Endeavor Air AFA
MEC/MEC Chair Meeting
May 4 & 5, 2017, 0900 - 1700

Agenda

May 4, 2017

1. Welcome/Mutual Respect Policy/Standards of Presence 0900 - 1000
   1.1. Roll Call - Council 45 - Not Present; Council 46 - Oscar Ochomogo Present; Council 48 - Jason Ostrowski Present; MEC President - Jatawne Wells Present; MEC Vice President - Kerry Huebbers Present; MEC Secretary-Treasurer Thomas Burton Present; Guests - Ed Brylowski Council 46 LECVP, Toni Higgens - ISR; Peter Swanson, Staff Attorney
   1.2. Jatawne Wells - Read Mutual Respect Policy
   1.3. Jatawne Wells - Read Standards of Presence
   1.4. Jatawne Wells - Made Motion to move the ATL agenda Leadership Discussion to before the MEC Officer Reports - Council 45 not present council 46 yes council 48 yes - Motion made to accept the modified agenda - Agenda accepted as modified

2. Atlanta Leadership Discussion
   2.1. Discussion ensued about what was required - Each local will nominate what council would like to oversee the ATL Base
      2.1.1. Council 45 - not present
      2.1.2. Council 46 nominated Council 46
      2.1.3. Council 48 nominated Council 48
   2.2. Council 46 discussed the availability of members in committees, infoRep program, Committee Structure, DTW Facebook page, Elines 2 monthly, Local Conference Call every two months first week of the month.
   2.3. Council 48 discussed the availability and would like to have the opportunity to deal with a satellite base. Flight Attendant meetings over the phone.
   2.4. S-T asked what is the 30 day plan to each council -
      2.4.1. Council 48 - make trip once a month and create a presence and also assess the
      2.4.2. Council 46 - Add ATL email - Add to FB page - Already have an infoRep in ATL - Make sure the board is updated - Officers would need
to go at least one a month and see how things are going. Communication would be very important to Council 46.

2.5. MEC VP asked to ensure that everyone is committed and that Officers are committed to the larger time frame that will take care of this.

2.5.1. OO answered that he had several discussions with his officers. He would like to find another Grievance Chair and shadow someone to take over as grievance chair.

2.5.2. JO - He is most flexible and make sure that he would have the ability to be flexible. He would travel to the base at least monthly. Second

2.6. MECP shared that it good that we have teamwork in this and that ATL will be represented.

2.7. Vote for Leadership - Council 46 & 48 were nominated to represent ATL.

2.7.1. Council 45 - Not Present
2.7.2. Council 46 - Council 46
2.7.3. Council 48 - Council 48
2.7.4. Council 46 called roll call
   2.7.4.1. Council 48 - 248
   2.7.4.2. Council 46 - 297 DTW - 20 MSP
   2.7.4.3. Totals are 268 Council 48, Council 46 297
   2.7.4.4. Council 46 will represent ATL

3. Staff Attorney Discussion

3.1. Closed session

4. MEC Officer Reports 1000 - 1100

4.1. MEC VP - Kerry Huebbers - Reviewed the committees that she overseas - Scheduling, Reserve, H & B, Education/Training, some of the concerns with the committees

4.2. MEC S-T - Thomas Burton - Reviewed the committees he overseas - Hotel, Uniform & Cabin Standards, H&B, Jumpseat, Membership, Communications. Currently on target budget wise also looking at SBA increase next year and work with grievance chair. Website finished and will be tweaked in May. Thomas will meet with International to go over the website.

4.3. MECP - Jatawne Wells - Reviewed committees she oversees - EAP, ASHS, Grievance, Government affairs. Also discussed the recent meetings with John Daly and the lunch meeting with Patty Allen and Nikole Mielke.

5. Break 1100 - 1115

6. Call for Late Agenda Items 1115 - 1130

7. LEC President Reports 1130 - 1230
7.1. LEC 45 Report 1130 - 1150
   7.1.1. Not Present

7.2. LEC 46 Report 1150 - 1210
   7.2.1. See attached report

7.3. LEC 48 Report 1210 - 1230
   7.3.1. See attached report

8. Lunch 1230 - 1330

9. Ongoing Business 1330 - 1530
   9.1. ATL Base:
      9.1.1. PBS Help - What to do about PBS Help? June and July by email and
discuss with company in labor management
      9.1.2. SAFAs - 5 SAFAs will be available to escort Flight Attendants to the
gates - discussion on SAFAs
      9.1.3. Ready Reserves will be required in Atlanta.
      9.1.4. Admin Office - B29 - Check in and V-files Refrigerator and Microwave
      9.1.5. MECP visit - Will visit the base along with LECP Council 46 to view
the location and to do time study from hotel to airport.
      9.1.6. Temporary Crew Room - Renaissance Room Bulletin Board. Renting
Recliners etc.
      9.1.7. LMS - Need a computer room for LMS - Will be discussed in the next
L/M meeting

9.2. SAFAs conducting probation meetings with new hires - Question whether
they are doing the manager portion of the reserve meeting. Labor Man-
agement

9.3. BOD Positive Space - June 2nd - TB - Try to get in as early as possible so
we can have the meeting.

9.4. Positive Space Update - Make sure that your positive space is to and from
your base or residence on file. Address this tomorrow with chairs. Follow
through with an email.

9.5. BOD MEC Meeting - discussion of changes to Policy and procedures
handbook - We would like everyone in the MEC to try to get there as early
as possible so that we could meet in the afternoon.

9.6. Daly/Furnish/Allen Quarterly Meeting update
   9.6.1. Discussion on ATL, Compass Flying, LMS Issues & Videotaping is-
issues.

9.7. Lunch with Patty and Nikole update - Nice Lunch, discussion on lots of
things other than business. Good relationship building time.
9.8. Review change to pre designated days timeline - All predesignated days need to be submitted to spreadsheet by the last day of the month. Thomas will still send out a

10. Break 1530 - 1545

11. Late Agenda Items 1545 - 1700

  11.1. No Late Agenda items

12. Open to Questions

  12.1. Questions from floor about CIH (working with the company on this) also question on survey before negotiations begin (will send out eline about timeline and yes will survey the membership)

13. Recess 1700

May 5, 2017

14. Welcome/Mutual Respect Policy/Standards of Presence 0900 - 1000

  14.1. Roll Call - MECP - Jatawine Wells; MECVP - Kerry Huebbers; MEC S-T - Thomas Burton; Council 45 - Not Present; Council 46 - Oscar Ochomogo; Council 48 - Jason Ostrowski; EAP - Jacqueline Gardner; Scheduling - Jean Machak; Uniform & Cabin Standards - Tanya Clarke; Education & Training/Membership - Ed Brylowski; Government Affairs - Paula Jacobson; ASHS - Elizabeth Mullins; ASAP - Beth Wendroth; Grievance - Oscar Ochomogo; Communication - Thomas Burton; Not Present - Hotel, Jumpseat, Reserve

  14.2. Motion to move Scheduling to Hotel and delete hotel report - MECVP seconded, Motion passed.

  14.3. Reviewed the Mutual Respect Policy and Standards of Presence

15. Housekeeping Items 1000 - 1100

  15.1. Concur - Discussion on the system for reimbursement for expenses. Everyone should be on the Concur System. If not, contact the MECST

  15.2. Email - Reminder to all that the union email should only be used for business within the union or to the company as your committee chair

  15.3. Budgets - Updated budgets will be provided by next week.

16. Break 1100 - 1115

17. Committee Reports 1115 - 1230

  17.1. EAP 1115 - 1130

  17.1.1. See Attached
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<th>Section</th>
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<td>17.2</td>
<td>ASHS</td>
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<td>17.3</td>
<td>ASAP</td>
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<td>17.3.1.1</td>
<td>Discussion on how ASAP (Aviation Safety Action Program) works and the process. Beth stressed that we need to do an ASAP when made aware of the issue, not necessarily when the issue occurred.</td>
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<td>Education &amp; Training</td>
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<td>18</td>
<td>Lunch</td>
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<td>Committee Reports</td>
<td>1330-1530</td>
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<td>Reserve</td>
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<td>Uniform &amp; Cabin Standards</td>
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<td>19.4</td>
<td>Hotel</td>
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<td>19.4.1</td>
<td>Not Present - New hotel Chair. First meeting and nothing to report. She is currently getting up to speed</td>
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<td>19.5</td>
<td>Communication</td>
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<td>19.5.1</td>
<td>New Eline system implemented, New LEC Chairs are currently trained and sending out local Elines, Ken Slaughter - Council 45, Tina Talarico - Council 46, David Doying - Council 48. New website is up and running and updates are continual. Messaging system will be implemented that will allow members to reach out to the committees or their Local Officers.</td>
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<td>19.8</td>
<td>Jumpseat</td>
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<td>19.8.1</td>
<td>Not Present - No Report</td>
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MSP Council 48 yearly Report - Jason Ostrowski - LECP

As you’re Newly elected counsel of myself Jason Ostrowski as the LECP, Tim Evenson as the LECVP and Trina Johnson as the Secretary. We make a priority to get together face to face once a month to see where we are at and projects we are working on that are coming up along with daily duties.

We also started having a Local meeting every Quarter at the same location at a local Library meeting room trying varying times. We find this is a very cost effective and easy for parking for our members and we can bring in food and Drinks of our own.

We are working on ways to improve communication for our local committees, the idea is to meet with certain groups to gauge improvements, and this is still a work in progress.

We have some FA’s that have stepped up recently in Lauren Perry Vollmar with our Reserve and scheduling Committees and David Doying as local communications and scheduling.

Things we are working to improve are our Bulletin boards and file cabinet content.

Also with a few training expenses I started with a negative budget and with some work we are now under budget.

AFA Council 46 DTW May 2017 Report - Oscar Ochomogo - LECP

We have had a big push to ensure all our committees are staffed and they have the tools they need. We Just finished our 4th info rep class and now have 38 trained info reps. We feel it is very important to have these people in place to help spread correct info and help dispel rumors. Communication is important to us. Everyone likes communication differently, so we have various methods. Your DTW officers also have in person DTW member meetings, once a quarter and we have started doing a LEC conference call every other month. It is 2 calls in the same day, 10am and 8 pm and normally the first Monday of the month. We have regular LEC elines, at least twice a month. We have DTW AFA official local Facebook page, we decided to embrace social media and the only way to get certain people engaged is by using it. We only respond
to our official page. We only allow members in good standing on the page. We have an admin that vets the people. The answers to questions will be answered by either the Admin or an officer. If someone else answers, that’s ok but we will confirm that the answer is correct and if it is not correct, we will correct it. We do not babysit or correct other FB pages. Also we have trivia questions about the contract, surveys, and I post the elines for the people who don’t read emails. At DTW, we have been successful with these programs. Also, we are going to be starting a DTW Payroll ambassador.

EAP Report - Jacqueline Gardner - Co-Chair

TOTAL CASES OPENED and reopened 2016:
136 (17.43%)

EDV 45: 67 (22.89%)
EDV 46: 26 (10.28%)
EDV 48: 43 (18.58%)

Action Items in Progress/Pending:
- Stop into base managers and FA managers’ offices to see if they have any questions and concerns per EAP/ProStandard
- More EAP Newsletters to send out on the AFA E-line for 2017
  - Managing Negativity, Obsessive-Compulsive Disorder (OCD)
  - Grief
  - Conflict Resolution
- Wanting to work closer with Health and Benefits and Air Safety, Health and Security

Concerns and Obstacles:
- Not enough EAP volunteers to cover NY so Lealyn and myself can do more field work
- ATL EAP Representatives: Potential cost for additional reps?

Successes:
- JFK and LGA base managers ready and wanting to work with Lealyn and myself
- Advanced EAP/Critical Incident Training completed by all EAP members except Andre’ Garner/DTW
- Jatawne Wells joining us at FADAP this year on August 22-24 in BWI
- April Schmidt was contacted by MEC EAP Chair at UAL Jennifer Grega for assistance with a United Flight Attendant who needed urgent in-person support
and transportation. Without any hesitation, she jumped into action and provided hours of her own personal time to meet the Flight Attendant and facilitate the Flight Attendant’s safe transport to their home base.

Comments:
- Lealyn and myself are the catch-all for grievance requests. Grievance folks need more awareness in the NY bases so we can focus solely on EAP/ProStand calls.
- Next basic training for new representatives is in DFW, Oct. 24-26, 2017.

2016 Annual Report ASHS - Elizabeth Mullins - Chair

Background Information Information as of February 2017
Fleet Composition
We currently have the following aircraft on property and flying:
CRJ 200 -55
CRJ 900 -81
Total: 136

Bases:
LEC 45  JFK/LGA
LEC 46  DTW
LEC 48  MSP

Flight Attendants:
JFK    254 + 20 non active (management, SAFA, on leave, etc)
       274 total
LGA    296 + 15 non active (management, SAFA, on leave, etc)
       311 total
DTW    358 + 37 non active (management, SAFA, on leave, etc)
       395 total
MSP    255 + 33 non active (management, SAFA, on leave, etc)
       288 total
Total  1154 + 114 non active (management, SAFA, on leave, etc)
       1268 total

Accomplishments for 2016

Our crew room in LGA has received several OSHA complaints due to the number of people using the room as well as the small area that we were given. Last year, I assisted Inflight Management in LGA in making changes to the crew room to better utilize the space we have; and this year, Port Authority opened bids for the new construction of a crew room. Bids close in early Spring, and we hope to have this construction completed in early summer.
I began meeting with the Company on Flight Attendant Injuries a few years ago so we could trend most common injuries and find ways to prevent them. For the year 2016, our most common injury was exertion-type injuries involving jumpseats, lifting of bags, and equipment-related (mainly carts) injuries reported were strains and bruises. An interesting side note on this is that we have also been trending jumpseat issues in ASAP for safety issues of having equipment hard to operate as well as the repair, or lack of repair, of this equipment.

Our ASAP program continues to thrive, even with more changes to ERC. Beth Wendroth is the only remaining original member of the ERC. We changed Company member to Lisa Ebaugh in November of last year, and the Company now has an alternate in Deb Johnson; both have been trained, so we hope for no changes this year. We held our ASAP Annual Audit in November of last year. During the reporting year we had 385 reports, which was up from our numbers in 2015. Of those 385 reports, we had 148 Corrective Actions including: coaching/counseling; memos or newsletters; manual revisions; enhancements to initial and recurrent training; formalized training; and 1 rejected report. Our top issues were minimum crew violations, intoxicated passengers, and flight attendant’s standing on landing. Due to some of these issues, we are trending several different types of reports submitted to find some common ground so that changes can be made.

Last year we had 1.94 fatigue reports for every 10,000 flights. There probably should be a lot more but Flight Attendants are working instead of calling in due to the fact of no Flight Pay Loss.

We have also worked on, and succeeded in, getting lithium ion fire bags on aircraft.

Current Problem Areas

We still need Committee members in all bases. Either our members have left the company, or no longer wish to be a part of the committee. There are no LEC ASHS Chairs except for the DTW base. We are trying to recruit new members for the Safety Committee, but most of our flight attendants are not willing to step forward for one reason or another. We are hoping to get Marlene Paulson trained in July and at that time she will take over DTW LEC ASHS Chair. That basic training would be a very good time for us also to send flight attendants from the other 2 councils so that they could also be trained and take positions at those bases as well.

We have huge issues with catering, still. At most of our catering stations, the carts are not being changed out -- new supplies are just added. This is causing an issue of moldy, unpleasant-smelling carts that we have been continually writing up. It changes for a while, but eventually goes right back. We are also having issues with flight attendants leaving half empty drinks and messy galleys for the next group, contributing to a very unsanitary environment. We have used monthly emails to inform and educate our
flight attendants about leaving their galley in a better working condition for the next crew.

Having issues with New York City IROP’s due to lack of understanding between contract vs FARS and letting the company push flight attendants into doing things they shouldn’t do that violates their contract, this affects both line holder and reserve flight attendants.

Goals for 2017

One of my goals for 2017 is to locate a flight attendant at each of our bases that is willing to step up and become a ASHS Safety member, to help identify safety issues that are happening at each base so that we can address these issues and could also be used as additional contact during events for the flight attendants to contact to make sure they are not violating FARS or the contract.

As we continue to track manual compliance through ASAP, we now have the Company agreeing with us that electronic manuals are needed, so our goal is to push for this to happen.

As we go into negotiations for 2018, we hope to define an emergency notification more clearly, as well as guidelines for OJI reports sent to us. We also hope to continue our push for fatigue language in the contract, along with flight pay loss, to keep us in line with the pilots since we are using their plan (not in writing, but we have been using it for the past two years). As of now, we only have simple guidelines in our manual. We feel this is an issue as flight attendants have stated they were fatigued they did not report it or call in as they could not afford the loss of pay.

I will continue to do elines on our top safety issues every quarter as well as provide our MEC with a quarterly and annual report, so that they are also advised of our ongoing and most important issues.

In late Spring and early Summer we plan on working with the Company and doing ASAP Roadshows at all the bases we will start with NYC bases since they have the majority of the new hires.

We have a very unique relationship with our Safety and Security Management team at Endeavor Air. We have been able through this relationship to get our feet inside the door to be a part of the SMS. We want to continue our Annual ASAP Audits as well as our Annual Review of Flight Attendant injuries. With this, we hope that we can continue to work together to strive for better working conditions, as well as the health and safety of our flight attendants.

Education and Training Committee Report - Ed Brylowski - Chair

Successes
1. Changing the policy from having to wear a uniform on IRT DHD to business casual
2. Reducing retake score on exams from 90% to 80% - MEC
3. Getting a reduction in the LMS modules making for easier studying by FA’s and reducing modules bogging down.
4. Working in conjunction with Training to the FAQ’s in the Welcome to IRT. These are the common LMS problems encountered by our work group. The company updates this as problems are detected and adjustments are made.
5. More open communication and flow of information from Training such as pass/fail rates. We are able to probe on material presented and offer suggestions, many of which have been implemented.
6. During the Human Trafficking module meltdown, we contacted management and were able to get extensions for the affected FA’s as well as to prevent any type of discipline being issued. MEC
7. The committee has been inquiring at quarterly meetings when the training method of AQP would be implemented. Training dept keeps saying it wasn’t on the horizon.

In late February and early March the problems with LMS reached a peak. Thankfully affected FAs kept meticulous notes with date, times, problems and IT ticket numbers. The committee worked in conjunction with Jatawne and Kerry to bring these concerns to senior management in the company. At our 3/23 meeting we were told that AQP would be implemented and an IT person needed was hired. So we can look forward to AQP in the future.

These are some of the concerns that the committee has:

1. Persistent and random problems encountered by FAs during LMS. This has to be corrected before going to AQP which is computer based.
2. Higher than normal failure rates on Entrance and Final Exam IRT
3. Failure rates of people during their first IRT.
4. FAs having LMS issues and being advanced in module while missing material and not completely study.
5. Length of time to complete LMS.
6. DTW FAs having to DHD in morning of IRT while others spend the night at home or DHD in night before.

MEC Scheduling Report - Jean Machak - Chair

The Scheduling Committee is most visible as PBS specialists for helping Flight Attendants bid. Another duty is to train new hires on the PBS system so they will have a standing bid when they graduate. The LECP and MEC Scheduling Chairs along with MEC officers review the misawards as they receive Crew Planning responses. This committee actually has many more responsibilities and I hope to make the membership
aware of the help and guidance we can offer from the contract as it applies to scheduling issues and also FLICA. A very important responsibility we have is to guide Crew Planners in Pairing Construction and Selection. We learn so much about our flying when we meet with them and advocate to chose the best lines of flying for our members.

Goals: To organize and standardize the committee
Find more access points for all scheduling communications
Continue educating PBS experts
Eline after the 17th highlighting the AFA contract and FLICA

See Below my running list of things to do/things accomplished
1. DTW LEC PBS Expert expectations
2. Scheduling sign-up doc and google doc sign in instructions
3. Standardized prefbid response from AFA-IMPORTANT!!!!
4. Eline
5. Eline for flica tips,
6. LEC scheduling chair communications/poll (what do you hear, need, want…?)
7. MEC communications/poll(what needs to be addressed?)
8. PBS Signage docs
9. PBS Help desk possible reinstatement - tabled
10. PBS Expert challenges/increase knowledge
13. MEC Eline communications from Scheduling
14. Meeting notes contact list
15. Update local PBS Experts contact list - email,ph#
16. Contact info for PBS experts
17. Signature
18. Create scheduling calendar

MEC Grievance Report May 2017 - Oscar Ochomogo - Chair

We have had 2 Arbitration this fiscal year which ends May 31. We have 2 more grievances already scheduled for Arbitration, One DTW termination set for August, and one MEC grievance, bid switch, set for June. Also the screening committee voted to have the 2 more grievances go to arbitration, One JFK Termination, and one MEC
Overall Grievances have been close to what we had last year at this time, which was 10, and so far this year we are at 13. Two years ago we were at 50 grievances at this point in the year. There are many reasons for the numbers being low. Most grievance cases are terminations/disciplines and MEC grievances. Small contractual, one off cases are handled in pre-grievance. The pre-grievance process, which we are able to get remedies for FA's quickly. If we can not come to an agreement then we take it to grievance. We have not had to do that very often, and Nikole is the person I deal with. Another reason is that CS contractual issues are down. Another reason is Last Chance Agreements, The company is giving LCA's more often and doing it BEFORE the person is terminated. Before it used to be after, so they would be terminated then get a LCA and go back to work. Which would mean we file a grievance and make our numbers higher and easy to keep track because of the ticketing system.. Now that they get it before, there is no grievance ever filed.

We have screening committee and mediation once a quarter. Last mediation was in March and we are trying to set one up for May 31.

Two of the big MEC issues were resolved this fiscal year. One was the MEC grievance of reserves being put back on home reserve not during an IROP. We took this to arbitration and won. Now the company no longer does this. The other MEC grievance was Extension/ reschedule. The language was very grey. We had an arbitration date set but were able to come up with settlement that changed the language to being clear. It is a lot more complicated but there is no grey areas and it is clear with the settlement, when you are extended or rescheduled and the Flight Attendants rights.

A issue we are currently working on is CDO sick time pay. Right now, a CDO line holder who calls in sick for a trip they picked up from open time and calls in sick for the open time trip, does not get paid sick time but their sick time is deducted. We are working on this issue and if we can not get it resolved quickly, we will file an MEC grievance.

Recently, We had a lot of complaints about the Flicka system not processing trip trades correctly. AFA investigated this and found that there was no violation of the LOA and that part of the problem was the volume of trades when the bid awards are published. There were over 2200 trip trades submitted in the first 15 minutes on April 17thth. Everything was reviewed with our AFA attorney, Peter Swanson. Although no violation was found, the MEC will continue to work with the company to ensure that trip trades are handled according to the LOA and fix issues to make things go more smoothly during the first few days that awards are published. AFA has view access to the trip trade and reviews them periodically, to ensure the LOA is being followed.

Government Affairs Report - Paula Jacobson - Chair

Govt. affairs on the local level hasn’t been as active as we should of been with a change in procedure that created miscommunication. We missed 2 opportunities, in march, which was unfortunate.
On March 8th 2017, Sarah nelson took the stand to testify on behalf of flight attendants about regional pay, 10 hrs rest, and deny NAI.

Regional pay- this is a bridge the gap of pay and work rules campaign. I don't know what else has been going on with it since the rally, but very important to our industry

10hrs rest- this is teamed up with the FAA reauthorization bill, hopefully we can get this completed this year. If will happen, and you know I pushed this hard in 2013, I'm still happy the govt affairs team took this on.

Deny nai- there are bills now for deny NAI, as Obama approved and Sec Foxx approved to let the flag of convenience to go forward. The house bill HR2150, we need people to call reps to co-sponsor this bill.

( at the end I would like every one to call their rep-)

On may 2nd- may 4th, we will hear hearing of the transportation committees in the house and senate. (will update once that happens) AFA is to provide written testimony.

Next year-

The CWA legislative conference is every 2 years, i urge us on govt affairs to go, as its the best learning experience ever. Its amazing and makes time for us to meet our local leaders. Its June of 2018

We will see what things bring, as we don't know where the FAA reauthorization will be, at that time

Wish list - These are items I sent to govt. affairs @ the international as some of the items can be made into law.

Anything I deem as employee rights violated or just bad business practices I've been sending to transportation@mail.house.gov … anyone can send items. Just to say, they will be archived because its going to a government entity.

Items to see in the next years

Reserve to equal duty← goal

or Reserve people not sitting more than 10hrs a day

Quiet rooms - a quiet room for prayer and a nice room to be able to meditate or

Pump, give shots to yourself etc.

Pensions- govt sponsored, or union sponsored. That we pay into a pension fund

And if you have been in aviation, that you will have something more than social security when you retire. Most SS payout today will be 1,300 a month, no food assistance, or housing assistance.
Local work in NYC, we need to get boots on the ground in NYC to be apart of the Hospitality industry on uniforms. This needs to start in the states. This is a fantastic law that needs to be in all states for aviation.

Sick leave - Consumer affairs commissioner (NYC) is working on this, we will see what will happen, but this is that the law requires the state of New York. Once our contract becomes amendable, the company has to comply with the earned sick leave act of nyc. We need to read up and make sure no waiver is signed to “opt-out”. sick leave would be 40hrs a year, right now we receive 36 hrs

I would like to sit down with a labor person in NYC to go over work rules and legislation before the contract opens and present items that we need in our CBA, as we do not want to short-change our membership. Many laws still apply to us and need to be in CBA. This also goes for, in MN, there is the parent-teacher conferences law that, if you’re on reserve and can’t get that day off, that the company must grant you the day off.

I do want to make a easy do you know FAQ’s law book just for Endeavor flight attendants. NYC will be a book, but there are little laws on the books in DTW, MSP, NYC and ATL that cover us. They need to be researched, this will take time, and hope that I could get sometime to research.

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Membership Committee Report - Ed Brylowski - Chair

There several goals the Committee would like to accomplish in the next year. All in our work group wearing AFA pins. As well as building a feeling of solidarity and unity. To have all members be in good standing and to not lose any members to Standing 5’s. In the next year to have at least two Bridge the Gap events.

What does the Committee need to accomplish these goals? LEC’s work to distribute the pins and promote their wearing. Educating members to benefits of being in good standing. Promotion of event at MEC & LEC level.

How do these goals benefit FA’s? The wearing of pins will demonstrate to company our solidarity and unity. Avoid bad feelings by members advancing to Standing 5 and negativity and stress associated with it.
These events will educate to the public, stakeholders the inequity of our wages in comparison to mainline carriers.

Will the assistance of other committees be needed?
Yes.

What assistance will be needed from other committees?
The committees promote wearing of pins by examples and distribution of these items. Also showing the value of committees to members. Promoting of AFA, events and successes.

What assistance will be needed from MEC and LEC?
The MEC will have to promote BTG events. Decide if it will be a one day event in all the bases or separate actions. Coordinate with International for assistance.
LEC to organize events at their bases. Mobilize members to attend events.

What will be needed from International?
Publicize to other carriers and unions to attend events. As well as send representatives to attend events. Supply relevant signs for events,
Regarding BTG events the Committee would need to decide the following.
A one day event simultaneously at all the bases.
Separate events on different days at all the bases. MEC officers attending each event.
An event in MSP HQ attended by all MEC & LEC officers.
Or some combination of the above.
Here are the latest membership numbers as of 5/2.
Promissory notes: 68
Standing 2: 0
Standing 3: 38
Standing 5: 9
Non members: 66
Total members: 1,148
Apprentice numbers: 121