

Name Your Newsletter **CONTEST**

ALL ABOUT THE WORK WORLD WE LIVE

EXCLUSIVE NEWS TODAY

Dates to Remember

**Master Executive
Council Meeting
Hyatt Regency
Greenspoint
Houston, TX
January 17 - 19, 2017**

**Local Council 42
Meeting
February 8, 2017
Watch for more information**

All calafa.org emails will no longer be valid at the end of January. The following emails are now valid and functioning.

President, Denny Wheeling -
dwheeling@unitedafa.org

Vice President, Elizabeth Hibbard -
ehibbard@unitedafa.org

Secretary/Treasurer, Beth Fortner-Rodgers -
brodgers@unitedafa.org

New Year, New Newsletter

The election of Local Council Officers and Representatives brings us together as a "Houston United". The new combined Council 42 moves us one step closer to one workforce and the hope that one day soon we will work together and metal will just be metal, not sCo or sUA. Help your Union bring you a new newsletter with information for ALL Flight Attendants based in Houston.

The "Name Your Newsletter" contest is open until January 21, 2017. We will unveil the new name with the February edition.

To enter, simply reply to vsmoak@unitedafa.org or go to our [Facebook](#) page and reply to the Name Your Newsletter post. Be sure to include your name with your entry. The winner will have the honor of naming the newsletter for Council 42 and a \$25 Starbucks gift card. Enter as many names as you would like. For duplicate entries, the first entry will be accepted.



Meal Deals in IAH



Terminals B South, C South and E

- **Auntie Anne’s - Terminal E**
Original pretzel and large soda \$3.00
or original pretzel and large
lemonade \$3.50
- **CIBO Express Gourmet Market -
Terminals E and B South**
20% off for all badged employees
- **Einstein Bros. Bagels - Terminal E**
Deli turkey or ham bagel sandwich
with bag of chips \$7.99
- **Pappasito’s Cantina - Terminal E**
One chicken/beef taco, with rice and
beans on side \$5.00
- **Pink’s Pizza - Terminal C**
Any two topping slice of pizza and a
20 oz. drink \$4.99
- **Republic Bar & Grill - Terminal E**
20% off for all badged employees
- **Ruby’s Diner - Terminal E (FIS
Building)**
Chicken fingers and fries basket
\$5.00
- **Tagliare - Terminals E and B South**
Any slice of pizza and a 24 oz.
fountain soda \$5.00

The New Council 42

Congratulations to the newly elected Council Officers and Representatives for the new Council 42. As we continue to move forward with the merger you will see small changes and a new face.

President, Denny Wheeling

Vice President, Elizabeth Hibbard

Secretary - Treasurer, Beth Fortner-Rodgers

Council Representatives, Eddie Perez and Will Sanders

The new face on the block is Eddie Perez. He isn’t new to Union work and we are lucky to have him on our team.

New Menu Items

Beginning January 1 the company will introduce new items to the Bistro on Board fresh menu.

Three new items on the A.M. menu



- Jimmy Dean Breakfast Sandwich and Fresh Fruit
- CHOBANI Greek Yogurt and Fresh Cut Fruit
- BUNDLE & SAVE! Power-Start Breakfast: Chicken Sausage Egg Skillet

One new item on the P.M. menu

- Cheeseburger and French Fry Chips

Tell Congress to Oppose Trump’s Nominee for Labor Secretary

Donald Trump’s nominee for secretary of labor—fast food CEO Andrew Puzder—would be a disaster for working Americans. He’s railed against a meaningful increase in the minimum wage, opposed expanding overtime pay and supported replacing working people with machines.

Sign the petition immediately to tell your members of Congress to oppose him.

[**Sign the Petition Immediately >**](#)

New Beginnings

As we move from 2016 into 2017, we will not only have a new year upon us - but a new combined Council in Houston. The New Council 42 officially opens for business on January 1, 2017. Your newly elected Officers and Reps would like to thank you for your trust and confidence as we work to fully integrate our Council, and our Flight Attendant workforce.

Initially, you won't notice much that's different. Due to the fact we are still flying under two different contracts, there will be two specialized grievance teams to make sure contractual and disciplinary issues are handled promptly, and correctly. Our committee structure will gradually change as we merge the functions of our existing committees. As an example; AFA EAP & Professional Standards is not a contractually specific committee. Government Affairs and Air Safety are other examples that do not need full contract implementation before functioning as one committee. We will combine these committees quickly. For other committees which deal with scheduling functions specific to separate operations, such as Line Construction or Reserve, the committees will continue to have contractual specialists to help us enforce the differences in our scheduling procedures.

Contact information will be changing permanently on Jan 31st. Until that time, previous emails and phone numbers will continue to exist, but we encourage you to look for and save our new contact info before the end of January. If there is any trouble contacting a representative, please refer to the MEC web site, www.unitedafa.org, where our contact info will be updated on a regular basis as we

merge our Council.

We all talk about the concept of coming together in this merger, and many of you

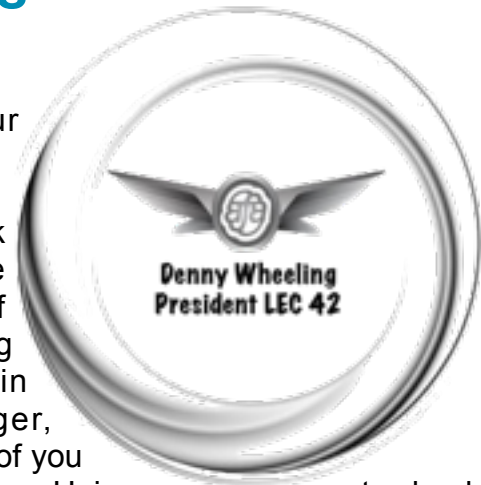
look to your Union to lead the way. You have the commitment from your Council 42 Officers, Reps, and Chairs, that we will do our part to lead by example. We will also continue to perform our core functions of defending our contract(s), and protecting you from unreasonable discipline. On the larger stage, we will continue to advocate for issues that are good for labor in general, and for us as Flight Attendants specifically.

I ask each of you to make the same commitment. It can start by greeting someone you don't know with a simple "Hi" the next time you show up for work. If we ALL commit to taking just that one small step, we will have started the journey towards working together as one airline. I have faith we can be the example that others look to for unity.

Happy New Year to All!!!

Take care of each other.

Denny





Cabbage Soup with Hamburger

- 2 Tbs of vegetable oil
 - 2-3 pounds of hamburger (can sub chicken or turkey)
 - 1 head of cabbage, chopped
 - 2 cups celery, diced
 - 2 cups white or yellow onion, diced
 - 1 green bell pepper, diced
 - 2-3 cloves garlic, minced
 - 5-6 cups beef broth
 - 2 - 14 oz cans diced tomatoes (with garlic, basil, oregano)
 - 2 tsp oregano
 - 2 tsp basil
 - 1/2 tsp red pepper flakes
 - few shakes of black pepper
 - 1/2 tsp salt (optional)
- Heat oil in pan. Add hamburger and onions, cook until well browned and crumbled. Drain fat, transfer beef and onions to slow cooker. Add other ingredients and stir. Cook on high between 5-6 hours or low 6-8 hours.



Government Affairs Chair - Ginny Stogner-McDavid

1) Tuesday, 1/10: AFA Govt. Affairs meeting, 11:30 am, Good Eats (in the Holiday Inn at JFK & the Beltway)
 - we will meet for lunch (dutch treat) and discuss the first quarter Flight/COPE PAC Drive that the United MEC is holding to drum up contributions for our union's political action committee. We'll also discuss NAI and other legislative priorities for 2017!
 - That same evening, the Harris County AFL Assembly will have a COPE meeting (Committee on Political Education) to discuss May municipal elections in Harris County and other 2017 priorities. Flight Attendant Renee Harrison's dad will probably be running for City Council in Pasadena, and she may be running herself one of these days! Time TBA, location: 2506 Sutherland, 77023.

2) Texas AFL-CIO is hosting a YALL (Young Active Labor Leaders) Step Up Conference in Houston Thurs, 1/19-Sat, 1/21 at the Hobby Marriott. See link below. Registration is \$ 50 I don't know what they consider "young," but I am imagining under 40. But don't let age stop you from coming and learning about the Labor Movement!

[2017 Texas YALL Step Up Summit](#)

2017 Texas YALL Step Up Summit
Come join young Texas workers who want to network and engage on subjects such as organizing, social justice and ...

3) I will be presiding over my first Delegate Meeting as President of the Harris County AFL-CIO Labor Assembly on Wed, 1/25 at 6:30 pm, 2506 Sutherland. I hope to have a good contingent of AFA folks there!

For over thirty years National Group Protection has offered insurance programs for the worksite environment. Questions/requests for more information on supplemental benefits or working with NGP call 1-800-344-9016



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Council 42 Committee Team

I would like to take this opportunity to welcome each and every Houston Flight Attendant to the NEW COUNCIL 42. We are Houston United, and our promise is to represent and support every Houston Flight Attendant no matter where you started. As we are ONE council, we still continue to operate under two contracts until the full implementation of the Joint Agreement.

The Implementation Schedule and Updates can be found on Flying Together under Inflight Service>One United. Current items implemented include but are not limited to: crew meals, hotel and transportation, leaves of absence, and compensation.

We are in the process of combining and structuring our local committees to ensure everyone is included and expertly represented. Committee Chairs from both Council 64 and Council 42 have been contacted and we are bringing everyone together for a meeting at the end of this month. I am grateful to have dedicated and experienced Flight Attendants joining together to grow and strengthen our Council. If you are interested in joining a committee or getting involved in Council 42, we welcome you..just send us an email and let us know about your interests, skills, and talents.

Council 42 will operate both the offices in Terminal C and the Grievance desk in the crew room. Our hours will continue to be Monday through Friday along with at least one day on the weekend. We post our calendar on the bulletin board by the desk for your convenience. Officers and reps are available for you 24/7 via phone or email. Emails and voicemails are checked and calls returned ASAP, and we always have immediate availability for emergencies.

On behalf of all of your Local Officers, Reps, and Committee Chairs - Happy New Year! We wish you and yours all the best in 2017.

Elizabeth Hibbard
 United Airlines/AFA Council 42
 Vice President
 Voice/Text: 832-510-7712
 Email: ehibbard@unitedafa.org

BETH FORTNER-RODGERS
 SECRETARY/TREASURER



I'm looking forward to seeing new faces at the desk and making new friends. Please stop by to say hi or ask any questions as we transition to the new Council 42.

FMLA Reminder - If you have FMLA paperwork on file, please make sure that it is up-to-date with your current information and duration. Forms are available at the Union desk as well as the helpful guide. Contact Beth if you have any questions.

Now that 42 and 64 are combined we are expecting to receive the new budget from International. The budget is always accessible for members who wish to see it, just ask at the desk.

<p>Scholarships - AFACWA</p> <p>www.afacwa.org/scholarships</p> <p>The Association of Flight Attendants Scholarship Fund is intended to provide financial assistance to dependents of our active members who will be attending a college or university. Must be postmarked by April 10.</p>	<p>Union Plus Scholarship</p> <p>www.unionplus.org/college-education-financing</p> <p>Since 1992, the Union Plus Scholarship program has awarded more than \$4 million to students of working families who want to begin or continue their post-secondary education. Applications must be received on or before 12:00 p.m. EST on January 31, 2017</p>	<p>CWA - Joe Beirne Scholarship Program</p> <p>www.cwa-union.org/pages/beirne</p> <p>Eligible for the awards are CWA members and their spouses, children and grandchildren, including those of retired or deceased members. Final deadline for the 2016-2017 school year is April 29, 2016</p>
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Airport Alert vs. CCS - It's A Fight To The End
Reserve Chair - Jill Leach

A question often asked is why aren't Airport Alert times loaded in CCS so they can be picked up? This has been an ongoing issue for some time between our local and scheduling. We continue to address the issue and strongly advocate that the shifts beginning on the hour be loaded into CCS even though the contract doesn't mandate it.

CCS has a limited ability to load only AAA beginning on the hour. Therefore, if scheduling doesn't have a need for an airport alert beginning on the hour, they choose a different time to be available for pick-up. This is why the contract states, "Airport Alert assignments not beginning on the hour may be picked up through a call to Scheduling." (5.I.10.a). However, if scheduling were to deny you the ability to pick up an available AAA through the phone (given you meet the minimum number of days required) this would be a contractual violation.

Scheduling chooses various Airport Alert times that coordinate with various trip check-in times in an attempt to run a "leaner operation" when it comes to staffing AAA. You may remember when on the hour times were loaded and picked up, but scheduling would attempt to reassign the check-in time 10 or 20 minutes later. To say this brought on much confusion would be an understatement. It became such a hassle that scheduling simply stopped loading the time slots that began on the hour and this is where we are today.

You can rest assured this is a work in progress rather than Reserves voices not being heard. The local has advocated for on the hour time slots be loaded into CCS again, for automated pick up and we continue to do so. Our belief is that there is no harm to restore on the hour times, especially if the coordinating trip has a duty day that would not be exceeded by an AAA beginning at 0800, as opposed to say for example 0814.

Stop Human Trafficking

Report suspected human trafficking activity to law enforcement (available 24/7, in over 300 languages and dialects at):

- Call 1-866-347-2423 (toll free)
- Call 1-802-872-6199 (non toll free international)
- Report online at www.ice.gov/tips

Call the National Human Trafficking Resource Center (NHTRC) at 1-888-3737-888 to get help or connect with a service provider in your area. The NHTRC is not a law enforcement or immigration authority and is operated by a nongovernmental organization.

For more information, please contact the Blue Campaign at bluecampaign@hq.dhs.gov.

[Sign up for the Blue Campaign Newsletter!](#)

Grievance Guidance

VP Elizabeth Hibbard

The new Council 42 Grievance Team has been hard at work for you filing Contractual Grievances submitted by our members and also filing Disciplinary Grievances when warranted. Until the JCBA is fully implemented, Council 42 Flight Attendants will continue to work under two separate contracts. We are so ready to BE UNITED, and as promised during our campaign, we WILL REPRESENT EVERY MEMBER with competence and vigilance....regardless of which pre-merger contract you fly under. Until such implementation, we will designate which contract applies in our written correspondence.



Those flying under the pre-merger Continental Contract (old Council 64), are still under Section 19 of the PM-CO CBA for all Grievance Procedures, continue to file your online Grievance Investigation Forms for all contractual violations at calafa.org until further notice.



For those flying under the pre-merger United Contract, (old Council 42), we are happy to announce that former Council 42 Vice President and Grievance Chair, Jarrett Beto, has joined our grievance team. His knowledge of the PM-UA Contract and PM-UA Grievance Procedures will be invaluable to all of us going forward. Continue to utilize the LEC worksheet found on unitedafa.org for filing reports on contract violations.



Annual Grievance Statistics for Jan-September 2016 IAH
284 Grievances filed - 92 Settled at Step1 = 32% local settlement rate. This is the highest percentage of Grievances settled at Level One in the past five years.

Recently: Many Flight Attendants have questions about calling in sick during vacation months. Remember, vacation counts as pay and credit (just like a trip). Therefore, if a Flight Attendant calls in sick during a vacation month, those vacation hours will count toward the Flight Attendant's max (or capped) hours as specified in the CAL CBA Section 9.F.

We can't correct issues we don't know about. The grievance process (PM-CAL) and NOD process (PM-UA) are your contractual right and YOUR voice! These processes are the means by which management learns about ongoing contractual violations against you and your fellow crewmembers. When you have a contractual violation to report (even if you are not sure), fill out the online forms. The grievance team investigates all submissions.