

Our diversity is wide and
our representation is powerful!



UNITED STEELWORKERS Legislative Update for Airline Division

The Federal Aviation Administration (FAA) has not been re-authorized since 2007. In the meantime, Congress has passed 18 short-term extensions. These short-term extensions have created uncertainty and reduced the health and safety for airline workers. The USW Legislative department is advocating aggressively for workers affected by the FAA reauthorization bill introduced in the 112th Congress.

Here is a short recap of USW action in the last six months:

The U.S. Senate took up the FAA reauthorization bill and quickly passed it in February of this year. During the floor debate, several amendments were offered, including one offered by Senator Rand Paul (R-WV), eliminating cooperation between the Occupational Health and Safety Administration (OSHA) and the FAA. This amendment would have significantly hampered efforts to make flight attendant workplaces safer. Cooperating with other flight attendant unions, the United Steelworkers lobbied hard for flight attendants on the Hill and the Senate defeated this poorly crafted amendment.

The Senate ultimately passed the FAA reauthorization bill with 87 members voting for it and 8 voting against it.

The U.S. House of Representatives could have used the Senate bill as a guideline to build a quick and easy FAA bill, the first since 2007. Unfortunately, the Republican-controlled house decided to take an extreme right turn from building a twenty-first century aviation sector. The bill underfunds the FAA authorization by putting in approximately 2.8 billion less dollars a year compared to the Senate version. Those dollars could be used to build a modern air traffic control system, getting planes on the ground faster and giving flight attendants more time with their families. Additionally, several pro-worker amendments, that would make planes safer, were defeated by Republican leadership. An amendment strengthening foreign repair station standards, so we know who is maintaining the planes we fly in, was also defeated.

Anti-worker attacks in airline union elections

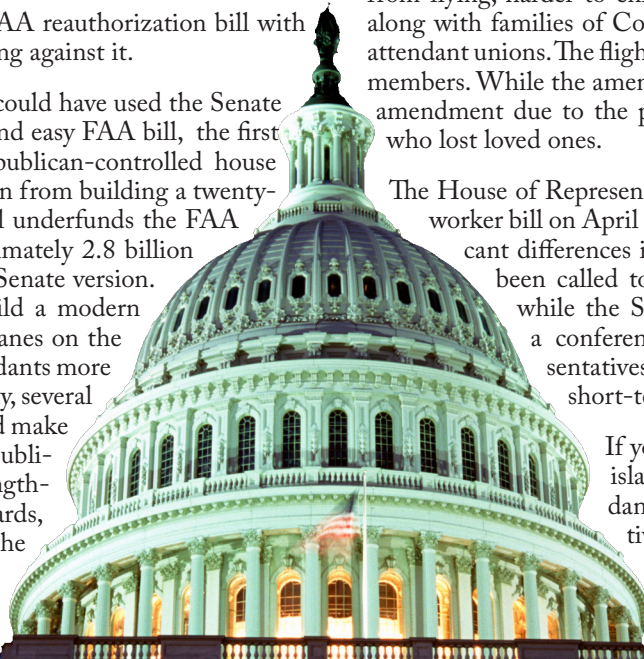
Anti-worker attacks are not just being limited to states like Wisconsin and Michigan. House leadership used the FAA bill to attack workers' rights as the bill threatens the one-person, one-vote concept in democratic union elections. The bill would repeal a National Mediation Board ruling which states those who participate (i.e., vote) in a union election decide whether to have a union or not. Previously, if workers didn't show up they counted as a "no" vote. Being counted "no" for not voting is not only un-democratic; it goes against our beliefs as Americans. The United Steelworkers opposed this provision in the bill and Steelworkers from across the country, in different sectors, participated in supporting union rights for airline workers.

USW successfully presses Congress in airline safety

Lastly, an amendment offered by Bill Shuster (PA-6) was passed. The amendment would have made new airline safety regulations, including long-sought rules aimed at preventing exhausted pilots from flying, harder to enforce. USW opposed this amendment along with families of Continental Flight 3407 and other flight attendant unions. The flight attendants on Flight 3407 were USW members. While the amendment passed, Shuster later pulled the amendment due to the pressure he received from the families who lost loved ones.

The House of Representatives passed their underfunded, anti-worker bill on April Fools' day of this year. With the significant differences in the bill, a conference committee has been called to settle the differences. Unfortunately, while the Senate has done its job and appointed a conference committee, the House of Representatives has not. The delay has forced another short-term extension.

If you have questions related to USW legislative activity concerning flight attendants please contact your USW Legislative department at: 202-778-4384.



Airline Division Member Highlight: Denese Purcell



*Denese Purcell, USW Local 9535
Colgan flight attendant*

The more a story is told, the more diluted the content may become. Many people prefer to focus on negative news, building the story to a level of inaccurate proportions.

This breakdown of information is what often steers perceptions within a union local. Members are disconnected from the outcomes discussed during union meetings. Frequently, the successes in making our members whole after a grievance is won goes untold. The distortion through conversations may turn a positive outcome into a negative one.

Denese Purcell, USW Local 9535, who works as a flight attendant for Colgan, believes that, "Better membership participation, becoming active in your union -- not just when you have encountered trouble -- would make us a better local. Becoming more educated about the union could diminish many of the complaints from the disenchanted or disconnected."

Purcell pointed out, "The union has done very well for people; the union is here to support the members. For example, when a member needs sick leave from work or assistance with on-the-job injuries, the union is here to support our members."

Purcell practices active participation as one of the cogs in the union steering committee in Newark, N.J.

"Many times a story is nothing more than hearsay, but if they would sit down and find out about the actual grievance or the procedures, the misunderstanding becomes much clearer. We do have a union board in our crew room in Newark. A lot of times flight attendants approach me as I try to make myself accessible to everyone."

"In the end, however, members have to decide to participate. If you want something done, you need to speak up and make yourself heard. And for anyone questioning what they get out of the union dues, those funds are like an insurance policy; when you need help, like a savings account, those dues will be there for you to defend you in your time of trouble," she said.

There is no blueprint for maintaining a perfect and completely functional USW local. Nobody knows better than airline industry members how difficult it is to accurately communicate all the actions that take place within a local when its members are spread out over dozens of stations. Besides, as a highly respected USW director once said, "Union meetings are boring. I don't blame people for not attending them when their children have a baseball game or countless family responsibilities take precedence over listening to a financial report. But, it is imperative that union people support one another in the workplace. And please, stay informed."

Every local has a common desire to make life better for its members. But to maintain an effective local, one must accept a certain degree of personal responsibility and participate.

Pinnacle names new CEO

Pinnacle Airlines Corp., on May 25, 2011, named Sean E. Menke as its new President and CEO. Menke, a veteran airline executive and Managing Partner at Vista Strategic Group LLC in Denver, Colo., succeeds Philip H. Trenary.

Mr. Menke, 42, brings 20 years of airline management experience. Prior to being chosen as Pinnacle's CEO, Menke held positions as the Executive Vice President and Chief Marketing Officer of Republic Airways Holdings Inc., and President and CEO of Frontier Airlines. He was instrumental in positioning Frontier as one of the lowest cost and most efficient airlines in North America.

Airline industry officials who are familiar with Menke's leadership abilities say that, when asking for concessions during Frontier's bankruptcy in 2008, he demanded the same percentage in wage reductions for management in addition to cutting his own pay, before presenting the request to the Frontier front line workers.

"Sean is a proven leader who has produced positive results everywhere he has worked," said Donald J. Breeding, Chairman of the Board of Pinnacle Airlines Corp. and interim CEO. "He is a visionary executive with great experience in commercial, operational and financial areas of both mainline and regional airlines. I am confident that Sean will take Pinnacle to a much higher level by working with and leading our strong team of Pinnacle employees."

"Pinnacle has proven it is focused on being a leading regional operator in North America," Menke said. "I look forward to working with the employees of Pinnacle as well as our airline partners to provide reliable and efficient airline service."

Pinnacle Airlines Corp., a \$1 billion airline holding company has 7,800 employees. Corporate offices are located in Memphis, Tenn., and hub operations are located at 11 major U.S. airports.

Menke is expected to take the helm on July 1, 2011.

Steering Committee Report

June 9, 2011

Your Negotiating Team, with the recommendation of the Integration Steering Committee, has reached a tentative Letter of Agreement with Pinnacle, Inc., regarding the seniority integration of the former Mesaba flight attendants.

We set out both to be fair to our former Mesaba flight attendants, who will become our brothers and sisters once they are employed by Pinnacle, and to protect the welfare of our current Pinnacle flight attendants. As we explored all options available, we knew that placing the former Mesaba flight attendants at the bottom of the seniority list was not a viable option for a number of reasons:

- We wanted to do the right thing for all flight attendants involved, and we believed that doing so by bargaining allowed us to maintain control of our bidding rights and benefits, rather than being subject to having these rights established by litigation or arbitration.
- We understood that the acquisition of the additional sixty (60) jets will enhance the flying opportunities for both existing Pinnacle flight attendants and the former Mesaba flight attendants who accept employment at Pinnacle.

• We understood that if we were unable to reach an agreement, the Company would be put in a position of not fulfilling their code share agreements, due to low staffing levels, which would have a negative impact on everyone's job security as well as our quality of work life.

After the Company purchased Mesaba's stock, management announced that it intended to transfer Mesaba's jets to Pinnacle and treat this transfer as an asset transfer. The Company said that it would offer employment to the former Mesaba flight attendants at Pinnacle, Inc. Originally, management said that any former Mesaba flight attendants accepting employment would be considered new hires. This generated many discussions with Pinnacle and our members, and we concluded that the former Mesaba flight attendants simply could not be treated as new hires. Of course, because of the Mesaba flight attendants' seniority, in many instances, there was a risk that our Pinnacle flight attendants would be greatly disadvantaged. We spent considerable time exploring all possible options to find the best way to give recognition to the Mesaba flight attendants' seniority with the least possible impact on our flight attendants. At the end of our investigation, it was quite obvious that it was more ad-

vantageous for both groups if we came up with an integrated seniority list such as the one which has now been ratified – a 1:3 arrangement in which, for every three years' seniority with Mesaba, a flight attendant would be credited with one year seniority with Pinnacle for purposes of pass travel; displacement, furlough, and recall; filling of open positions; monthly bidding when out of fence; and vacation bidding for 2012 and subsequent years.

Keep in mind that the former Mesaba flight attendants are workers just as we are and did not have a choice in this matter. The situation could be reversed and we would be in their shoes.

Steering Committee members: Ken Ratliff; ATL: Ken Slaughter, Chair; David Doying; Patricia Hart; Stacy Miller; DTW: Cathy Koenig Chair; Debra Grabetz; Sue Henriott; Pamela Hicks; Kristi Morkert; JFK: Calvin Mitchell; Alice Percell; MEM: Loretta Stronski, Chair; Mary Adams; Mary Bollinger; Ben Bruce; Gwen Davis; Shirley McKinney; Thomas Shanks; Jo Webb; MSP: Jerry Gregonis Chair; Morgan Anderson; Meredith Ruther

Integration Team: Gwen Davis, Shirley McKinney, Jo Webb, Thomas Shanks, Ben Bruce, Mary Adams, Mary Bollinger, Cathy Koenig, Jerry, Gregonis, Morgan Anderson, Meredith Ruther, Kristi Morkert, Pamela Hicks, Deb Grabetz, Thomas Shanks, David Doying, Patricia Hart, Stacy Miller, Calvin Mitchell, Alice Percell, Ken Slaughter, Loretta Stronski

USW members connect: assisting the airline industry . . .

U.S. Department of Defense awards Goodyear Tire and Rubber Company contract

Commercial and non-commercial airline tires are sometimes a product of the rubber sector of the USW. For instance, the U.S. Department of Defense, on June 7, 2011, awarded The Goodyear Tire and Rubber Company a \$37,104,838 contract for non-commercial, military aircraft tires.

The Goodyear plant in Danville, Va., which represents over 1,800 members of USW Local 831, will be the facility producing these tires for the U.S. Navy and Air Force.

Take a look -- if your connector aircraft was built by Bombardier in Canada or Wichita, Kansas, there's a good chance the tires they are riding on were manufactured by USW members!

"Buy American" — Keeping our jobs here!

A number of companies are looking to break into the regional aircraft market and are developing new aircraft that compete for sales in the top segment of the market. These include the Chinese firm Comac with its ARJ21 regional jet, and the Russian firm Sukhoi Civil Aircraft with the Superjet 100.

The USW has been very instrumental and quite successful in our "Buy American" campaigns while collaborating with one of our allies, the Alliance for American Manufacturing (AAM). The Buy American provisions in the Economic Recovery Plan, passed after the economic meltdown of 2008, were heavily influenced by the USW and the AAM. This legislation has helped save or create many jobs in the U.S. as the federal government was required, and many public works projects signed on to agreements to use only American-made iron, steel and manufactured good in the repair or construction of projects.

The USW has been demanding for many years that trade laws be enforced. This has been in part driven by our concern for what could become a great concern of yours in the future. If a regional aircraft is built in an unregulated country like China or Russia, how do we know it is safe?

This could become another layer of protection and support by the USW. Providing the expertise and proven experience as the global watchdog for manufacturing conditions in developing countries as the global landscape continues to change; this is something we can all be proud of.

The USW Health, Safety and Environment Department

What we do for our members

When a USW local has a health and safety problem, the staff representative and local union leadership calls upon the help of the USW Health, Safety & Environment (HSE) department. The HSE department is located at the International's office in Pittsburgh and is made up of 26 full-time staff, many who work primarily on training programs. The USW Canadian National Office also has an HSE department in the Toronto office to work with Canadian local unions.



The department has several core functions that include:

- Providing technical assistance to local unions on health, safety and environmental issues;
- Conducting training programs for local union members, health & safety committee members and USW staff through the Tony Mazzocchi Center (www.uswtmc.org);
- Working for better regulations, laws and standards to protect USW members;
- Responding to accidents and fatalities to help the local union find the root cause;
- Holding annual HSE conferences for USW members;
- Negotiating better health and safety language in local unions' contracts;
- Providing health, safety and environmental information to our members through websites, emails, social media, fact sheets, etc; and
- Coordinating the USW's HSE efforts with the AFL-CIO, Workers Uniting & Global Union, and other unions and worldwide labor bodies.

The goal of the HSE department is to help our members have safer working conditions through training, collective bargaining, the political process and organizing our members around HSE concerns. Typically when a member has a health and safety concern, she/he works with the local union leadership and staff representative who alert the district and the HSE department to help resolve it.



FAA Fatigue Studies – Recognizing Your Challenges

In 2007, the FAA received a directive to conduct a study on flight attendant fatigue because flight attendants are on the front lines for the safety of air travelers during flight. Concerns had been raised that duty and rest rules didn't allow flight attendants enough sleep time to perform their duties.

The study found that the contributing factors to flight attendant fatigue include sleep loss and circadian rhythm disruption. These two factors interact to affect alertness and ability to perform on the job. Other contributing factors include the length of work duty and workload. When the study reviewed scheduled vs. actual work time, it found that duty and rest times were scheduled to be compliant with the rules, but very few actual times were compliant.

One limitation of the duty and rest rules is that they cannot account for individual situations with variables that affect fatigue, such as number of segments flown, night versus day flights, or regional versus domestic flights. Also, the rules cannot account for differences in individual tolerance for fatigue. These must be taken into consideration to protect flight attendants and air travelers.

This initial study made recommendations for further research in six areas to further understand and address flight attendant fatigue:

1. Survey of field operations;
2. Focused study of fatigue-related incident reports;
3. Field research on the effects of fatigue, sleepiness and rest schedules;
4. Models for assessing flight attendant fatigue;
5. Study of how other countries address these issues; and
6. Training for flight attendants on fatigue, its causes, consequences and countermeasures.

The outcomes of these six further studies will be addressed in future articles. In the meantime, we want to hear from you. Are you concerned about fatigue? How does it affect your ability to do your job? Let us know by emailing airlineunion@usw.org.