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NAME: Jennifer E McCauley

BASE: BOS

PREVIOUSLY BASED: BOSI

SLATE INFORMATION:

FLIGHT ATTENDANT CREDENTIALS:

1992 - Present BOS/BOSI Flight Attendant, Purser, AFS, IFS,

EDUCATIONAL BACKGROUND:

1989 Bachelor of Arts, Columbia College, Columbia, S.C.

PREVIOUS BUSINESS / JOB EXPERIENCE:

1990 - 1992 Atlantic Coast Airlines, Flight Attendant

LABOR RELATIONS BACKGROUND:

2016 - 2019 APFA Executive Committee, AdHoc #3
 2012 - 2016 APFA Division Representative/Regional Representative
 2015 National Academy of Arbitrators, San Francisco, CA "Privacy, Transparency, Legitimacy"
 2014 National Arbitration of Arbitrators, Chicago, IL "The Test of Time"
 2013 Labor Arbitration Conference, San Francisco, CA "Labor Law and Labor Arbitration"
 2013 National Academy of Arbitrators, Vancouver, BC
 2012 Labor Arbitration Conference, San Francisco, CA "Labor Law and Arbitration"
 2012 National Labor College, Silver Springs, MD "Arbitration Preparation and Presentation Level 1"
 2012 APFA Division Representative Training, Phillips, Richard & Rind, P.A.
 2011 - 2012 BOS Domestic Chairperson - Elected
 2011 APFA Board Training "System Board of Adjustment"
 2009 - 2011 BOS Domestic Chairperson - Duly Elected
 2010 APFA Board Training "Leadership Strike Preparedness Training"
 2007 - 2009 BOS Domestic Chairperson - Duly Elected
 2007 APFA Board Training "Leadership Training"
 2005 - 2007 BOS Domestic Chairperson - Duly Elected
 2004 APFA Board Training "Governance", Bettye Myers Ph.D
 2004 APFA Contract & Scheduling Training
 2004 APFA Retirement Training
 2003 - 2004 BOS International Chairperson - Elected
 2002 BOS Peer Support Training /Group
 2002 APFA Critical Incident Stress Management, UMBC
 2001 APFA Contract Representative on Duty, APFA HDQs
 2001 APFA Grievance & Arbitration Seminar
 2001 - 2003 BOS International Chairperson - Elected
 2000 Boston Media Chair/Spokesperson
 2000 Contract Representative on Duty, APFA HDQs
 2000 APFA Media Training
 2000 APFA Policy Manual Committee
 2000 CAMI Cabin Safety Workshop, FAA Civil Aeronautical Institute, Oklahoma City
 1999 APFA Constitution Training
 1999 - 2001 BOS International Chairperson - Elected
 1998 Negotiating Solutions Workshop, The Mattford Group, Incline Village, NV
 1998 APFA/AA Joint Dispute Resolution Training
 1997 APFA Board of Directors Introductory Leadership Training Program
 1997 - 1999 BOS International Chairperson - Elected
 1990 - 1992 Atlantic Coast Airlines Council Representative/Grievance Chairperson, AFA

LENGTH OF SERVICE: 31

CAMPAIGN E-MAIL:

PERSONAL STATEMENT:

The APFA Vice President oversees one of the most important departments in our union. The National Vice President coordinates the activities of the System Boards of Adjustment and is responsible for processing grievances from every base in the system. The department is ultimately responsible for protecting your rights under the contract.

My previous positions with the union have built a well rounded and solid foundation of experience with the grievance process. I served fifteen years as a Base Chairperson (President) with numerous NODs filed and the majority resolved at the base. I worked with a small base budget and came in under budget every year. I moved into the Vice President's Department as a Division/Regional Representative and handled cases not resolved at the base level, including terminations, and worked the cases through QSBs or Arbitration. While serving on the Executive Committee as an AdHoc, I reviewed cases on the Grievance Review Panel where appeals are heard for SBA cases. I've conducted training for new representatives and built the training manuals as well as assisted in ADR training sessions.

We have an unforgiving management who doesn't respect our workgroup. We work packed airplanes with reduced staffing and increased workloads. We've seen an increase in useless quarterly training and an increase in ridiculous discipline. My base recently lost the state benefit of Massachusetts Sick Leave by the company's efforts. To my dismay, our National Leadership stood by and did nothing! Just like they did nothing when the Company closed their SFO Base. Whose base, or commuter base, is next with some arbitrary action by the company?

The incumbent Vice President has FAILED our membership. In four years, not one Presidential Grievance has gone forward on behalf of the membership. Union Representatives are not trained and the ADR process has been abandoned. The company's assaults on our workgroup will only continue if allowed and go unchallenged. We can't give anymore to the company. It's time our union act like a union; it's time to elect new leadership!

REFERENCES:

Meghan Corrigan	BOS	Rick Musica	MIA
Ellen Eherts	LAX	Chris O'Kelley	DFW
Liz Geiss	DFW	Joann Matley-Sheehan	LGA
Craig Gunter	BOS	Michael Truan	DFW
Beth Kilcran-Flannery	PHX	John Ward	DFW

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NAME: Larry Salas

BASE: PHL

PREVIOUSLY BASED: DFW, LAX, SFO

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

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FLIGHT ATTENDANT CREDENTIALS:

Purser Flight Attendant, AA DFW/SFO/LAX/PHL **1988 – Present**

EDUCATIONAL BACKGROUND:

Bachelor of Arts, Broadcasting. San Francisco State University **1987**

PREVIOUS BUSINESS / JOB EXPERIENCE:

APFA Budget Committee Member **2008 – 2016, 2019 – Present**
 Assistant to National Treasurer **2015 – 2016, 2018 – 2019**
 Base President SFO & APFA Board Member **2007 – 2015**

LABOR RELATIONS BACKGROUND:

APFA National Vice President **2020 – Present**

- Assists the National President
- Chairperson, System Board of Adjustment
- Oversees the effectiveness of the grievance and arbitration procedure, ensuring and maintaining the integrity of the process
- Leads seven Regional Reps
- Revamp of the SBA webpage
- Reinstated over a hundred terminated Flight Attendants through the SBA process
- Reached hundreds of settlements benefitting Flight Attendants
- Overhauled JCBA Section 30 & 31 improvements to fight management more effectively

Labor Notes Training **2022**

Base President, APFA SFO **2007 – 2015**

SBA Board Training **October 2011**

APFA EAP Training **January 2009**

Critical Incident Stress Management Training **July 2008**

APFA Strategic Bargaining Leadership Training **October 2007**

Alternate Dispute Resolution/Conflict Resolution Training **May 2007**

APFA Contract/Scheduling Training **May 2007**

LENGTH OF SERVICE: 35

CAMPAIGN E-MAIL: 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

I am seeking re-election as National Vice President to continue the fight against American Airlines Management's assault on our member's rights.

We have witnessed a significant shift at American Airlines, requiring a necessary evolution in our Union's strategy. Their tactic of obstructing and delaying our legitimate claims is an assault on the principles of fair labor practices.

We took a decisive stand, assembling a formidable in-house legal team to defend the rights of our members. This turning point forced Management to engage with us in a more meaningful and constructive manner, abandoning their obstructive stance.

Working with our negotiations committee, I have proactively sought to incorporate crucial changes to Sections 30 and 31 of our contract. Changes that are designed to fortify our position by introducing stricter language safeguarding the rights of our members against any attempts by management to undermine our grievance and arbitration language and process.

It is clear that the methods of joint ADR training and adherence to a "business union" model are not effective. We must embrace a more assertive and confrontational approach, aligning ourselves with the "class struggle Union" perspective to effectively counter the adversarial tactics employed by the current American Airlines management.

Collaborating with my fellow National Officers and working with our Board of Directors, I am determined to continue an era of professional and dependable leadership within APFA.

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.

REFERENCES:

Kelli Powers	BOS	Ondrea Wallace	LGA
Beth Carpenter	CLT	Todd Smitala	MIA
Gina Fowlkes	DCA	Dray Howard	ORD
Mike Sosa	DFW	Kim Kaswinkel	PHL
Wendy Oswald	LAX	Secorra Flowers	PHX