

COUNCIL 42

42 For You

All About The Work World We Live In

Local Council 42 Meeting

January 9, 2019
Sleep Inn & Suites
18150 McKay Blvd
Humble, TX 77338

Master Executive Council Meeting

January 15-17, 2019
Hyatt Rosemont
635 N. River Rd
Rosemont, IL

Council 42 Website

houstonunited.org

Call Council 42

1-855-4-AFAIAH
1-855-423-2424

FAST Team

1-877-825-3729

Common Metal Support Team

Email -
CommonMetal@united.com

U.S. - 1-800-FLT-LINE
(Option 7)

Remember, no one is finished until everyone is finished

Stay Focused

I would like to once again thank all of you who showed up to our Dec 13th Day of Action, and all of you who were there is spirit as well. The enthusiastic attitude of our group towards this action is the perfect example of using our voices in unison to effect change. By using our collective voices we have shown the company that we are not just a “couple” of malcontents, complaining about personal issues. We have shown them en masse that we are not happy with the direction the company is going, we are not happy with our contract being violated, we are not happy with the continued IT issues since integration, we are not happy with inaccurate paychecks, and we are not happy with the repeated efforts of the company to renegotiate our contract through the grievance and arbitration process- we expect them to live up to the terms that were agreed to at the table. You must believe they are taking notice.

The main thing we have to remember is that this effort doesn't end with just one day of action. It has to be a continuing process of letting the company know we are not going away. We will not lose focus. We will not stop voicing our displeasure until our issues are addressed in a meaningful way. There will be other picketing actions, leafleting, and media appearances to let our customers and the company know where we stand in the near future. I urge you to keep sending emails to senior management voicing your concerns.

Senior management is in denial about the lack of morale they have created within the Flight Attendant group, and throughout the company as a whole. For some reason they think they can “train” someone to have a good attitude. They are wrong. A good attitude is not taught. A good attitude has to be fostered by good will. A good attitude has to be *inspired*. Unfortunately, our senior management team is woefully short on inspiration.

PRESIDENT'S

REPORT

Denny Wheeling

Stay Focused - Continued

The secret to happy customers is HAPPY EMPLOYEES!!!! This is a very basic concept. There's no snappy title, extravaganza, or acronym needed. Sometimes doing the right thing comes at a cost, sometimes it's free. Regardless of which it is- doing the right thing is what fosters good morale. Regrettably, this simple concept is lost on those in charge. I used to love my company- I hope I can say that again at some point in the future.

In other areas of concern....

Many of you are having issues with the EBB, understanding the sick call policy, point system, etc. Not all of these issues are IT glitches. Many of what we think are glitches are just processes we aren't familiar with. Trip trading is a good example. The new interface for trading is an improvement in some areas, and a source of great frustration in others. I highly encourage everyone to please make use of the published guides covering all of these areas which have changed for some, and in some cases all, of our merged group. All of the guides are available online on Flying Together in the One United section of the Inflight page- these are most recently updated versions. These guides can answer a lot of the questions you have, and can help eliminate some of the frustrations of dealing with the new interface, and the new provisions which have been implemented in other areas of concern.

The shutdown of certain areas of the Government is of real concern to us, and our industry. As most of you know- the Department of Homeland Security is one of those departments which has lost funding. The CBP and TSA agents are essentially working for free, and will be facing a pay freeze once they are returned to normal status. As you can imagine, they are under a terrible amount of personal and professional stress. Please keep this in mind as you deal with them in the course of doing your job. As their situation continues, many are being forced to choose between their government careers and simply putting food on the table for their families. There have been reports of widespread sick calls, and looming resignations. All of this is bad for us. Our customers will experience longer security and Customs lines, our operations will potentially suffer due to lack of manpower in these agencies, and the security of our country may be compromised. Please stay vigilant, use good judgement, and recognize the stresses this shutdown has placed not only on those directly affected, but on everyone indirectly affected as well.

Take care of each other.

Denny



Implementation Dispute Resolutions

As outlined in the Implementation Letter of Agreement (LOA #18) in the JCBA, any disputes regarding the Implementation of provisions of the JCBA that are unable to be resolved by the Joint Implementation Team are to be referred to the MEC President and the Senior Vice President of Inflight Services. If the issues remain unresolved, the items are to be process through the resolution procedure provided for in LOA #18.

In the most recent Mediation Arbitration Process provided for in paragraph C of LOA #18, the parties engaged in negotiations mediated by the neutral (arbitrator). One of the specific items that was in dispute included the Rescheduling/Conversion of Deadhead Flight Attendants to working status.

Deadhead Reschedule to Work

United and AFA agreed to clarify the JCBA terms regarding the rescheduling of deadheading Flight Attendants to working status on the flight they were scheduled to deadhead as follows:

1. United may reschedule deadheading Flight Attendants to work the flight in order to:
 - a. Maintain Federal Aviation Administration (FAA) required number of Inflight Crew, including any required augmentation, and
 - b. Reschedule Flight Attendants up to United's Established Staffing Guidelines ("ESG") to prevent understaffing.
 2. Nothing in this settlement limits United's right to supplement additional staffing above the ESG through the creation of additional open positions.
- Examples:

Paragraph 1.a (Domestic). – North American flight CUN to EWR – a 777Q requires eight (8) Flight Attendants. For some reason a Flight Attendant who was scheduled to work the flight becomes unavailable leaving the scheduled number of crew at seven (7). In this circumstance, the company may reschedule a deadheading Flight Attendant, if available, in inverse order of seniority, to cover the open position and to return the staffing to the FAA requirement of eight (8).

Paragraph 1.a (International). – International Flight from SFO to SYD on 777Q requires eight (8) Flight Attendants plus augmented staffing of two for the duty period of 15:45. The ESG requires 11 Flight Attendants for a full flight. The company may reschedule deadheading Flight Attendants to the ESG of 11 Flight Attendants to meet the FAA staffing or the ESG. (It is understood that no flight may depart with less than the number of Flight Attendants required by the FAA for the aircraft type and/or duty period.)

Paragraph 2– Supplemental staffing. In a situation where the company were to determine that additional staffing above the ESG is warranted for any flight, the company may not reschedule a Flight Attendant from deadhead to working status. They may, however, create additional pairings that are to be placed in open time and made available for trade or pick up. In the event those positions are not filled by trades or pick up, the company may not reassign a Flight Attendant from deadhead to working status to fill the position that is above the ESG.



SECRETARY

Beth Fortner-Rodgers

ELECTION CATEGORY III

Current Office: 7/1/16 – 6/30/19

When do elections begin?

Local Council elections begin approximately six months prior to the end of the current office term and are completed three months before the new term begins in order to allow for an orderly transition period. AFA-CWA Members will receive nomination ballot information from the AFA International Office. Remember, only Flight Attendants who are AFA Members in good standing are eligible to participate in the process. The Local Council Officer positions open for the nomination process are: LEC President, LEC Vice-President, LEC Secretary and Council Representative(s).

Who can run for office?

Under the AFA-CWA Constitution and Bylaws, candidates for LEC office must be Members in good standing of the Council where the election is scheduled at the time of the nomination and election. Candidates should also be committed to all their representational responsibilities, and must be able to volunteer off-duty hours to their elected post.

How are officers elected?

AFA-CWA's Constitution and Bylaws provides for a two-step secret-ballot process, both accomplished by electronic ballot. The first step is distribution of a nomination ballot on which you indicate the name of your nominee. You are required to ensure that the person you nominate wishes to serve in the position. The second step in the process is the distribution of the election ballot which bears the names of all nominees who received at least two nomination votes and who have indicated their willingness to serve. The nomination process is like a primary election, while the election process is like a general election.

Step One: Nominations

Generally, it is best for candidates to make the decision to run and inform fellow flying partners and supporters of that decision, before the nomination ballot information is sent out to Council Members. Members in good standing are eligible to nominate up to one person for each of the elective positions at their Local Council. Candidates must receive at least two nominations in order to appear on the election ballot.

Step Two: Election Conducted

AFA-CWA election procedures protect the secrecy of Member's votes. Just prior to polls opening, Members will receive via mail a Voting Notice and Instructions (VNI). A Member must activate their assigned Voter ID (VIN) and Personal ID (PIN) in order to vote. These numbers should be kept in a secure place to prevent your voting right from being compromised. The electronic voting process is run through a third party company, so no one at AFA or the ballot company knows any Member's VIN or PIN.



Ginny Stogner-McDavid - Chairperson

LEGISLATE, NOT NEGOTIATE

On December 13th, thousands of United Flight Attendants staged a successful Day of Action protesting international staffing cuts and breaches to our Joint Collective Bargaining Agreement. Uniting as one is the best way to combat the greed of corporate America, and United is as greedy as they come! But we must remember that there is more than one way to slay a dragon. Going after the beast's belly with a small knife in your hand can be risky if you can't outflank him. That's why we have to look at more than just a linear approach to fighting our Company! Corporate America, and more specifically the lobbying group United belongs to: Airlines for America, tries at every turn to cut costs to improve the bottom line for airlines, and oftentimes it's the employees getting the short end of the stick. That's why we as union members need to band together and fight United and their cronies in the Halls of Congress. Labor PAC's get outspent by Corporate PAC's 26 to one, but there are more of us than them. It's frustrating to live in a country that follows the mantra "one dollar one vote" instead of "one person one vote," but that's the reality and we have to learn to play the game by other people's rules until we get in positions of power to right the power structure. FlightPAC is that tool, and we encourage you to consider \$ 1, \$5, \$ 10, or whatever you can afford to help get Flight Attendant-friendly Congresspeople and Senators elected to represent us!

You don't have to live in Washington, D.C. for your voice to be heard in Congress

In order for AFA-CWA to maintain our influence in the legislative arena, it is essential to support political programs which complement our legislative activity. FlightPAC, part of CWA's Political Action Fund (PAF), was established in 1982. Dues from our members are never contributed to campaigns. Violations of campaign finance laws can result in civil penalties. Therefore, it is important for AFA-CWA leaders and Government Affairs Committee members to understand and observe the laws and rules which govern PAC's and political activity.

FlightPAC Contributions are Voluntary. FlightPAC provides financial support to federal candidates in office who are committed to helping us accomplish our goals. FlightPAC is non-partisan. We give to candidates who help Flight Attendants. AFA understands that not all of our members have the same political/social beliefs. The fact remains that there are issues that affect all members. These include 10 hours rest, human trafficking awareness, the right to collective bargaining, air quality and a host of other workplace related issues.

Flight/COPE is the best way to make your voice heard in Washington. It is the most important tool that AFA has to help elect Senators and Representatives who understand and defend the issues important to Flight Attendants. In these difficult and uncertain times, it's more important than ever that we have a strong and powerful voice in Washington, D.C. We must stand together to protect ourselves and our flying partners. Please join us in supporting FlightPAC today!

For more information, we invite you to visit the Legislative Issues section of AFA-CWA's website: www.afacwa.org. Ready to sign up? Click [here](#) to download the FlightPAC Payroll Deduction Authorization Form.

Mail the completed and signed form to:

AFA-CWA FlightPAC
501 3rd Street NW, 10th Floor
Washington, DC 20001-2760



Ginny Stogner-McDavid - Chairperson

AFL-CIO Activities: (American Federation of Labor–Congress of Industrial Organizations (AFL-CIO), is an American federation of autonomous labor unions formed in 1955 by the merger of the AFL (founded 1886), which originally organized workers in craft unions, and the CIO (founded 1935), which organized workers by industries. AFA-CWA is affiliated with the AFL-CIO at the national level and corresponding LEC's are affiliated locally).

The Texas Gulf Coast AFL-CIO will be participating in the Annual MLK Parade slated for Monday, 1/21/19 at 10 am, downtown Houston. Martin Luther King lost his life striking with aggrieved sanitation workers in Memphis, TN, and the bond between civil rights and labor rights runs very deep. Here are event details:

41st Annual "Original" MLK Parade Arrival
Monday, January 21, 2019 – McKinney Street and Smith Street

The Black Heritage Society & Martin Luther King, Jr. Parade Foundation would like to thank you in advance for your participation in the 41st Annual "Original" MLK Parade, to be held on Monday, January 21, 2019 in Downtown Houston at McKinney Street and Smith Street at Houston City Hall! We are very excited to welcome you to the celebration! In preparation for your arrival to the parade, we want to ensure that you are provided with the following information:

THE PARADE WILL BEGIN PROMPTLY AT 10:00 AM AND WILL CONCLUDED BY NOON

YALL Summit 2019: Ignite the Fight!

When: Friday, Feb 1, 2019 - Sunday, Feb 3, 2019, (All day)

Where: Omni Hotel, 4140 Governors Row, Austin, TX 78744

REGISTER NOW: Texas AFL-CIO YALL SUMMIT 2019 (Young Active Labor Leaders: under 40 year of age)
Hundreds of social justice warriors, young labor activists and community leaders will join together in Austin for the (YALL) Young Active Labor Leaders bi-ennial Summit 2019. Will you be there to join the action?

Ignite the Fight! Strategize, Organize, Mobilize!

It's about shifting the rules and building power so that working communities can thrive and young workers can enjoy the fruits of their labor. Too many of our family members, friends, loved ones and neighbors are overworked, underpaid and underemployed. And far too many young workers are barely making it from day to day. Please contact Ginny Stogner McDavid if interested in attending so we can get budget approval: 832/922-0362. More information can be found at:

<https://www.texasaflcio.org/events/yall-summit-2019-ignite-fight>

The next meeting of the Harris County AFL-CIO Labor Assembly will be held on Wednesday, 1/23/19, at 6:30 pm, 2506 Sutherland Street, Houston, TX 77023 (near UH Central). We will be strategizing priorities for 2019 (including electing more labor-friendly candidates at Houston City Hall).

Airport Union Coalition

The Harris County AFL-CIO Labor Assembly has an Airport Union Coalition, whereby on a quarterly basis we bring together union leaders representing workers at IAH and the IAH-airlines to discuss strategies, organizing drives,, upcoming negotiations, etc. We welcome your participation representing AFA-CWA in this important group to stand together with other union members here at IAH. Call Ginny for more information: 832/922-0362.

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|  <p>Grievance is an employee's COMPLAINT against management.</p> | <p><i>Grievance</i></p> |  <p>Discipline is a management's COMPLAINT against an employee</p> |
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Contractual NOD Statistics

Annual grievance Statistics for Houston-2018

Total NODs filed: 252
 Total Nods withdrawn: 54
 Total NODs still awaiting company response: 107
 Total NODs resolved: 60

2018 Percentage of NODs resolved/settled at the local Level: 66%

Total Amount of Monetary Resolutions paid to IAH Flight Attendants for Contract Violations: \$37,746!

Where do I find the NOD Worksheet?
houstonunited.org/grievance>LEC Worksheet

Resolution of MEC 1-18 - Maternity Leave Dispute

The company and AFA have met to review and discuss the concerns of AFA that resulted in the filing of MEC Grievance 1-18. We are pleased to report that our discussions have resulted in a settlement of the Grievance that we believe is beneficial to the Flight Attendant membership. The following are the highlights of the settlement which will be captured and included in an upcoming edition of the company Maternity policy.

- Effective January 1, 2019, a Flight Attendant who is pregnant is no longer required to provide an initial pregnancy certificate to support her ability to continue to fly at the start of her pregnancy.
- A Flight Attendant who is pregnant may continue to work as a Flight Attendant as long as she is medically able to do so, subject to the following requirements:
- Not later than the start of the 28th, 30th and 32nd week of pregnancy, the Flight Attendant must provide certification from her physician that she is medically able to continue to fly;
- Not later than the start of the 33rd week of pregnancy **and each week thereafter**, the Flight Attendant must provide certification from her physician that she is medically able to continue to fly.
- At the Flight Attendant's option, she may choose to start her Maternity Leave of Absence commencing any time beginning with the start of the 28th week of pregnancy but no later than the **31st day following the birth of the child**, subject to the following:

Houston United Contacts

Vice President and Grievance Chair
 Elizabeth Hibbard
ehibbard@unitedafa.org

Grievance Vice Chair
 Jarrett Beto
jbeto@unitedafa.org

Interim Reserve Chair and Grievance Rep
 Candace Mills
cmills@unitedafa.org

Council and Grievance Rep
 Will Sanders
wsanders@unitedafa.org

Council Rep
 Eddie Perez
eperez@unitedafa.org

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- The Flight Attendants must advise the Flight Attendant Support Team (FAST) of the date on which she wishes to begin Maternity Leave,
- Commencement of Maternity Leave will not generate attendance points,
- Once Maternity Leave commences, it will continue until the Flight Attendant advises the company she wishes to return to work, or 12 consecutive months following the birth of the child, whichever comes first.

It is important to understand that the terms of Section 15.F.1. of the JCBA will apply for any maternity or pregnancy related absences prior to the commencement of Maternity Leave, that is, treated as sick leave and will be assessed points for attendance/disciplinary purposes unless otherwise required by law. Maternity/pregnancy related absences will be assessed points, subject to point reduction or exemption as required by Agreement or law in the same manner as absences that are not maternity/pregnancy related.

A Flight Attendant who is unable to work due to her own medical condition may use Sick Leave by following the normal sick leave process. Sick leave may be used both prior to and following the birth of the child. However, sick leave may **not** be used while on Maternity Leave.

In a circumstance where a Flight Attendant wishes to continue to use Sick Leave **beyond the 30th day following the birth, she may do so with the understanding that she is waiving her ability to take Maternity Leave** pursuant to Section 15.F.1. of the JCBA.

Finally, those Flight Attendants who received attendance points for the last maternity/pregnancy related absence that transitioned into Maternity Leave between September 28, 2017 and December 31, 2018 will **have those points removed from their record.**

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| <div style="border: 1px solid white; border-radius: 50%; width: 60%; margin: 0 auto; padding: 10px; display: inline-block;"> <p>Stop</p> </div> <p style="color: white; font-weight: bold; margin-top: 10px;">VISIT</p> | <div style="border: 1px solid white; border-radius: 50%; width: 60%; margin: 0 auto; padding: 10px; display: inline-block;"> <p>Human</p> </div> <p style="color: white; font-weight: bold; margin-top: 10px;">WWW.DHS.GOV/BLUE-CAMPAIGN</p> | <div style="border: 1px solid white; border-radius: 50%; width: 60%; margin: 0 auto; padding: 10px; display: inline-block;"> <p>Trafficking</p> </div> <p style="color: white; font-weight: bold; margin-top: 10px;">FOR MORE INFORMATION</p> |
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RESERVE

Gina Knowles - Chairperson
David Banister - Co Chairperson

HAPPY NEW YEAR

We hope everyone had a wonderful holiday season and is looking forward to a New Year!!! I know December is always a challenging month for Reserves due to the holidays and the hectic schedules. It is a time where we are usually very short staffed and Reserves are worked more than usual. Hopefully January will bring things back to normal and everything will slow down.

We have been receiving a lot of questions regarding Standby and what scheduling is allowed to assign during that time period. A few Reserves have been assigned trips with a departure time of more than one hour after their Standby is supposed to be over. The only time this should happen is when the company is in a Drafting situation.

Standby Reserve Section 8.N.

A Standby Reserve is a Reserve who is required to report to the airport without a specific flight assignment. In addition to being assigned directly to an open Standby position, a Reserve assigned to a trip may be reassigned to Standby after arriving at the airport if, for example, the Reserve had been displaced by a Lineholder, or if the trip cancels.

When reporting for your Standby assignment, you must check in with Crew Scheduling and/or the Duty Desk upon arriving at the airport.

Standby Periods and Flight Assignments (Sections 8.N.2. & 5)

A Standby Reserve will be released from standby duty no later than 4 hours from the time she/he reports for duty, or will be given a flight assignment that departs no later than 5 hours from the beginning of the duty period.

Example: A Reserve who begins Standby at 13:00 can be assigned to a flight that is scheduled to depart at 18:00 or before.

- * Once assigned if that flight is delayed beyond 5 hours, the Reserve is obligated to stay with the de delayed flight (within duty time limitations).
- * If the Standby Reserve does not receive a flight assignment within the 4 hours of reporting for standby, she/he will then "block-in" with Crew Scheduling to be released to their legal rest.
- * A Standby Reserve may be required to remain on Standby duty beyond these limitations if the Company is in a DRAFTING SITUATION (section 8.N.2.)
- * Reserves on Standby should be assigned to the first available open pairing not previously assigned for which they are qualified, when they are no longer needed as standbys. Flight Attendants required to report to the airport as Standby Reserves and not assigned a pairing will be placed in time accrued order on their appropriate availability list.




meeting

JANUARY 17, 2019

12:00 PM IN THE IAH

CREWROOM

EVERYONE IS INVITED

RESERVE



Standby Pay (Sections 8.N.1. & 4)

- A Standby Reserve who reports to the airport and does not fly during the duty period will receive a minimum credit of 5 hours and per diem for the flight time limitations and pay purposes.
- A Standby Reserve who is required to report to the airport and actually flies, shall receive 1/2 pay and flight time credit for the standby time in addition to any assigned flight time.

Example: a Reserve who reports for Standby at 0700 who is later given a flight assignment with a 1000 departure worth 4:45 and is released at 1700 has a total duty period of 10 hrs (0700-1700). The minimum Duty Rig guarantees 5 hrs of flight time pay and credit for the single duty period. However, because of the Standby period of 2 hrs (0700-0900), the Reserve receives 1/2 credit for the 2 hour standby period in addition to the actual flight time of the assignment for a total of 5:45.

Pre-Boarding Assignments (Section 8.N.7.)

A Standby Reserve shall be limited to 4 pre-boarding assignments per standby.

If a pre-boarding assignment extends beyond the 4 hour standby period:

- The Reserve will be paid and credited with 1 hour towards her/his line value in addition to the minimum 5 hour standby credit.
- The Reserve will be released to crew rest following the pre-boarding assignment, and in no event will be required to stay beyond 1 hour after the conclusion of the standby period.

At the conclusion of the Standby period, Reserves are required to “block-in” by placing a call to Crew Scheduling.

Our next meeting will be January 17th at Noon in the Crewroom and we will again, go over the Preferencing System and the Reserve Availability List as we continue to receive large volumes of calls regarding these two issues. We encourage everyone to watch the videos the AFA has published on the preferencing system. These videos are extremely useful in helping you understand exactly how to preference. Please go to unitedafa.org and search under Reserve for the Preferencing Videos, there are 10 videos and they are very short so it doesn't take much time to watch them. We will also answer any other Reserve questions or concerns you might have.

If you have any Reserve questions please call your Local 42 Representatives at 855-423-2424, option #3. Please be sure to leave a message if no one answers and someone will return your call as soon as possible.

PUT THE BRAKES ON HUMAN TRAFFICKING

Large sporting events like the Super Bowl can draw three times the the normal volume of sex trafficking. Today's hyper sexualized culture has made it more difficult to distinguish between girls and young women who may be voluntarily involved in sexual barter from those who are conscripted into the sex trade. We cannot allow our transportation system to be an enabler in such awful acts.

Recognizing key indicators of human trafficking is the first step in identifying victims and can help save a life.

The following list of warning signs does not necessarily imply a person is a victim of trafficking, but a combination of them should be a red flag.

Suspicious should arise when individuals:

- Have few or none of the usual personal items when checking in or boarding a flight
- Are accompanied by someone who is far better dressed • Avoid eye contact or are watchful to the point of paranoia
- Are unusually submissive to the person(s) accompanying them
- Are not allowed to speak for themselves if directly addressed, with someone else insisting on answering or translating for them
- Do not appear to know where they are or where they are going
- Do not have the freedom to separate themselves from the person(s) accompanying them (to use the restroom, stroll through the aircraft, etc.) May exhibit signs of physical abuse
- Appear to be malnourished and/or eat in-flight food ravenously
- Are evidently afraid of uniformed security personnel (being fearful of revealing their immigration status)
- Speak of a "modeling" job or something similar without knowing who will be meeting them upon arrival

Be observant of passengers checking in and boarding your flights, especially young women and children and those who accompany them. Airport or airline personnel should under NO CIRCUMSTANCES confront a suspected trafficker or attempt to question a suspected victim, but rather: IF IN THE AIR, ask the pilots to contact ICE or ground authorities.

IF ON THE GROUND, report concerns to the TSA, CBP, ICE, or call the Homeland Security Tipline 1-866-347-2423.

VICTIMS SERVICES, call the National Human Trafficking Resource Center hotline at: 1-888 373-7888

For more information visit www.airlineamb.org or www.dhs.gov/blue-campaign