



LOCAL COUNCIL MEETING AGENDA
ASSOCIATION OF FLIGHT ATTENDANTS-CWA
Alaska Airlines Council 19
December 7, 2016 (from 1-3 PDT)
Holiday Inn Express, Sea-Tac and Video Conference

1. **Call Meeting to Order:** 1:00PM

2. **Announcements:**

a. Welcome to our first virtual (video) and in person union meeting. It's a great turn out and thank for coming and joining us.

b. **Local Elections:** You can go to <http://afacwa-elections.org/councils/ala-council19-sea/> **NOMINATION SCHEDULE:** MAIL DATE: 01-24-17
Voting Notice and Voting Guide are mailed containing your personal 16-digit activation code. Nomination process begins on 01-26-17 12:00 PM EST.
NOMINATIONS CLOSE 02-15-17 2:00PM EST.

ELECTION SCHEDULE: MAIL DATE 03-20-17 Voting Notice and Voting Guide are mailed containing your personal 16-digit activation code.
POLLS OPEN: 03-22-17; POLLS CLOSE 04-11-17; and the election count immediately takes place.

c. Want to recognize Linda Christou as the new MEC S-T. Her term begins on January 1, 2017 and she will continue in her LEC S-T duties. Jake Jones is our VP and unfortunately is not here as he is on a conference call. I want to thank Brian Palmer (MEC VP) for assisting with the virtual meeting. This is a great way to reach out to more members.

3. **Call for Late Agenda Items:** None

4. **LEC UPDATE:**

a. Officer Reports:

LEC President: The past few months have been very busy. Since September I have only been home for 10 days over Thanksgiving. LEC P and LEC S/T attended 2 conferences in September: Leadership. Busy with Vacation OT and monthly MEC meetings. Current uptick in grievance issues and charter issues. LEC P has vacation in December and January and will be back on January 22, 2017. LEC P is available via email or phone calls during this time. Stephanie Adams is Council Rep, but she began her new role as the MEC Grievance Chair December 1, 2016. So, she will be taking a back seat to local work. Local committees are growing and you can find a list of the committee members in on the afaalaska.org site under Seattle. SEA Officers met with the LEC Committee chairs in

October for our quarterly meeting. We discuss current issues and committee updates. We decided to try something different with committee reports and sent out the updates on a rolling basis. LEC P keeps a log of the work done on a daily basis. Going forward this is to be a requirement from AFA International. Anyone claiming UB pay must be able to account for that pay as your dues pay your officers/council reps and your committees along with training.

LEC Vice President: Jake unable to be here because he is called to Open Time negotiations as the subject matter expert (SME). He shares this report: He is actively doing grievances, follows up with crews on scheduling related issues, and he connects with the crews to give the pay information. There has been several contractual violation issues being noted through Jakes follow up process. JCTE "Crew Access" and "Crew Exchange" and the new names and will be rolling out and January.

LEC Secretary: Finished up doing grievances as she is taking on the new role. Linda will continue to be available to answer questions and inquiries for SEA FA's, along with contractual questions, and continue dealing with membership duties.

5. **Budget Review:**

a. LEC P, Laura Masserant, has copies of the most recent budget report. This report cannot be distributed, but we can set a time to discuss, in person, in the AFA office. We have a monthly budget of approx. \$17,000.00 and over 95% of the budget is eaten up in FPL for officer, council reps, LEC Chairs, training, meetings etc. We try to make sure that committee members are paid if there are training sessions and committee events. We are sitting over \$1900.00 under budget.

b. Membership Report: Council 19 has an outstanding balance, past dues owing, of \$6700.00. Unfortunately, there is a security clause, and always has been in Section 26 C & D of our contract, that if you are delinquent so many months that there could be the possibility of discharge. Council 19 member, Kelly Letourneau, suggested a type of a donation through International to help FAs with past dues. LEC P, Laura Masserant, will reach out to Kevin Creighton (AFA International S/T) and we could also introduce an advance agenda item at the next Board of Directors (BOD) meeting.

6. **Committee Reports:** SEA Officers did something a little different and we randomly had newsletters from each committee sent to you via a membership newsletter. We plan on doing another set of reports in February. Let us know if you like or dislike the method of doing it this way. If you are not set up to receive newsletters from AFA you can go to afanewsletters.org and sign up.

7. **Late Agenda Item:**

Crew Access update: Council 19 member, Stephen Poynter, is working with the company on the transfer of First Class documents to SharePoint. He is also working with IT to have a PBS conference with a Q&A, similar to the water cooler. Steve is actively working with Navtech for testing in the new bidding environment, which takes place this spring after the launch of JCTE. This new bidding format will roll out slowly.

QUESTIONS AND ANSWERS:

Erik V: During the cut off are we still going to shut down for 72 hours?

LEC P: Yes, the system has to be shut down for the cross over for this time.

BP: We are actively talking to the company on an agreement to the contract violation and we are close to an agreement. There is no way to run both programs together, so trading has to be shut down for this time.

JJ: FC and Sharepoint is on the scheduling committee agenda, monthly. Scheduling Committee works closely with company on these issues.

KL: If PBS is going to have Q&A we should have a Scheduling Q&A.

LM: We have been talking about this and there is a SEA.scheduling email that is used internally, but may be a venue for future communication. In the meantime you can email your seascheduling@afaalaska.org that reaches your LEC President and LEC Scheduling Chairs.

OT Update: Back to Book-The team is actively negotiating with management this week.

Question of penalties and delays?

LM: Penalties was negotiated in TA 1. No penalties in current CBA. Back to Book is our current status, but we can't just "go back to book" because it needs to be re-programmed. Re-programming takes 6-9 months and is anticipated later summer. However, AFA and management are actively negotiating alternatives to going back to book.

Online question: When will reserve self-assignment occur?

LM: This is schedule to occur with second update, this spring, after JCTE implementation.

RDJ: I know with B2B they are violating contract by not having it available....

LM: Correct. The MEC is aware of this, but due to circumstances of the new system, and the inability to program in a timely, manner MEC is negotiating a solution to the contract violation. Going through grievance/arbitration path extends any possible solution and that solution may not yield anything for FAs. Arbitrator does not levy fines for failure to uphold contract language and could possible rule in AS favor due to \$5 million dollar upgrade to trading system and benefits system will provide to FAs.

Online: can we assume there will be delays with the merger?

LM: No, VS is rolling into our system, so we shouldn't see any delays. This new system can handle 10,000 users at a time. However, AFA is already expressing a desire to see this number expanded due to the projected growth over the next few years.

JJ: Under the contracts signed by all parties, there is a penalty if anyone delays new system.

Online Comment: ASA settled the lawsuit today.... per CNBC

JB: Issue with de-icing trucks and alleged blame of mechanics. What is the issue?

LM: Need to remember they are union and we should support our fellow labor groups going through negotiations.

KL: AS is using Menzies (2) to be wing walkers for towing. Contract violation and a grievance was filed.

CB: So when it used to be in-house they use to work around the clock or is it a schedule?

MJ: I don't know.

NS: FA group can't do anything at this point. But FA group is experiencing the results of the issue through delays and Irregular Ops. As a union we should make sure we have reps to contact.

LM: Will send out reminder to members

BP: Suggestion that LEC introduce a resolution of support for Mechanics ~ seconded by KL. LM will present that to MEC. *(Action on this motion is on hold due to fact AMFA reached a TA this week.)*

LC: Phone calls come to us all the time, especially with delays/scheduling issue..

KL: Stage a day at the airport for the scheduling committee to help FAs file activity claims? Remember, screen shot original pairing and a final screen shot. January might be a good time?

SP: You can take a screen shot of your schedule and there is your CBA on your IMD.

JS: When I check in I take a pic of my check in and then if you have a screen shot it's right there.

Online Question~ What is Irregular Ops?: The definition in contract.

JB: Notifying crews....is there a time when CS should call us? 2-1/2 hours there was a delay but never was called. If you are not noticed you show up at the report time.

Online: Question about customer care follow up: AFA has been battling since day one. AFA actually has been able to provide Customer Care guidelines to give a more generic response. Initially there were issues. If they are automatically compensating that has changed since the beginning.

KL: I had addressed this Ron Calvin and misinformation. I asked if his staff would answer those questions. They have customer care specifically and some are filtered down to Dre G and her department. They do a one on one contact. On occasion they are filtered to performance sups. They are not to give specifics on our job. ***Recent issue with a dog was blasted on SM. **LM:** Need specifics.

EV: Any updates on the merger committee? **LM:** Can't start until the deal is closed. I anticipate that things will begin to happen in January.

KL: The "word" used to refer to a certain type of plane we work on? What is AS doing to train FAS? **LM:** I have asked for an in-depth diversity training for years. This is not the first issue~ last training was 2005 and AS is behind the curve for this type of training. MEC continues to push issue.

Online: PP Service...what is it going to be?

LC: It's going to pretty much be the same. D and C will still work the cart. The test flights that had the D dealing with PP class didn't work. The PP customers will get a tiny box versus letting them choose out of a basket.

Upgrades? BP: Once door is closed CSAs are not activity selling upgrades and FAs do have the ability to charge them without crossing labor lines.

Online Question Red Flag Program: Customer Feedback is called and we have finally have had only a few in the past couple months. Only comments that are elevating to meetings are if they are disrespectful. AFA is asking for comments to screen before going to the FA. There have been some comments that have been hurtful.

JB: Uniforms...LM wear testing should be happening in the third quarter. Luly L is still working on the design. LM: I will tell you that they are taking the time to source the right places. BP: Our safety committee along with Uniforms is very involved in the process.

SP: Don't forget that your uniform allotment is expiring.

JB: QX and Skywest can wear boots. **LM:** That is QX management that decides and Skywest is part of ASA and also Delta. **BP:** that is management's rights. We have made it that it will be consist across the board going forward.

JS: AA uniforms and Twin Hill issues?

LM: AA has have reached out to us. Our International office is also speaking to them.

Text Message: Mentoring Program will be a good program but it does need to be negotiated due to contract implications.

Online Question Employee Engagement Survey: The Company will release results. Usually takes a few months.

DC: Are you running for LEC P again? **LM:** No, I am not. Have been doing AFA work for 19 years and want to spend time with my family. Two of my kids are in school in Italy due to lack of accredited schools in Greece. Thankfully, husband's job pays for that school, but I don't have time to see them due to commute and duties of office. I have loved working with all of my officers and loved representing the Seattle FAs.

Online-Martin Vance: Trading Etiquette and issues lately

LM: Trading...so we have seen an increase of comments about disappearing and appearing trips on lines. There was one that a trip was put back on line and that person received a NS that put her/him into a Final Warning. It is hard to adjust points. The MEC is going to do work pulling together a newsletter with reminders because of the Scheduling Committee's input.

DC: With the new system could there be an authorization and if you enter in another layer it takes time? We have talked and it is a programming issues.

SP and All... THANKS you for your service that you give to us.

CB: Having issues with getting the 5th paychecks when you have been on a leave or coming over from QX. LM: Please talk to me later and we can go over this.

Online: Supervisors and the many changes?

LM: yes it is crazy and creating a rapport with your supervisor is hard right now. We work with the performance sups call a union rep and we can address.

Online: Trading from other airlines – how is it done?

BP: majority of the other airlines process the trade like us.

******Total online 25 viewers and 12 in person**

Adjourn: Brian P called for a motion to adjourn and Kelly L. seconded the motion to adjourn.
Moved to adjourn the meeting at 3:04 PM

Next meeting will be held in June just before the BOD (Board of Directors)