

"APFA does not question the right of the Company supervisors to manage and supervise the work force and make reasonable inquiries of employees, individually or collectively, in the normal course of work. In meetings for the purpose of investigation of any matter which may eventuate in the application of discipline or dismissal, or when written statements are taken relating to such matters, or in meetings of sufficient importance for the Company to have witnesses, or more than one (1) Company supervisor present, the Flight Attendant, if s/he requests, shall have an APFA representative present. Such meetings will be delayed for a reasonable period of time, not to exceed four (4) hours, to allow the APFA representative to be present, provided the Flight Attendant remains at the place of the meeting while waiting the APFA representative. The presence of an APFA representative at such meetings shall in no way interfere with the conduct of the meeting." **(including while on probation)**

In addition to the above contractual language, a Flight Attendant may request to have an APFA representative present as a silent observer, during a Company Security Department investigation interview.

Section 35.R - Of the Joint Collective Bargaining Agreement (JCBA) - APFA/AA



**APFA MEMBERSHIP CARD**

ASSOCIATION OF PROFESSIONAL FLIGHT ATTENDANTS

Employee ID:

Member ID:

\_\_\_\_\_ is a Member of the Association of Professional Flight Attendants

President Julie Hedrick

Vice President Larry Salas

Secretary Josh Black

Treasurer Erik Harris