



**ASSOCIATION OF FLIGHT ATTENDANTS-CWA
UNITED AIRLINES COUNCIL 21
WASHINGTON DC, IAD**

Local Meeting Summary

July 18, 2019

IAD Conference Center Room

24 Council 21 Members in Good Standing in attendance.
6 Council 21 Members in Good Standing on Video Conference Call.
Notes and Attendance Roster on file in Council 21 office.

Meeting begins 1:00 pm

Welcome message

We follow mutual respect policy, and request one question per person. Recording or taping of meeting is prohibited under Virginia Law.

First meeting with conference call/ video. Conference call members may ask questions and participate in discussion, but cannot vote.

Introductions- LECP Todd Failla, LECVP Patrick Hodges, LEC Secretary Chelle Tennyson, LECCR Lois Breece, LECCR Thom Vargas, LECCR Michelle Masterson, Council 21 Scheduling committee Chairperson Wayne Talaski, Council 21 EAP/Professional Standards Chairperson Grit Bastians, Council 21 SHS committee Chairperson Jill Collins, Council 21 Reserve committee Chairperson Michael Simpson, Council 21 Benefits Chairperson Nancy Contente, Council 21 Grievance committee and Reserve committee member Federico Masias, Council 21 Reserve and Membership Engagement committee member Chip Lowe, Council 21 SHS and Scheduling committee member Susan Tague, Council 21 Reserve committee member Annette Hala, Council 21 Reserve committee member Kate Markovich, and Council 21 Reserve committee member Deirdre Herge.

Council 21 Local meeting

Old Business

New Hires to IAD

IAD base expecting 140 New hires to report over the next several months.

New IAD Base Director Janene Bell

New IAD Base Operations Manager Victoria Petroski

Denise Robinson-Palmer has retired and position is to be filled in May.

Increasing to 19 Inflight Supervisors, with renewed focus on supervisors coming to gates. AFA Council 21 LECP Todd Failla has recommended Supervisor coverage should extend to DCA and BWI.

Base Director is planning to redesign Crew lounge in both locations.

Trading Investigation

MEC Officer Letter dated March 23rd, 2019 addressing the illicit trip brokering practices.

Profit Sharing MEC 9-12 discussion

Reserve Co-Terminal preferencing

Operational Issue. Co-Terminal Transportation discussion. The idea has been rejected by management, as they found it cost prohibitive at 1.2 million.

Resolution of MEC 1-18 Maternity Leave Dispute

Flight Attendants who received attendance points for the maternity related absence between 09/28/2017 and 12/31/2018 will have those points removed from record.

777-200 and 787-9 Aircraft – Paid Mid-Galley Position Returns

The #3 position will become a galley/aisle.

Brussels Layover Hotel

IAD FA's are being walked to a new hotel located in Mechlin, which does meet the parameters of downtown-like. Marget Wallace, Council 21 Hotel committee chairperson leads discussion. The Radisson Bleu does not want crews back. The bases that stay at the downtown location are chosen based on their arrival and departure times. A reminder to please write up any hotel discrepancies, the new hotel reporting system has ability to attach photos and videos.

IAD Customs Hall Issues

They had closed down crew lines at midfield. Base Director Janene Bell sent a representative over and they have agreed to open a crew line at midfield and two at main terminal.

TVL Inaugural Flight

7.A.9.C states that management may hand pick crews for a limited number of special purpose flights, and have decided to utilize this section for the TVL Inaugural flights.

Flight PAC fundraising drive

Maximum Duty Formula

Copies available in Council 21 office

Marginal Service Report

Encourage all to submit report whenever Staffing and Service issues arise.

MEC Spring Meeting April 16-17th

Agenda on file in Council 21 office

Elections

Negotiating Committee Members (3 members)

MEC Hotel and Transportation Committee (2 members)

Central Scheduling Committee (2 members)

MEC Safety, Health, and Security Committee (1 Vice Chairperson)

System Board of Adjustment (Member)

System Board of Adjustment (First Alternate)

System Board of Adjustment (Third Alternate)

OPEN DISCUSSION

Member has a request from floor. A list of ideas to improve Reserve life. The list has been provided to LECP Todd Failla, and LECP shall submit list to MEC Reserve Chairperson for consideration for upcoming negotiations.

Discussion on Rapid Re-accrual

Contract states Flight Attendant SHALL receive, though it is set up that it is not received unless a request is submitted in a timely fashion. Request for LECP to bring this forward to MEC for discussion.

Meeting adjourned 4:30pm

Discussion following review of Old Business

Extension of Duty Time when held up in Customs and Immigration hall, call Inflight Duty Desk, if scheduling refuses to extend duty time.

Midfield hall at IAD testing facial recognition.

Council 21

New Business

LECP Todd Failla

Satellite Base Transfers

83% Acceptance Rate

One more run to get to the needed numbers

Local Inflight Supervisor changes in roles

New positions:

Inflight Purser Supervisor Mike Love,

Inflight New Hire Supervisor Frank Hestor, and

Inflight Supervisor Maria Hoveniasian

Inflight Supervisor Occupational Deb Doherty

Meeting with Management, Council 21 LECP requested intervention with labor. Relationship between AFA leadership and Local Management has improved.

We encourage Flight Attendants to contact AFA Grievance committee to attend all meetings with management.

Comment and following discussion from floor. Members of management taking photos during boarding. Use caution on Social media if you have FB friends in management.

Security issue in HNL, management intervened with scheduler. Call the union in all cases where a violation occurs.

Parking Lot Security and BWI parking

In the IAD parking lot, the arms have not been working. They must issue new parameter cards, however MWAA refusing. Number posted if you are feeling unsafe.

In the BWI parking lot, car damage reported.

BWI and DCA supervisor assigned to report to both airports for support.

Renovation planned for crew room in DCA location.

COBUS Grievance

LECP Todd Failla involved as a witness of COBUS given assignments by management that violate Scope.

Two cease and desist letters. The case was continued to August 6th.

Comment from floor COBUS observing Flight Attendant completing safety checks is allowed.

FMLA Audit, Technology error Impacts Eligibility Determination

Many Flight Attendants should have been approved. Hundreds affected had Disciplinary points removed, Five unrightful Separations were reinstated with pay.

Scheduling report, Wayne Talaski, Council 21 Scheduling committee Chairperson

Fourteen 737 Max9 aircraft have been parked.

Special COLA Offered

One month and Six Month (handout on file in Council 21 Office), Review Sections 15.C and 15.N of our Contract for further details associated with Special COLA.

Training Travel 11.C.3

“Fake” Deadhead from home PSOU boarding priority, list for training travel through Employee RES.

Passport and Visa Renewal 3.V.5.a

Company still pays if Passport is stolen

Carryover Pairings (handout on file in Council 21 Office)

Duty Time Calculator (handout on file in Council 21 Office)

COLA information (handout on file in Council 21 Office)

Working on Reassignment Issues with Arbitration, all should be out by end of July month, 24th.

Profit Sharing case, Filed Lawsuit, Complaint to Vacate Arbitrator decision. Argument is that Arbitrator ruled on wrong part of contract.

Trading Investigation

Letters are being sent to those in Violation. More widespread than previously expected, so investigation took longer.

Preferential bidding

Commuter Policy – Review Listing Requirements 28.B.4

Cabin Jumpseat (CJA) on weight restricted flight is Contractually protected JCBA Section 3.A

Restoration of Day off

Intent matters.

Deadheading in Uniform,

Flight Attendants are allowed to pre-board if in Uniform.

Quarterly Incentive Compensation Rate
Incentive pay can be viewed on July 2019 Pay advice

Hotel and Transportation issues- Use AFA Reporting and Avoid United Voices. United Voices gives Management exclusive knowledge of the incident.
Utilize self-help.

Reserve Committee Chairperson Michael Simpson reports
Five reserve committee members in attendance. Special Thank you to Annette Long for years of service to the Reserve committee.
350 New hires so far and 28 more expected this month.
Assignment of open IP positions to non-IP qualified IAD base reserves

EAP Committee Chairperson, Grit Bastians reports
Please contact AFA Professional Standards in all crew conflicts, before writing a report.

SHS Committee Chairperson, Jill Collins reports

Local Budget Review, Council 21 Secretary Chelle Tennyson reports
Fiscal year ending May 31, 2019, Council 21 was under budget by \$78,654.
\$39,327 of which is returned to the Council for operating costs in October 2019.

MEC Meeting, August 1-3, 2019 in Las Vegas, Nevada
Information and Agenda (on file in Council 21 Office)

Open Discussion

Meeting adjourned 4:20pm

** More detailed meeting notes and supporting Documents are on file in Council 21 office.
AFA-CWA Articles can be found on www.unitedafa.org, and copies of Articles are on file in Council 21 office.

