

# APFA Domestic Negotiator Candidate Information

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**NAME: Robert Applegate**

**BASE:** DFW

**PREVIOUSLY BASED:** BOS, LGA, SLT

**LENGTH OF SERVICE:** 37 YEARS

**F/A CREDENTIALS:**

- Hired as Flight Attendant Ozark Airlines 1976
- Picket & Strike Captain AFA Ozark Airlines 1979
- Scheduling Committee AFA 1979-1982
- AFA Negotiating Committee 1983-1984
- Transitioned to TWA F/A 1986
- Contract Task Force TWA IFFA-IAM 1996-1997
- Transitioned to AA F/A 2001
- Ran for AA APFA SLT Base Chair 2007

**EDUCATIONAL BACKGROUND:**

- Degree in Applied Science (1986) South Western Illinois College
  - Fields of study include crew resource management & commercial pilot license
- Concentrated Studies:
- Meteorology
  - Applied Psychology
  - Math
  - Real Estate Transactions & Appraisals
  - Business
  - Flight Instructor Ground & Air
  - Multi - Engine Flight Instructor

**LABOR RELATIONS BACKGROUND:**

- 37 years of combined & continuous union experience
- Ozark Airlines 1976-1986
- Trans World Airlines 1986-2000
- American Airlines 2001-2013
- Strike Captain AFA 1979
- AFA Scheduling Committee 1980-1982
- AFA Negotiating Committee 1982-1984

**PERSONAL STATEMENT:**

One of the guiding principles of Unionism is "harm to one is harm to all." This principle was extracted from a widely accepted scripture & self evident truth; "to kill one of mankind is to kill all of mankind." Diversion from this guiding principle is the reason the Bond/McCaskill Amendment became necessary & should stand as the guiding principle to unite "TWO GREAT AIRLINES with ONE GREAT FUTURE."

As we move forward to unite 13 prior airlines under one umbrella as the New American Airlines it's paramount that we work toward a "Fair & Equitable" collective bargaining agreement which not only respects the contributions each brings to the table, but restores the integrity of our work rules.

I have been a key contributor to the success of three negotiating teams. In reverse order, I was part of the IAM & IFFA Contract Task Force for TWA in 1996-1997. I was also one of five members from the AFA Negotiating Team that delivered a contract, which was ratified overwhelmingly by the majority of membership at Ozark Airlines in 1984. I am the sole surviving member from that team who is actively flying a full line today at American Airlines. I guess you could say, "I'm a survivor of deregulation against all odds."

Soon after I started my career with Ozark Airlines, I had to walk & maintain a picket line for six weeks. Trust me when I tell you, "I'm no stranger to adversity. I know how hard it is to ask the membership to walk the line & hold the line." It's this common bond that I hold with ALL UNION flight attendants that shall never be broken. I ask for your VOTE & pledge that I will deliver a contract worth ratifying & printing. The truth is, "You never get the contract you deserve. You only get the contract you negotiate."

**NAME: Gretchen Faulhaber**

**BASE:** DFW

**PREVIOUSLY BASED:** LAX

**LENGTH OF SERVICE:** 45 YEARS

**PERSONAL STATEMENT:**

I am a REAL F/A of American Airlines

You need

- Flight hour clarification
- Relief from reserve
- Access to open time/all the time
- Control of your schedule

We are not spending the money and I can show this!

Gretchen Faulhaber

**REFERENCES**

Barbara Winsor      DFW

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**NAME: Samuel Morales**

**BASE: DFW**

**PREVIOUSLY BASED: MIA**

**LENGTH OF SERVICE: 26 YEARS**

**F/A CREDENTIALS:**

- DFW Domestic Flight Attendant 1987-Present (Class 86-31)
- MIA Domestic Flight Attendant 1989
- Commitment to Leadership Program 1994
- WALK-A-MILE with Purser Manager 1998
- WALK-A-MILE with Lost Time Attendance Manager 1998
- Muse Air Corp. Flight Attendant 1985-1986

**EDUCATIONAL BACKGROUND:**

- **UNIVERSITY OF CENTRAL FLORIDA** (Class of 1983)  
Bachelor of Arts Degree: Allied Legal (4 year degree)

**• CONCENTRATED STUDIES:**

- Legal Research and Writing
- Contract Law
- Corporations and Partnership Law
- Wills, Probate and Estate Law
- Labor Management Relations
- Legal Environment of Business
- Tort and Personal Injury Law

**LABOR RELATIONS BACKGROUND:**

- **26 Years of combined Airline experience (American Airlines/Muse Air)**
- **Worked as volunteer on Hotline Phone during the 1993 American Airlines strike**
- **Actual Front Line Striker on day of strike. (0555 SI, 1993)**
- **Elected Domestic Negotiator - "Team 2000" - the 2001 Contract**
- **Sidelined during the 2003 Restructuring because I wanted to negotiate**
- **Negotiations training by Ken Margolies of Cornell University's Industrial and Labor Relations Studies Division, 12/14/99**
- **Reelected to Permanent Domestic Negotiator by the membership in 2008**
- **Voted NO on the LBFO - Personally saw too many corporate loopholes**

**PREVIOUS BUSINESS/JOB EXPERIENCE:**

- American Airlines Flight Attendant 1/87-current
- Muse Air Corporation Flight Attendant 6/85-12/86

**PERSONAL STATEMENT:**

We haven't even seen the final LBFO language, yet we're putting together a new negotiating team in an effort to clean up the mess created when the **company reneged on it's promised "me too" clause with the pilots**. Remember, the company and union BOTH stated that if we voted in favor of the LBFO that **we'd get everything they got proportionately**.

And what about this **"Bridge Agreement."** As the **Memo of Understanding** clearly states:

**"If the CLA becomes effective, and is subsequently deemed to be unenforceable or invalid for any reason, APFA agrees that the terms and conditions of employment for American's Flight Attendant(s) will be those of the New CBA."**

Simply put, if the Bridge Agreement is found to be **"unenforceable"** flight attendants will continue to work under the LBFO for as long as it takes to negotiate a single-carrier contract.

Truthfully, we cannot afford another round of concessionary bargaining. **33%** in 2003 plus **20%** in 2012 equates to a **46%** reduction in 2002 pay and benefits. Bear in mind that this doesn't include **24%** inflation or the **ZERO credit** given to the forfeiture of the Defined Benefit Plan or Retiree Benefits. **These items were given away for absolutely free.**

As you're next **Permanent Domestic Negotiator**, I want to see real contract improvements, not money taken from my back pocket and placed in my front pocket. I want to see better pay, realistic per diem, reserve improvements, more sick accrual, more vacation accrual, the elimination of employment thresholds, and larger 401k contributions. I also want the contract **written in plain English** so we don't have to grieve for our money whenever the company opts to abuse us under the banner of "operational necessity."

Lastly, if the hotel costs comes out of our pockets, then we should have a say in where we stay. The idea that we pay for hotel but have no voice is unacceptable.

**NO MORE GIVEBACKS!**

**www.VoteSam.org**

**REFERENCES**

Barbara Thrower	LGA	Jamie Gillard	MIA
Jaana Lehtola	JFK	Rock Salomon	BOS
Steve Henley	IDF	Brad Williams	DFW
Tim Todd	LGA	Shelly Wilmot	DFW
Doug Potts	DFW	Kathryn Walker	DFW

**NAME: Lois B. Sargent**

**BASE: BOS**

**LENGTH OF SERVICE: 14 YEARS**

**F/A CREDENTIALS:**

- American Airlines Domestic Flight Attendant 14 years
- AA Advocates Net work Lobby Washington, DC
- Laker Airways International Flight Attendant 2 years

**EDUCATIONAL BACKGROUND:**

- B.S. Psychology
- M.Ed Community Counseling
- Post Graduate: Gestalt Therapy, Psychodrama, Dance and Poetry Therapy
- Candidate for a Guggenheim Fellowship

**LABOR RELATIONS BACKGROUND:**

- Taught Parliamentary Procedure to help low-income housing residents in court actions.
- Testified before The National Cancer Advisory Board re the effect of job loss on cancer prognosis.
- Grass Roots lobbying for Single Payer Universal Health Care.
- Initiated a Petition Campaign for an Employee Rights Bill in Florida.
- Worked with Senator Ileana Ros-Lehtinen's staff to develop employee rights legislation.
- Senator Ileana Ros-Lehtinen introduced bill I initiated into the Florida legislature.
- Helped establish a local chapter of Older Women's League to fight job discrimination.
- During EAL strike, as pilot's wife, worked in Family Awareness on health issues

**PREVIOUS BUSINESS/JOB EXPERIENCE:**

- Team Leader Acute Care Psychiatric Hospital
- Program Director 200 bed Nursing Facility
- Teacher: Special Education(emotionally disturbed/primary level)
- Teacher: English as a Second Language in Lukow, Poland
- Executive Board League of Women Voters (Dade County, FL/Springfield, MA)
- Executive Board World Affairs Council(Springfield, MA)
- Publicity Chair World Affairs Council(Springfield, MA)
- UNICEF Town Chair(Springfield, MA)
- UNICEF County Chair(Dade County, FL)
- Founding Member/Steering Committee Florida Health Care Campaign
- Interviewer: Job Corps Applicants

**PERSONAL STATEMENT:**

During the years my children were young, I was active in my community working on issues to better their future. I am a "doer" and feel a responsibility to work toward actualizing what I believe. My primary focus was health care and women's rights. Women no longer face losing their jobs for anything involving their bodies--pregnancy/hysterectomy/mastectomy. My generation worked to secure age/sex/race/pay equality. In the workplace, these gains are now being eroded. Benefits have been reduced, pensions compromised. Will American society be reconfigured into the wealthy, the "new poor" and the impoverished? The disparity between workers and management is not just obscene, in my opinion, it borders on criminal. Companies used to give bonuses for achievement. Now management gets Golden Parachutes to walk away from the carnage they caused.

I would like the opportunity to serve on the Negotiating Committee and again be an advocate for change. In the past I have worked to empower varied segments of society. Now is the time to restore power to our Labor Unions. Our contract will be in effect many years. We must negotiate a contract that re-establishes fair/equitable wage scales and working conditions. Our contract should set a standard for Flight Attendants to be viewed and treated as professionals. I'm ready to work for our better future.

**REFERENCES**

Oscar Hernandez	MIA	Mary Testa	BOS
Valerie Lynch	BOS	Kristine Stoner	DFW
Avery Sutton	DFW	Lanie Lemons	BOS
Phillip Simonetta	BOS	Jeff LaForest	BOS
Kimberly Foster	BOS		

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**NAME:** Michael Truan

**BASE:** DFW

**PREVIOUSLY BASED:** MIA

**LENGTH OF SERVICE:** 14.5 YEARS

**F/A CREDENTIALS:**

- 777-300ER Certification Team - 2013
- Spanish Speaker Qualification
- AA Flight Attendant Class 98-37 (class speaker)

**EDUCATIONAL BACKGROUND:**

- Northwestern University Alternative Dispute Resolution Training - 2006
- Texas A&M University-Kingsville ( Political Science/Communications) - 1995
- Southeast Texas Technical Institute (Travel & Tourism) - 1990
- H.M. King High School - 1989

**LABOR RELATIONS BACKGROUND:**

- APFA Accident Investigator - GO TEAM Member - 2012 - Present
- APFA Safety and Security Representative 2012 - present
- APFA DFW Operation Council Representative (OCR) duly elected, 2005, 2007, 2009, 2011, 2013
- LBFO Fact Line Volunteer - 2012
- APFA Contract/Scheduling Rep on Duty 2010 - Present
- Assisted/Organized APFA DFW (Remember November '93) Picketing - 2010
- APFA DFW Strike Picketing Organizer - 2010
- APFA Strike Prep Phone Watch Captain - 2010
- APFA Contract/Scheduling Training - 2006
- Notice of Dispute/Grievance Training - 2006
- APFA DFW Info Rep Captain 2005 - 2010
- Appointed DFW Operation Council Representative - 2005
- APFA National Communications Coordinator Assistant - 2004
- APFA Info Rep Volunteer

**PREVIOUS BUSINESS/JOB EXPERIENCE:**

- 9 1/2 years experience in representative work for DFW members
- 3 years Contract/Scheduling Dept Representative
- Represent DFW Flight Attendants in grievances/disputes
- Negotiate favorable resolutions for DFW FA's in attendance meetings/investigations
- Correct pay, contract, scheduling, IOD and FMLA issues
- American Airlines Inc, Flight Attendant 1998 - Present
  - DFW Based 2001 - Present
  - MIA Based 1998 - 2001
- First Data Corporation - Retail Supervisor 1996-1998
- Wal-Mart Stores Inc, Assistant Store Manager 1988-1996

**PERSONAL STATEMENT:**

As flight attendants, we have been through our fair share of management's POOR decisions and have suffered from their lack of leadership. Waves of furloughs and two concessionary agreements. These tribulations have certainly tested our resolve in our fight against executive greed and mismanagement. But we never lost hope. It was our steely resolve that drove us to obtain a better alternative (US Airways Bridge Term Sheet) to the Company's vile Section 1113 proposal and its unviable business plan as a stand alone airline.

We were instrumental in facilitating a merger between American and US Airways for a stronger airline and a better contract. The merger with US Airways, however, is just one step in a series of steps to improve our work rules, benefits and compensation. Once the merger successfully closes, APFA will engage in expedited negotiations with management for a single, enhanced contract.

In the meantime, our constitution calls for the establishment of a new negotiating team, which is what this election entails. After diligently serving you for several years in various capacities, it would be **my honor** to serve you in a new capacity as one of your domestic negotiators. I have the experience and knowledge of the changes that **MUST** occur in order for you to ratify a new contract.

My first hand experience working the line, my 3 years in the APFA Contract/Scheduling department and my 9 years of representing DFW based FA's, has well-prepared me to represent our interests competently and vigorously. And if elected, I will fight for **ALL** flight attendants and make sure your concerns are addressed. I want us **ALL** to be treated with dignity and compensated fairly for **OUR** hard work. We **ALL** deserve it!

**I am asking for your vote.** I am geared up and ready to fight for you. **Send me to the table!**

**REFERENCES**

Anna Bailey	IMA	Steven Baumert	DFW
Phillip Clifton	LGA	Debbie Dent	ORD
Liz Geiss	DFW	Sherry Heruska	BOS
Nena Martin	STL	John Nikides	LAX
Chris O'Kelley	DFW	Tim Weston	DCA