

All information supplied by each candidate has been printed just as it was received. Per Section 14.G, 9 of the APFA Policy Manual, the National Ballot Committee has not verified the truthfulness of this information, and no corrections have been made regarding spelling, punctuation, capitalization, grammar, intent or content. Candidates are listed in alphabetical order.

**NAME:** Erik Harris

**BASE:** PHL

**PREVIOUSLY BASED:** CLT

**SLATE INFORMATION:**

*Proven Leadership, Trusted Vision: Renewing Our Commitment!*

- Julie Hedrick - National President
- Larry Salas - National Vice President
- Josh Black - National Secretary
- Erik Harris - National Treasurer

[www.YourUnion2024.org](http://www.YourUnion2024.org)

**FLIGHT ATTENDANT CREDENTIALS:**

- PHL Based Flight Attendant **2014 – Present**
- FOI Base Support Specialist - Special Assignment **2017 – 2018**
- CRAF Volunteer **2014 – Present**
- Charter Pool **2017 – Present**

**EDUCATIONAL BACKGROUND:**

Bachelor of Arts; Accounting – Cabrini College – **2007**

**PREVIOUS BUSINESS / JOB EXPERIENCE:**

Holiday House Publishing - Finance/Accounting Consultant **2016 – 2018**

- Oversaw financial management, administration, reporting, and accounting operations.

LNR Property Corporation - REO Senior Accountant **2012 – 2013**

- Managed financial oversight by reviewing bank reconciliations
- Executed assigned special projects.

LNR Property Corporation - Staff Accountant (Investor) **2011 – 2012**

- Prepared and provided financial documentation, including backup schedules and journal entries for auditors.
- Developed presentation slides for monthly Executive Reporting.

Invesco/AIM Funds - Expense Accountant (Fund Accounting) **2009 – 2011**

- Developed strategic fund expense budget proposals to ensure adherence to limitations and objectives.

JPMorgan Chase, & Co – Default Reconciliation Analyst **2008 – 2009**

**LABOR RELATIONS BACKGROUND:**

APFA National Treasurer **2020 – Present**

- Directs Union's financial planning, budgeting, and reporting, ensuring compliance.
- Oversees staff and operations in headquarters departments, ensuring goal alignment.
- Collaborates with the Officers and the Board of Directors on strategic policy implementation.
- Maintains Union's financial stability by cutting wasteful spending.
- Continuing to reduce dues arrears by 49.8 - from \$2,469,890 to \$1,457,002 in 1 year.
- Enhancing operational efficiency by eliminating inefficient practices across all headquarters departments.
- Restructuring Data Department for enhanced insight into membership needs.
- Fostering a culture of transparency and accountability in financial and operational practices.

APFA National Contract Administration Chairperson **2018 – 2020**

- Oversaw the administration of the JCBA, ensuring compliance and proper implementation.
- Educated the Membership on the terms and conditions of the JCBA to promote understanding and adherence.

**LENGTH OF SERVICE:** 9.5

**CAMPAIGN E-MAIL:** [Vote@YourUnion2024.org](mailto:Vote@YourUnion2024.org)

**PERSONAL STATEMENT:**

Empowering Progress, Ensuring Unity: Our Commitment to a Stronger Union. Together, we've navigated the challenges of COVID-19, dismantled corruption, and implemented vital financial reforms. As we look to the future, we pledge to continue this journey, leveraging our new in-house legal department and data department to champion transparency, fairness, and the well-being of every Member. Join us in shaping a resilient and forward-focused APFA for all.

*Vote for Leaders. Vote Slate.*

**Hedrick – Salas – Black – Harris**

With my background in accounting, finance, and labor relations, I am well-suited for the role of National Treasurer. As National Contract Chair, I educated members about the JCBA and ensured the company adhered to our contract, demonstrating a commitment to Member rights.

In my Budget Committee role, assisting previous Treasurers and advising the Board, I honed strategic financial planning skills, crucial for our Union's care. My experience in Contract & Scheduling, Health, IOD, Safety & Security, and as BCR for PHL Flight Attendants, has given me a thorough understanding of our Union's operations.

This diverse background is key to my success as National Treasurer, focusing on fiscal responsibility and efficiency. Your vote in the re-election, and support for our slate, is vital for our Union's future. Supporting our team will further our Union in the labor movement, ensuring financial health and collective interests. Together, we can build on our successes, guiding our Union towards a sustainable, prosperous future.

Your trust and support will allow us to continue what we started. Choose experience, dedication, and a vision for a stronger, united future when you cast your vote.

*Proven Leadership, Trusted Vision: Renewing Our Commitment*

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**REFERENCES:**

Nicole Turnbull	BOS	Paul Smith	LGA
Charles Starks	CLT	Timothy Legeros	MIA
Derek Perry	DCA	Alyssa Kovacs	ORD
Jamie Robinson	DFW	Dan Sampey	PHL
Rick Cangey	LAX	Brian Clark	PHX

- Organized annual comprehensive JCBA training sessions for Members and Representatives.
- Represented the National President in management discussions on contract challenges and enforcement.
- Provided the Board of Directors with resources and guidance on non-scheduling contract matters.
- Led and supervised the Contract and Scheduling Department Representatives, offering support and assistance to Members.
- Served as subject matter expert in Flight Attendant contract issues.
- Vigilantly protected Flight Attendant interests against management overreach.
- Addressed and resolved contract disputes before becoming a dispute/grievance.
- Ensured contract administration aligned with APFA Constitution and Policy Manual.

Labor Notes Training **2022**

PHL Base Council Representative (BCR) - **2016 - 2020**

Budget Oversight Committee (BOC) Member - **2019 - 2020**

APFA Budget Committee Member **2016 - 2020**

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**NAME:** Tommy Hsia Yang

**BASE:** DFW

**PREVIOUSLY BASED:** LAX, ORD

**SLATE INFORMATION:**

Willing to SERVE so ALL can be heard

Karina Hargrove – National President  
Miguel Mejias – National Vice President  
Tommy Hsia Yang – National Treasurer  
Katy Tindall Singh – National Secretary

<https://www.willing2serve.com>

**FLIGHT ATTENDANT CREDENTIALS:**

10 Years with American and We need to make it right.  
Started in Chicago and learned to work hard and dream big.  
Worked alongside mentors, and colleagues who struck in 1993  
LAX Based Flight Attendant 2019-2021  
Learned to adapt to our ever-changing job requirements during the pandemic.  
Being furloughed instilled in me the hope to fight for our cause.  
DFW Based Flight Attendant 2021-Present  
Fight for current and future union members.  
We need to fight for respect and equality.

**EDUCATIONAL BACKGROUND:**

Cambridge Pre-Advanced (IGCSE) & A-Level History in Bolivia 1995-1998  
Cambridge Pre-Advanced (IGCSE) & A-Level Mathematics in Bolivia 1995-1998  
Cambridge Pre-Advanced (IGCSE) & A-Level English in Bolivia 1995-1998  
Cambridge Pre-Advanced (IGCSE) & A-Level Spanish in Bolivia 1995-1998  
Cambridge Pre-Advanced (IGCSE) & A-Level Biology in Bolivia 1995-1998  
Cambridge Pre-Advanced (IGCSE) & A-Level Chemistry in Bolivia 1995-1998  
Cambridge Pre-Advanced (IGCSE) & A-Level Arts in Bolivia 1995-1998  
Bachelor's degree in Finance in Taiwan National Central University 1999-2003

**PREVIOUS BUSINESS / JOB EXPERIENCE:**

National Central University Class Treasurer 1999-2003  
Kindergarten teacher after university in Taiwan 2003-2013  
Started at American Airlines when I moved to the US in 2013-Present

**LABOR RELATIONS BACKGROUND:**

**LENGTH OF SERVICE:** 10

**CAMPAIGN E-MAIL:** 2makeitright2024@gmail.com

**PERSONAL STATEMENT:**

Greetings, APFA members,

My journey, sparked by a fear of heights leading to a passion for climbing, has taught me the power of trust in partners and equipment to reach new heights. Today, I stand before you, seeking to make APFA the equipment that empowers us to soar without fear of the uncertainties we face daily as rank-and-file members.

Allow me to serve you in this battle for fairness, a battle to stand on equal ground against a management that often overlooks us as equal partners. As a candidate for Treasurer, I pledge not only to fulfill my duties with utmost dedication but to be a fierce advocate for restoring unity, fixing our broken reserve system, and negotiating in good faith with the company, always prioritizing the quality of life for our future flight attendants.

I stand firmly against vague language in our contract and will push for clear and simple terms. Whether it's boarding pay or any other benefit, simplicity will be my mantra.

Now, let's delve into the concept of retro pay. It essentially entails compensation to compensate for a gap in a prior pay period. Given our last salary increase in 2019 and our instrumental role in restoring the company to profitability, retro pay is not merely justified but crucial – akin to what our CEO has received.

We need to grow courageously, making a change and becoming more engaged with our rank-and-file members. Together, let's navigate these challenges and ensure APFA becomes the robust support system we all deserve.

I'm ready for this journey. Are you?

**REFERENCES:**

Bo Chulawan	DFW	Charlie Carlson	LAX
Troy Lim	ORD	Horace Ramos	LAX
Mung HALVORSEN	ORD	SILVINO ROCHA SALES	PHL
Victor Marquez	ORD	Suiky Baez	MIA
JZ Zhen	DFW	Lucy Trujillo	LAX