



**APFA**  
.org

**21<sup>ST</sup>**

**APFA**

**AWARDS & RECOGNITION BANQUET**

**WASHINGTON, D.C.**

Dear Flight Attendants and Friends,

Welcome to the 2014 APFA Awards and Recognition Banquet! Thank you for joining us and taking part in this special event. It has been an incredible year for our union, our company, and our profession. Given the role policymakers in Washington, DC played in our many challenges and accomplishments, it seems only fitting that the APFA Annual Convention take place here in our nation's capital.

A year ago, we met in Fort Lauderdale to celebrate the announcement of American's merger with US Airways. Had we known then how much work was left to do and how much uncertainty remained, we probably would not have been so exuberant. Tonight, though, we can come together to celebrate the merger's closing. Tonight, we know, beyond any shadow of a doubt, that our futures and the future of our company are secure. Tonight, we can congratulate each other on a job well done and together we can welcome the new American Airlines.

We also gather tonight to honor two very special people - one a dear friend and Flight Attendant and the other a dear friend to all Flight Attendants. The former, Judy Ladislaw, is the recipient of the APFA's highest honor for union contribution, the Martha W. Griffiths Award. The latter, Senator Ed Markey, will accept the Edward M. Kennedy Award which is bestowed upon a public servant that has contributed to the labor movement and the Flight Attendant profession in an exceptional way. There is more information on this evening's honorees in the pages that follow.

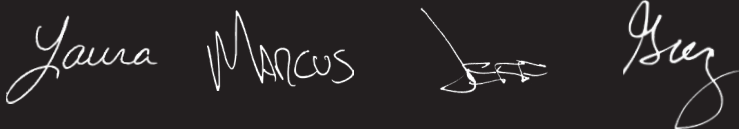
Additionally, it is our pleasure to recognize the following honorary APFA members: John D'Amico, Steve Koch, Alex Rohan and Leon Szlezinger of Jefferies and Company, our financial advisors throughout bankruptcy, as well as Anthony DeMaio and Peter Goelz of O'Neill and Associates, our public relations representatives and lobbyists, all of whom played a critical role in making the merger a success.

Finally, the APFA National Officers extend our sincere appreciation to our event sponsors, listed herein, and to all of those whose individual contributions of time, energy, and resources truly made this evening's festivities possible.

Gathered tonight is an extraordinary group of professionals. It is an honor and a privilege to work with you all to protect the livelihoods of our fellow Flight Attendants. Thank you for all that you do.

Sincerely,

Laura, Marcus, Jeff, Greg

The image shows four handwritten signatures in cursive script, arranged horizontally from left to right. The first signature is 'Laura', the second is 'MARCUS', the third is 'JEFF', and the fourth is 'Greg'. The signatures are written in black ink on a white background.

**RESOLUTION: "EDWARD M. KENNEDY AWARD - SENATOR EDWARD MARKEY"**

Passed: 10.17.13 by the APFA Board of Directors

**WHEREAS**, the APFA Board of Directors created and is authorized to bestow the Edward M. Kennedy Award for Public Service on Behalf of the Labor Movement to honor individuals in the public or private sectors "in recognition and appreciation of their dedication and contribution to the protection and promotion of the rights of America's workers and their families and the work of unions to further those goals;" and

**WHEREAS**, Senator Edward Markey, from the Commonwealth of Massachusetts, has focused on protecting and advancing the lives of the American middle class throughout his 37-year career in the US Congress; and

**WHEREAS**, Senator Markey has worked tirelessly of behalf of Flight Attendants, particularly in regard to aviation security; and

**WHEREAS**, Senator Markey and his staff continue to be strong supporters of APFA and our partners on issues important to Flight Attendants; and

**WHEREAS**, while a member of the House of Representatives, Senator Markey introduced HR 1093 --the No Knives Act of 2013-- which played a key role in the continued prohibition of knives on board the cabin aircraft; and

**WHEREAS**, Senator Markey lead the public effort against the Transportation Security Administration's plan to allow knives on board airplanes in 2013; and

**WHEREAS**, Senator Markey, through legislation and public statements, previously pushed back against loosening restrictions on dangerous items being allowed in the cabin; and

**WHEREAS**, while a member of the US House of Representatives, Senator Markey authored legislation and ultimately achieved the goal of 100 percent air cargo screening; and

**WHEREAS**, Senator Markey continues to stand with APFA throughout the bankruptcy process and now merger with US Airways; and

**WHEREAS**, Senator Markey is rated 100 percent by the AFL-CIO, the benchmark for standing with organized labor in Congress; and

**WHEREAS**, Senator Markey is a champion for all middle class Americans, including over 400 APFA members he counts as constituents;

**THEREFORE BE IT RESOLVED**, that the APFA Board of Directors bestow the Edward M. Kennedy Award for Public Service on Behalf of the Labor Movement on Senator Edward Markey, with the award to be presented at the 2014 Awards and Recognition Banquet at the Annual Convention in Washington, D.C.

# EDWARD M. KENNEDY AWARD FOR PUBLIC SERVICE 2013

AWARDED TO SENATOR ED MARKEY



**S**enator Edward J. Markey, a consumer champion and national leader on energy, environmental protection and telecommunications policy, has a prolific legislative record on major issues across the policy spectrum and a deep commitment to improving the lives of the people of Massachusetts and our country. Throughout his career, and particularly since the attacks of September 11, 2001, Ed Markey has been dedicated to improving the safety and security of the nation's aviation system. His efforts in this policy area have made him a great friend to Flight Attendants, including over 400 APFA members living in Massachusetts.

Last year, then-Rep. Markey led the charge to keep dangerous weapons off our airplanes following a rule change by the Transportation Security Administration (TSA) that would have permitted passengers to carry knives onto planes. To ensure that air travel remained as safe as possible for passengers and flight crews, Ed Markey introduced the "No Knives Act" to prohibit passengers from carrying knives on planes. The Coalition of Flight Attendant Unions, including the APFA, worked closely with Ed Markey and his staff to apply public pressure to TSA. In the end, the decision to allow knives on planes was reversed before being implemented.

The No Knives Act was far from Ed Markey's first experience standing up for the safety and security of air transport. The Implementing Recommendations of the 9/11 Commission Act of 2007 included then-Rep. Markey's legislation, which mandated screening for 100 percent of air cargo on passenger planes. He also authored the bill to require 100 percent scanning for inbound maritime cargo, as recommended by the 9/11 Commission.

Throughout his career, Senator Markey has been a champion of working families. He has fought repeatedly against attempts to strip workers of their rights to organize and collectively bargain and is working to raise minimum wage, expand benefits, such as healthcare to workers, and increase workplace safety. APFA, along with the Service Employees International Union (SEIU), the Association of Federal, State, County, and Municipal Employees (AFSCME), Massachusetts Teachers Association (MTA), and the American Federation of Teachers Massachusetts (AFT), and many other labor groups, endorsed Ed Markey's candidacy last year.



Senator Markey has always supported fair wages for American workers. He opposed attempts to repeal wage standards and supports Project Labor Agreements that improve salaries and working conditions for all workers. He supports increasing the minimum wage to keep up with rising standards of living, and he strongly backed the Employee Free Choice Act to ensure workers who seek a better future through union representation are not coerced, intimidated or threatened by employers trying to prevent them from exercising their legal rights.

In addition to his efforts to improve the lives of working families and to secure our transportation systems, Senator Markey has amassed an unparalleled record of progressive legislative achievements across a broad spectrum of policy areas. During his 37 years serving in the United States House of Representatives, Ed Markey stood on the side of consumers. He fought to create new jobs in American clean energy and served as a champion against rising gas prices and foreign oil. He is the principle House author of the 2007 fuel economy law, which increases fuel economy standards for the first time in a generation. He also authored the appliance efficiency act of 1987. In 2009, Rep. Markey co-authored the only comprehensive climate legislation ever to pass a chamber of Congress. He was a leading voice in the investigation of the BP oil spill. Ed Markey is the House author of the 1992 Cable Act, which increased choices for millions of consumers. His legislative efforts have promoted competition in the telecommunications industry and the internet. He has championed strengthening privacy protections for personal information such as medical records, financial records, and online purchases. He also works to strengthen protections for children, and is the House author of the Children's Online Privacy and Protection Act, the primary law that safeguards children's privacy online. Ed Markey is the founder of the Nonproliferation Caucus and he continues to spearhead efforts to prevent the spread of nuclear weapons worldwide. He is the author of some of the most important Wall Street reform laws since the Great Depression, including statutes that strengthened penalties against insider trading, improved federal oversight over the stock and futures markets, and reformed regulation of the government securities market.

Senator Markey was born in Malden, Massachusetts, on July 11, 1946. He attended Boston College (B.A., 1968) and Boston College Law School (J.D., 1972). He served in the U.S. Army Reserve and was elected to the Massachusetts State House where he served two terms representing Malden and Melrose. He is married to Dr. Susan Blumenthal.



# MARTHA W. GRIFFITHS AWARD 2013

AWARDED TO JUDITH A. LADISLAW



## TRUE BLUE GLUE

**J**udy Ladislaw, then and now, is the unsung hero of not one, not two, but an incredible three APFA administrations – the Kelliher administration from 1988 – 1990 as Secretary/Treasurer, and two 4-year Hedges' administrations from 1992 – 2000 as unflappable Vice President. Judy has truly been the glue that held together the administrations, officers, APFA representatives, and supporters. Judy's tenacity and leadership helped these administrations function better than any other prior administrations. She was the true blue superglue that held everything together.

Never wanting or needing attention, praise, credit, or a high profile, Judy worked diligently, often behind the scenes, to defend,

diligently uphold, and protect the APFA Constitution and Policy Manual while never faltering to support her fellow officers, and APFA members. In fact, Judy was responsible for holding various teams together like glue so they could work together through virtually any crisis.

During the Kelliher Administration Ms. Ladislaw as Secretary/Treasurer was endearingly nicknamed "Squeaky." Judy's relentless protection of the APFA Treasury and members' dues dollars was not a partisan endeavor. Rather, it applied to anyone seeking to extract an extra penny or trip removal beyond what was budgeted regardless of party affiliation. That fierce devotion to carrying out her position's responsibilities gained her great respect but few friends.

Judy was always prepared to answer any questions. Typically, Judy prepared for days to prevail in the near-monthly interrogations and she used her uncanny skills and competitiveness to prevail. Those whom would constantly try to catch Judy without an instant answer were always disappointed at Board meetings as they grilled Judy on APFA's financials. Secretly, "Name That Check," was the label the officers called this game. Yet, Secretary/Treasurer Ladislaw would have none of that. Yes, that glue continued to cement the bonds of loyalty, devotion, tenacity, and hard work that Judy brought to each administration she served.

In the two Hedges Administrations, Judy tirelessly worked to hold down the fort and run APFA during the frequent absences of the president for negotiations, lobbying, etc. Pre-strike preparations took a system-wide village working tirelessly together. Judy was truly headquarter's beacon and was in-house every day dealing not only with her department, but with stopped up toilets and leaking roof, assisting Coordinators with system-wide issues, proofing SkyWord articles, verifying mountains of expense reports, trip removals, signing checks, and talking fearful strikers "in off the ledge." Every day brought a new



variety of issues and Judy handled them with graciousness while keeping a steady hand on the tiller.

There are a few incidents that clearly demonstrate Judy's tenacity and made her stand out from the crowd in a big way:

- Judy became famous with her unique "You Be the Judge" SkyWord articles that gave Flight Attendants a bird's eye view of real arbitrated cases with names and other identifiable information changed to protect the grievant's identity. At the end of the article Judy would tell the reader to be the arbitrator and figure out how the arbitrator would rule. The answer would then be given on another page along with the arbitrator's reasoning for the ruling. Judy endearingly became known as "Judge Judy." There were more requests for permission to reprint "You Be the Judge" articles than any other SkyWord contents. Many companies and unions copied the idea.
- During the famous 1993 APFA strike by "the little union that could," Judy and her team of Division Reps went to battle and worked around the clock during the strike to bring back our "flight attendant hostages" stuck in South America because management alleged the striking members were not employed by AA, thereby denying them ability to leave South America.
- Lastly, during a post-strike meeting for all the AA union's top leaders, Judy had the unequivocal nerve to chastise Bob Crandall for calling her by the wrong name. With her finger pointed straight at him she admonishingly said, "The name is Judy!" as the room became eerily silent.

Having served as a union rep since she was hired in 1970 at bases such as LGA, DCA, and IOR, Judy Ladislaw held elected positions as Vice Chairperson, and Chairperson at DCA before being elected as a National Officer with the Kelliher slate and subsequently as Vice President on the two Hedges' slates. Judy's fellow former officers unanimously endorse the awarding of the Martha W. Griffiths Award to Judy for her 43 years of unselfish devotion and loyalty to the union, its officers, and especially its members. Judy has always added that true blue superglue necessary to create that deep bond that stands the test of time.

Of all her numerous invaluable traits, it is Judy's loyal and loving friendship over the years along with her unerring sense of humor that have been her most valuable and meaningful traits. These qualities have helped her teams of friends, officers, and colleagues through the best of times and the worst of times and have far surpassed Judy's days in office.

Congratulations to Judy for receiving the APFA's highest union honor, the Martha W. Griffiths Award. Judy has truly earned it and certainly deserves it. Once again, another layer of that true blue glue is added to the mix for added strength, cohesiveness, and endurance – the bonds that surpass time.



**RESOLUTION: "MARTHA W. GRIFFITHS AWARD - JUDITH LADISLAW"**

Passed: 3.03.13 by the APFA Board of Directors

**WHEREAS**, the Martha W. Griffiths Award is the highest award APFA can bestow upon a current or past APFA representative; and

**WHEREAS**, this Award is reserved for Flight Attendants who have made an extraordinary contribution to APFA and the members we represent; and

**WHEREAS**, for decades, Judith A. Ladislaw has been an integral part of APFA, in both the best of times and the worst of times; and

**WHEREAS**, Judy was Secretary-Treasurer of APFA and a Base Chair; and

**WHEREAS**, Judy was elected by the membership to serve two terms as APFA Vice-President, including during APFA's historic 1993 strike; and

**WHEREAS**, in her eight years as Vice President, Judy provided strong leadership to the System Board of Adjustment Department, by, among other things, recruiting and mentoring Division Representatives who were vigorous advocates for Flight Attendants; and

**WHEREAS**, Judy has remained committed to advancing the interests of APFA and our members, most recently serving tirelessly as a National Strike Administrator in APFA's last round of protracted Section 6 negotiations; and

**WHEREAS**, Judy has earned respect broadly across APFA's leadership; and



**WHEREAS**, Judy has demonstrated the dedication, hard work and willingness to go to the mat that are the hallmarks of the best APFA advocates;

**BE IT THEREFORE RESOLVED**, that Judith A. Ladislaw is bestowed the Martha W. Griffiths Award, to be presented at the 2014 APFA Annual Convention.



**RESOLUTION: "HONORARY MEMBERSHIP"**

Passed: 10.17.13 by the APFA Board of Directors

**WHEREAS**, Article II, Section 5.A.(2) of the APFA Constitution defines Honorary Members as "Those members upon whom Honorary Membership has been conferred by the Board of Directors", and

**WHEREAS**, the APFA Policy Manual Section 2.G. (2) provides that "A person shall be deemed an Honorary Member of the APFA by action of the Board of Directors", and

**WHEREAS**, Anthony DeMaio and Peter Goelz of O'Neill and Associates have artfully designed a course of results producing legislative actions and, through their masterful public relations work, have helped elevate the name recognition and stature of APFA, and

**WHEREAS**, John D'Amico, Steve Koch, Alex Rohan and Leon Szlezinger of Jefferies and Company, Inc. have provided expert financial representation on the creditors committee throughout the course of the American Airlines bankruptcy and their expertise and guidance led to financial gains previous unions have never garnered through the bankruptcy process, and

**WHEREAS**, these six (6) professionals have consistently provided the APFA with exceptional counsel and representation, and

**WHEREAS**, their commitment and dedication has been unwavering, providing invaluable guidance through many challenges,

**BE IT THEREFORE RESOLVED** that the APFA Board of Directors bestow upon Anthony DeMaio, Peter Goelz, John D'Amico, Steve Koch, Alex Rohan and Leon Szlezinger Honorary Membership in the APFA.

**BE IT FURTHER RESOLVED**, that their Honorary Membership status, although effective immediately, be officially celebrated during the 2014 Annual Convention.



# HONORARY MEMBERSHIP 2013

AWARDED TO "THE JEFFERIES GUYS"



John D'Amico



Steve Koch



Alex Rohan



Leon Szlezinger

"The Jefferies guys" as we call them, are the coolest bankers in town. John D'Amico, Steve Koch, Alex Rohan, and Leon Szlezinger have played an instrumental role in the success of APFA during AMR's bankruptcy.

Shortly after American filed for chapter 11, Jefferies was retained by APFA to represent our interests in an ever-changing, complex and ultimately one of the most challenging airline bankruptcies ever seen.

The tenacity, vision and expertise of these gentlemen helped change the dynamic of how labor, and most importantly Flight Attendants, were treated during the bankruptcy process. For the first time Flight Attendants had a real voice on the Unsecured Creditors Committee. The Jefferies guys were voices that knew how to talk the talk that was being spoken and how to best protect the interests of the Flight Attendants and make the bankruptcy process a little less painful than it otherwise could have been.

John, Steve, Alex, and Leon helped to craft and implement a plan that ensured Flight Attendant job security through the merger of American Airlines and US Airways. One of their biggest contributions was helping APFA convince Wall Street that a merger with US Airways was the only viable Plan of Reorganization.

Jefferies' work with APFA allowed Flight Attendants to take advantage of the VEOP, an idea the company was flatly opposed to, and to gain monetarily through equity distribution. In fact, Jefferies was instrumental in securing our 3% equity stake as well as helping us negotiate the CLA with US Airways.

Although the bankruptcy process is completed The Jefferies guys continue to assist APFA with the implementation of items that resulted as part of the bankruptcy process.

The continuous show of caring, ingenuity and dedication make APFA proud to confer Honorary Membership upon each of these four amazing gentlemen.

# HONORARY MEMBERSHIP 2013

AWARDED TO ANTHONY DEMAIO & PETER GOELZ



Anthony DeMaio



Peter Goelz

We first met Anthony and Peter when APFA retained the team from O'Neill and Associates in 2010, to assist APFA in expanding our voice on Capitol Hill.

Working in tandem with Anthony and Peter, APFA has been able to play an integral role in advancing Flight Attendant interests by gaining an invaluable seat at the table with decision-makers in Washington, D.C.

Peter's well forged reputation, which was made while he was the Managing Director of the National Transportation Safety Board, has helped APFA establish our own relationships with lawmakers who play a role in advancing the interests and quality of lives for our members and profession.

Since our work began with O'Neill & Associates, Anthony has been instrumental in crafting the numerous successful strategies, both in the political and public relations arenas. His uncanny ability to transform common prose into thought-provoking, inspiring and engaging messages, is incomparable.

The skillful guidance of these gentlemen has helped APFA achieve major milestones for our members. These include: passage of the Family Medical Leave Act Technical Corrections Bill; the adoption of OSHA protection policies; and our "No Knives On Planes" campaign to ensure knives are kept off aircraft. They are currently assisting us in our battle to eliminate cellular voice calls in-flight and addressing Flight Attendant fatigue concerns.

Throughout the bankruptcy process Anthony and Peter were essential in ensuring APFA's message of a merger with US Airways was the only viable option for the long-term success of American Airlines. Our message was not only heard in the halls of Congress and the national media, but also by our membership.

Through their passionate commitment Anthony and Peter have become true champions to APFA, its members and the Flight Attendant profession overall.

It is our great pleasure to officially welcome Anthony and Peter to the folds of APFA by bestowing Honorary Memberships upon them.

## **HERO \$1,751 & ABOVE**

Rob Clayman – Guerrieri, Clayman, Bartos and Parcelli, P.C.  
Jefferies and Company, Inc  
O’Neill and Associates  
Mark Richard – Phillips, Richard and Rind, P.A.

## **CHAMPION \$1,001 ~ \$1,750**

Dan Akins – Akins and Associates  
Tinamarie Feil – BMC Group  
Dané Townsend-Pepper – *APFA-moving mountains with the power of UNITY!*

## **STAR \$501 ~ \$1,000**

The Segal Company  
JMH Printing

## **FRIENDS OF APFA – UP TO \$500**

Margaret Barnes  
Jennifer and Miles Brisette  
Kat Clements  
Kim Coats  
Anthony DeMaio  
Karen Goodrich  
Liz Mallon  
Brenda McKenzie  
Dr. and Mrs. Gary Pointer  
Sally and Paul Prater  
Nancy Rifkin-Hummel  
Law Office of Alex Tandy  
Southwest Water Service  
Wood, Stephens and O’Neil, LLP

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Laura Glading, Marcus Gluth, Jeff Pharr, Greg Gunter

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VICE CHAIRPERSONS -**

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Susan Wroble and Brian Pinkowski - IOR Chair and Vice Chair  
Raymond Lewis and Dané Townsend-Pepper - JFK Chair and Vice Chair  
David Ransom and Heidi Sakacs - LAX-I Chair and Vice Chair  
Julie Moyer and Melinda Hill - MIA Chair and Vice Chair  
Todd Breckenridge and Debbie Dent - ORD Chair and Vice Chair  
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Michelle Nasca, Kerstin Taylor

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Catt Napper

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Sally Prater, Kelly Skyles

**APFA SAFETY & SECURITY GROUP -**

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**APFA NATIONAL BALLOT COMMITTEE -**

Cindy Horan, Leatha Harding-Berry, Tim O'Connell, Avis Rivas

**APFA NEGOTIATORS -**

Lenny Aurigemma, Margaret Barnes, Rob Clayman, Neil Fernandez,  
Julie Hedrick, Randy Trautman, Michael Truan

**APFA FORMER NATIONAL OFFICERS 1992-2000 -**

Denise Hedges, Judy Ladislaw, David Cyr, Kitty Solder, Jack Barnett,  
Michael Parker



**USA TODAY**  
02.14.13

**Wrote now after injury?**  
Scrummer: **Praying on the lonely**  
Scrummer: **Praying on the lonely**  
Scrummer: **Praying on the lonely**

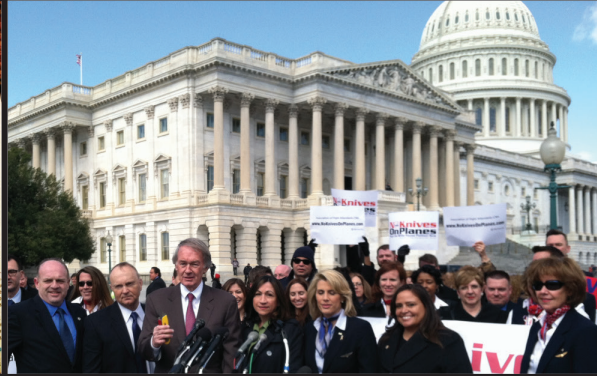
**Q&A: HOW THE MERGER WILL AFFECT YOU, 4B**

**AIRLINES AGREE TO BE VALENTINES**  
American, US Airways vote to be world's biggest

**Drug prices jump again**  
Rise defies trend of other health costs declining

AMERICAN annual passengers	72.3 million	US AIRWAYS	45.4 million
SOUTHWEST	112.5 million		
DELTA	98.1 million		
UNITED	78.2 million		

**PRESCRIPTIONS ARE PRICES**



**SKYword**

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**STATE OF OUR UNION**



