

Our Successes✈️



Association of Flight Attendants-CWA, AFL-CIO | afacwa.org



Our Union

AFA-CWA, AFL-CIO OFFICERS

International President – **Sara Nelson**

International Vice President – **Keturah Johnson**

International Secretary-Treasurer – **Dante Harris**

Our Airlines

Air Transport International (ATI)

Air Wisconsin (ARW)

Alaska Airlines (ALA)

Avelo Airlines (VXP)

Eastern Airlines (EAL)

Endeavor Air (EDV)

Envoy Air (AMR)

Frontier Airlines (FA9)

GoJet Airlines (GJS)

Hawaiian Airlines (HAL)

Horizon Air (HZN)

Mesa Air Group (MSA)

Norse Atlantic Airways (NCC)

Omni Air International (OAI)

Piedmont Airlines (PED)

PSA Airlines (PSA)

Silver Airways (SIL)

Spirit Airlines (SPR)

United Airlines (UAL)

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Accounting

Air Safety, Health & Security

Collective Bargaining

Communications

Employee Assistance Program

Government Affairs

Legal

Membership Services

Organizing

AFA-CWA MISSION STATEMENT

The Association of Flight Attendants – CWA (AFA-CWA) was founded in 1945 as a democratic member driven union.

AFA-CWA's mission is to unite all professional Flight Attendants in order to achieve fair compensation, job security, seniority protections, and improved quality of life through organizing, bargaining and political action while serving as the leading voice for a safe, healthy and secure aircraft cabin for passengers and crew alike.

It is a core value of AFA-CWA to promote economic and social justice for all workers through education and action. We are committed to the broadest employment of our members regardless of age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, and gender expression.

AFA-CWA will continue to preserve and build upon the proud history of our struggles and accomplishments. (BOD 2013)

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AFA Successes



Association of Flight Attendants-CWA, AFL-CIO / afacwa.org

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Together, We Move Our Profession Forward

AFA-CWA prides itself on being a member driven union. As a union of 50,000 members at 19 airlines, we come together to build strength and share resources and experience. Our first objective is to unite all cabin crew. That's not just because it sounds nice. We work every day to bring Flight Attendants together because it is our power in numbers that makes us successful.

Because we are a union of Flight Attendants for Flight Attendants, AFA has unparalleled knowledge of the laws and regulations that govern our Flight Attendant profession. Over the past 75 years, AFA leaders have identified and supported the need for specialized departments within our Union to address Flight Attendant specific issues.

- Our Legal and Collective Bargaining Departments form the core of our expertise staffed by leading experts on the Railway Labor Act.
- Our Government Affairs Department is recognized by Congress and Government Agencies as the voice of all Flight Attendants in the United States
- Our Air Safety, Health and Security Department includes experts on air quality, OSHA and security
- Our Employee Assistance Program is an award winning, in house, confidential peer program that provides emotional support to our members so that we can deal with personal issues while maintaining our careers.

Issues are identified by our members and brought to AFA leaders, who then utilize the professional resources of AFA to build and execute a strategy to address the problem. These winning strategies involve members through documenting abuses, filing grievances, contacting their Members of Congress, and, most importantly, through member engagement activities such as targeted outreach and informational picketing. When our members collectively take action, we are able to accomplish great things.

This booklet highlights some of the many achievements we have been able to achieve together. We encourage you to learn about the work of AFA-CWA and share this information with all Flight Attendants.

You play an important role in shaping our union. Each success builds upon the next. Our work is never finished. Wear your AFA pin with pride.

We are Stronger Together and Better Together.

Government Matters for Our Highly Regulated Jobs

Flight Attendants, more than most, are directly impacted on a day-to-day basis by the decisions of the various federal agencies that govern our profession and which are staffed and run by presidential appointees.

Some of the federal agencies that have a direct and immediate impact on all of us:

- **FAA and DOT:** The Federal Aviation Administration and the Department of Transportation have the greatest impact on our workplace (the aircraft), our job responsibilities and the overwhelming majority of our duties.
- **TSA and DHS:** The Transportation Security Agency and the Department of Homeland Security determine the level of security on the aircraft and our lives and duties as aviation's last line of defense.
- **HHS:** The Department of Health and Human Services oversees the procedures and rules for Flight Attendant drug and alcohol testing.
- **NMB:** The National Mediation Board (NMB) monitors our contract negotiations with our employers, determines when and if we can go on strike (if membership has voted to do so), and supervises the efforts of non-union Flight Attendants to join AFA.
- The **Supreme Court** rules on cases that set federal laws including marriage equality, women's reproductive choice, rights of our union, and JANUS. Federal judges oversee airline bankruptcies and lawsuits over our right to strike and our right to represent members as a union.
- The **Department of State** negotiates aviation treaties with foreign governments that determine where our employers can fly and if foreign companies can begin to own and operate our airlines.
- **EPA:** The Environmental Protection Agency regulates the drinking water onboard the aircraft.

No Knives on Planes

Air Safety, Health and Security

Issue:

In March 2013, the Transportation Security Administration announced an effort to allow a number of items with small blades aboard airline flights—items which had been banned from flights since the terrorist attacks on September 11, 2001, in which hijackers used box cutters to take over four commercial jets. Since the ban, some had criticized the TSA's confiscation of items such as pocket knives. The announcement of the change drew a strong negative reaction from many associations.

Action:

In the wake of the TSA's decision to modify the ban on knives, the Association of Flight Attendants spoke out against the move. "After September 11, the policy changed, and it changed for a reason," then AFA International Vice president Sara Nelson said on NBC's Today Show in the wake of the March announcement. As time went on, opposition built outside of the association world, including among a number of airline executives and members of Congress.

AFA banded together with five unions representing 90,000 Flight Attendants from across the industry and quickly mobilized after the TSA announced plans to allow knives with blades up to 2.36 inches long back onto aircraft cabins for the first time since 9/11. Knives in the hands of terrorists or mentally ill or drunk or drugged passengers would have posed a clear threat to everyone in the air and in airport secure areas.

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The Coalition of Flight Attendant Unions was quickly joined by organizations representing virtually everyone else potentially affected by a new knife policy, including TSA security officers, pilots, gate agents, federal air marshals, and airline passengers. The Flight Attendants thank the American Federation of Government Employees representing TSA Security Officers, the Federal Law Enforcement Officers Association, FlyersRights.org, the nation's largest organization representing air travelers, the Coalition of Pilots Associations, the United Airlines chapter

of the Air Line Pilots Association, the families of Betty Ong, Sara Low and Alfred Marchand as well as Airlines for America, the trade association representing U.S. airlines.

AFA enacted a member mobilization drive which included a communications strategy, as well as postcard and call in campaigns. The coalition developed a legal strategy, participated in rallies and lobbied lawmakers to demonstrate our opposition to the TSA's plans to permit knives back into airplane cabins.

On May 6, 2013, each of the five coalition unions representing Flight Attendants joined with TSA screeners, pilots, law enforcement officers and airline passengers to file a legal petition to the TSA against the rule change that sought to permit knives in the aircraft cabin.

Result:

In June 2013, after months of negative feedback from associations and airline-industry unions, the Transportation Security Administration announced it was abandoning a plan to loosen restrictions banning knives on planes.

It was a move that drew a strong reaction right out of the gate, and with a long period of sustained opposition, Flight Attendants got what they wanted: a move against allowing knives to be brought aboard commercial flights.

The policy change on small knives was scrapped with this statement "After extensive engagement with the Aviation Security Administration, law enforcement officials, passenger advocates, and other important stakeholders, TSA will continue to enforce the current prohibited items list," the agency said.

AFA formed a coalition that worked with congressional leaders, put together a legal team and [arranged] demonstrations at airports." The Coalition of Flight Attendant Unions, a group that includes a number of associations and flight unions and represents 90,000 flight attendants, wrote on its advocacy site, No Knives on Planes, that TSA's decision to keep the ban intact was welcome and had come after input from the coalition's members. "Terrorists armed only with knives killed thousands of Americans on 9/11/2001," the coalition said in the statement. "As the women and men on the front lines in the air, we vowed to do everything in our power to protect passengers and flight crews from harm and prevent that type of atrocity from happening ever again."

The Fight Continued:

While we were successful in thwarting an administrative attempt to roll back the prohibition on knives in our cabins, federal legislation was needed to keep them off for good.

September 13, 2017 – As the nation marked 16 years since the 9/11 terror attacks, bipartisan legislation banning knives on planes was introduced in the House and Senate.

“Never Forget is not just a thought; it is a promise of action,” stated AFA International President Sara Nelson. “Sixteen years is far too long to wait for passage of common sense legislation to keep



knives out of the aircraft cabin. Four flights, our friends, our family, our nation’s security – all taken in a moment by those with evil in their hearts and small knives in their hands. Never again.”

October 3, 2018 – Following the tenacity of AFA leaders, staff and members surrounding this highly sensitive safety and security threat is finally culminated. Congress passed the FAA Reauthorization bill which included a permanent ban on knives in our cabins. Victory!

Flight Attendant Uniforms

Air Safety, Health and Security

Issue:

The increasingly global nature of the clothing industry, combined with a race to the bottom in price for uniform vendors, has resulted in a significant decline in the quality of Flight Attendant uniforms at some airlines. AFA first saw this in action in early 2011 when Alaska Airlines rolled out their new uniform. Within days, AFA Representatives received numerous calls from members reporting symptoms such as serious skin rashes and blisters, cough, and difficulty taking a full breath. When the new uniforms were worn, symptoms often appeared immediately, and continued to present with continued wear. These same symptoms improved when the uniform garments were removed and not worn.

Action:

The Alaska MEC reached out to the Air Safety, Health and Security Department in AFA's international office for assistance. Working with AFA's on-staff Certified Industrial Hygienist, Judith Anderson, they developed a coordinated strategy to try to determine what was causing these serious reactions. Together, they:

1. Developed a list of standardized questions to ask affected members so that they could look for patterns. For example, were specific garments responsible for certain symptoms, or did laundering/dry-cleaning make a difference;
2. Managed a database of reaction reports to more closely monitor the types of reactions and member's experiences with actions like laundering, dry-cleaning, and inserting new lining into different garments;
3. Provided regular updates to membership about how to report to the company, medical tests to request, fabric testing results, and alternative uniform options;
4. Reached out to the Customer Service Agents who were wearing some of the same garments and also reporting symptoms;
5. Gathered information on what chemicals could have been added to the clothes that would be consistent with the reports, including copies of all fabric testing procured by the company; and

6. Sought out independent labs to get each of the fabrics tested for the chemicals that could be present and causing the different symptoms. AFA learned that chemicals are added to clothes during fabric production, garment assembly, and shipping. Some chemicals are added on purpose, such as formaldehyde (to prevent creasing), dyes (for color), and stain-retardants (to keep your apron or tie looking good, whatever gets spilled). Other chemicals are added accidentally, such as using cotton or wool sprayed with persistent pesticides. But even for the “purposefully added” chemicals, there is an alarming lack of regulation/control over the types and amounts of chemicals that get added, especially at lower-end plants running on narrow margins.

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Armed with data about industry practices, members’ reactions, and fabric testing, AFA:

1. Wrote detailed letters to create a paper trail in which we formally asked outside agencies to investigate, including the Consumer Product Safety Commission (CPSC), the FAA, OSHA, and the National Institute for Occupational Safety & Health (NIOSH);
2. Kept in regular phone and email contact with the NIOSH scientists who were eventually assigned to investigate, which included sharing the significant ways in which our members were impacted and possible solutions;
3. Pushed the airline to immediately provide access to affordable, alternative uniform options that members could immediately wear to substitute;
4. Formally called for an immediate, system-wide uniform recall;
5. Presented on the issue at occupational/aviation safety and health conferences to raise awareness with other occupational health professionals; and

6. Researched quality control standards for clothes that would ensure safer levels of chemical additives and pushed management to require a new uniform vendor who would meet those higher standards.

Result:

At first, management only agreed to pay for Flight Attendants to dry-clean their garments, claiming that this would solve the problems. When the problems persisted, and when testing found elevated levels of irritant and allergenic chemicals, the MEC got management to agree to allow affected Flight Attendants to wear black suiting/white shirts and, over time, an alternative range of uniform garments. In response to a consistent and growing paper trail of illness reports, garment testing that found some irritant and allergenic chemicals in the fabrics, and negative media attention, management did eventually agree to a system-wide recall and, importantly, they selected a high-quality vendor to supply the new garments.

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as the expert in
Flight Attendant
uniform issues.***

Since then, AFA international office has joined with MECs, LECs, and Flight Attendants at four more airlines, all experiencing similar uniform reactions. In each case, Flight Attendants were able to use the same tactics described above to pressure management to make changes to the uniform.

AFA is now recognized as the expert in Flight Attendant uniform issues. As a result, management at one of our airlines reached out to AFA and asked for our detailed recommendations for which quality control programs to ask for as they planned to secure a new uniform vendor. This airline took a proactive approach, considering the available production options prior to taking action on a new uniform rollout – and ultimately contracted with a high-quality vendor.

AFA's goal continues to be to raise awareness about the importance of selecting quality Flight Attendant uniforms that meet a recognized fabric standard program and to support members who are affected by low-cost and inferior-quality garments at their airlines.

OSHA Regulation in the Cabin

Air Safety, Health and Security & Government Affairs

Issue:

In 1975, the Federal Aviation Administration (FAA) claimed exclusive jurisdiction over workplace safety and health for all aircraft crewmembers. Unfortunately, this decision prevented OSHA, which regulates the safety and health of most U.S. workers, from protecting crewmembers working on aircraft in operation. For decades, Flight Attendants have suffered from the lack of occupational safety and health regulatory protections. Federal government statistics for workplace injuries and illnesses have consistently shown that aircraft cabins are dangerous workplaces, with rates for Flight Attendants consistently many times higher than those for employees in private industry as a whole.

In submitting this petition, AFA sought to fill the void created when the FAA asserted jurisdiction over crewmember health and safety, without actually exercising that authority. About seven years after AFA petitioned for rulemaking, the FAA finally responded in June 1997, with a one-page rejection letter.

In 1990, AFA filed a petition for rulemaking that asked the FAA to adopt selected OSHA safety regulations and apply them to crewmembers, addressing such areas as the recording and reporting of injuries; access to employee exposure and medical records; right to inspections; safety definitions; the handling of hazardous materials; personal protective equipment; medical and first aid; fire protection,

and toxic and hazardous substances. In submitting this petition, AFA sought to fill the void created when the FAA asserted jurisdiction over crewmember health and safety, without actually exercising that authority. About seven years after AFA petitioned for rulemaking, the FAA finally responded in June 1997, with a one-page rejection letter.

Action:

This rejection led to extensive pressure exerted by Flight Attendants and AFA; finally, a Memorandum of Understanding (MOU) was signed on August 7, 2000 by the then-FAA Administrator and OSHA Assistant Secretary. The MOU directed FAA and OSHA to “establish a procedure for coordinating and supporting enforcement ... with respect to the working conditions of employees on aircraft in operation ... and for resolving jurisdictional questions.” Unfortunately, the January 2001 change of administration in Washington slowed the process and led to a

watered-down voluntary program that failed to attract participants.

Given the historic denial by FAA of safety and health regulatory protections for Flight Attendants working in the cabin, it was decided that

AFA would:

1. Hold firm and act upon our long-held conviction that Congress and the Administration, including FAA and OSHA, must adopt existing OSHA regulatory protections for Flight Attendants while working in the cabin;
2. Support adoption of those OSHA regulatory protections that do not impact aviation safety, as identified in the 2000 MOU: Bloodborne Pathogens; Occupational Noise Exposure; Hazard Communication; Recordkeeping; Access to Employee Exposure and Medical Records; and the Anti-Discrimination (Whistleblower) provision of the 1970 Occupational Safety and Health Act; and
3. Encourage Federal OSHA to claim exclusive jurisdiction over OSHA cabin safety and health protections, to avoid confusion that would result from allowing both Federal OSHA and the more than two dozen OSHA State Plan states to apply their (often significantly different) separate regulations.

Results

On February 14, 2012, Public Law 112-95—FAA Modernization and Reform Act of 2012—was signed into law. This bill included an important statute—Sec. 829, Clarification of memorandum of understanding with OSHA—that finally brought meaningful safety and health protections to Flight Attendants working in the cabin, by requiring the FAA to report to Congress within six months of bill passage (by August 14, 2012) on milestones for completion of work begun under the August 2000 MOU.

During this six-month period, AFA held both agencies and the industry accountable for ensuring that Flight Attendants working on aircraft in operation must be covered by comprehensive safety and health regulatory protections.

On December 7, 2012, the FAA published its proposal for a new policy to address Flight Attendant workplace safety. The FAA requested comments, and many AFA members and the AFA Air Safety, Health and Security Department (ASHSD) responded with strong statements of support (to view these comments, search on “FAA–2012–0953” at

www.regulations.gov).

On August 22, 2013, AFA's long-term work with the FAA and OSHA finally led to the FAA policy statement that freed OSHA to begin regulating the safety and health of crewmembers working on aircraft in operation, correcting a nearly four-decade-old exclusion of OSHA in the passenger cabin.

AFA hailed the announcement that several important Occupational Safety and Health protections will apply to Flight Attendants working on commercial aircraft.

Going forward, AFA is supporting FAA and OSHA actions that hold the industry accountable for documenting compliance, training workers, mitigating hazards, and generally making the cabin a safer, healthier workplace.

To ensure that Flight Attendants are aware of the right to a safe, healthy cabin workplace, ASHSD and the International Communications staff created a booklet, *OSHA in the Cabin*, which reviews the fight for OSHA protections and summarizes the protections afforded by the six OSHA standards that now apply to Flight Attendants working in the cabin.



Heat Survey – Cabin Temperature

Air Safety, Health and Security

Issue

Year after year, American Eagle San Juan- and Miami-based flight attendants working the carrier's Caribbean certificate, Executive Airlines, complained of excessive heat in the aircraft cabin during the summer months. They claimed it was "dangerously hot." Year after year, American Eagle MEC Air Safety, Health and Security Committee Chair John Grace fielded their complaints, advocated hard to get changes and listened to promises of improvements that never came.

Year after year, American Eagle MEC Air Safety, Health and Security Committee Chair John Grace fielded their complaints, passed them on to management and listened to promises of improvements that never came.

Action

During the early summer of 2006, Grace and AFA-CWA OSHA (Occupational Safety and Health Administration) Specialist Dinkar Mokadam decided to think outside of the box. They researched testing methods and decided to enlist flight attendants to gather data during actual flights using calibrated thermo-hygrometers, devices that look like beefed-up, over-the-counter electronic thermometers that take precise measurements of temperature and humidity. The testing protocol specified that two samples be obtained on each ATR-72 flight in the same location in the aircraft, at two easily identified times relative to take off and landing — after boarding (the point of maximum heat) and at the top of descent (the point of maximum cooling).

Armed with this tool, 25 Flight Attendants flying on the Executive Airlines certificate were recruited to assist in the study and instructed in the aircraft-specific procedures for recording data developed by Grace and Mokadam. The data were captured from a random sampling of flights operated under the Executive Airlines certificate during the month of August 2006 that operated primarily into and out of the carrier's two crew bases in San Juan and Miami. During the ensuing months, Grace and Mokadam entered details from each of the 668 samples collected and crunched the numbers. The temperature and relative humidity values were combined using a complex mathematical formula defined by the federal government's National Oceanic and Atmospheric Administration (NOAA) to determine a heat index for each sample.



Cabin conditions on a shocking 80 percent of the flights sampled were found to operate within a 'caution' to 'danger' zone in terms of potential effect on human health. The Flight Attendants' perceptions had been accurate: Passengers and crew on Executive Airlines flights were being routinely exposed to dangerously hot environments.

Grace and the American Eagle MEC requested a meeting with the president and senior staff of Executive Airlines. On behalf of AFA-CWA, they presented the data. "After a couple of initial comments, management sat silently throughout the presentation," said Grace. "The results were indisputable. At the end, the president of Executive was at a loss for words and the vice president said, 'That's good data. Can we get a copy of it?'"

Result

Despite years of complaints about excessive heat in the cabin, Executive Airlines management took no action to reverse the problem. However, after the results of the AFA-CWA study were presented, the aircraft were taken into maintenance where a ducting problem was discovered.

History

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A catastrophic crash of American Eagle Flight 4184 near Roselawn, Indiana, on October 31, 1994, was later attributed to a design flaw in the ATR-72's deicing system. American Eagle decided to transfer its fleet of ATR-72s to its Caribbean certificate at Executive Airlines where the aircraft would encounter icing conditions less frequently. Designed for flight in cooler climates, the old turbo propeller aircraft has no cooling system on the ground and incorporates a

ducting system intended to be reversed in warm weather flying.

After the AFA-CWA study, maintenance crews found the planes were ducted to provide maximum heat in the aircraft, not maximum cooling. In 2007, the ducting was reversed and, at a cost of \$2.2 million, the company placed an order for 23 brand new cooling carts.

Smoking Ban and Air Quality

Air Safety, Health and Security

Issue

AFA has been a leading advocate for making improvements in the cabin and to the aircraft design itself. The Association of Flight Attendants was one of the first organizations to realize that the air quality on board the aircraft we fly daily is detrimental to our health, and to the health of our passengers. There is less oxygen in the cabin during flight than on the ground. The ventilation rates are kept low to save fuel and increase airline profits. Carbon dioxide from passenger exhalation builds up and is recirculated. Neurotoxic jet engine oil fumes, ozone and gases from cabin furnishings can also be present.

Throw cigarette smoke, a known carcinogen, into this suffocating mix and you have a deadly environment for Flight Attendants.

Throw cigarette smoke, a known carcinogen, into this suffocating mix and you have a deadly environment for Flight Attendants.

Flight Attendants voiced concerns about headaches, burning eyes and throats, the dizziness, and the haze that were all too-frequent companions on their trips that allowed smoking. Flight Attendants reported developing chronic respiratory diseases, and that some were unable to fly because of tobacco smoke, particularly those who developed allergies to it. These acute and chronic respiratory problems, and other health issues associated with tobacco smoke, led our union to vocally pursue resolution to the health and safety concerns of our Flight Attendant members.

The Early Background

Efforts by Flight Attendants and health advocates to make commercial airlines smoke-free were slow moving between 1969 and 1984 and generally resulted in maintenance of the status quo.

There were modest exceptions; non-smoking sections were established on US carriers in 1973 and a ban on cigar and pipe smoking was created. AFA International submitted comments supporting the ban, noting however that continuing to restrict pipe and cigar smokers to the back of the plane does not solve ventilation problems that allowed Flight Attendants and passengers to be exposed to second hand smoke throughout the cabin.

Realizing that research was needed on the effects of cabin atmosphere and conditions, AFA launched a survey of our members on eye problems. Of the 774 Flight Attendants that responded, 95% reported eye discomfort. More than 90% of the respondents indicated smoke in the cabin as a major cause of eye discomfort. This survey was later referenced in the 1986 study, “The Airliner Cabin Environment” Throughout those years, our union continued testifying before Congressional Subcommittees describing hundreds of cases of Flight Attendants made sick by cigarette smoke and emphasizing the risks associated with second-hand smoke and the real risks being encountered by our members.

A Breakthrough Report

Several breakthrough events in the mid 1980s, however, led to an abrupt turnaround in regulatory efforts. The work of AFA’s Air Safety and Health Department, its Congressional testimony and the participation of AFA Flight Attendant members in surveys and advocacy led to a National Academy of Sciences study. On August 13, 1986, the Academy published its groundbreaking study on “The Airliner Cabin Environment.” The Academy found that aircraft ventilation systems did not meet the same standards required in buildings where smoking was permitted. This was an ongoing concern for Flight Attendants since cigarette smoke contained toxic chemicals. The Academy estimated that the exposure of a full-time Flight Attendant is equivalent to living with a pack-a-day smoker. This exposure increases the risk of lung cancer.

As a result the Academy proposed a ban on smoking on domestic flights. While several alternatives were explored, such as increasing the ventilation rates and reconfiguring the cabin interior to further isolate smokers, they were rejected as technically or economically infeasible.

Two-Hour Ban

A temporary ban on smoking on all commercial flights of two hours or less was passed by Congress and signed into law in 1987 representing a culmination of an intense six-month lobbying campaign by individual Flight Attendants, AFA International and concerned health organizations. Letters and postcards sent to legislators from Flight Attendants were another vital element of the campaign.

It did not go through the regular bill drafting, Congressional hearing or committee review process. It was proposed suddenly as an amendment to a larger must-pass transportation bill by Congressman Richard Durbin from Illinois. Neither AFA nor the health groups opposed

to smoking knew if we could actually secure sufficient votes and pass the bill but we were successful. Once it passed the House of Representatives, we had a full scale legislative battle in the Senate.

The two groups working aggressively in opposition to the ban were the Tobacco Institute, which represents the tobacco company interests and the airline pilots. Pilots feared smokers would sneak cigarettes, particularly in lavatories, and potentially cause a serious fire risk. The air carriers were opposed to the ban fearing an adverse reaction from their passengers. However, they did not mount a major effort. The Department of Transportation and the Federal Aviation Administration were not active in the legislative process. In addition, it was not a major cost or safety issue in their eyes. It did not impose new costs on either the government or the carriers. Nor did it affect congestion in the sky or at airports, the quality of aircraft maintenance, etc. The only two labor groups actively involved were AFA, in strong support of the ban, and the pilots in strong opposition. In the end, we were victorious and a two hour ban went into effect. The bill also included information making it a civil penalty to tamper, disable or destroy smoke detectors in the lavatory.

The ban was due to expire in April 1990. Throughout 1989, AFA's campaign for a total permanent smoking ban was in full gear. One crucial effort came in July 1989 when AFA mailed a brochure to all 26,000 members containing four pre-printed postcards: one for their Representative, two for their Senators and one to be returned to AFA. It stated:

The tobacco lobby is generating tens of thousands of letters to Congress to bring back smoking on all aircraft. The tobacco lobby claims that Flight Attendants are not getting sick from breathing cigarette smoke... Congress has heard from the tobacco lobby, but has it heard from you?

That same month, AFA members distributed 15,000 leaflets at nine airports nationwide to passengers. Many who were shocked to learn the two hour smoking ban was set to expire.

Total Domestic Smoking Ban

AFA approached Representative Durbin to help us pass a total ban on smoking on domestic flights. In the Senate, we turned to Senator Frank Lautenberg from New Jersey. Since the Chairman of both the Subcommittee and Full Committee responsible for hearing this legislation were from tobacco states and adamantly opposed to anti-smoking legislation, we turned to Representative Durbin and Senator Lautenberg who both served on key Appropriation Committees. Since appropriations

bills must pass each Congress, it was decided that once again AFA and the anti-smoking coalition would attempt to add amendments to these larger transportation appropriations bill. Once again, our major opponent was the powerful and wealthy Tobacco Institute but this time, the pilots were not active in the fight.

Clearly, we had two years of exemplary proof that the two-hour smoking ban was working. Not only were passengers thrilled by the ban but Flight Attendants working those flights were feeling better. We had no examples of lavatory fires and the airlines reported a marked decrease in maintenance costs since the nicotine build-up was reduced. We had not seen any planes “fall from the skies” due to the smoking ban and instead witnessed a cleaner, healthier and safer airline cabin. With this ammunition, we moved forward on the Appropriations process.

The Tobacco Institute, seeing this as the beginning of a large snowball in eliminating smoking in public places, pulled out all its resources.

The initial amendment language called for a total domestic ban. The Tobacco Institute, seeing this as the beginning of a large snowball in eliminating smoking in public places, pulled out all its resources. On our side were the American Heart Association,

American Lung Association and American Cancer Association, as well as airline consumer groups. The pilots were more supportive as were the machinists. We also received support from the AFL-CIO. In addition, some air carriers quietly lobbied on our behalf – now seeing the advantages to banning smoking on aircraft. The DOT and FAA were still silent in this fight.

We participated in hearings, bringing in sick and ailing Flight Attendants affected by cigarette smoke. Added to this support was the change in attitude in the US about smoking. Many passengers became very vocal about not liking the smell of smoke on an airplane. Finally, we had the support of many Congressmembers, some of our most frequent fliers, who were getting sick on airplanes because of the smoke. With this positive help and despite the Tobacco Institutes’ opposition, the language moved forward and passed in both House and Senate. In the end, during a conference committee to work out differences in the bill, a compromise ban was reached. The bill was signed into law on November 21, 1989 and became effective on February 25, 1990. It permanently banned smoking on all continental domestic flights, and Flights of six hours or less to or from Hawaii or Alaska. This left about one percent of the flights smoking. In time, all the carriers flying these trips announced they would make these Flights smoke free as well.

Ban on International Flights

Smoking had been banned on all commercial flights within the United States since 1990, but International Flights were treated differently. The United Nations and the International Civil Aviation Organization had both endorsed a ban on smoking on international Flights by July 1996. But neither agency has any enforcement power, relying only on the pressure of public opinion. While the US Government worked on attempting to create bilateral agreements with other nations directly, AFA also continued our campaign to support an international ban.

On July 1, 1996, AFA petitioned the Secretary of Transportation to ban smoking on all commercial airline Flights between the US and a foreign point and all Flights on domestic air carriers. The petition stated that the current domestic smoking ban, while laudable, was inadequate to protect the crewmembers and public from the health consequences of passive smoking on flights to and from the US. It was time to end the disparate treatment by prohibiting smoking on international Flights and give international crew and passengers the same right to a smoke free atmosphere as their domestic counterparts.

AFA also continued to testify on the subject and on October 5th, 1999, which led to Senate passage of a Federal Aviation Administration bill, that included a clause to make all flights to and from the US smokefree.

The next year President Clinton signed this Wendell H. Ford Aviation Investment and Reform Act of the 21st Century into law, making all flights to and from the U.S. smokefree. The act was effective June 2, 2000.

Ban on Charter Flights

Continuing to recognize that our Charter Flight Attendant members should also be afforded the same health protections and most other Americans, we pursued a smoking ban on charter Flights. On February 14, 2012, the FAA's Modernization and Reform Act (HR 658) became law. The Act banned smoking on all passenger flights including charter Flights as long as the operation required a working Flight Attendant.

Result

AFA was a crucial part of working with other health advocates to use an incremental advocacy process to push for smoking and non-smoking sections of US commercial flights, then for smoking bans on short domestic flights and finally a completely smoke-free domestic and

international flights. All the while battling advocates of the tobacco industry's message that claimed that no study demonstrated a scientifically significant risk to non-smokers or that it could cause lung cancer.

After all those years of hard work, we finally reached our goal. First, in 1987 the two-hour smoking ban legislation passed Congress. Eventually we had a total ban on all US Commercial Flights regardless of the destination.

Our efforts to improve the cabin environment span the last three decades. But our work is not done. From the smoking ban to today's current discussions on air quality regarding the need to produce an aircraft that does not use engine bleed air for cabin air supply, that can sometimes contain toxic engine oil fumes, we continue our efforts.

AFA was a crucial part of working with other health advocates to use an incremental advocacy process to push for smoking and non-smoking sections of US commercial flights, then for smoking bans on short domestic flights and finally a completely smoke-free domestic and international flights.

CALLING ALL AFA MEMBERS

We need you
to attend the

Airline Smoking Ban Lobby Day

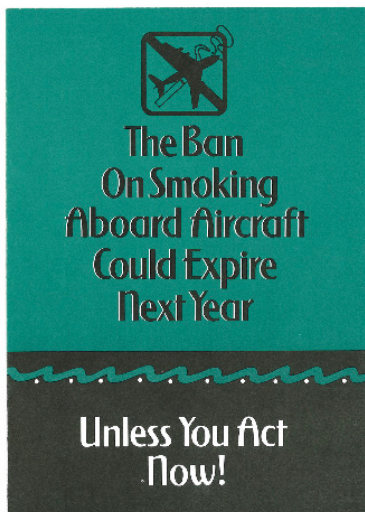
April 18, 1989
Washington, DC



**Come lobby
your Congressman
and Senators
to pass legislation for
smoke-free skies.**

For more information call
your legislative representatives at
or 1-800-426-2431 and ask for Jo Ellen Deutsch.

ASSOCIATION OF FLIGHT ATTENDANTS AFL-CIO



A Collaborative Approach to Ebola Exposure

Employee Assistance Program (EAP) & Air Safety, Health and Security



Issue

In October 2014, the AFA MEC Leadership at Frontier Airlines notified the International Office that Flight 1143 transported a known Ebola infected healthcare worker from Cleveland to Dallas/Fort Worth on Oct. 13. This report triggered numerous concerns including:

Was the Centers for Disease Control and Prevention (CDC) notified and what guidance and/or mandates would they direct Frontier to follow for this specific exposure and for any airlines if there are future exposures?

What actions were Frontier taking relative to the health and safety of the affected crew?

In October 2014, the AFA MEC Leadership at Frontier Airlines notified the International Office that Flight 1143 transported a known Ebola infected healthcare worker from Cleveland to Dallas/Fort Worth on Oct. 13.

- What actions were Frontier taking to abate pandemic anxiety for the balance of the Frontier Airlines employees?
- What actions should AFA take to help minimize pandemic anxiety across the Flight Attendants AFA-wide who would wake up to this news?

- What guidance could AFA develop for its leaders and member airlines should a similar exposure incident occur again?

On the morning of the Ebola exposure notification, AFA international officers held a stakeholder meeting consisting of Frontier MEC Officers and International Staff from the Air Safety Health and Security Department (ASHSD), Employee Assistance Program (EAP), Government Affairs and Communications. ASHSD arranged to have a representative from CDC call into the meeting to share its guidance. It became clear during this initial conference call that:

- CDC had limited understanding of airline operations.
- Existing guidance for airline management, Flight Attendant unions, and exposed crewmembers was insufficient.
- Frontier Airlines was unclear what actions it should or would be taking.

Action

Based on the lack of regulatory guidance and company action plans, it was decided that:

1. International AFA EAP and ASHSD Directors would immediately develop written guidance for presentation by the MEC to Frontier.

This guidance would include the immediate in-sheltering of exposed crew members to reduce any risk of contagion, contagion anxiety from fellow crew members, passengers and family members, and mitigate discrimination against the crew. The MEC would also advocate for full flight pay loss protection during the in sheltering period.

2. International ASHSD would educate CDC on airline operations and encourage CDC to adopt AFA's guidance on preventing and preparing for future airline exposures.

3. International ASHSD would work with various federal agencies, including the FAA, CDC, NIOSH, and OSHA, to encourage development of regulatory and guidance materials that improve protections for workers and the public from the effects of Ebola and other, future communicable disease exposures.

4. International AFA EAP and the MEC/LEC Frontier AFA EAP committee representatives would develop a response plan to support the exposed

Full written guidance is now readily available to assist AFA leaders in responding to an airline employee exposure during communicable disease outbreaks.

in-sheltering Flight Attendants and those impacted by the news of this exposure within 24 hours.

5. AFA International ASHSD and EAP would develop communications and fact sheets for AFA MECs addressing Flight Attendant Ebola concerns.

6. There would be on-going conference calls with AFA International and the Frontier MEC to refine the action plan and support the AFA MEC Leadership through this evolving situation.

Result Immediate

The MEC worked collaboratively with Frontier Airlines to address this stressful incident by, for example, ensuring that Flight Attendants received full flight pay loss compensation during in-shelter periods until released by their local health department.

Frontier Airlines removed the Flight 1143 aircraft from service and confirmed that it received a deep cleaning.

Each exposed Flight Attendant was provided individual daily support by an assigned local EAP committee member.

Weekly support meetings were conducted by conference call with the exposed flight attendants, EAP and their union leaders to allow these flight attendants to share their strategies on surviving in-sheltering and to have an open Q and A forum with their leaders. A return to work support meeting was also held to identify strategies to deal with flying partners' comments and questions.

Long Term

A checklist of AFA regulatory proposals has been developed to ensure prevention of employee exposures, proper cleaning of aircraft, appropriate response to potential onboard exposure incidents, and proactive planning by management and training for employees.

Full written guidance is now readily available to assist AFA leaders in responding to an airline employee exposure during communicable disease outbreaks.

The role of local health departments in monitoring the well-being of exposed individuals has been clarified.

Several airlines developed and implemented communicable disease scenarios as part of their training programs.

CDC and OSHA guidance documents were modified to address not just workers, but also employers, since most individual workers are not in a position to acquire the personal protective equipment, procedures, and training necessary to protect themselves from communicable disease exposures.

A tool developed by OSHA to specify personal protective equipment for workers at risk for exposure to Ebola was modified to increase recommended protections for airline cabin crew as a result of ASHSD review and comment.

NIOSH initiated an on-going research and development effort, in collaboration with ASHSD, to build and test equipment that will allow effective isolation of passengers who are displaying symptoms of a communicable disease (e.g., coughing, sneezing) while onboard a commercial flight, even if all seats are occupied.

Developing a Flight Attendant Drug and Alcohol Program (FADAP)

Employee Assistance Program (EAP)

Issue

Flight Attendants and pilots work under nearly identical and strict regulations of the Department of Transportation (DOT) and Federal Aviation Administration (FAA) regarding drug and alcohol use. Both groups are subjected to drug and alcohol testing on a random basis; following a serious aircraft incident or accident; or based on suspicion of co-workers and supervisors.

However there are major differences between Pilots and Flight Attendants as it relates to drug and alcohol rule violations. For the past 30 years, pilots have been afforded substance abuse education and peer intervention services to prevent test positives. Those pilots who tested positive for prohibited substances have had access to a rehabilitation and recovery process and if a pilot complies with the recovery program, he/she may return to flying. These efforts are made possible through the Human Intervention Management Study (HIMS) funded by the Federal Aviation Administration.

On the other hand, Flight Attendants have never been afforded prevention and early intervention services through a recognized FAA program. Moreover, Flight Attendants who test positive are usually terminated and have little to no access to treatment making recovery improbable.

The disparity between Flight Attendants and pilots was a growing outrage for the AFA EAP peers who witnessed this lack of equity on a day to day basis. In a 2006 strategic planning session of MEC EAP Chairs, the chairs declared it their strategic initiative to right this wrong and requested the International AFA EAP Department to assist.

The disparity between Flight Attendants and pilots was a growing outrage for the AFA EAP peers who witnessed this lack of equity on a day to day basis.

In December 2006, AFA spearhead a campaign to obtain parity with pilots by securing a HIMS type program for the nation's Flight Attendants. After a series of steps outlined below, the program became a reality on September 09, 2010.

Barrier to the Solution

AFA EAP is tasked with monitoring the services and resources of all aviation related assistance programs to stay current on the trends within the EAP industry and to find points of collaboration. AFA EAP reps informally surveyed company and union sponsored “assistance programs” to garner their support for such programming. Unfortunately, they confirmed that other assist programs which should be the most supportive of our goal did not feel that Flight Attendants needed the special resources of a HIMS type program. Clearly there was a lack of understanding of Flight Attendants vulnerabilities and need for specialized services even within co-worker peer assistance programs

The AFA EAP Department contacted the FAA. They also opposed a HIMS type program for Flight Attendants. It was added work and the need was not recognized or understood.

Action

AFA EAP, the International President’s Office, and the Government Affairs Director met to discuss strategy to secure legislative authority and funding for a HIMS type program.

The International President’s Office was tasked with getting AFA Board endorsement for this initiative, a commitment from the Coalition of Flight Attendant Unions to support this endeavor and a commitment from ALPA not to block our efforts to secure a HIMS Type program.

The Government Affairs Director was tasked with bringing forward the legislative language including demonstrated need and support for the initiative if the AFA EAP committee members could produce such documentation. The Government Affairs Director was also tasked with working in parallel with the Director of ALPA government affairs to keep our legislative initiative viable.

The AFA EAP MEC Chairs and the AFA EAP Department determined that program endorsement by both Flight Attendant Labor and Management Leaders was necessary to gain legislative support. But how could we get these 2 groups in a room to discuss Flight Attendant Drug and Alcohol Issues and convince them to support a HIMS Type Program for Flight Attendants? The AFA EAP met with the US Department of Health and Human Services, Substance Abuse and Mental Health Services. They recommended that AFA conduct a high visibility “SUMMIT” with the White House, Department of Labor, and other DOT recognized Peer Program Specialists to entice these stakeholders to come together. With funding

secured from a private grant, AFA EAP Chairs along with peer reps within the Coalition of Flight Attendants identified the guest list for Labor and Management leaders while the AFA EAP Department worked on securing the speakers and agenda. Two such summits, called “Return to the Cabin I and Return to the Cabin II” were ultimately held using outside funding. One was held at the Pew Charitable Trust in Washington DC in October 2008 and the other at the “Dancing Bear Lodge” in Townsend, Tennessee in March 2009. The most important product of both of these summits was a VALUE STATEMENT which supported the creation of a HIMS type program for Flight Attendants written by both Flight Attendant Labor and Management Leaders

Finally, the AFA EAP Department was tasked with compiling the research and rationale for implementing a HIMS type program based on the unique clinical needs of Flight Attendants, transportation safety, and return on investment. The EAP Department was also tasked with developing a proposal and budget for submission to Congress.

The materials and endorsement put together from these efforts were delivered in a final document as testimony by the AFA International President before the subcommittee on transportation, housing and urban development, and related agencies of the committee on appropriations on April 10, 2009.

Result

Today, there is a HIMS-Type program for Flight Attendants which has secured funding by the FAA between 9/2010 through 9/2013 . The administration of FADAP was awarded to AFA EAP in recognition of its expertise and capabilities in this arena. While FADAP does not provide an automatic second chance for Flight Attendants who test positive, it allows for Flight Attendant Leaders and Managers to come together to discuss best practices for Flight Attendants, to develop enhanced services for Flight Attendants and to dialogue around the value of returning recovering Flight Attendant to their cabins.

AFA committee members are the front line of defense for AFA and the profession. They see the inequities and the needs of Flight Attendants. AFA committees are the framers of the solution but they may need assistance and resources in executing them. The task of securing the legislative and funding authority for FADAP was

The task of securing the legislative and funding authority for FADAP was a four year strategic initiative that included all levels of AFA, several International Departments, inclusion of the Coalition of Flight Attendants Unions, and outside experts and funding sources.

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The Wings of Sobriety Pin

The Wings of Sobriety pin represents a Flight Attendant's pride in and willingness to openly discuss with flying partners her/his successful journey in recovery from a substance use disorder.

The pin was designed by a Flight Attendant in recovery and is distributed by the Flight Attendant drug and alcohol program at no cost to you.

If you would like a pin or would like to know more about recovery, contact FADAP at www.fadap.org or at (855) 33 FADAP.

FADAP is a Flight Attendant peer support prevention, early intervention and referral program managed by the AFA EAP and funded by the FAA.



Flight Attendants' Access to Unemployment / Retraining Resources

Employee Assistance Program (EAP)

Issue

As the emotional shock of September 11th began to be absorbed by Flight Attendants over weeks and months, a secondary wave of trauma rolled across the Flight Attendant profession in the form of base closures, furloughs and hiring freezes. Local AFA Employee Assistance Program

In total, over 11,000 members (22% of AFA's 50,000 members) were furloughed in the aftermath of 9/11. This also represented an unemployment rate 350% higher than in the general population.

(EAP) Reps and Leaders were swamped with calls from Flight Attendants facing yet another assault on their profession. In total, over 11,000 members (22% of AFA's 50,000 members) were furloughed in the aftermath of 9/11. This also represented an unemployment rate 350% higher than in the general population.

The unemployment crisis in the Flight Attendant profession was somewhat masked because of the way Flight Attendants are scattered across the country.

For example, there was only a noticeable concentration of laid off AFA Flight Attendants in six states including Virginia (602), Pennsylvania (1728), North Carolina (957), Illinois (938), Florida (829), and California (1753). On average, 108 unemployed AFA members were distributed across each of the other 44 states.

Barriers to the Solution

The EAP has historically assisted localized groups of members threatened with job displacement, but nothing at the scale following 9/11. To begin assisting with the massive numbers of members on furlough, the AFA EAP had identified a number of states that were awarded "National Emergency Grants" (NEG) to assist approximately 15,000 dislocated workers in the airline and other related industries. Included among those states were Missouri, Florida, Colorado, Georgia, Indiana, Nevada, Texas, and Minnesota.

It initially did not appear that Flight Attendants were well represented among the beneficiaries of these grants or other unemployment resources. There were a number of contributing factors, including:

1. A lack of knowledge about the availability of NEG funds.

There is no national database readily available to identify the availability of these awards. The AFA EAP Department had to conduct research on these awards one state at a time. We had no reliable details on how fund notices were distributed once awarded to the states, how unemployed workers were notified about these resources, what specific occupations were the beneficiaries, what service access method was utilized and whether funds were still available for Flight Attendant participation.

2. The lack of significant Flight Attendant populations in the awarded states.

Many of the states that we identified as receiving grants for airline workers were not states where concentrations of our members resided.

3. Lack of flexibility in serving those eligible workers who reside in another state.

For all practical purposes, NEG funds are tied to the state where the employer offered work. Typically, this is not an issue as long as the states where work was located and where the worker resides are the same. However, many Flight Attendants don't live in the same state where they work; many fly or "commute" to work. So, while they may be eligible, commuters don't have services that are easily accessible or portable to their state of residency.

4. Lack of familiarity and experience with NEG funds and One Stop Career Centers.

The demographics and work experiences of our AFA members present other obstacles to using career transition resources and services were identified. Many of our members had never transitioned from one career to another before; they have been professional Flight Attendants their entire working career. Many have been employed by the same airline for their entire career or transitioned to another employer within the airline industry by merger, bankruptcy or take-over. As a result, Flight Attendants have typically had little experience with dislocated worker resources like NEG funds and the Department of Labor "One Stop Career Center" services because they've not had to use them.

Action

The AFA EAP Department is tasked, in part, with understanding and monitoring federal and state resources that can assist individual

members with their personal and work-related concerns. Following 9/11 the AFA EAP was looking for ways to ensure the continued health and welfare of our dislocated members by partnering with public and private entities in efforts to educate Flight Attendants about, and fast-track them into, needed re-employment and re-training services. Below are the collaborations, steps and outcomes toward that solution.

1. The AFA EAP Department met with the Department of Labor and persuaded them to create and implement a customized telephone script to be used by all Customer Service Reps at the One Stop Career Centers throughout the United States.
2. In a coordinated effort involving the AFA EAP Department, AFA's Government Affairs Director, and the AFA International President's Office, the union met with the Department of Labor to advocate for the creation of a national NEG for Flight Attendants, in order to provide services across state lines. DOL refused because grants can only be awarded within individual states, but AFA was later able to use our knowledge gained through this research to request NEG grants to secure such services for the Flight Attendants affected by the Aloha Airlines and ATA closures.
3. The AFA EAP Department, with oversight by the International Secretary-Treasurer's Office, applied for and secured two grants (Project Liberty and the September 11th Fund) that supported the deployment of local AFA EAP reps around the system to educate Flight Attendants on employment and mental health resources to send targeted mailings to Flight Attendants home addresses and, to provide free in-home mental health counseling.
4. The AFA EAP Department, the AFA International President's Office and the AFL-CIO's Working For America Institute secured funding for AFA's participation in the 9/11 Airport Worker Resource Center which provided stipend dollars to Flight Attendants involved in re-employment and retraining programs. The grant also funded local AFA EAP peers to identify and conduct intakes on these dislocated Flight Attendants.

Result

Our collective efforts in the aftermath of 9/11 helped thousands of our members deal with the immediate effects of an industry-wide crisis and the individual disruption that went with unprecedented mass furloughs. In addition, that work and what we learned continues to have a positive impact on Flight Attendants' lives, completely separate from 9/11 itself. The AFA EAP Department continues to provide national, state and local

resources to individual members concerned about job separation. The AFA EAP Website offers access to many of these resources. AFA Leaders whose domiciles/airlines are challenged with furloughs, strikes, aircraft groundings, closures, and other job losses or disruptions can secure customized resource assistance for their members, including coordination of resource fairs, through the collaborative efforts of the EAP Department and AFA's International Staff Reps.

Our collective efforts in the aftermath of 9/11 help thousands of our members deal with the immediate effects of an industry-wide crisis and the individual disruption that went with unprecedented mass furloughs.

As a result of the work of our EAP Department following 9/11, these resources are now available to address diverse membership configuration, including large commuter populations. We now offer a full complement of services including web resourcing, telephonic resourcing, resource fairs, one-on-one in-domicile resourcing and services through external partners like the rapid response state teams, Community Service Department of the AFL-CIO, United Way and the Department of Labor.



Issue:

Following the tragic events of 9/11, Congress established a commission to research and generate a report of the events that led up to the terrorist attacks. The Commission's findings were published in a report which was finalized in July 2004.

Recommendations from the 9/11 security commission provided the basis for a bill in the House of Representatives to provide alternate screening procedures for crewmembers. AFA worked with the chairman to ensure that Flight Attendants were included in the final version of the bill. Work on the bill began in early 2007 and the initial legislative drafts required development of a screening procedure for pilots.

Shortly after the May 2007 introduction of the bill, the Air Line Pilots Association (ALPA), issued a report calling for the creation of an alternative screening system based upon the Cockpit Access Security System (CASS). CASS uses the employee databases of participating airlines to electronically confirm, in real time, the identity and employment status of pilots so that they may gain access to secure areas including the cockpits/jumpseats of airplanes belonging to companies other than their own.

As the test program for pilots was underway, AFA began to work with our member carriers to ensure that once the system was expanded the congressional requirement for crew member inclusion would be followed. In 2009 the AFA board of director's passed a resolution urging member airlines to work with their companies to implement an alternative screening procedure. While the majority of AFA carriers entered into discussion with the carriers on the benefits of alternative screening, two carriers Alaska and Air Wisconsin started to have programs ready to launch.

As new screening technologies, Advanced Imaging Technology (AIT) scanning machines, were deployed in over 68 airport locations, the TSA implemented new enhanced screening procedures at security check points. Any person who did not want to utilize the new AIT machines, and alarmed at a walk-through metal detector, would be subjected to an "enhance" pat-down. On Thanksgiving weekend a roll-out was done without consultation of industry, labor groups and the traveling public. When a Memphis pilot refused to submit to the new screening

procedures and was subsequently denied access to his aircraft; TSA, faced with a public outcry announced that Pilots would be exempt from the new screening procedures and that the TSA would expand the CASS expedited screening system – for pilots only.

On August 11, 2011 TSA started another expedited alternate screening program similar to Crew PASS called Known Crewmember (KCM). Despite having the same background checks as pilots, including the requirement to pass a 10-year background check, TSA continued to refuse Flight Attendant enrollment in KCM.

Action:

On November 19, 2010 AFA-CWA held a meeting with TSA Administrator John Pistole to discuss the concerns of our members about these procedures and to reiterate our call for TSA to implement CrewPASS that would provide Flight Attendants with a noninvasive method of screening. At this meeting TSA said that Pilots and Flight Attendants would be subjected to the exact same screening procedures and the Administrator agreed to work with the AFA on a range of security related issues; include screening procedures.

An all-call was put out to Flight Attendants requesting they contact their member of Congress and demand that the TSA administrator include Flight Attendants in KCM.

An all-call was put out to Flight Attendants requesting they contact their member of Congress and demand that the TSA administrator include Flight Attendants in KCM.

The TSA was still hesitant to formally commit to alternative screening for Flight Attendants. As a result, AFA participated in several subsequent follow-up conversations and meeting with TSA. AFA also reached out to Congressional Leadership and asked for their support; AFA maintained that any alternative screening procedures must be applied equally to all crew members and Congress agreed.

On March 21, 2012, then AFA International Vice President, Sara Nelson testified before the Senate Appropriations Subcommittee on Homeland security. Her testimony called for the expedited inclusion of Flight Attendant into the Known Crewmember Program.

Result:

AFA members helped to keep this important issue at the forefront. As the leading advocate for Flight Attendant inclusion since the moment the program was first conceived, we left no stone unturned. On July 23, 2012 AFA achieved TSA inclusion of Flight Attendants in the Known Crewmember Program. This victory would not have been possible without the hard work and contributions of Flight Attendants across the industry, the AFA Government Affairs department/ committees, the AFA Air, Safety, Health and Security department/ committees and the AFA International Officer's and staff support.

Lifetime AFA members at USAirways were the first in the industry to transit KCM checkpoints. We continue to press all airlines to take part in the program.

Family Medical Leave for Flight Crew Members

Government Affairs

Issue

In the early 1990s, members of the House of Representative began work on a Federal law that would guarantee a worker time off in times of personal medical need. In 1992, both the U.S. House of Representatives and the Senate passed legislation designed to give caregivers family leave without the risk of losing their job. The legislation, the Family Medical Leave Act (FMLA) was vetoed by President George H.W. Bush.

After President Bill Clinton took office, the Family and Medical Leave Act was signed into law in 1993. The purpose was to provide 12 weeks of unpaid leave for employees who worked 60 percent of a full time schedule in a 12 month period to care for a sick relative or a new child or recover from illness. The 1,250 hour threshold for qualification was established based on the traditional 40-hour work week.

Due to the unique methods in which Flight Attendant hours of work are calculated, it is virtually impossible to meet these minimum standards, even though the original intent of Congress was to cover Flight Attendants and Pilots.

Due to the unique methods in which Flight Attendant hours of work are calculated, it is virtually impossible to meet these minimum standards, even though the original intent of Congress was to cover Flight Attendants and Pilots. Additionally, FMLA benefits were further out-of-reach for Reserve Flight Attendants.

As the most junior Flight Attendants at any base, they needed the flexibility that Family and Medical Leave provides and AFA knew that we must right this wrong.

AFA quickly realized that a legislative solution was needed to correct this injustice, but it would be no easy task. As reports came in of Flight Attendants being denied FMLA protections, we worked with several members of Congress to introduce a fix. AFA then began to work with our airlines to provide FMLA-like leaves.

Action

By 2003, AFA had negotiated FMLA-like policies at many carriers however these protections were being included as a “cost” item in negotiations. Resolute that members should not have to pay for something guaranteed to all full time workers, a full out AFA campaign to

correct this injustice began in earnest.

AFA met with members of Congress and looked for sponsors to legislations. Having just one or two members of Congress supporting our cause was not enough. To move the Congress, AFA members were going to have to make that happen.

AFA started a grassroots campaign; letters, postcards and phone calls to Congress urging support for a technical correction to the law.

As Flight Attendant calls and letters poured into Representative's offices, there were still some opponents, skeptical of signing onto the bill that would technically correct this oversight. Once, a Representative from Tennessee approached AFA to see how many Flight Attendants were residing in his district. After some research, we discovered that there were only two Flight Attendants within district lines. A few weeks later, after strategically postponing releasing the information to the

When asked what changed his mind, the Representative said that he received a letter from one Flight Attendant in his district and that was enough for him!

Representative's office, the AFA Government Affairs Director was approached by the Congressman who indicated that he was ready to give his full support to the bill. When asked what changed his mind, the Representative said that he received a letter from one Flight Attendant in

his district and that was enough for him!

In 2008, AFA members produced brilliant results when they mobilized around passage of FMLA protections for airline flight crew in the House of Representatives. After receiving thousands of letters and phone calls and having face-to-face meetings with AFA members on Capitol Hill and on airplanes, elected Representatives threw their support behind the Airline Flight Crew Family and Medical Act. On May 20th, the House of Representatives passed the Airline Flight Crew Technical Corrections Act, H.R. 2744, by a wide margin of 402 to 9.

The next step was to recreate the same success with the U.S. Senate. With the momentum of the House victory, AFA began work on Senators across the country and partnered with a coalition of allies like ALPA, AFL-CIO member unions, and the National Partnership for Women. These partnerships are crucial to grassroots campaigns as they often have the collective power to turn 60,000 voices into millions. AFA was using all tools possible to achieve this important goal including serving as an expert witness in Capitol Hill hearings on the issue.

On November 11, 2009, after being deluged by Flight Attendant requests, the Senate passed S. 1422 with bi-partisan support and on December 21, 2009, President Obama signed the FMLA Flight Crew Technical Correction Act into law.

The passage of this legislation means that airline flight crews are now eligible for FMLA leave with a minimum of 504 work hours a years and at least 60 percent of the employer's month guarantee or the equivalent in the 12 months preceding the leave. On average, a full-time Flight Attendant is scheduled for 960 in-flight hours per year.

But there was still one more hurdle. AFA knew that for Flight Attendants to have access to this meaningful victory, we would have to make sure that the regulatory implementation, the process of applying the law in specific detail as it pertains to workers and business, did not alter the intent of the bill that was passed.

After extensive review and discussion with AFA Government Affairs, the Department of Labor announced an official rule making on January 30, 2012 The rule-making, proposed by the Hour and Wage Division of the Department of Labor, provides specific instruction on how to implement the technical correction and apply the standards for crewmember benefits. The process allowed for public comment, mandatory in this process and currently, we are awaiting the final rule to be issued by the Department of Labor.

Result

We achieved the technical correction to the law that forced the Department of Labor to write specific instructions to airlines about how it should be applied.

With this extraordinary victory AFA once again proved that when we have the will, we are capable of changing the laws in our country to better serve Flight Attendant interest.



Dear AFA-CWA Member:
We are very close to securing equal access to FMLA through passage of legislation in Congress. When this legislation passes, we will no longer have to bargain for fair and equal access to FMLA. We will be afforded the same rights as every other worker in this country.

We need you to make a call. The legislation recently passed the House of Representatives by a vote of 407-9 but now appears to be stalled in the U.S. Senate.

Please take a few minutes to call your Senators below*. When someone answers the phone, all you need to say is:

"Hello, I am a resident of the state and a voter. I'm calling to ask the Senator to cosponsor S 2059 which would provide FMLA fairness for flight attendants."

Your voice must be heard to get this legislation passed.

**Senator Saxby Chambliss' phone number in Washington is 202-224-3521*

**Senator Johnny Isakson's phone number in Washington is 202-224-3643*

For more information go to www.afafair.org

Association of Flight Attendants/CWA, AF-CWA • www.afafair.org

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Human Trafficking — 100,000 Eyes in the Skies

Government Affairs

Issue

Human Trafficking is a modern-day form of slavery. It is the trade of humans, most commonly for the purpose of sexual slavery, forced labor, or commercial sexual exploitation for the trafficker or others. This horrible crime is often hidden in plain sight.

Flight Attendants and airline employees are in a unique and ideal position to identify and report human traffickers. More importantly, they are in a position to assist the victims. If we can identify the signs, we can have the authorities meet the aircraft upon landing and perhaps save a life. Hundreds of Flight Attendants have come forward sharing their stories and concerns of a possible human trafficking incident onboard their flights. They continue to be haunted by images of young, scared children. They question their actions and think of what they may have been able to do.

For example, during a routine day at work, a Flight Attendant noticed a man travelling with two small children. Although it was the middle of winter and cold, the young girls were wearing only jeans and a t-shirt but the man was wearing a coat. They did not look related and the children looked uncomfortable and scared. When the Flight Attendant asked them what they would like to drink, they did not make eye contact and the man answered for them. They were not allowed to speak nor were they allowed to respond to any questions asked by the Flight Attendants. They did not speak to each other, seemed anxious and avoided eye contact with other passengers. Had we known more about this crime, we would have seen the warning signs.

Action

Because of stories like this, Flight Attendants began mobilizing. Local Councils included articles on human trafficking in their newsletters and encouraged Flight Attendants to educate themselves. AFA sponsored training at several locations and hundreds of Flight Attendants participated.

At the AFA Board of Director's Meeting in Chicago in February 2013, former Department of Transportation (DOT) Secretary, Ray LaHood addressed the Board on the importance of stopping this horrible crime. The Board of Directors unanimously voted in favor of adopting a plan

to urge the airline industry to include mandatory training to help identify, report and stop human trafficking.

In June 2015, AFA launched the Eyes in the Skies Campaign through our website hiddeninplanesight.org. Our mission is to have over 100,000 trained eyes in the skies to uncover this heinous crime. Government Affairs worked with other AFA Departments, such as the Employee Assistance Program (EAP) and Safety, Health and Security, to ensure the campaign's success. Through this website, Flight Attendants can learn about human trafficking, watch educational videos, pledge their support and take action on legislation.

Our Government Affairs Department worked diligently on Capitol Hill to pass legislation which would require mandatory training for Flight Attendants. In February 2016, the Secure Our Skies Act was introduced by U.S. Representative Dina Titus (D-NV-01) and Barbara Comstock (R-VA-10).

Result

Thousands of Flight Attendants rallied as we urged Congress to pass legislation. This led to the inclusion of mandatory human trafficking training for Flight Attendants in the 2016 FAA Reauthorization Bill.

In March, the Senate followed with the Stop Trafficking on Planes (STOP) Act introduced by Senators Mark Warner (D-VA) and Amy Klobuchar (D-MN). Thousands of Flight Attendants rallied as we urged Congress to pass legislation. This led to the inclusion of mandatory human trafficking training for Flight Attendants in the 2016 FAA Reauthorization Bill.

The Department of Homeland Security (DHS) created the Blue Campaign which fights human trafficking through a variety of programs. One of those programs is the Blue Lightning Initiative which trains airline personnel to identify potential traffickers and their victims and report their suspicions to federal law enforcement. We continue to partner with the DHS, DOT and the U.S. Customs and Border Protection (CBP) and thousands of Flight Attendants have been provided with the Blue Campaign Human Trafficking 101 pamphlet.

A Memorandum of Understanding (MOU) was signed with the CBP and DOT and AFA is now a registered partner on the Blue Lightning Campaign. We continue to urge each airline to learn more about using Blue Lightning to inform employees about human trafficking and to participate in the Blue Lightning Program.

Flight Attendant Fatigue - 10 Hours Minimum Rest & Fatigue Risk Management Plan

Government Affairs

Issue

Prior to 1996, the only safeguards to prevent Flight Attendant fatigue were provisions negotiated as part of a collective bargaining agreement for those who were fortunate enough to have the security of a Union and a contract. It is important to remember the pilots enjoyed the protections of some form of Federally mandated flight/duty time protections designed to mitigate fatigue since the 1930's.

In 1988, Congressman Norm Mineta first introduced a bill which proposed a 10-hour minimum rest period for Flight Attendants. In 1994, the FAA first acknowledged that Flight Attendant fatigue could impact job performance and announced the first rule for Flight Attendants setting minimum duty period limitations and rest requirements.

Finally, in 1996, nearly 8 years after the Mineta bill was introduced in Congress, the FAA announced a final rule which required only a minimum of 9 hours of rest, which could be reduced to 8 hours provided the following rest period was 10 hours. The FAA stated the rule was necessary to ensure Flight Attendants would be rested sufficiently to perform their routine and emergency safety duties. The FAA also issued guidance that Flight Attendants should have the same rest as pilots.

Over the subsequent years, Flight Attendant fatigue became a significant issue. As airlines restructured and cut corners to make ends meet, many Flight Attendants were forced to work to the point of exhaustion because of poorly scheduled duty time, lengthened duty days due to concessionary bargaining, or flagrant company violations of Flight Attendants' scheduling requirements. Flight Attendants reported that, due to fatigue, they had forgotten to arm their evacuation slides, forgotten they had unaccompanied minors onboard and allowed them to leave the aircraft by themselves, had fallen asleep or nearly fallen asleep on their jumpseats during landing and were too fatigued to operate their car, for fear of getting into an accident.

Action

AFA asserts that aviation's first responders must be adequately rested and free from fatigue to respond to in-flight emergencies. The effort to address fatigue used a three-pronged approach – Negotiations, Research and Legislation.

Negotiations:

Larger, more established MEC's had some success in negotiating rest and duty time limits that provided more than the FAR required minimums. Unfortunately, smaller or newly organized carriers, especially Regional airlines, struggled to negotiate more favorable rest protections. They continued to face long duty days which included up to 7-8 legs per day with FAR minimum rest between duty periods. During the bankruptcy era following Sept. 11th, management was able to erode many of the most effective duty time and rest protections that existed. This meant that new contract improvements for other airlines were unlikely. AFA knew that getting a meaningful, universal solution would require a legislative fix backed by solid, scientific data.

Research and Legislation:

AFA's Government Affairs Department had been proposing bills to Congress for years on fatigue and rest. But opponents, particularly those at the FAA, kept saying that fatigue either wasn't a problem or wasn't a major concern. To break the logjam, AFA members participated in direct lobby "blitzes" with members of Congress on Capitol Hill. Congress finally appropriated \$200,000 in the Omnibus Appropriations for FY '05 directing the FAA to conduct a study of Flight Attendant fatigue. The FAA was to report back to Congress by June 1, 2005 with their findings.

The FAA, under Bush appointee, Administrator Marion Blakey, delayed release of the Congressionally mandated report for over one year, even though the study itself was completed. The FAA repeatedly ignored requests from AFA-CWA and members of Congress to release the report and explain the delay in reviewing the study by the Administrator's office.

In September 2005, AFA-CWA Air Safety Health and Security Department coordinated with various MECs to conduct its own fatigue study to investigate member's concerns and verify any subsequent FAA report. Fifty members from 10 airlines participated in the month-long survey that recorded their activities on a daily trip log. The study showed that of the scheduled rest time, only 52 percent resulted in actual reported sleep, with preparations before and after sleep, ground travel, eating and miscellaneous non-sleep activities consuming the other 48 percent. Thus, one could reasonably argue that an 8 hour scheduled rest period resulted in a flight attendant getting only slightly more than 4 hours of actual sleep.

Then AFA International President Pat Friend, amped up the pressure and organized a “sleep-in” at FAA headquarters on June 7/8, 2006. Joined by Air traffic controllers, Flight Attendants picketed and camped overnight to demand the FAA release the results of a Flight Attendant fatigue study that was then a year overdue. Following this public shaming, the report was finally released.

Due to short internal FAA deadlines for conducting the report, the researchers were unable to conduct a thorough and comprehensive study of Flight Attendant fatigue. The 2005 report, when finally released, primarily consisted of a review of existing literature on the issue, an evaluation of Flight Attendant duty schedules and a comparison of those schedules to the current regulations regarding rest. Based solely on that limited research, the report concluded that Flight Attendants are “experiencing fatigue and tiredness and as such, [it] is a salient issue warranting further evaluation.” They also stated that “not all the information needed could be acquired to gain a complete understanding of the phenomenon/problem of Flight Attendant fatigue” and therefore recommended follow-on research.

Following the results of the 2005 report and Congressional testimony by President Friend, in 2007, Congress directed the FAA’s Civil Aerospace Medical Institute (CAMI) to conduct a series of additional fatigue studies for Flight Attendants. Data was collected from 9,180 Flight Attendants representing 30 operators. Responses indicated that 84% of Flight Attendants had experienced fatigue and the majority felt Flight Attendant fatigue was a safety risk. Two of the primary contributors to fatigue were scheduling and physiological requirements. But during the Bush administration no changes to Flight Attendant Rest requirements were made.

And then, on February 12, 2009, Colgan Air Flight 3407 crashed on approach to Buffalo, NY, killing all 49 passengers and crew on the plane. NTSB Chairman Deborah Hersman made it clear that she considered fatigue to be a contributing factor. This refocused legislator’s attention on the issue of crew fatigue and prompted more in-depth study which AFA expected would result in improvements for all crewmembers.

In 2010, as a direct result of the Colgan crash the year prior, Congress passed the Airline Safety and FAA Extension Act of 2010. AFA lobbied for and assumed that Flight Attendants would see improvements as a result of this tragic event. The 2010 act resulted in sweeping legislative changes for the FAA and the airline industry as a whole, but no direct improvements for Flight Attendants. On January 4, 2012 the FAA issued new CFR 117 entitled “Flightcrew Member Duty and Rest

Requirements” scheduled to take effect on January 4, 2014. This new regulation included a complete overhaul of duty and rest requirements and a requirement for a minimum rest of 10 hours and a Fatigue Risk Management Plan **for Pilots**. However, contrary to the 1994 guidance, Flight Attendants were not included and were left with the same inadequate 8-hour minimum rest requirement.

Flight Attendants were rightly angry and frustrated at being left behind. The new regulations were so dramatic that management and the Pilot’s unions were struggling with how to implement all the changes. AFA reviewed the regulations to see how best to proceed. Some of the new regulations could potentially result in excessive restrictions on member’s scheduling flexibility. But fair was fair. Studies had shown that Flight Attendant fatigue was real and that increased rest, in line with Pilot minimums should be extended to Flight Attendants as well. So, AFA’s Legislative Policy Committee made 10 Hours Minimum Rest and a Fatigue Risk Management Plan (FRMP) the primary goals for our Union and AFA began a campaign to finally make it a reality.

The best way to accomplish these goals was to get language included in the next FAA reauthorization bill coming before Congress. AFA’s International Government Affairs department coordinated with MECs and Local Committee activists who swarmed into crew rooms to gather post cards from Flight Attendants to be personally delivered to members of Congress. Telephone calling campaigns to members of Congress were initiated in conjunction with the writing and mark up of the FAA reauthorization bill. AFA conducted Rally for Rest fly-in events on Capitol Hill in 2016 and 2017 where hundreds of Flight Attendants were trained and personally appealed to members of Congress as they considered the bill(s).

10 Hours minimum rest and a FRMP were included in every House of Representatives version of the bill, however because of strong lobbying by management’s trade organization, Airlines 4 America (A4A), the Senate versions included 10 Hours rest that could be reduced to 9 hours. Flight Attendants knew how management would manipulate that rule and held firm that the rest must be 10 hours minimum with no ability to reduce, just like the Pilots.

Gridlock in Congress, as a result of extreme partisanship, stalled progress on a full FAA reauthorization bill in 2016 and again in 2017. Each year, Congress punted and voted for a short-term extension of the existing FAA authorization without including significant changes, especially our demand for increased rest.

As the deadline approached for the 2018 bill, AFA redoubled our efforts to change the language of the Senate version. AFA members flooded Senate offices with phone calls demanding 10 Hours Minimum Rest. The House had already overwhelmingly passed a bill which included our 10 Hours Minimum Rest. Finally, due to member advocacy and strong support from Congressional allies, a joint House/Senate version of the bill was agreed upon. After a tense couple of weeks, including another short-term, week-long extension, the bill was passed on October 3, 2018 and signed into law October 5, 2018.

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

Result

28 of AFA’s safety priorities, including 10-hours Minimum Rest and the FRMP for Flight Attendants were adopted in the FAA Reauthorization Act of 2018.

The act included the following language “Not later than 30 days after the date of enactment of this Act, the Secretary of Transportation shall modify the final rule of the Federal Aviation Administration ... relating to flight attendant duty period limitations and rest requirements. (A) a flight attendant scheduled to a duty period of 14 hours or less is given a scheduled rest period of at least 10 consecutive hours; and (B) the rest period is not reduced under any circumstances.”

The intent of this language was to implement the rest without a rulemaking process to close the safety loophole of Flight Attendant fatigue as quickly as possible. It was understood that the FAA would allow a normal implementation period for airlines and direct carriers to comply with the new rest provision by a date certain, typically allowing a six-month implementation. Flight Attendants therefore expected the 10 hour minimum rest to be reflected in schedules and the operation by approximately May of 2019. Implementation of the FRMP did follow a similar timeline but enactment of the 10 Hours Minimum rest did not happen.

Implementing the change remained a top priority of AFA and members of Congress who worked very hard to clear hurdles and create a political will at the FAA to move forward.



FOR IMMEDIATE RELEASE

October 4, 2022

Contact: Taylor Garland, press@afacwa.org

Flight Attendants Achieve 10 Hours Rest with FAA Final Rule

Washington, D.C. (October 4, 2022) — The Federal Aviation Administration (FAA) today finalized a rule requiring 10 hours minimum, non-reducible rest for Flight Attendants between duty days – finally implementing a 2018 law that will make aviation safer for over 100,000 Flight Attendants and the passengers in our care. The rule will increase the rest period to 10 irreducible hours when scheduled for a duty period of 14 hours or less. Sara Nelson, president of the Association of Flight Attendants-CWA, issued the following statement:

"President Biden delivered today. Five years ago after decades of action by AFA members, science to back up our alarm on Flight Attendant fatigue, and relentless efforts with lawmakers, we achieved an overwhelming bipartisan vote to equalize minimum rest with commercial airline pilots. The law could not have been more clear, but instead of taking definitive direction from Congress, the Trump administration put our rest on a regulatory road to kill it. President Biden promised to make this a top priority to correct this and today under the leadership of Secretary Buttigieg and Acting FAA Administrator Nolen the rule for 10 hours irreducible rest for Flight Attendants is final.

"Credit first and foremost goes to Flight Attendants on the frontlines who fought so hard for this moment and need this rest more than ever in the most difficult time to work our jobs in the history of aviation. We also have to applaud the champions in Congress who made this possible, starting with then Transportation and Infrastructure (T&I) Chairman Norm Mineta who first proposed this minimum rest in 1994 and worked with us to ensure Congress would commission the fatigue studies that gave us the science to fully define this aviation safety loophole so we could close it. Finally, it was the leadership and relentless efforts of T&I Chair Peter DeFazio (D-OR), Senate Commerce Committee Chair Maria Cantwell (D-WA), Aviation Subcommittee Chair Frank LoBiondo (R-NJ), and Aviation Subcommittee Chair Rick Larsen (D-WA) along with so many others on these committees who ushered our rest to law.

"We have been successful in setting these rest standards in several contracts, but this raises the minimum standard for all Flight Attendants and airlines will have to meet that standard in 90 days. It's about time! As aviation's first responders and last line of defense, it is critical that we are well rested and ready to perform our duties. COVID has only exacerbated the safety gap with long duty days, short nights, and combative conditions on planes."

"Proper rest is critical for Flight Attendants to do our work as aviation's first responders. Today was a long time coming, but it is here. We won't forget how we achieved this major regulatory change for minimum rest. Flight Attendants need this rest to do our jobs. But 'rest assured,' we won't ever rest in our work to ensure the continued safest transportation system in the world for all of the people within it."

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The Association of Flight Attendants-CWA, (AFA) AFL-CIO represents nearly 50,000 Flight Attendants at 19 airlines. AFA is the union that has advanced the Flight Attendant profession for 75 years, beating back discrimination and improving wages, benefits, working conditions, and aviation safety, health and security in the aircraft cabin. AFA also partners with the 700,000-member strong Communications Workers of America (CWA), AFL-CIO. Visit us at www.afacwa.org.



Domestic Partner Benefits

Legal

Issue

Prior to the Supreme Court's ruling in *Obergefell v Hodges* in 2015, gays and lesbians were denied over one thousand (1000) different federal-based benefits associated with marriage, including spousal health care options, because their relationships were not recognized by the federal government. This left gay and lesbian employees subject to voluntary management recognition of their relationships and benefits, negotiating spousal benefits during contract talks or lobbying individual States and/or cities to enact laws to provide access to such benefits.

AFA's Constitution and Bylaws, which was adopted in 1973, included a commitment to non-discrimination based on sexual orientation. Management pushed back at the bargaining table and refused to entertain provisions that would provide equitable benefits to our LGBTQ members. While Fortune 500 corporations had begun to offer Equal Employment Policies and Domestic Partner Benefits, the airlines had not followed suit. Management claimed they were concerned about increased health care costs and a competitive disadvantage if they were to offer benefits when other airlines didn't. No one wanted to be the first airline to offer such benefits. In addition, management argued that Domestic Partner Benefits were expensive special rights that benefited a minority group who "choose" their lifestyle. During the 1990's there was a wave of anti-same-sex marriage amendments enacted through legislation and voter initiatives across the country.

Then, in 1996, the city of San Francisco became the first jurisdiction in the nation to pass an Equal Benefits Ordinance. The law required all companies doing business with the city to offer the same benefits to unmarried employees in domestic partner relationships -- including gay and lesbian couples -- as they do to married couples.

United Airlines, along with the Air Transport Association, the management lobbying group representing 21 other airlines, filed suit against the city of San Francisco in May of 1997 arguing that airlines are nationwide businesses regulated by federal law and should not be affected by local statutes.

At the time, the United MEC was also in Section 6 negotiations. Flight Attendants had voted down an initial tentative agreement and were angry with management's positions at the negotiating table. Flight

Attendants were energized and ready to mobilize. But because of limitations within the Railway Labor Act, which governs airline labor negotiations and representation, Flight Attendants could not take any direct action that would cause financial harm to the airline.

Action

United's SFO Council 11 Communications Co-Chairs Beth Skrondal and Stan Kiino were approached by Jeff Sheehy, one of three authors of the Ordinance and the President of the Harvey Milk Democratic Club to form an alliance against United's discriminatory stance. They also allied with LGBT Labor Constituency group Pride at Work's leader Howard Wallace and the Human Rights Campaign (HRC). Sheehy's goal was to isolate United and publicly shame them so that other firms in other industries would not join the lawsuit. Together, they could pressure management to provide Domestic Partner benefits and settle a new contract with improved wages and work rules.

Their first action occurred on June 20, 1997 at the San Francisco Gay Pride Parade. AFA members wearing the trademark green CHAOS t-shirts marched and passed out 10,000 leaflets asking "Is United really gay-friendly?" This was particularly impactful due to United's sponsorship of a float in the parade.

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Tactics at this point began to shift to civil disobedience. On July 10, 1997 the coalition demonstrated outside of United's downtown ticket office calling for a contract and domestic partner benefits. While AFA members and allies rallied outside with CHAOS™ t-shirts and signs, non-Flight Attendant coalition partners entered the office, cut up their frequent flyer cards, blocked entrances and were arrested.

Some advocated for a public boycott of United. Because of the limitations of the RLA, AFA couldn't join the boycott call. HRC stepped in and called for a worldwide consumer boycott. Additional protests were announced where Flight Attendants would legally rally but not participate in civil disobedience. The new coalition energized Flight Attendants and increased membership turnout for events.

Soon after the initial ticket office protest, AFA and United reached a tentative agreement on a new 10-year contract which provided wage increases and work rule improvements but did not include domestic partner benefits. This second tentative agreement was narrowly

approved by the membership taking contract negotiations out of the battle for domestic partnership benefits.

But behind the scenes, the pressure seemed to be having an effect. On September 24, 1997, following the contract ratification, United MEC President Kevin Lum received a call from Director of Labor Relations-Inflight Frank Colosi on behalf of CEO Gerald Greenwald. Colosi informed Lum that they had received word that a competitor was about to offer domestic partner benefits. Greenwald wanted to offer comparable benefits within hours, including medical, dental and pass benefits. He asked whether AFA would be open to such benefits. Lum enthusiastically said yes and suggested United go first. He never received a response to his suggestion.

But the competitor didn't offer benefits and United continued to pursue their challenge in court. The United MEC filed a grievance on March 5 claiming discrimination based on marital status and sexual orientation to apply additional pressure on United management.

Colosi filed a declaration and deposition in support of United's motion for a preliminary judgement in the case in July and September of 1998. He claimed United could not provide the benefits to SFO based crews because it would damage the relationship with AFA and create inequity within the ranks. The city's attorney reached out to MEC President Lum. Lum worked with AFA Legal Counsel and filed a legal declaration in the case on December 7, 1998. In his declaration, he recounted his conversation with Colosi over one year before which showed that not only could United provide these benefits but had been prepared to enact them within hours. Lum's sworn declaration contradicted United's position in their lawsuit.

The city of San Francisco Board of Supervisors upped the ante. On December 15, 1998 just 10 days before Christmas, during one of the busiest travel seasons of the year, it officially endorsed the boycott campaign. They urged the public to support the boycott and pledged that no city employees would be allowed to fly United to conduct official business.

Result

The case continued to drag through the courts and on May 28, 1999, Ninth Circuit Court judge Claudia Wilken gave the airlines a partial victory, saying they did not have to offer such economic benefits as pensions or health insurance. But she said they did have to offer to their San Francisco employees such noneconomic benefits as bereavement or medical leave and flight discounts. Not satisfied with a partial victory, the airlines appealed.

On July 29, 1999, Judges Michael Hawkins and Susan Graber of the U.S. Court of Appeals in San Francisco refused to grant United and other carriers a further delay in providing the benefits ordered by Wilken.

The next day, July 30, 1999, United announced it would provide full domestic partner benefits, including health and pension coverage, to LGBTQ employees and retirees worldwide. Additionally, unmarried heterosexual couples, who had the option to marry, would get noneconomic benefits such as bereavement leave. Within days, both American Airlines and Delta Airlines followed suit and offered domestic partner benefits for their employees as well. Over the course of the next several years, Domestic Partner benefits became the standard throughout the airline industry.

Single Hotel Rooms

Legal

Issue

Originally, dating back to 1946, contract language provided that no more than two “stewardesses” were required to share a room with their own bed on layovers. On flights where there were an odd number of Flight Attendants, usually the First Flight Attendant got a single room. This language remained unchanged until 1972 when the condition of arriving on the same flight was included. When they started hiring males for the domestic flight, if there was only one male, he got the single room.

There were numerous problems with sharing rooms:

- smoking vs non-smoking
- disturbing each other’s sleep patterns
- insomnia (nowhere to go to read in the middle of the night but the bathroom)
- slam-clickers vs crew party types
- different sexual orientation (perceived or actual)
- European single beds touching each other
- seniority violations - if there was an odd-numbered crew the single should go to the most senior but if there was just one Flight Attendant of the opposite sex, he got it even if he was the most junior.
- no privacy; never alone
- if your roomie had a cold, flu--you got it too
- windows open vs heat on all night

People used buddy-bidding to avoid having to room with someone they didn’t like.

Action/Result

AFA pursued this issue through contract negotiations and through organizing efforts across the industry.

Our first success at improving contract language was at United where on July 2, 1976, management agreed to single rooms for everyone. The last AFA negotiated single rooms occurred in the early 1990’s at Tower Air.

For numerous unorganized carriers the issue of shared rooms was a primary driver in their desire to become organized. As more Flight Attendants successfully bargained for single rooms, AFA was able to use the issue of shared rooms as a primary organizing tool. Some management groups chose to provide single rooms as a way to discourage voting for AFA.

Through AFA's success at the bargaining table and management's attempts to thwart AFA organizing, we were able to ensure that single rooms became the standard throughout the airline industry.

Contract Violation of Overnight Lodging

Legal

Issue

In early 2009, PSA Airlines unilaterally ceased providing overnight lodging to Flight Attendants when a segment of their trip cancelled while in their domicile. Many PSA Flight Attendants do not live where they are domiciled, and as a result, they were forced to pay for their own hotel expenses when an overnight trip cancelled at their base. Because PSA did not provide hotel accommodations to Pilots in domicile, it attempted to treat the Flight Attendants in the same manner.

Action

AFA fought back and filed a grievance which was heard by the System Board and decided by Arbitrator Peter Meyer.

At arbitration, AFA presented testimony establishing that prior to 2009, PSA routinely provided hotel rooms to all Flight Attendants when a trip segment cancelled, whether they lived in the domicile or not. AFA's Local President testified that he was given overnight lodging in his domicile on many occasions and had intervened successfully with the inflight department to obtain hotel rooms for Flight Attendants in their domiciles. Clearly, there was an established practice that PSA had unilaterally changed without the Union's consent.

In addition, AFA Staff Attorney testified that in contract negotiations for the 2002 collective bargaining agreement, PSA tried to amend the applicable contract section to limit overnight lodging to trips "away from domicile." The parties, however, never reached agreement on new contract language which left the existing contract language and practice unchanged.

Result

Based upon the "clear and unambiguous language of the parties' collective bargaining agreement, as well as the competent and credible evidence in the record" Arbitrator Meyer found that AFA had proven that PSA is contractually obligated to provide hotel accommodations for scheduled overnights that occur in the Flight Attendants' domiciles.

PSA Flight Attendants now are provided overnight lodging for scheduled overnight rest periods wherever they occur, whether in domicile or away

from domicile. As a direct result of this decision, PSA Flight Attendants have saved thousands of dollars they would have been required to spend on hotel rooms due to trip cancellations in their domicile. In essence, AFA successfully fought back PSA's attempt to shift the cost of hotel accommodations to Flight Attendants in their domicile.

Questions

How was the issue presented to the union?

What was the impact of the issue on the Flight Attendant?

What action did the union take to address the issue? At the Local, MEC, and International level?

What actions did the members take to support the results?

What AFA Departments were involved in the initial issue and what other departments supported their work?

What was achieved for the Flight Attendants?



1945 - Air Line Stewardesses Association (ALSA) wins recognition as first union for Flight Attendants.

1946 - First union contract raises United Flight Attendants' monthly pay to \$155, limits duty hours, sets rest periods and establishes a grievance procedure.

1947 - ALSA President Ada Brown, 30, marries and becomes a victim of United's no-marriage rule. Retires from career and union presidency.

1949 - ALSA merges with the Air Line Pilots Association affiliate, the Air Line Stewards and Stewardesses Association (ALSSA).



1951 - ALSSA represents 3,300 Flight Attendants. Pilots' opposition to union shop and Flight Attendants' desire to acquire a charter with the American Federation of Labor threatens ALSSA's relationship with ALPA.

1952 - Civil Aviation requires Flight Attendants on commercial aircraft as cabin safety professionals.

1960 - ALPA creates two divisions the Pilot Division and the Steward and Stewardesses Division. Nearly half of the nation's 8,700 Flight Attendants vote to affiliate with ALPA's S&S Division.

1964 - Civil Rights Act passes. Flight Attendants use Title VII of the act to challenge discriminatory policies based on gender, race, age, weight, pregnancy and marital status.



1968 - Average career for Flight Attendants lasts 18 months. Mandatory resignation at ages 30-35 struck down.

1971 - Pressed by AFA, courts prohibit airlines from refusing to hire males, find United's no-marriage rule illegal.

1973 - Modern AFA is born when ALPA's S&S Division becomes the Association of Flight Attendants.

1974 - Court rules Northwest Airlines must pay female Flight Attendants same scale as males.



1975 - In court, AFA challenges requirement that Flight Attendants stop working upon pregnancy.

1978 - Congress passes the Airline Deregulation Act giving airlines unlimited authority over routes, scheduling and fare pricing.

1979 - AFA litigation results in liberalizing airlines' weight policies.

1981 - Nationwide AFA campaign helps kill FAA plan to reduce the number of cabin crew members.

1982 - AFA represents 22,000 Flight Attendants at 18 carriers.

1984 - Fulfilling a quest by AFA leaders since the union's founding in 1946, AFA is granted a charter by the AFL-CIO. AFA prodding results in new FAA rules requiring floor-level exit lights, less flammable cabin interiors and other cabin safety breakthroughs.

1987 - Years of pressure from AFA prompts FAA to issue a policy limiting number of passenger carry-on bags.

1988 - Lobbying before Congress results in smoking ban on domestic flights of two hours or less.

1990 - AFA petitions FAA to apply OSHA standards to Flight Attendants. Smoking ban goes into effect on all domestic flights.



1991 - AFA hosts first international Flight Attendant symposium, sharing ideas with Flight Attendants from Australia, Austria, Canada, Denmark, Finland, France, Ireland, South Korea, Norway, Singapore and Sweden.



1994 - AFA CHAOS™ campaign of intermittent work stoppages upheld in court; results in landmark contract settlement at

Alaska Airlines. USAir weight program suspended following litigation by AFA. FAA issues duty-time regulations for Flight Attendants.

1995 - AFA celebrates its first half century of union achievements.

1996 - AFAs aggressive pursuit of safety issues following the Everglades ValuJet crash provokes major changes at FAA, shifting the agency's focus to safety, and resulting in closer scrutiny of safety issues at start-up carriers.

1997 - AFA Board of Directors creates new organizing fund to unite all Flight Attendants in AFA.

1998 - AFA sponsors carry-on baggage conference and introduces a proposed rule to the FAA restricting size and weight of carry-ons.

1999 - America West Flight Attendants achieve victory with a solid first contract on the eve of a CHAOS™ strike after nearly 10 years of struggle with a recalcitrant employer.

2000 - AFA lobbies hard and wins: whistleblower protection, increased interference, study of cabin air quality, and the international smoking ban.

2001 - In the wake of the September 11 attacks that killed 25 Flight Attendants on four hijacked aircraft, AFA lobbies Congress for airline security legislation and fights to protect thousands of furloughed Flight Attendants who lost their jobs as a result of the terrorist attacks.



2002 - AFA continues to lobby for improved security, including certification for all Flight Attendants, and mandatory safety training.

2003 - Decades after AFA leadership set forth their objectives in the AFA Constitution & Bylaws and after nearly a year-long battle on Capitol Hill, Congress passed Flight Attendant certification legislation.

2004 - A majority of AFA members vote to merge with the 700,000 member-strong Communications Workers of America (CWA) giving members access to greater resources and expanding the union's ability to influence legislation critical to Flight Attendant jobs.

2006 - Northwest Airlines Flight Attendants vote to join AFA-CWA under the AFA-CWA umbrella.

2007 - AFA-CWA convinces Congress to pass legally-binding seniority protection for airline workers involved in airline mergers. The law prevents one group of airline workers from stapling another to the bottom of a seniority list and provides a process for equitable seniority integration.

AFA-CWA pressures Congress to enact and fund the first-ever comprehensive Flight Attendant fatigue study.

2009 - AFA-CWA's petition to reclassify Flight Attendants from personal care and service workers to transportation and material moving occupations in the Federal Standard Occupational Classification moves Flight Attendants into the same category as pilots, mechanics and other certified aviation workers.

AFA fights hard for the appointment of former AFA President Linda Puchala to the National Mediation Board (NMB) and succeeds – a promising move toward restoring the Board's integrity.

2011 - 25,000 United, Continental and Continental Micronesia Flight Attendants voted for AFA-CWA representation following the airlines' merger

In the year marking the tenth anniversary of the attacks on September 11, 2001, AFA-CWA launches the campaign for recognition of Flight Attendants as First Responders.

2012 - As a result of AFA-CWA advocacy at many levels of government and industry, the Transportation Security Administration announces that Known Crewmember expedited security screening will include Flight Attendants. Our inclusion in this risk-based security screening recognizes our integral role in aviation safety as first responders and the last line of defense.



In the midst of bankruptcy challenges, 1,500 Flight Attendants vote for AFA-CWA as their representative following the merger between Endeavor Air (formerly Pinnacle), Colgan and Mesaba.

2013 - After 20 years of exclusion, AFA wins recognition of Flight Attendants' unique work schedules, finally allowing us access to the legal protections of FMLA.

AFA-CWA challenged and overturned national security policy, in partnership with unions representing hundreds of thousands of aviation workers, ensuring that knives and other weapons remain on the TSA prohibited items list. An intense legislative, legal and public relations strategy, coupled with AFA member mobilization left TSA nowhere to turn but in retreat from its misguided policy to allow knives in the cabin for the first time since September 11, 2001.



AFA celebrates a tremendous victory for equality when the Supreme Court, in support of same-sex marriage, strikes down the Defense of Marriage Act and California's Proposition 8.

2015 - 2017 - Silver Airways, GoJet Airlines, Cathay Pacific U.S., and Norwegian U.S. Flight Attendants organize to join our union.



2016 - Congress recognizes AFA-CWA's efforts to be 100,000 Eyes in the Skies. Airlines will be required by law to provide human trafficking awareness training for Flight Attendants.



2018 - After 30+ years of advocacy and our strategic Fight for 10 campaign, Congress passes the 2018 FAA Reauthorization Bill which includes 10 hours non-reducible minimum rest

and a Fatigue Risk Management Plan among other Flight Attendant priorities. AFA continues to push for implementation after the rule was derailed for years.



2020 - 2021 - The COVID-19 pandemic caused the worst crisis U.S. commercial aviation has ever faced in its existence – threatening the health of millions of aviation workers and our economic future.

The Payroll Support Program (PSP) that AFA originally designed saved over 2 million aviation jobs and the entire U.S. aviation industry.

Together with all of aviation labor, AFA worked with airlines throughout the pandemic. Together we built bipartisan support to make sure our industry didn't shut down, to save jobs, and to keep this critical infrastructure in place.



Congress funded the program three times for a total of \$54 billion for 16 months of payroll support.

After September 11th, the industry faced decades of economic turmoil with bankruptcies and mergers where Flight Attendants were furloughed for years; the courts abrogated our contracts resulting in concessions felt for decades; Flight Attendants lost pensions; staffing was cut, and our jobs changed forever.

Now two years after the pandemic began, airlines are hiring again and we're negotiating improvements not concessions. Our hard work and our union's solidarity saved Flight Attendant jobs, livelihoods, and the entire airline industry.

2022 - Avelo Airlines and the new Eastern Airlines organize to join our union.



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