

APFA International Negotiator Candidate Information

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NAME: Neil Fernandez

BASE: IMA

PREVIOUSLY BASED: LAX-D, JFK, LGA

LENGTH OF SERVICE: 14 YEARS

F/A CREDENTIALS:

- 2003...Professional Flight Attendant Award Recipient
- 2007-2009...International Purser

EDUCATIONAL BACKGROUND:

- 2007-2010...Borough of Manhattan Community College, A.A. Liberal Arts
- 2010-2011...Columbia University, School of General Studies

LABOR RELATIONS BACKGROUND:

- 2001-Present...APFA Contract/Scheduling Representative
- 2001...Alternative Dispute Resolution (Grievance) Training
- 2002-2005...APFA JFK Retirement Representative
- 2002-2005...Member of the AA/APFA Joint Scheduling Committee
- 2002-2010...APFA JFK Council Representative
- 2003...Proxy for APFA National Contract Coordinator
- 2003-2004...APFA Health/IOD Representative
- 2003-2005...APFA JFK Critical Incident Stress Debrief (CISD) Representative
- 2005...APFA JFK Grievance Representative
- 2005-2006...APFA Contract/Scheduling Instructor
- 2011...Member of the AA/APFA Joint Scheduling Committee
- 2012-2013...Author/Editor of Articles for the APFA's Scheduling Webpage
- 2013...APFA IMA Operational Council Representative

PERSONAL STATEMENT:

As we move forward with the US Airways merger, APFA has begun preparations for a new negotiating team. This team will bargain for an enhanced contract post bankruptcy. Having a keen understanding on the deficiencies of our contract, I have stepped up to the plate to run for international negotiator.

Given the magnitude of the task coupled with the fact that negotiations will be an expedited process, it is **crucial** that each negotiator's experience reflects his/her contractual knowledge in order to bargain competently and vigorously at the table.

The breadth of my labor relations experience has well-prepared me for the role of negotiator. Since 2001, I have been working in various capacities within APFA—local and national. Over the years, I have developed substantial contractual knowledge, strong resolution skills and an astute ability to identify the consequences of changing a given clause in our contract. If elected, these are the skills I will bring to our new team to resolve the deficiencies of our contract, such as, **but not limited to**: improving wages; improving minimum rest periods; securing pay protection; increasing transparency, flexibility and preferential options on reserve; enhancing TTOT; and, looking at the best items of the current US Air flight attendant contract to achieve an industry leading contract.

I am a strong team player with professional work ethics. I have worked cohesively with many different union representatives, including on the joint scheduling committee. My experience on this committee combined with other representational work have perfectly molded me to assume the role of negotiator today. I possess the necessary skills to bargain successfully and communicate strategies effectively.

We have an opportunity to obtain a superior contract, but our time to do so will be limited. **We cannot afford to squander this opportunity.** We must ensure our new negotiating team consists of the right mix of knowledge and talent. I will be ready and able on Day 1! And I respectfully ask for your vote.

In Unity,
Neil Fernandez

www.neil4nego.com

REFERENCES

Ted Bedwell	IDF	Maureen Walsh-Martin	IDF
Raymond Lewis	JFK	Randy Trautman	IMA
Kaninau Mano	IOR	Beth Kilcran-Flannery	IOR
Kathleen Clements	LAX-I	Dane Townsend-Pepper	JFK
Dale Dreyer	IMA	Russell Naki	JFK

NAME: Jaana Lehtola

BASE: JFK

PREVIOUSLY BASED: LGA, DFW, IOR

LENGTH OF SERVICE: 23.5 YEARS

F/A CREDENTIALS:

- Class 19-89
- International Flight Attendant since 1994
- Purser
- Finnish Speaker
- Walk-a-mile with Crew Scheduling
- PFA award
- Frontline striker and APFA InfoRep

EDUCATIONAL BACKGROUND:

- Associates Degree 2000 - New York College

LABOR RELATIONS BACKGROUND:

- Voted NO on the RPA and LBFO
- Want a seat at the bargaining table to represent OUR interests, not management's
- Petitioned the NMB
- Frontline striker and APFA InfoRep

PREVIOUS BUSINESS/JOB EXPERIENCE:

- 1987-1989 Chelsea Catering a subsidiary of Continental Airlines; Assistant Manager
- 1979-1987 Various positions in the fields of television, radio and music industry

PERSONAL STATEMENT:

As a full time line flight attendant, my concentration in these negotiations will focus on actually having to work on the line and live under the work rules and pay which will be negotiated.

We have made sacrifices for 10 years now and this will be **OUR** opportunity for restoration to the nature of our livelihood from just a job, putting in the hours and receiving a reduced pay check, back into the rank of a respected and professional career.

There will be many complexities with the integration of both flight attendant corps and it is essential to elect negotiators with a desire for change - especially a change to the concessionary bargaining of the past. We are the New American: management is not looking back, so we are positioned to not look back - or give back - but negotiate a contract where the new management team pays it forward.

We deserve improvements and restoration to: pay rates, per diem, work rules, improved reserve, health care, cost of living and we most definitely deserve labor protective provisions already in place with US Airways' flight attendant contract.

It is time to be fearless in negotiating our futures. We simply cannot afford another round of concessionary bargaining.

Thank you for considering me as your Permanent International Negotiator.

www.VoteJaana.org

REFERENCES

Ken Boyd	IDF	Mark Caudle	JFK
Emerson Gordon	JFK	Liisa Kaasinen	LGA
Sam Morales	DFW	Rock Salomon	BOS
Patrick Pascual-Ramon	JFK	Mimi Quinn	JFK
Jaana Sheehan	JFK	Norin Stone	JFK

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NAME: Antonio Otero-Bon

BASE: LAX-I

PREVIOUSLY BASED: JFK, SJU, IMA

LENGTH OF SERVICE: 26 YEARS

F/A CREDENTIALS:

- Class 87-24
- Purser, Language SP, IFS, IPE

EDUCATIONAL BACKGROUND:

- Rutgers, The State University of New Jersey, New Brunswick, NJ. 1984-1987 -Business Administration. Minor in Economics, Marketing.
- Inter American University of Puerto Rico, San Juan, PR. 1982-1984 -Business Administration. Accounting, Marketing.
- Johnson & Johnson, New Brunswick, NJ. Internship Business Administration, Marketing, Accounting training. 1986-1987

LABOR RELATIONS BACKGROUND:

- Complex negotiation contracts, logistics, employee compensation, representing clients in Europe, USA, And the Bahamas. 2007-2010.
- Experience sourcing, evaluating contract deals portfolio management, debt, equity placement, budgeting, forecasting, contract reviews, and engineering reports.
- Assisted APFA members finding transportation from SXM to their local base during 1993 strike.
- Assisted APFA picketing information, demonstrations at Miami International Airport.
- Customer relationship management, teamwork, and marketing. Leading customer strategy from a detailed understanding of past, current, and future business opportunity ensuring a long term direction for all parties involved.
- Pro actively driving forward activation strategies, retention, and revenue.

PREVIOUS BUSINESS/JOB EXPERIENCE:

- New Business Development Director, Fede Design, LLC. Miami, FL. 2012-Present
- President, CEO. Miami Creative Décor & Finishing's, Inc. Miami, FL. 1993-2012
- Property Manager Consultant. 1993-Present
- Project Manager Consultant. Residential, Commercial. 1993-Present
- Employee, customer, relationship management, teamwork, business experience.
- Strong foundation in corporate finance, accounting, team work, forecasting.
- Excellent Excel modeling skills.
- Planning, delivering, leading, value adding business development support ensuring key objective business plans achievements.

PERSONAL STATEMENT:

I am highly motivated to be a part of a focused negotiating team that will realize crucial goals for our APFA membership. I have well-developed negotiating skills that will enable me to effectively navigate challenging contract negotiations. Through my considerable business experience I have developed an ability to look beyond the specific interests of individuals and groups in order to achieve mutually beneficial solutions. Honesty, integrity and excellent listening skills are some of the attributes that I will bring to this endeavor. I will passionately represent the core interests of our union members in order to insure safety, equity and fair compensation as we move forward with the new American Airlines.

REFERENCES

John Nikidis	LAX	Carolyn Nemo	LAX-I
Shane Staples	IMA	Kevin Kennedy	BOS-I
LD Crumly	IDF	Dale Dreyer	IMA
Claudia Reichert	JFK	JL Turner	IMA
Jaleah Brown	LAX-I	Lorna H. Rosen	LAX-I

NAME: Todd Williams

BASE: IMA

PREVIOUSLY BASED: DFW

LENGTH OF SERVICE: 22 YEARS

F/A CREDENTIALS:

- Flight Attendant 22 years DFW, IMA, MIA
- Spanish Speaker

EDUCATIONAL BACKGROUND:

- University of New Mexico Bachelor of Arts Degree in Political Science 1985
- University of New Mexico Masters of Business Administration Completed first of two years 1990-91
- FAA Commercial Pilot License 2001
- Eagle Scout, Boy Scouts of America 1979

PREVIOUS BUSINESS/JOB EXPERIENCE:

- Eastman Kodak Manager, Dallas Texas

PERSONAL STATEMENT:

Im asking for you vote to serve on the Negotiating Committee because I believe I can offer a new voice to the table representing all of us not just some of us. Never in our history as a union, has it been more important to press to regain some of the concessions we lost in previous negotiations, in what will be the first contract merging the two companies. There are many issues that need to be addressed in this new contract, one of which is our system of reserve. When compared, our system lags behind those of our airline competitors and needs to be examined and improved, resulting in a more flexible system for those on reserve. I began flying for American as a Spanish speaker 22 years ago and come from an airline family with a combined 73 years of service at American. I believe my previous work experience in management at Eastman Kodak and my education with a BA degree from the University of New Mexico 85, and one year of MBA studies University of New Mexico, 90, qualify me to serve on the negotiating committee. I hope I can count on your vote. Todd Williams IMA 356713

REFERENCES

Angel Lopez	IMA	Tony Gilbert	IOR
Erlin Benjamin	IMA	Conrad Richard Jordan	IRDU
Melissa Lackey	IMA	James Gillard	MIA
Susan Rabacher	IMA	Mark Wingfield	IMA
John Radaker	MIA	Monique Duncan	IMA