



Association of Flight Attendants PSA Airlines

Jan-Feb- March 2108

ARE YOU SEEING RED? WE ARE! SHOW YOUR SUPPORT, WEAR YOUR RED AFA PIN!

IN THIS ISSUE

Welcome to our Newsletter!



Welcome to the AFA Council 75 newsletter. We hope you are excited about this as we are. Going forward, we are committing to publishing the newsletter every quarter: March, June, September, and December. We will still continue sending our regular Elines for Important announcements. If you are not receiving Elines, or know of someone who isn't, please email Diane Lyons at dlyons@afapsa.org to be added to the system.

In this edition, you will find information about each committee and the work that they are doing. Our goal for this newsletter is to create something that is genuine and beneficial to our members. As this is a first attempt, we welcome and will use your feedback to improve future editions. Please let us know what you liked, didn't like, or what you'd like to see.

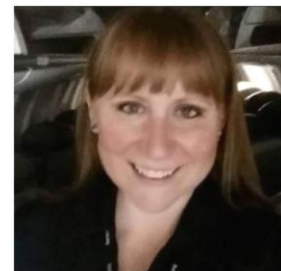
In Solidarity,

Lee Wilkes- lwilkes@afapsa.org

Diane Lyons- dlyons@afapsa.org



Air Health, Safety and Security
Sean Griffin, AHS&S Chair, introduces the review process for OPS reporting and the Company Safety meetings.



Scheduling
Breanne Martine, Scheduling Chair, gives a brief summary of recent scheduling committee activities

Grievance Committee

By Lee Wilkes, MEC Chair

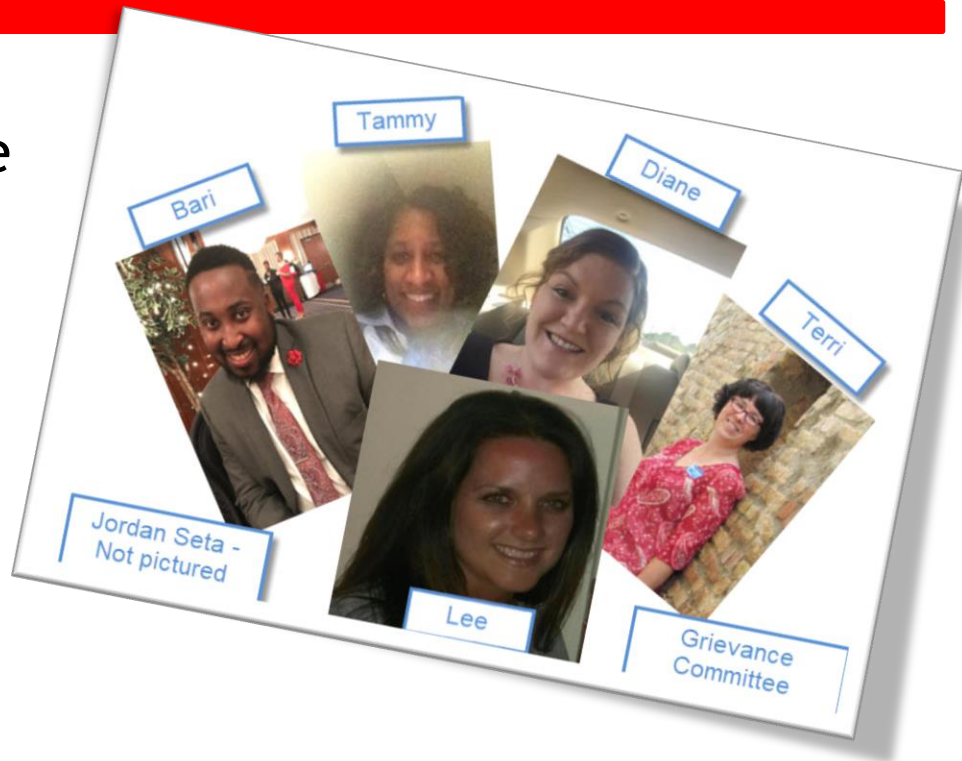
What does the grievance committee do?

We are here to represent the flight attendants. Whether it be a contractual violation, representation in a meeting with management, or unjust discipline, your grievance committee is here to help you through the process.

What is a grievance?

A grievance is a formal filing of a dispute when the Company has violated a section of the contract, a company policy, or unjustly disciplined or terminated a flight attendant. It is very important that the flight attendant notify the Union in a timely manner if they wish to file a grievance. If it is disciplinary, the grievance must be filed within 15 days of the discipline. If it is a contractual, the grievance must be filed within 30 days of the infraction or when the flight attendant became aware.

When filing the grievance, the representative handling your case must do an investigation. Therefore, in order to do the investigation and file in a timely manner, the grievance rep will need to have timely notice from the flight attendant to meet the deadlines. It is imperative that you submit information well in advance of the deadlines outlined above. The rule of 15 and 30 days is when the grievance



should be filed, not when the grievance rep is made aware.

When filing a grievance, the flight attendant should have as much information as possible to give to the grievance rep, such as, section of the CBA (collective bargaining agreement-contract), dates, times, phone records, emails, etc. The more information you have, the better.

Meeting representation-

When you have an investigatory meeting, it is your contractual right to have a grievance rep with you. If you don't have a representative in your meeting, the Union

has no information to reference. Any time that you have a conversation with management that could lead to discipline, you also have the right to have representation. If for unforeseen reasons your rep wasn't available, you have the right to ask management to postpone or reschedule your meeting.

Grievance reps are flight attendants too. To attend a meeting we need time to adjust their schedules if needed, book travel, and talk to you about your meeting in advance. It is important that we have as much advance notice as possible.

While most grievances filed are individual, therefore confidential, we also file MEC grievances. These are disputes that affect a group or all flight attendants. This week we filed 2 MEC grievances.

The first was for International per diem. The contract stated that all flight attendants will be paid five (5) dollars per calendar day when lodging outside of the Continental United States. Based upon your reports to us, the Company is only paying the per diem for one calendar day.

The second grievance filed was for training pay encompassing the "Elevate" training. We found that flight attendants, mostly reserve FAs, were told that this pay was incorporated into their guarantee.

We are disputing this, and believe this should have been paid above minimum guarantee. We will update you once these grievances have been responded to.

We hope this information is helpful to you in understanding the role of the grievance committee. If at any time you have any questions, please don't hesitate to reach out to any of us.

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Terri Rogers- 336-596-9021

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Tammy Graham- 843-209-8135

**Recent MEC
Grievances Filed**



Air Health, Safety and Security Committee

By Sean Griffin, AHSS
Chair Phone: [980-354-1231](tel:980-354-1231)

Email: seangriffin@afapsa.org



The primary function of the committee is to bring forward safety and security issues. This is accomplished several ways. If it is something that is internal for inflight it is addressed with the appropriate management persons. If it is something that has an impact on other departments, it is brought to their attention either at a companywide safety meeting or with the assistance of the inflight and safety departments. The biggest way that you can help is but submitting ops reports as I need data that the company can easily verify to move issues forward. Just before you hit submit, print a copy and get it to me or send me an email after.

The safety committee reviews and determines root causes in the fatigue reports, this is done as a committee with the safety department, scheduling, ALPA and management. The process of determining the root cause involves reading what is written in the narratives on the report and looking at any other pertinent information. The more detailed the report narrative is the easier and quicker it is for us to come to an agreement as to the root cause. One of the biggest challenges is when someone doesn't submit enough information and to address this we will have the safety department send an email requesting more information. In each month we can review well over 100 reports, to help speed the process we try to close out as many before our monthly meeting and save the ones where we don't agree beforehand to discuss at our meeting.

If you have any questions or concerns, please contact me.



Hotels

By Ronnie Lail, Hotels Chair

Email: rlail@afapsa.org

For those that haven't met me, Hello and Welcome to PSA. My name is Ronnie. Just a quick update on current hotel issues. DSM, we have worked out the issues and will be staying at the Hyatt. ROC, new elevators' in 4/5 weeks. DTW, crews must call for hotel once curbside, due to DTW airport timely restrictions on curbside wait times. HSV, CHA, IAD, PVD are all in the process of "SOFT" renovation. LIT, ALB, RIC, DAB, MYR, AVL are currently undergoing sourcing. "SOURCING", means the company has asked Travelliance to shop the market for new hotel accommodations. I cannot use Facebook for documentation on hotel issues. Please keep your concern coming via CrewConnex. The website address for that is <https://crew.tvlinc.com/>

I read every CrewConnex complaint/concern filed.

The Committee and I are here for you, our Flight Attendants.



Committee Members:

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Scheduling Committee

By Breanne Martine, Chair

Phone: [561 596 2736](tel:5615962736)

Email: breanne@afapsa.org

The Scheduling committee has reached out to the Director of Scheduling to get an update on the reserve grids and to go over the first come first serve trade process to see why some trades seem to pend for so long. We want to ensure all trades are being processed correctly.

As for the reserve grid, when we last met with Scheduling, we wanted info

on DC and were told until there is more established patterns for callouts in that base, the grid will fluctuate a lot. Now we'd like to know what's being done to staff our current outstation bases as they are constantly red with no trading possible. Will get an update on this in late Feb or early March.

EAP Committee

By Camille Brown, Chair

Phone: [917-374-5067](tel:917-374-5067)



The Association of Flight Attendants Employee Assistance Program is a confidential resource available to the members, their families and their partners to assist with personal, as well as work-related concerns. What happens when you call the EAP? Good things! We can answer any questions you have about EAP services available to you. We also offer guidance, support and assist you with locating resources.



The only thing you have to lose is the problem!

Talk it out, don't write it up!

What is Professional Standards about? Professional Standards is a voluntary, confidential service offering AFA members the opportunity to resolve conflicts and concerns without management involvement. Professional Standards exists to help members resolve coworker conflicts/concerns involving or stemming from offensive conduct, work and/or personal habits, personality clashes, differences in communication and/or interaction style, physical and/or emotional health.

Our statistics for January 2018:

21 EAP cases

4 Professional Standards cases

We, your EAP Reps are here for you.

Please feel free to reach out to us with any concerns or questions.

Safe travels!

Government Affairs

By Marty Dellinger, Chair

The Government Affairs Committee is Responsible for working directly with lawmakers in Washington DC on issues that directly affect Flight Attendants and the aviation industry.

In January all eyes were on Congress to get a budget passed and keeping the United States government open. There is still plenty of work to be done and I am currently working with several US lawmakers on these current issues. FAA Reauthorization Bill, Equal Rest 10 hours, Protection Against outsourcing of aviation jobs, and keeping a ban on cell phone calls inflight. Please continue to call your US Representatives and let your voices be heard on these issue. None of your union dollars fund political action but here is how you can help.

Visit <http://legislative.afacwa.org> to learn more about FlightPAC and how your donation will help us fight and lobby for better laws that protect Flight Attendants





Communications

By Julie Mosteller, Chair

Hi! I'm Julie Mosteller, Communications Chair!

I am responsible for Website, some Social Media and now the Newsletter!

As Lee and Diane stated, this is our first attempt at trying a newer communication platform.

We think it is fresher, better organized and a better platform to communicate what's happening at your AFA Council 75.

We hope that you like it and will give us feedback on what's important to you.

With that being said, since I am responsible for the website and some social media content (Facebook), let's talk about a couple of housekeeping items that is important to mention.

The hottest topic currently is Facebook. Any number of Facebook pages have been created to give you a place to vent, share information, ask questions and give your fellow coworkers support on any number of issues. However, please keep in mind that no social media platform is confidential. There will be the inevitability that your post may end up in the hands of Management.

Please review the social media policy on our airlines' website under HR/Benefits>Policies/Procedures>Social Media.

Also, did you know **we have a website?**

We do! <http://www.AFAPSA.org> is the web address. It's open to all Council 75 members. You have to create an account the first time you go to the website and after a verification process, your account will be activated. Make sure that you **do not** use your company email address. We have had several in the past couple of weeks and we cannot approve those accounts.

Also, we have tried to make contacting a committee rep as simple as possible by hyperlinking the phone numbers for reps on the website. This means that when you pull up a committee page on the website, to contact a rep, just touch the picture or the phone number and it will send it to the auto dialer in your phones programming.

We will be working to improve content and design of the website over the next year so give us your feedback!

Please contact me
@jmosteller@afapsa.org,

I'm happy to help!

In Solidarity and Unity!

Julie

