained away for other reasons:

- Dizzy,
- fatigued,
- flu-like symptoms,
- delayed but chronic deficits with speech and memory

Crews who breathe these fumes can also develop chronic neurological problems, such as impaired speech and memory. The industry has quietly recognized the issue internally, but publicly denies the problem and denies 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.

The problem was first identified in 1955, along with a solution: outside air compressor independent of the engines or engine bleed air to be filtered. The likelihood of increased air quality incidents will continue to grow as the market for contract aircraft maintenance grows. This will only be made worse by the trend toward "replace after it fails" rather than preventive maintenance measures.

AFA works to address this hazard by: influencing standard-setting organizations, government-type bodies, and regulators; by networking with other crew unions around the globe; by keeping up with relevant and topical research findings, developments, and projects; and through education for members and coordinated reporting 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. Further, the introduction of the Boeing 787 with the separate air compressor offers the industry a solution through aircraft design.

What follows is a short description of our key efforts this past year:

1. **Problem:** Flight Attendants who breathe oil-contaminated ventilation air in the passenger cabin have no blood test to rely on to enable them to prove exposure to the fumes, which hinders the success 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.



Dr. Furlong is pictured here next to AFA Int'l President Sara Nelson and AFA ASHSD Director Chris Witkowski at the London premiere of 'A Dark Reflection,' a feature film about the dangers of contaminated bleed air.

Action/Opportunity: AFA continues to support the work of the research team at the University of Washington (UW) to finalize their blood test development 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.

The three-year research cost is \$717,100, or \$239,000 for an entire year, or approximately \$160,000 for the remainder of 2015. AFA is working to achieve a government grant to the support the work this year while also seeking contributions from other unions and advocacy groups, in addition to supporting the funding directly through the grant of monies to AFA designated for Flight Attendant health and safety from the former Pan Am Flight Attendant union. Immediately following this year's BOD meeting we are launching a crowd-funding option for Flight Attendants, aviation workers and the traveling public to submit contributions to this work. In order to be successful, we will need members of the AFA BOD to assist with communicating on the funding needed for this ground-breaking research project that is the most likely to protect our members and encourage resolution from the industry.

2. **Problem:** The aviation industry is a well-oiled machine, with companies networking and communicating by way of their global lobby groups. As a Flight Attendant union we, too, need an effective means to communicate with other crew unions on matters of shared concern, like cabin air quality.

Action/Opportunity: AFA actively networks with other crew unions around the globe – and spreads the message/raises awareness – through the Global Cabin Air Quality Executive (GCAQE). The GCAQE is a global coalition of labor unions and consumer groups with a shared concern for the crew health and flight safety hazards posed by exposure to engine oil fumes on aircraft. Established in 2006, ASHSD is an active member of this coalition which represents Flight Attendants, pilots, and mechanics.

3. **Problem:** Last year, 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 contaminates the aircraft air supply system. The proposed limits are too high to be protective because they are based largely on studies of animals drinking the chemicals and on accidental ingestion exposure by workers in other industries.

Action/Opportunity: AFA submitted detailed comments to the industrial hygiene association (ACGIH) on its proposal. We are now preparing a second 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 AFA members and crewmembers around the world.

4. **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: AFA initiated and actively participates on the ICAO Ad Hoc Group on Air Supply System Fumes committee which is developing written guidelines for training and education for Flight Attendants, pilots, and mechanics to enable them to recognize and respond to the presence of the toxic oil fumes in the cabin/flight deck. Prompt recognition and response is important because aircraft with contaminated systems are less likely to be dispatched, pilots should be more responsive to Flight Attendant reports of air supply system-sourced fumes in the cabin, and the flight safety hazards posed when crews are impaired as a result of breathing oil fumes are becoming better recognized.

5. **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. Now, the EU standard-setting group has called for a new committee to develop a cabin air standard, including crew union and passenger representatives. ASHSD continues to actively participate in this process because what happens in the EU will ultimately affect our members, too. Once developed, such a standard could eventually be adopted by the European Aviation Safety Agency (EASA).

6. **Problem:** When Flight Attendants breathe oil-contaminated air in the cabin, they need to access relevant sections of the aircraft maintenance records because such records are the only source of documentation of any failure or malfunction that would have allowed oil to contaminate the breathing air. Management at only one of our airlines permits such access, and even at that airline, it can be a challenge to secure the relevant records.

Action/Opportunity: One of the OSHA standards that now officially applies to Flight Attendants is the Employee Access to Exposure Records standard (1910.1020). AFA has actively tried to secure an official interpretation from OSHA that, for Flight Attendants exposed to air supply system-sourced oil fumes, "exposure records" includes relevant aircraft maintenance records. Our discussions with OSHA continue.

7. **Problem:** Aviation industry giants like Boeing, Honeywell, and the airlines continue to actively work to define their own cabin safety and health standards. They do so by creating and dominating committees fronted by legitimate and respected engineering associations and government-type bodies. The strong influence of these committees matters because they influence the FAA and, yet, they are not grounded in ensuring appropriate health and safety protections for Flight Attendants, and to validate relevant workplace illnesses and injuries.

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 E31, and SAE AC9 (see the list of government/industry technical committees, above). 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.

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.

Additional Action/Opportunity: At the 2014 ITF Congress, our AFA International President made an impassioned plea to the entire Congress that the poisoning of Flight Attendant crew by toxic oil fumes must be stopped, and that the Congress must make this goal a priority of the ITF. We proposed that an ITF Air Quality Committee be established to lead these efforts and that funding be provided to the committee for this work.

As a result, these priorities were unanimously approved by the ITF Congress:

- *Ensure that eliminating bleed air contaminants in aircraft cabins is a priority so we can stop the daily poisoning of air crew and passengers through aircraft design alternate air circulation solutions and proper filtering of bleed air; and*
- *Create a Committee to ensure Occupational Health and Safety in relation to air-quality in aircrafts and airports is properly prioritized in campaigning and influencing regulatory bodies.*

The ITF Civil Aviation Steering Committee approved the Committee proposal and appointed AFA International President as the Chair of the ITF Air Quality Committee. ITF civil aviation secretary Gabriel Mocho said: "The formation of this group confirms the high priority that the ITF has assigned to addressing the hazards of exposure to oil-contaminated ventilation air on aircraft.

In light of its new priority, for the first time, the ITF hosted the annual public forum of the Global Cabin Air Quality Executive (GCAQE) at ITF House in London on Feb. 24-25, 2015, which was attended and addressed by world authorities regarding the medical science of exposure to contaminated aircraft cabin air. Immediately following, the ITF Air Quality Committee had our first meeting on February 27, 2015 and set funding for the University of Washington study as the primary focus of the committee this year.

OSHA Protections: The Ebola Case Study



The ongoing Ebola epidemic in West Africa has 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, which has led to the development of written plans and policies, some monitoring for exposures (e.g., onboard noise measurements), and inclusion of appropriate training curricula in initial and recurrent. Around the same time, the Ebola epidemic in West Africa, primarily in the countries of Sierra Leone, Guinea, and Liberia, began to take off. By mid-October, 2014, the epidemic had taken thousands of lives and begun to infect health care workers and others who sought to leave 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 have 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. This checklist was sent to the White House and all health-related or aviation-related government agencies within an hour of the appointment of Ron Klain as the White House Ebola Response Coordinator. This led to a coordinated government evaluation and response to AFA advocacy. We were the leading voice calling for inter-agency focus on the threat of communicable disease spread through aviation and implementation of mitigating measures.

AFA brought significant weight to the issue with leadership from the President's office to make clear our priority for sufficient government and industry response to this crisis as well as future communicable disease outbreaks. This includes the following calls and meetings:

- Oct.-Dec. 2014: Regular, once or twice weekly conference calls, including OSHA, CDC, FAA, NIOSH, and other government agencies
- Oct. 29, 2014: White House meeting with Ebola Response Coordinator Ron Klain
- Jan. 8, 2015: Meeting with senior HHS, CDC, NIOSH, DOT, FAA, and White House leaders
- Jan. 15, 2015: ASHSD staff, accompanied by ASHSD Health Chair Adam Novish, met with CDC staff in Atlanta for focused work on guidelines for crewmembers and other areas of concern detailed on the AFA Communicable Disease Checklist.

These efforts have created significant changes in the way government and the airline industry are dealing with the Ebola threat specifically, and also point 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. This decision gave regulatory teeth to the CDC guidance, requiring that airlines institute common-sense protections on all flights, such as the provisioning of Universal Precautions kits and stocking of adequate supplies of gloves and masks.



Sara with AFA Frontier leaders and Safety Committee members: Angie Reef, Erika Schweitzer, Katie DeHart, and Sherry Chadwick

Chemically-Contaminated Uniforms

Over a three year period (Jan. 2011 – Feb. 2014), the Alaska MEC received written reports from 814 of its 2,900 members describing symptoms associated with wearing new uniforms. In most cases, symptoms (e.g., rash/hives, burning eyes, swelling around the eyes/mouth, difficulty breathing) worsened when wearing the uniform, and either improved or resolved when away from work. Some symptoms (e.g., hair loss, abnormal thyroid function) developed after wearing the uniform for some months and did not improve, unless there was an extended absence from work.

Action/Opportunity: Our AFA experts on staff provided technical support to the MEC and individual members who had questions about the chemicals in the uniforms, and also solicited additional chemical testing by independent labs. Our Air Safety, Health and Security staff also offered support and technical assistance to MECs and individual members with other AFA airlines, either in reference to how to prevent a uniform-related symptom outbreak by putting safeguards in place, or to health concerns related to current uniforms. With MEC support and approval, AFA has recently summarized the results of the chemical testing, reported symptoms, and lessons learned to submit to an occupational health journal. The journal article does not mention the airline name because this could have happened at any airline; rather, the purpose is to describe the gaps in regulations and workplace protections, and to raise awareness of the potential for uniform-related health issues in aviation.

Security

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. The Federal Communications Commission (FCC) is considering two proposed rules, one that would lift the ban on cell phone calls/the use of mobile broadband service and another that would allow enhanced, high speed wi-fi capabilities on our aircraft. AFA, with keen awareness to the security sensitive nature of this issue, has is working to tackle the issue on both a regulatory front and a legislative initiative to increase pressure for action through Congressional support.

For over ten years, AFA has been pushing for comprehensive and ongoing consideration of the risks to safety and security that arise from the introduction of new, in-flight communications technology into commercial aviation. These risks are both operational and technical in nature. They continue to evolve as new technologies are developed and as our nation's adversaries dream up new ways to attack us. Ensuring that these risks will not compromise our nation's commercial aviation system requires a government-wide commitment and focus, with substantial input from stakeholders.



*With Congressman Luis Gutierrez (D-IL)
on steps of Capitol fighting for a clean
Homeland Security funding bill.*

AFA has coordinated a coalition to work with Expert Security Advisors to define our concerns and get the attention of the Administration through both an expert argument and a broad range of aviation stakeholders speaking as one. Our Safety and Security in the Air Coalition (SSAC) - includes AFA, IAM, TWU, United ALPA, the Federal Law Enforcement Officers Association (FLEOA) and the Global Business Travel Association. The Coalition is working to stop FCC from lifting the ban on mobile broadband or expanding wifi service and encouraging interagency review of potential security threats in order to move forward with technology only with the appropriate review of security concerns. We are clear that we do not oppose technology, but instead promote necessary interaction

with agencies managing aviation security to ensure technology only enhances security rather than introducing potential new threats to security Prior to SSAC intervention, FCC had been considering these issues almost exclusively from technical perspectives, without fully exploring the security risks.

AFA's efforts have produced substantial response from lawmakers and agencies:

- On September 22, 2014, 77 members of Congress sent a letter to DOT Secretary Foxx, DHS Secretary Johnson, Attorney General Holder, and FCC Chairman Wheeler. The letter requested that risks to aviation safety and security arising from the proposed installation of mobile broadband communications capability on U.S. commercial aircraft be addressed by a collaborative effort of their agencies. The letter urged these agencies "work collaboratively to ensure that ... potential ramifications are fully addressed."
- In late 2014, the FCC established a working group comprised of staff from several federal agencies to address potential security issues related to installation of mobile broadband in-flight communications equipment. In February, 2015, AFA and members of the SSAC met with this group and proposed a study to evaluate in a meaningful way the myriad, detailed operational and technical risks to flight safety and security that arise from proposed mobile broadband installations, existing risks (e.g., current wi-fi installations), and evolving technologies. Work with this group is on-going.

A full, comprehensive risk assessment requires support from all levels of government and must include input from affected industries, employee groups, and the public. Furthermore, the assessment 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.

The following bills, while not fixing our security concerns related to connectivity technology, do increase political pressure as we work for an interagency review.



H.R. 3676 - The Prohibiting In-Flight Voice Communications on Mobile Wireless Devices Act of 2013, directs the Secretary of Transportation to issue regulations that prohibit the use of cell phones for voice communications during the in-flight portion of any scheduled domestic commercial flight. The bill provides an exemption for on-duty members of flight and cabin crews, as well as federal law enforcement personnel

acting in an official capacity. The House bill has been passed out of committee and is awaiting a vote by the full House.

S. 1811 - The Commercial Flight Courtesy Act would amend title 49, of the United States Code, to prohibit voice communications through mobile communication devices on commercial passenger flights.

In the 2014 THUD Appropriations Act, the Senate Appropriations Committee directs the DOT to complete its rulemaking on voice communications expeditiously and put in place a clear rule that takes into account the full impact of inflight use of mobile wireless devices on consumers and the commercial aviation industry. This report language is similar to the House language.

We will continue our relentless efforts on this issue to ensure our members' security.

Comprehensive Security Training



Frontier AFA VP Adrienne Prince

AFA has been advocating since the day after September 11, 2001, that Flight Attendants receive comprehensive security training.

Defining the Problem: Despite passage of a law requiring such training after 9/11, some in the airline industry pushed Congress to remove the mandatory requirement for this training. Current security training does not effectively prepare Flight Attendants for violence in the cabin. With growing 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. An appropriate training program, tested with Flight Attendants and pilots since October 2001, includes lectures, hands-on training, and situational exercises. 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.

On April 10th I met with the Director of the Federal Air Marshal Service (FAMS), Roderick Allison, who began the meeting by expressing his thankfulness for and recognition of Flight Attendants' hard work along with his gratitude of the partnership we have with FAMS. Director Allison and I spoke about the Transportation Security Association (TSA)'s role in security training and empowering women in the aviation industry.



Director Allison confirmed that the TSA is working to make self-defense security training easier for Flight Attendants to access. We discussed partnership work between AFA and TSA to encourage the importance of training for all cabin crew members. 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.

Director Allison reviewed his efforts to increase the ranks of FAMs and improve recognition of their work. He explained that he is looking to hire over a 100 new Federal Air Marshals, and he's making a concerted effort for 70% of these new hires to be women. We applaud his efforts to promote diversity and encourage women to step forward for this work, creating a dynamic of equal access for all who qualify. We look forward to building an even stronger partnership with our FAMs.

Airport Employee Access Controls

Defining the Problem: Insider threat vulnerability at U.S. airports became public after the discovery of an alleged weapons smuggling operation in Atlanta that used passenger airliners to transport guns. This revelation in December 2014 raised serious concerns about U.S. aviation security. Secretary of Homeland Security Jeh Johnson asked for a 90 day Aviation Security Advisory Committee (ASAC) comprehensive review of airport employee access to secure areas of airports.

Action/Opportunity: As a member of the TSA Aviation Security Advisory Committee (ASAC), AFA was able to join its Working Group on Airport Access Control and represent the Flight Attendant perspective and ensure that the Known Crewmember screening program was protected.

As a result of the working group's recommendations, Secretary Johnson directed TSA to take a series of immediate steps, including requiring airports to reduce the number of access points to secured areas to an operational minimum and increasing aviation employee screening, to include additional randomization screening throughout the workday.

Johnson also directed TSA to continue analyzing the recommendations of the ASAC report, and identify additional mitigating measures for future implementation. Secretary Johnson praised the report, saying "I am confident that the potential insider-threat posed by aviation industry employees will be significantly mitigated as a result of these recommendations."

Safety

Two Persons in the Flight Deck

Germanwings flight 9525 crashed in a remote area of the French Alps with six crewmembers and 144 passengers on March 24, 2015. Two days later, a French prosecutor reported that when the captain left the cockpit for a short time, the copilot refused to let him reenter and crashed the plane.

Defining the Problem: That same day, AFA learned that there were some U.S. aircraft on which one pilot was allowed to remain alone in the cockpit when the other left for a short time. Although it was common practice among U.S. airlines to have two persons in the cockpit at all times, AFA confirmed that it was not a FAA requirement, despite media reports to the contrary. In light of the revelation about the Germanwings copilot's apparently intentional crash, two persons in the cockpit needed to be made a FAA requirement.

Action/Opportunity: On March 26, 2015, AFA sent a letter to the FAA Administrator requesting that he make the practice of having at least two persons in the cockpit at all times during flight a requirement as soon as possible.



In order to assist the FAA, AFA immediately surveyed all of its MEC Air Safety, Health and Security Committees to determine whether the practice at their airline was to have two persons in the cockpit at all times. When the survey was conducted after the letter was sent to the FAA, all AFA carriers confirmed the practice of two persons in the cockpit. Indications are that the FAA is taking formal steps to ensure this procedure is in place for all U.S. operators.

Aviation Safety Action Program

The Aviation Safety Action Program (ASAP) is an FAA program designed to encourage employees to voluntarily report safety information that may be critical to identifying potential precursors to accidents. Under an ASAP, safety issues are resolved through corrective action rather than through punishment or discipline.

Action/Opportunity: We currently have eight working programs in place at Alaska, Continental, Endeavor, Envoy, Frontier, Horizon, Omni, and United. We have been in varying levels of ASAP discussions with management at Compass, Mesa, and Hawaiian.

InfoShare is a confidential biannual conference sponsored by the FAA in which government and industry representatives share aviation safety concerns and discuss current aviation safety issues and mitigations and learn from other's experiences. The full InfoShare includes groups for flight operations, maintenance, dispatch, ground operations and cabin. Approximately 800 people registered to participate in InfoShare held this month in Pittsburgh, including representatives from:

- 74 air carriers/operators;
- 13 labor organizations;
- eight government organizations
- seven trade associations; and
- 22 other organizations.

At the International level, AFA continues to chair the industry Cabin ASAP InfoShare group. The Cabin ASAP InfoShare averages about 65 attendees per meeting.

ICAO Cabin Safety Groups

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

On behalf of our Flight Attendant family...
Our thoughts and prayers for the crewmembers,
passengers, family members and friends
of AirAsia Flight 8501.



association of flight attendants-cwa, afl-cio

ICAO Cabin Crew Safety Training Manual, Doc 10002 – closed and published

AFA, on behalf of ITF, has supported ICAO's efforts to improve safety in the cabin for the last few years. The first project that AFA/ITF worked on with ICAO was the update to the ICAO Cabin Crew Safety Training Manual. That project was completed at the end of 2013. The completed manual, ICAO Doc 10002, was sent to ICAO members in October 2014.

The new manual is a competency based approach to training. Training is broken down by performance criteria, the condition of where/how the task must be completed (e.g., hands-on, computer-based training, etc.), the relevant knowledge material, and skills needed to support the competency element. Simulated exercises are a major part of the revised document. In addition to standards for cabin crew, Doc 10002 also includes standards for training managers, program developers, instructors and examiners. This document is similar to some of the training concepts in the U.S. Advanced Qualification Programs (AQP).

ICAO Cabin Safety Group (ICSG) Work Program, 2014-2016

After the completion of the group's work on the training manual ICAO created another working group-- the ICAO Cabin Safety Group (ICSG) tasked with looking at multiple subjects for review and possible modifications until the next ICAO assembly. The following topics, in no specific order, are part of the program:

Development of Workshop information to the implementation of the cabin crew competency-based training to roll out the ICAO Doc 10002	Workshops being conducted
Expanded use of Portable Electronic Devices (PEDs)	Completed - ICAO Cir 340
Accident and Incident guidance for investigations	In process
Safety of infants/children onboard aircraft (Child restraint systems & lap belt discussion) ITF position paper to ICAO	In process - Major issue currently being discussed
Disruptive/Unruly Passenger	Not on the schedule until 2016 or 2017
Minimum Cabin Crew Requirements	In process – but more extensive work to begin after CRS & Accident Investigation projects
Fumes in the aircraft	Being written by another group
Regulator's guidance to Aviation Cabin Safety Inspectors	Not on the schedule until 2016 or 2017

Continued Steps

Conference calls are held monthly to review documents on the schedule. The group completes three reviews of the documents before finalizing the reports. ICAO is not a regulatory body so the documents although considered guidance can be used by other countries to create mandatory regulations. Face-to-face meetings are held twice a year, typically April and September. The next scheduled meeting is April 27-30, 2015 in Montreal. AFA-United Flight Attendant Melissa Madden and AFA Air Safety, Health and Security Coordinator, Candace Kolander, serve as the ITF Representatives to the ICAO ICSG.

Known Crewmember

In December 2014, TSA called AFA to let us know that, on January 13, 2015, KCM requirements would change for flight crew members: Flight Attendants who participate in KCM were no longer required to wear uniforms. AFA fought vigorously for Flight Attendants to be included in KCM and we continue to seek ways to improve and expand the KCM program at all of our member-airlines.

The elimination of the uniform requirement presents an opportunity to encourage more AFA-represented airlines to participate in KCM, and to advance a more risk-based approach to security. KCM checkpoints continue to expand. It is up to each individual carrier to commit to participating in the program, as the airline must create a database for the Flight Attendants. Our AFA leadership will continue to work with our airline managements to gain inclusion for all Flight Attendants.

Background: Soon after September 11, 2001, AFA advocated for implementation of an alternate screening process for crews. The Known Crewmember Program (KCM) is a TSA approved program developed by A4A and ALPA. Initial testing of KCM began in 2011 for pilots. KCM is an identity-based screening program that enhances the screening process by allowing Transportation Security Officers to focus on those who present a greater risk to aviation security and allows Flight Attendants and Pilots to get to their flights in less time. AFA worked with TSA and others for several years to ensure that Flight Attendants would be allowed to be screened under KCM. AFA advocated forcefully at many levels of government and industry to promote KCM with full recognition of Flight Attendants' role in aviation security and duty to protect the cockpit and cabin. AFA members at US Airways were the first Flight Attendants to be screened in the KCM program,

and Flight Attendants throughout the industry benefit from AFA's work to persistent efforts to achieve this alternate screening for all crew.

AFA Participation on Government/Industry Technical Committees

Aviation industry giants like Boeing, Honeywell, and the airlines actively work to define their own cabin safety and health standards, and they do so by creating and dominating committees fronted by legitimate and respected engineering associations and government-type bodies. The standards and reports that these committees generate are influential in two ways:

1. Serve to justify current conditions
2. Influence Congress and the FAA.

The strong influence of these committees matters because their work products are grounded in industry efforts to save money, while we are motivated to ensure appropriate health and safety protections for Flight Attendants, and to validate relevant workplace illnesses and injuries. 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 attempting to regulate itself. The following table provides a list of these committees with a short description of each.

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 second 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.
Comite de European Normalisation (CEN)	TC 436: Project Committee - Cabin Air Quality on Commercial Aircraft: Chemical Agents	This committee is yet another effort by the multi-national players in aviation to have the industry write its own air quality standards under the guise of an official and respected standard-setting organization, and then promote the industry-friendly standard to aviation regulators globally. On behalf of the ITF, AFA actively participates in this process, and coordinates with other crew union safety/health activists.
Federal Aviation Administration (FAA)	Air Carrier Training ARC (ACT ARC)	The ACT ARC is a forum for the US aviation community to discuss, prioritize, and provide recommendations to the FAA concerning Part 121, 135 and 142 operations. Specifically around maintaining the quality of air carrier training. AFA is an active participant on the full ARC and is chair of the Crew Resource Management Workgroup (CRM WG).
Global Cabin Air Quality Executive (GCAQE)	GCAQE	GCAQE is a global coalition of crew unions who are concerned about - and actively involved in - addressing the health and safety impacts of exposure to oil fumes on aircraft. AFA is an active member.
International Civil Aviation Organization (ICAO)	Ad Hoc Group on Air Supply System Fumes (AHGF)	This global committee is tasked with developing recommended training and education programs for Flight Attendants, pilots, and mechanics to enable them to recognize and respond to the presence of toxic oil fumes that can contaminate the aircraft air supply system.

Organization	Committee name	Description
Society of Automotive Engineers (SAE) Aerospace	E31: Aircraft Exhaust Emissions	This committee of aviation industry engineers is drafting an "Aerospace Information Report" that will define the standard that aircraft manufacturers must meet to comply with the otherwise-vague FAA regulations for cabin air quality. The final document may even be adopted by the FAA. It is critical that AFA participates to ensure that Flight Attendants' concerns are represented.
Society of Automotive Engineers (SAE) Aerospace	AC9: Aircraft Environmental Systems	This committee of aviation industry engineers meets twice a year and writes/revises standards and working papers that define the health/safety aspects of aircraft air quality, from a systems design perspective. These documents influence the FAA, so it is critical that AFA participates to ensure that Flight Attendants' concerns are represented.
Society of Automotive Engineers (SAE) Aerospace	A10: Aircraft Oxygen Equipment Committee	The SAE A-10 Aircraft Oxygen Equipment Committee develops standards and practices and promotes safety in the aviation oxygen field. The committee also encourages research in the area of aviation physiology as it relates to respiratory functions and oxygen equipment performance.
RTCA	SC-224: Airport Security Access Control Systems	Special Committee 224 (SC-224) maintains RTCA document DO-230, Integrated Security System Standard for Airport Access Control. All U.S. commercial airports rely on this document as the primary resource for baseline minimum performance standards for design of airport access control systems and the related electronic security systems.
RTCA	SC-225: Rechargeable Lithium Batteries and Battery Systems	SC-225 is developing certification guidance for rechargeable lithium batteries and battery systems that are permanently installed in aircraft. These standards will help to ensure safety and efficiency in battery design, testing, installation and system management.
RTCA	SC-234: Portable Electronic Devices	SC-234 was chartered in March 2015 to publish industry-accepted guidance and best practices for determining aircraft PED tolerance through a safety risk assessment (SRA) process. AFA is contributing to the new user's guide for determining aircraft PED tolerance through the safety risk assessment process. It will be useful to designers, equipment manufacturers, aircraft manufacturers, airlines and aircraft operators, installers, repair stations, and aviation authorities, all concerned with the design and approval of aircraft systems. The FAA plans to implement this guidance document in the next revision to advisory circular (AC) 91.21-1C.
Federal Aviation Administration (FAA)	Aviation Rulemaking Advisory Committee (ARAC)	ARAC was first chartered in 1990. The FAA tasks the Aviation Rulemaking Advisory Committee (ARAC) to provide advice and recommendations concerning a full range of aviation-related issues. AFA is providing recommendations regarding the incorporation of airframe-level crashworthiness and ditching standards into the Federal Aviation Regulations in order to minimize injury to crewmembers and passengers.
Transportation Security Administration	Aviation Security Advisory Committee (ASAC)	The Aviation Security Advisory Committee (ASAC) was created in 1989 at the FAA. ASAC mission is to examine areas of civil aviation security and develop recommendations for the improvement of civil aviation security methods, equipment, and procedures. AFA ASHSD Director Chris Witkowski was instrumental in getting the first ASAC formed. AFA led ASAC's recommendations to keep knives on the Prohibited Items List and helped lead the TSA Administrator to reverse his decision to allow knives to be carried into the cabin.
International Transport Workers' Federation (ITF)	Cabin Crew Occupational Health and Safety Committee Chair	As Chair of the Occupational Health and Safety Committee for Cabin Crew at the ITF, AFA has the opportunity to educate other cabin crew unions throughout the world about needed improvements to regulations, procedures, and equipment affecting Flight Attendants. We work with the ITF Civil Aviation Secretary to harmonize positions and working papers on global issues, and represent the ITF as a delegate to the UN's International Civil Aviation Organization (ICAO) General Assembly.



Robert Reich

Fighting Threats to Our Jobs and Collective Bargaining

The GOP has made clear that National Right to Work legislation is a top priority.

The attack on labor in the FAA Reauthorization Act of 2012 makes clear we cannot wait to respond. We must build support for our collective bargaining rights. We are working already to ensure the Transportation and Infrastructure

Committee understands there cannot be any weakening of labor provisions if they want passage of the next FAA bill. We are doing our work on the Hill now and need AFA members ready to take action in the event we hear the slightest move to attack our rights through any legislation.



Whether it's urging the U.S. DOT to deny Norwegian Air International's foreign air carrier permit because it doesn't meet the labor standards of the Open Skies agreement, opposing Fast Track Authority for secretly negotiated trade deals, or calling out certain Gulf states for cruel labor practices and unfairly subsidizing their airlines, these international issues are all connected, and they all affect Flight Attendants. It all comes back to protecting U.S. aviation jobs and upholding the highest level of safety. We will continue to work with industry partners to protect Flight Attendants and our passengers.



Fair Skies – Gulf Carrier Subsidies

The Gulf State carriers –Qatar Airways, Etihad Airways, and Emirates—are expanding aggressively through their gargantuan subsidies from their respective governments. These subsidies violate the Open Skies Agreement and threaten the vitality of the U.S. airline industry. The three major airlines have dedicated resources to a two-year long investigation to prove that the benefits these carriers receive from their governments are a threat to the global aviation marketplace and must be stopped.

Qatar: \$16.2 billion in government 'loans' and 'shareholder advances' with no repayment obligation, reduced payments from government loans, airport fee exemptions and rebates, and free land.

Etihad: \$17.6 billion in government 'loans' with no repayment obligation, government capital injections, government grants, and airport fee exemptions.

Emirates: \$4.7 billion in government assumption of fuel hedging losses and subsidized airport infrastructure.

The Open Skies Agreement was established on fair competition and a level playing field. These subsidies directly violate that and will hinder the ability for the U.S. airlines to compete. Our government must put an end to this.

Remedy Sought

We are calling on the U.S. Department of State and Department of Transportation to meet with Qatar and the UAE to enter consultation on the Open Skies Agreement and negotiate a resolution. The Obama Administration needs to take immediate action and freeze the expansions of these carriers into U.S. markets until the consultation process is concluded.

On March 19, 2015 we joined the Partnership for Open and Fair Skies -- composed of the leadership of the three largest U.S.-based international carriers along with AFA, the Air Line Pilots Association, the Allied Pilots Association, the International Brotherhood of Teamsters, the Association of Professional Flight Attendants, the Transport Workers Union and the Communications Workers of America.

Collective Bargaining

Tentative Agreements Reached and Ratified:

- **Alaska Airlines:** After an AFA Negotiations and Mediation Training, the Alaska negotiating committee returned to the table to reach a second TA. The second TA ratified; effective date 12/18/14.
- **American Airlines:** Reached a merged agreement in coordinated bargaining with APFA. We took the lead in negotiations of this industry leading agreement which largely mirrors the Legacy US Airways Agreement; effective date 12/13/14.
- **Piedmont:** TA ratified just before the last BOD; effective date 4/9/14.



Alaska

Ongoing Negotiations:

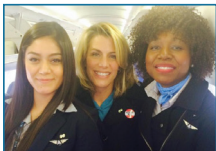
Endeavor: AFA and Endeavor management returned to the bargaining table in April for mid-term negotiations after a 6 month hiatus. Negotiations had stalled over a few issues, including changes to Reserve and electronic trip trade provisions. The parties have been employing an interest-based approach to negotiations. As a result, both sides have not passed specific language, but have had reached agreement on a number of concepts. The Negotiations Committee is confident that in the next few months we may have an agreement on changes to the existing CBA that will benefit Flight Attendants.

Envoy: Company has requested discussions with AFA after pilots eliminated profit sharing. Amendable date not until 12/14/19, with an amendment round scheduled for 2016. A combined Legal Department/Collective Bargaining Department assist was given for the distribution of the Guaranteed Unsecured Claims, arising out of the bankruptcy, to the Envoy Flight Attendants.

Frontier: Preparing for upcoming Section 6 negotiations; amendable date 3/1/16. The MEC and Negotiating Committee attended a negotiations training at AFA International. Currently shepherding the distribution of profit sharing to the Frontier Flight Attendants.

Hawaiian: Preparing for upcoming Section 6 negotiations; amendable date 12/31/16, with an option for an Early Reopener 7/4/16.

Horizon: Re-ratified remaining with the pilots FARs (Part 117). Contract is amendable 7/18/18.



Mesa

Mesa: In mediation for a contract amendable 2/18/12. The mediation session that ended on April 23rd just before the Board was driven hard by the NMB to push the parties to agreement. The Mesa MEC will discuss member mobilization at their MEC meeting before the Board.

Omni: In mediation for a first contract.

Miami: Section 6 notice has been served, survey taken and negotiations have begun for a contract amendable 1/24/25.

Silver: After successful organizing drive, Silver Negotiating Committee has attended Negotiations Training at AFA International, the survey is in the field, and negotiations have begun.



Silver

Spirit: Attended a joint MEC and Negotiating Committee Negotiations and Mediation Training at AFA International in preparation for returning to the table after TA 2 did not ratify.

United: Engaged in negotiations for a JCBA with Continental and Continental Micronesia, with a target date of July 23, 2015 to achieve a tentative agreement. Supporting United negotiations is critical for the future of our careers. Even though United, Continental and Continental Micronesia Flight Attendants all achieved new contracts with pay increases and other improvements in 2012, the merged contract negotiations which started in December 2012 still need to be concluded. United management is failing to run the operation and the management is stalling negotiations to try to get Flight Attendants to accept less. We can't let the bad management decisions succeed in attacking our careers as Flight Attendants. Stand with United Flight Attendants for the best possible merged contract !

Negotiations Trainings:

Negotiations and Mediation Training delivered to Alaska and Spirit committees and MEC. Negotiations Training delivered for the Frontier MEC and Negotiating Committee. Negotiations Training for a First Contract provided for the Silver Negotiating Committee. Attended Facilitated Problem Solving Training by the NMB for United Joint Collective Bargaining.

Bridge the Gap



On March 31, 2015 we officially launched our Bridge the Gap campaign to lift standards for all Flight Attendants and keep management from pitting Flight Attendants against each other or shifting flying to cut Flight Attendant pay, benefits and work rules. Currently, regional airlines perform 45% of the lift under mainline flags, yet the Flight Attendants flying for regional airlines make 45% less on average than mainline counterparts. In addition to

being an issue of equality, this wage gap has the potential to drag down the entire Flight Attendant career. We're working to bridge the gap and end the wage discrimination to lift standards for our careers.

June 16, 2015 is a system-wide Day of Action for Bridge the Gap. This is a campaign for our entire union and we are working with other Flight Attendants across the industry to promote this issue. If one Flight Attendant is underpaid or recognized for our work, all Flight Attendants are in jeopardy.

The airline industry is raking in billions, at the expense of workers on the frontlines of regional airlines. The three major U.S. carriers are pocketing a portion of their profit by promoting wage inequality. It's the same brand, the same passengers buying tickets but the pay for aviation's first responders is a fraction of that for crew on mainline flights. Flight Attendants know undercutting pay for any Flight Attendant puts in jeopardy the standards for all Flight Attendants.

AFA Legal Department

System Board Activity

During the past year, AFA's Legal Department maintained its vigorous contract enforcement program at all AFA carriers, while it navigated through the transition in representation that occurred at Air Tran and US Airways.

At Air Tran, AFA staff attorneys, working closely with AFA leadership, successfully resolved most of the outstanding grievance issues as the last AFA members moved on to Southwest Airlines and representation by the Transport Workers Union. Only one grievance remains unresolved.

Similarly, at US Airways, AFA staff attorneys worked hand-in-hand with AFA leadership and the Company to settle 150 of 155 grievances – resulting in favorable resolutions to dozens of former US Airways Flight Attendants. Two outstanding grievances are scheduled for arbitration including the pass travel issue arising out of the "25/45" early out program, as well as a termination.

At Council 66, AFA was able to negotiate favorable settlements in resolving all the outstanding grievances still open as the merger with American Airlines was consummated.

In a significant victory, an arbitrator upheld the Union Security provision in the AFA-Spirit CBA. The arbitrator ordered the Company to terminate a Flight Attendant for his non-payment of dues after the Company refused to enforce that provision.

Litigation

At Compass, AFA has filed suit to enforce arbitration of several grievances concerning FMLA after the Company refused to schedule the cases. This case is a significant component of holding management accountable for attempting to trample representation rights for Compass Flight Attendants.

At Alaska Airlines, AFA successfully dismissed the Company's lawsuit alleging that the Washington State Family Care Act ("WFCA") could not be enforced by the State for Alaska Flight Attendants. The Company argued that even though the provisions of the WFCA apply to Flight Attendants, it cannot be enforced by the State, but must be resolved before the Alaska Airlines Flight Attendant System Board of Adjustment. The district court rejected that argument and ruled that the State can continue to enforce the provisions of the WFCA for the Alaska Flight Attendants. Alaska Airlines has appealed the decision and an oral argument will be heard in May. We are confident that the district court's decision will be affirmed.

In the past year, AFA was able to obtain dismissals of several lawsuits brought against the Union alleging violations of the duty of fair representation at Hawaiian, United, Frontier and Envoy. Though a few of those cases are being appealed, AFA is confident that those dismissals will be upheld by the Appeals Court.

AFA EAP Department Activity

Our AFA Employee Assistance Program (EAP) is a unique and successful resource for AFA Members with an international network of over 200 professionally-trained, peer support volunteer Flight Attendants overseen by our AFA EAP/Professional Standards Director Heather Healy. AFA EAP assists members in accessing appropriate medical help around mental health issues involving family crises, work-related trauma and chemical imbalance, as well as conflict resolution services and response to critical incidents. Since 1980, AFA EAP has received numerous awards for our confidential support services to Flight Attendants, their families and partners, including the President's Volunteer Action Award Citation for recognition of outstanding work, awarded by former U.S. President Bill Clinton. Today, AFA EAP is one of the largest union-sponsored member assistance programs in the industry. Other unions and associations often seek to model their programs on what AFA has so successfully implemented.

This report contains includes statistics on how this program benefited our members in 2014:

1. Provided consultation and oversight to over 6,000 EAP Cases opened from Jan 1, 2014-Dec 31, 2014. That's 1 out of 7 active members touched by AFA EAP.
2. Secured \$1,302,000 in reduced care costs for AFA members struggling with substance abuse.
3. Provided emergency interventions to nearly three dozen members threatening to suicide. All are alive today and most are back to work.
4. Identified and distributed community resources for AFA members faced with furloughs or base closures at Mesa, Endeavor, Compass, Envoy and United.
5. Worked collaboratively with non-AFA carriers to implement/enhance peer services at their

airlines including SkyWest, Republic, Delta, Southwest, Ryan Air, Air Canada, British Airway, Fiji Airlines.

6. FMLA Compliance Campaign- Lead an AFA Task Force over the past 10 months to create customized tools to educate Flight Attendants on their rights and responsibilities. The EAP department launched and will now manage an on-line reporting process to track Flight Attendants' FMLA complaints. This data will help AFA to identify FMLA abuses and amass the data necessary for regulation action as needed.
7. Secured funding and technical assistance from the Department of Health and Human Services at the Federal level to help build the Flight Attendant **Wellness App** for the Flight Attendant profession. The wellness app has just been submitted to google and apple with the help of CWA and will be available for free download from the stores by the third week of April. Mindfulness, Sleep Issues, Substance Abuse and Traumatic Stress are issues addressed through the app.

Upcoming EAP Trainings:

- MEC EAP Chair Training, June 10th and 11th, 2015, Washington DC
- Basic EAP Training, Will Be Scheduled in early July 2015, Date and Location TBD following 2015-2016 budget approval.
- FADAP Annual Conference, September 9-11, 2015, Maritime Conference Center, Baltimore

AFA Government Affairs – FAA Reauthorization

The FAA Reauthorization Bill, which is expected to be introduced this year and acted on by this Congress, is an opportunity for real gains. Consequently, AFA-CWA is launching a comprehensive legislative campaign that defends the rights of Flight Attendants and strengthens the Flight Attendant profession by urging this Congress to pass the following legislation:

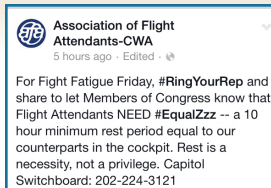
- Adopts recommendations from past Flight Attendant fatigue studies and prevents airlines from disciplining Flight Attendants for requesting fatigue relief;
- Mandates DHS and DOT Blue Campaign training for Flight Attendants on human trafficking;
- Mandates an improved full evacuation test, which accurately ascertains whether or not the aircraft can be safely evacuated within 90 seconds;
- Prohibits cell phone use in-flight and the possession of knives in the aircraft cabin; and
- Mandates the necessary measures to minimize potential exposures to infectious diseases on commercial flights.



Combating Flight Attendant Fatigue and Increased Rest Requirements

In 1994, the FAA promulgated the first rule for Flight Attendant duty period limitations and rest requirements. The FAA stated the rule was necessary to ensure Flight Attendants would be rested sufficiently to perform their routine and emergency safety duties. Until that time, Flight Attendants were the only safety-sensitive aviation group without regulations for flight or duty limitations and rest requirements. AFA has been promoting efforts to address Flight Attendant fatigue, including fatigue studies that support a science-based approach to rest regulations.

Between 2009 and 2012, The FAA Civil Aerospace Medical Institute (CAMI) released a series of reports which concluded that changes to Flight Attendant work rules are necessary and that reform is needed to combat fatigue. The CAMI reports recognized several contributing factors to Flight Attendant fatigue, including scheduling and missed meals.



AFA is calling for a 10-hour rest from arrival to departure, which would provide Flight Attendants the opportunity for 8 hours of rest, even if we know it's likely less than that. The current FAA rest minimum for Flight Attendants, even after a 14-hour duty day, is 9 hours, which can be reduced to 8 hours. Even in the best circumstances an 8-hour break provides a rest opportunity of less than 6 hours.

Requiring a 10-hour minimum rest period prior to a duty period will start to address Flight Attendant fatigue. This change also creates a harmonized approach to the U.S. new pilot rest requirement and international recommendations for duty and rest.

The new 14 CFR Part 117, Flightcrew Member Duty and Rest Requirements requires that a pilot be given a rest period of at least 10 consecutive hours preceding a flight duty period or reserve assignment.

The United States lags behind other countries when it comes to equalizing the rest regulations for both pilots and Flight Attendants. In 2009, ICAO made recommendations introducing new definitions and amendments with respect to the limits for flight time duty periods, flight duty periods and rest periods for fatigue management. The ICAO recommendations would help ensure an equivalent level of safety.

AFA is also calling for implementation of a fatigue risk management plan for Flight Attendants. Pilots already take part in a fatigue risk management plan (FRMP), with which all airlines are familiar.

Addressing the hazards of fatigue is an integral part of a total safety system. It is imperative that regulators and air carriers develop and implement a FRMP specific to Flight Attendant operations under Part 121 that follow the structure of the flight crew FRMP.

The plan will vary by airline, but it's crucial that Flight Attendants learn to recognize when they're tired, how to stay rested longer, and what to do when they feel fatigued.

Recognition and Reporting of Human Trafficking

AFA calls for mandatory training and awareness on human trafficking. Human trafficking is a modern-day form of slavery that involves the use of force, fraud, or coercion to obtain some type of labor or commercial sex act or causing a minor to engage in commercial sex. It is a global problem that touches every country in the world.

Programs from the Department of Homeland Security (DHS) component agencies combat human trafficking. The DHS 'Blue Campaign' coordinates and unites this work by collaborating with partners across government, law enforcement, and the private sector.



The 'Blue Lightning Initiative', an element of the DHS Blue Campaign, provides U.S. commercial airlines and their employees a voluntary mechanism to identify suspected human trafficking victims and notify federal authorities. AFA strongly supports these efforts to save lives by ensuring that the airline industry adds recognition and reporting of human trafficking, as developed by the DHS Blue Lightning program, as a required subject in Flight Attendant training.

Emergency Evacuation Tests

AFA urges Congress to direct the Federal Aviation Administration (FAA) to continue to require a full-scale evacuation demonstration for each new aircraft design or for an increase in an existing design's seating capacity of more than 5%.

The conditions governing certification of aircraft evacuation standards have changed. Recent videos clearly show passengers trying to evacuate the aircraft with carry-on baggage. Changes in the use of portable electronic devices increase the likelihood of distraction or injury during an evacuation. Changes in seat pitch have altered the passenger capacity within the aircraft cabin increasing the numbers of passengers required to evacuate through mid and rear cabin doors.

Currently, the FAA allows airplane manufacturers and operators to use questionable, decades-old analyses and assumptions when demonstrating compliance to emergency evacuation certification standards. This means that the first full evacuation "tests" of many newer model aircraft designs will not be conducted until actual in-service emergencies, with unwitting members of the traveling public and airline workers cast as subjects in real-life, uncontrolled experiments.

The administrator of the FAA should arrange, support and provide for the National Academy of Sciences (NAS) to conduct a 24-month, independent study in cooperation with the National Transportation Safety Board (NTSB) to recommend an approach for developing an appropriate method for assessing evacuation capability of aircraft used in domestic and foreign air transportation under actual emergency conditions, including water landings.

In addition, FAA-regulated parties should be required to provide any and all data related to emergency evacuation tests or demonstrations, actual emergency evacuations, and evacuation certification analyses that were prepared for production aircraft to submit to any aviation regulatory authority in order to certify an aircraft for emergency evacuation. The NAS and NTSB should seek to obtain any and all accident and incident data and reports related to emergency evacuation from other ICAO member states' accident investigation authorities.

Ban Voice Calls in the Aircraft Cabin

Allowing voice communications in the aircraft cabin would inhibit Flight Attendants' ability to perform safety checks and demonstrations. In an emergency, cabin preparations can be hindered by passengers attempting to use their phones rather than paying attention to vital, life-saving, safety information.

If cellular phone use is permitted during flight, passengers will be involuntarily subject to a known disturbance with no escape and no relief until the flight lands. Sleeping, reading or working on a flight will be placed at risk.

Easing restrictions on cell phone use also increases the chance that Flight Attendants will encounter disruptive passengers. If this change is permitted, we are concerned about the types of phone conversations that may take place without thought or concern for those passengers in the immediate area. As a result, Flight Attendants are subject to rising conflict when asking passengers to end phone conversations, or in the clearly unacceptable position of having to monitor cabin conversations for "appropriateness."

Additionally, the Federal Communications Commission (FCC) is moving forward with a rulemaking and considering petitions from telecommunications companies that would allow installation of high speed mobile broadband wireless infrastructure on commercial transport airplanes. AFA is concerned that any of these infrastructures poses unacceptable risks to U.S. national security. Providing airborne access to high speed mobile broadband services to the public also provides access to terrorists. This enhanced capability could be easily leveraged to:

- Conduct pre-operational surveillance more easily, as crew recognition of suspicious activities is degraded by increased passenger usage;
- Enhance tactical communications in support of terrorist attack planning and implementation;

- Remotely initiate explosive devices to commit aircraft sabotage;
- Allow adoption of cyberwarfare tactics; and
- Encourage more terrorist attempts.

For these reasons, AFA calls on Congress to require inter agency coordination, with input from stakeholders, when considering new technology in aviation.

Preventing Transmission of Communicable Diseases on Airplanes

Recent incidents of Ebola transmissions from West Africa to Europe and the United States have heightened concerns over the potential for spreading communicable diseases through air travel. Recent incidents of disease transmissions within the U.S. exposed the limitations of current regulations for protecting aviation workers and the public from dangerous pathogens on board commercial aircraft.

AFA calls on Congress to require, through FAA rulemaking, necessary measures to minimize potential exposures to infectious diseases on commercial flights and enhance worker and public health protections following suspected or actual disease transmission incidents.

Permanently Prohibiting Knives in the Aircraft Cabin

On June 5, 2013, the TSA reversed plans to allow knives in the secured area of airports and in the aircraft cabin following extraordinary pressure from Flight Attendants, other aviation workers, Transportation Security Officers, law enforcement, airlines and the traveling public. Everyone agreed, no knives, ever again. Congress needs to close the door on permitting knives in commercial aviation permanently.



Never Forget Campaign

After the events of September 11, 2001, our nation united to protect our skies, honor the fallen and to Never Forget the lessons we learned from these catastrophic attacks. Our union took a leading role in advocating for security standards in the cabin and any means of access to our aircraft. Then-AFA International President Pat Friend was appointed by U.S. Secretary of Transportation Norman Mineta to serve on the DOT Rapid

Response Team for Aircraft Security, a group of industry experts assembled to recommend aircraft security improvements.

Today, safety and security protocols once adopted with bipartisan resolve are too often labeled as “outdated burdens.” There is increasing talk of eliminating existing safeguards instead of focusing on modernizing and improving aviation safety and security. We find an eerie similarity between today’s actions – and inaction – and the circumstances that preceded 9/11.

The catastrophic events of 9/11 crippled our national economy, reduced our ranks and set off an era of bankruptcies with attacks on our contracts. Our aviation industry was devastated and our world was forever changes. Flight Attendants are now not just the first responders to health and safety emergencies in the cabin, we are also our nation’s last line of defense in aviation security.

Our Never Forget campaign seeks to bring legislative and regulatory focus on the preserving the important security improvements we fought hard to put in place after the attacks, and as a renewed call to action for the 9/11 Commission recommendations that have yet to take shape. We call on lawmakers, policy-makers and activists to help keep the promise to Never Forget.



TTD President Ed Wytkind and FAA Administrator Michael Huerta at the Evening to Never Forget.

Our Never Forget campaign launched with attention from DOT, FAA, DOL, DHS, the White House and Members of Congress as we host the screening of The Rugby Player at our Evening to Never Forget on September 23, 2014.

AFA has long been recognized as a leader on safety and security issues in the aircraft cabin, and in commercial aviation more broadly. Less well known, but just as central to our legacy, AFA has taken a leadership role on important issues for the lesbian, gay, bisexual and transgender (LGBT) community. As early as the 1970s we changed our union's Constitution to include uniting Flight Attendants "regardless of age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, and gender expression." Our advocacy resulted in tremendous gains over the years for equality, and we are not done. The documentary screening provided the perfect marriage two of our union's key initiatives.



US Airways Lifetime Members

The joint agreement at American was voted down by 16 votes, but the agreement reached through our expedited bargaining was restored by Doug Parker following the 4 days of arbitration. Through joint collective bargaining with APFA, we were able to push management well above their planned increase to Flight Attendant costs. AFA Staff Attorney Joe Burns played the critical role in achieving the Tentative Agreement. The entire Negotiating Committee comprised of seven pre-merger American and seven pre-merger US Airways Flight Attendants worked as a cohesive team throughout the negotiations. Thanks to AFA's push for including the US Airways contract and re-negotiating the Negotiations Process,

The entire process would not have been possible without AFA's insistence that the US Airways contract be included to leverage both a new negotiations protocol (previously 60 days only followed by binding arbitration, with no required dates at the table and no opening proposal provisions since the US Airways contract was not included) and a higher standard for all post-merger American Flight Attendants. We will were to achieve hundreds of millions of dollars more for all Flight Attendants at American and set a standard that will not undercut bargaining at United.

On September 2, 2014 the National Mediation Board certified APFA as the representative of all Flight Attendants at the New American. Dues were collected at the APFA rate and 100% of the dues collected was remitted to AFA to cover the costs of contract enforcement of the pre-merger US Airways contract through March 31, 2015. Former AFA Council Presidents are now APFA Base Presidents and serve on the APFA Board of Directors.

We applaud these leaders who are managing incredible change in a merger as well as change in their representation. Throughout all of it they also conducted a massive mobilization campaign to get every US Airways Flight Attendant signed up for dues check off and APFA membership. In just two months they were successful in signing up 90% of the Flight Attendants. Our union's 30-year position remains consistent: AFA and APFA should merge to unite Flight Attendants and build our power. We will continue to work with AFA Lifetime members to bring us together.

AFA Pin – Reprint from September 2014 EBOD Meeting

At the 2014 meeting of the AFA Board of Directors, discussion was held about the AFA pin, which ended without a resolution. However, members of the Executive Board suggested the International President should research issues surrounding the AFA pin and report out to this Executive Board. In the intervening months I have also been contacted by local leaders with their own questions about the AFA pin. I therefore want to provide the Executive Board with the following information from my research into our pin.

The AFA pin is mentioned in three places in the AFA Constitution and Bylaws and Policy Manual. Article I.Q. refers to “the official AFA-CWA Pin” immediately following a reference to the “Official seal” of the Association.

Article II.C. was amended by the Board in 2013 to add a new paragraph as follows:

“d. Upon request, a gold color pin of the Association Seal (Article I.Q.) will be made available to AFA members, who retired in good standing, to recognize . . .”

The third reference is contained in Section V. of the Policy Manual, which states:

“A. Wearing of Insignia and Lapel Emblems

The wearing of the official lapel emblem on flight uniforms at all times shall be deemed Union policy subject to the following conditions:

[1.2.3.]

4. AFA-CWA Officers are issued pins designating them as elected Officers of AFA-CWA. All outgoing Officers shall be permitted to retain their pins; however, only current Officers can wear these pins designating them as AFA-CWA Officers.

All members are urged to display the emblem on their uniforms. Nothing mentioned above shall be deemed compulsory, but all recommendations herein shall be considered official AFA-CWA policy and cooperation by all members is urged.”

Read together, these provisions use the terms “seal,” “pin,” “insignia,” and “emblem” somewhat interchangeably. Both the seal and the pin are referred to as “official.” Throughout, however, the term “the” is used before references to our AFA pin and emblem.

These provisions, together with our decades-long use of our well-recognized AFA pin point to a single pin design with minor variations. These variations include, for example, the provision in Section V. of the Policy Manual that notes that union officers are to be provided a pin that designates them as elected officers. That provision was last modified by the Board in 1980, with the minutes of the Board meeting making clear that both the standard AFA pin and the officer pins with the green “F” were already in use.

Article I.Q., after mentioning the “official AFA-CWA Pin” provides that this official pin may be “customized” with ribbons or accessories by a Master Executive Council “in order to promote solidarity” for negotiations or another issue affecting Flight Attendants at that airline. Notably, this provision is anchored to the official AFA-CWA Pin, and does not contemplate or permit substitution of a different pin in place of the official AFA-CWA Pin, but rather simple customization of the standard pin.

A review of the minutes of various Board meetings where issues about the pin have been discussed helps to illuminate the meaning of the current provisions of the C&B and the Policy Manual.

Although some members of the Board expressed confusion about the Official Pin versus the Official Seal, the outcome of the adoption of a provision for “a gold color pin of the Association Seal (Article I.Q.)” for retirees was straightforward. The Official Pin that has been in use for decades was modified simply by removing the white enamel on the letters to create a gold color pin. The retiree pins are now in circulation with no other modification. Discussion of the same agenda item at the 2012 Board makes clear that the retiree pin was meant to be based on the design of the standard AFA pin, not the Official Seal.

In 2004, the Board adopted small modifications to Article I.Q. that help to remove any doubt about the meaning of the current language. Prior to 2004, the language stated “... the official AFA pin as

illustrated above ..." (emphasis added). The agenda item adopted in 2004 deleted the words "as illustrated above" to break the connection between the Official Pin and the Official Seal, which was the illustration referred to in the provision. The illustration of the seal remains in Article I.Q. but the Board's action in 2004 makes clear that the Official Pin is separate and distinct from the Official Seal.

There have been occasions over the years in which we, formally or informally, have used or considered other pins or emblems, but only in addition to the Official Pin and generally for a specific or limited purpose. In 2001, a Board agenda item was brought forward seeking to create a special designation "to wear with the official pin" to signify an AFA committee member. That agenda item was withdrawn before a vote. Other examples of an additional pin or emblem over the years have included FlightPAC emblems, the CWA merger pin and the AFA volunteer recognition wings pin; all were only to be worn in tandem with the official pin.

Previous attempts to alter the official AFA pin have been unsuccessful. In 2001, the Board entertained a proposal to add a years-of-service designation to the Official Pin. And, in 1995, the Board heard a proposed agenda item which would have created an "InfoRep Lapel Emblem." Although the latter proposal ultimately failed to be adopted, the discussion in the Board minutes makes clear that the design would have been based on the standard AFA pin. Likewise, the years-of-service pin was expressly proposed as a modification of the standard pin. Finally, in 2006 and 2007, Board agenda items were introduced seeking to develop and adopt a "New Official Pin" incorporating CWA into the design. The matter was tabled in 2006. When it came back before the Board in 2007 it was voted down.

This history clarifies that the Official Pin is the standard AFA pin that is such a familiar part of the AFA brand. The bottom line is that the Official AFA Pin has existed in its current form for at least 35 years, and has been reaffirmed by the Board periodically over that period. The Board has made only two exceptions to the standard design: the green "f" and the retiree gold-color pin. The only other modifications have been limited to customizing the Official Pin with ribbons or colors. Of course, other changes could be made to the Official Pin in the future, but only by a duly-adopted Board resolution.

Representing AFA Members in Government and Broader Labor Movement

Over the past year I have been elected or appointed to several representative bodies, which expands AFA's voice and increase our influence with key decision makers.

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. Vice Presidents are elected by the Council from among the member unions of the Federation. 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. Along with my election to the Council I was appointed to serve on the following committees:

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

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

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


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

Member, Labor Advisory Committee for Trade Negotiations and Trade Policy (DOL and 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.





Association of Flight Attendants-CWA
 December 29 · Edited ·

The last AirTran flight landed moments ago in Tampa, with our AFA MEC President Travis Bruce as a working Flight Attendant. It is incredible what this group has done together as members of AFA - both in pushing our careers forward and advancing aviation safety - through strong solidarity and mobilization. They have been a huge part of building a proud history for AFA. As they join Flight Attendants at Southwest as members of TWU 556, we will forever hold them in our hearts at AFA. We are forever family. Thank you, Travis Bruce, Eric McCulley, Alison Head, Trish Krider, Patrick Lucas and all of AFA Council 57!

TEN HOUR MINIMUM REST



Safety, Health, Service



Association of Flight Attendants-CWA
 Good night, Flight Attendants. And many thanks to our Delta flying partner, John Rogers, for sending this meme in support of our efforts to fight fatigue! [#C23at22z](#)

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The Flight Attendant Union

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