

APFA National President Candidate Information

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NAME: Bob Ross

BASE: LAX

PREVIOUSLY BASED: SFO / DFW / ORD

LENGTH OF SERVICE: 32 YEARS

SLATE INFORMATION:

"One Clear Choice - One unified Voice"
Facebook - Vote ROSS 4 President

CAMPAIGN EMAIL: 1ross@comcast.net

LABOR RELATIONS BACKGROUND:

- SFO-Int'l BASE CHAIR/PRESIDENT - 2008 to Base Closure 2011
- Professional Standards Rep. - 1995-1999
- Alternative Dispute Resolution Training (ADR) - Northwestern University
- Critical Incident Stress Management Training
- APFA Board of Directors Critical Incident Stress Debrief Training
- APFA Constitution Training
- APFA BOD Leadership Training
- APFA BOD EAP Training
- APFA Scheduling/Contract Training
- APFA Scheduling/Contract Phone Rep. On-Duty (2000-2001)
- 1993 Strike Captain DFW (Walked off aircraft during Boarding the moment Strike began)
- 1987 Pre-Strike Leader LAX

FLIGHT ATTENDANT CREDENTIALS:

- PURSER since 1985
- DOMESTIC & INTERNATIONAL
- 787, 777, 767, 757, 737, S-80

PREVIOUS BUSINESS / JOB EXPERIENCE:

- U.S. Air Force - Veteran - 1978-1984 (Aircraft Maintenance Technician)
- Commercial Airline Transport Pilot (ATP) Rating (3000 Hrs.)
- Pilot - Scenic Airlines 1992-1994 - Las Vegas/Grand Canyon
- Licensed Real Estate: Appraiser/Mortgage Finance/Sales Agent-Present
- Real Estate Mortgage Loan Officer - Wells Fargo Bank

PERSONAL STATEMENT:

As your President, I will be working for you, as an advocate that you can trust. On day one I will be focused on rebuilding the Trust, Respect, Integrity, and Unity of a once great union. To do that I need an empowered, unified, and voting membership.

A good leader can reach across partisan lines to bridge our divides, represent us equally, and move us forward. I will lead our membership in a unified direction and I'm eager to work with elected officers with a forward thinking vision.

I will address:

- Railway Labor Act - Last amended in 1936, Take it before Congress to lift its discriminatory and draconian restrictions on our leverage to negotiate.
- Constitution - Seek changes to our governance, including elected and appointed positions that give the Power and Voice back to the membership.
- Profit Sharing - You deserve it on top of wages!
- Reserve - Address the hardships and inequality our junior colleagues face.
- TERM Limits - Change the Country Club mentality and send many back to flying.

- Hours of Operation - To reflect the 24/7/365 needs of the membership.
- HARD 40 - Establish a system to allow greater flexibilities.

To rebuild APFA into a strong "membership driven" union, we must forge alliances with other unions and be open to greater possibilities. Joining forces with other F/A unions and a strong labor alliance with the Pilots and Mechanics is key to stopping the "divide and conquer" culture that has taken over. I can do that.

I'm an Air Force Veteran, trained as an Aircraft Maintenance Technician. I also have a Commercial Airline Transport Pilot (ATP) rating. I will bridge our profession and stand lock-step with our Brother and Sister Unions for a common goal.

By marketing you as First Responders, in this post 911 era, in media and public forums, having an empowered membership, with the use of professional negotiators, we can achieve true "Industry Leading" agreements.

In Unity,

Bob

REFERENCES

Casey Veloso	LAX	Brian Pinkowski	ORD
Marcy Dunaway	DFW	Kiri Wirth	MIA
Megan Maxon-Blanchard	LGA	Abby Alconcher	ORD
Lubos Sadlon	MIA	Tracy Rose-Neukom	PHX
Barbara Thrower	LGA	Tina Cunnings	LAX

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NAME: Patrick Hancock

BASE: DFW

PREVIOUSLY BASED: IDF

LENGTH OF SERVICE: 31 YEARS

SLATE INFORMATION:

- Patrick Hancock - DFW - National President
- Marcus Gluth - MIA - National Vice President
- Nicole Darak - CLT - National Secretary
- Craig Gunter - PHL - National Treasurer

CAMPAIGN EMAIL: Patrick@unity4strength.com

LABOR RELATIONS BACKGROUND:

- APFA National Retirement Specialist, 2007 - present. (*Hutto-Blake, Glading*)
- National Strike Coordinator, 2007 - 2012. (*Hutto-Blake, Glading*)
- APFA Pension Task Force, 2005 - 2010. (*Hutto-Blake, Glading*)
- System Board of Adjustment, Special projects, 2001- present. (*Ward - Glading*)
- National Strike Coordinator, 2000 - 2002. (*Ward*)
- Alternative Dispute Resolution Training, 2000. (*Hedges, Ward*)
- National InfoRep Coordinator, 2000 - 2001. (*Hedges, Ward*)
- APFA Negotiating Committee, 1991 - 1999. (*Leon, Hedges*)
- Permanent Domestic Appointed - Retirement and Scheduling.
- IDF Council member, 1995 - 2015. (*Hedges - Glading*)
- National Scheduling Committee, 1995 - 2004. (*Hedges - Ward*)
- Member Emeritus.
- APFA/AAL Joint Lost Time Committee, 1994-1997. (*Hedges*)
- APFA Policy Manual Committee, 1991 - 1992. (*Leon, Hedges*)
- DFW Chairperson/President, 1987. (*Gibbs*)
- DFW Vice-Chairperson/Vice President, 1986 - 1987. (*Gibbs*)
- DFW Council member/BCR 1985 - 1995, 2015 - present. (*Gibbs, Kelliher, Leon, Hedges, Glading, Gluth*)
- APFA Negotiating Committee, 1985 - 1988. (*Gibbs*)
- 2nd Alternate Domestic Elected - Retirement and Scheduling.
- APFA Trainer: "APFA Retirement Briefing", "SABRE for Union Reps & Non-Revs.", "New Attendance Policy". "Beginning Grievance Training", "Grievance Research in SABRE".
- Received APFA Training, including: Negotiations, Grievance, Emergency Response Team, Scheduling.

FLIGHT ATTENDANT CREDENTIALS:

- Purser based at DFW & IDF - IPD, AIFS, Galley
- Former: Chase Flight Attendant, QWL, CTL, CURE.
- Founding Co-Chairpersons, GLEAM, GLBT Employees at AMR - DFW 1994 - 1998.

EDUCATIONAL BACKGROUND:

- Texas Wesleyan University School of Law 2003 - 2006, - *Juris Doctor.*
- University of Texas at Arlington 1987 - 1992, - *BS, Information Systems, Cum Laude.*
- Michigan State University 1983 - 1984. Studies in Business Administration, Psychology.
- Lawrence Institute of Technology 1978 - 1980. Studies in Languages and Sciences.
- Oakland Community College 1975 - 1982, - *Associates in Business Administration, Data Processing, Cum Laude; - Associates of Science, Business Management, Cum Laude; - Associates of Liberal Arts, Cum Laude; - Associates of General Studies, Psychology and Sociology, Cum Laude.*

PREVIOUS BUSINESS / JOB EXPERIENCE:

- Licensed Texas Attorney at Law - Private Practice, Dallas, Texas 2006 - present.
Estate and Life Planning Specialist. Qualified Mediator and experienced Negotiator.

- American Airlines Federal Credit Union, 1995- present. *Corporate Secretary and BOD.*
- Canyon Moon Properties, Arlington, Texas 1987- present. *Owner.*
- Legal Hospice of Texas, 2006 - present.
Volunteer Attorney, Corporate Secretary, and BOD.
- Brooklyn Avenue Development Group, LLC, Dallas, Texas 2006 - present. *Member.*
- Ebinger Manufacturing Company, Detroit, Michigan. *Director of Operations, Data Processing Manager.*
- U.S. House of Representatives, Michigan 17th. 1974 - 1975.
Congressional Staff Aide.

PERSONAL STATEMENT:

Our Union is in desperate need of rehabilitation, integrity, stability, and leaders that can unite, not divide. I am the leader who can bring all of that to APFA. I can, have, do, and will, work with anyone showing up to work at APFA. I sincerely believe that the work is more important than the politics.

I have a proven track record of producing results, and uniting our members. I have been appointed to work on projects, big and small, by every APFA president for the last 30 years. Everything from Negotiator, to National Strike Coordinator, to National Retirement Specialist. Working in our Union during moments of both, triumph and disgrace, the over-riding lesson I have learned is that we must have UNITY FOR STRENGTH. You do not have to like or even respect the people you are working with, but you MUST figure out how to work together.

We have much work to do if we are to:

- make the structural and personnel changes desperately needed at APFA;
- implement and protect our contractual gains;
- recover our losses; and
- to claim what we still deserve but have not received.

The "new" American Management is not going to spontaneously make our work lives better, or just give us what we deserve. They must be made, (willingly or unwillingly,) to do what is right. Our union history is scattered with examples of the bitter harvest of disunity. We must be smarter than that. The lesson we must constantly remember is, we truly are STRONGER TOGETHER.

I am running with a slate of very talented and diverse F/A's who believe unifying our membership across all of our various divisions and divides, is the only way to recover and improve our work lives.

WWW.UNITY4STRENGTH.COM

Please vote for; Patrick Hancock for president, Marcus Gluth for vice president, Nicole Darak for secretary, and Craig Gunter for treasurer.

REFERENCES

TED BEDWELL	DFW	SCOTT BARNES	PHX
GREG GUNTER	MIA	HEIDI SAKACS	LAX
LAURA ALBERT	PHL	MARGARET BARNES	DFW
LENNY AURIGEMMA	ORD	MARK GENTILE	PHL
RON HARRIS	DFW	TORRANCE HURTAULT	MIA

APFA National Secretary Candidate Information

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NAME: Nicole Darak

BASE: CLT

PREVIOUSLY BASED: N/A

LENGTH OF SERVICE: 5 YEARS

SLATE INFORMATION:

- PATRICK HANCOCK- PRESIDENT
- MARCUS GLUTH- VICE PRESIDENT
- NICOLE DARAK- SECRETARY
- CRAIG GUNTER- TREASURER

CAMPAIGN EMAIL: NDARAK161@GMAIL.COM

LABOR RELATIONS BACKGROUND:

- CLT Base Representative 2014- Present
- CLT Grievance Representative 2015- Present
- NOD/ Grievance Hearing Participant 2015- Present
- CLT Proxy for APFA Board Of Directors Meeting- April 5, 2015
- CLT Reserve Committee 2014- Present
- AFA/ APFA Mobilization- 2014

FLIGHT ATTENDANT CREDENTIALS:

- US Airways/ American Flight Attendant 2011-Present

EDUCATIONAL BACKGROUND:

- EAP In Base Training
- CIRT In Base Training
- A.D.R. (Advanced Dispute Resolution) Training
- Redbook/ Reserve/ ROTA Training
- Grievance Training
- Contract Enforcement Training
- AFA/APFA Mobilization Training
- US Airways Flight Attendant Training
- FAST TRACK Leadership Training
- CCBC- Associates Degree
- BFBA- Cosmetology Teaching Certification
- Blackhawk HS- Diploma
- BCVTS- Cosmetology License

PREVIOUS BUSINESS / JOB EXPERIENCE:

- 2011- Present US Airways Flight Attendant
- 2005- 2011 Philip Pelusi Salons Stylist
 - Event Coordinator, Employee Recruiter, Technical Trainer, Duty Manager

PERSONAL STATEMENT:

My commitment to all flight attendants is the center point of my career. Serving as an elected Base Representative and as a Grievance Chair in Charlotte, I understand the time, dedication, and knowledge it takes to ensure everyone in our work group is treated fairly and with respect. In the past year I have successfully challenged Labor Relations, Upper and Local Management, Pay Claims Administration, and Crew Scheduling. This resulted in thousands of dollars in pay and contract enforcement for Flight Attendants system-wide.

As we move to a crucial time we have a lot to accomplish: ensuring our contract is implemented as negotiated, and maximizing the pay and benefits that our members have earned. A true knowledge of our contractual language, past-practice, and intent is imperative to stop the daily attempts of manipulation from the company.

Your National Secretary needs to be someone who is willing to listen to the Membership and bring their ideas to fruition with fellow Officers. My oranzational skills, passion for accountability and accuracy make me a solid candidate to support and unify at the National level. It is important that we find common ground to create a strong future for the entire Flight Attendant group. Strength can only be accomplished through unity, transparency, honesty, and integrity.

If elected, I will bring both my skills and dedication to create an atmosphere of teamwork and determination to APFA. Your vote for the Unity Slate will ensure a unified and multi-faceted voice for the new American Airlines. Please vote for Patrick Hancock-President, Marcus Gluth- Vice President, Nicole Darak-Secretary, and Craig Gunter- Treasurer, for your new National Officers.

In Solidarity,

Nicole Darak

REFERENCES

GLENDAL TALLEY	CLT	SUSAN WROBLE	ORD
BETH CARPENTER	CLT	EMERSON GORDON	LGA
KIM KASWINKEL	PHL	MELINDA HILL	MIA
RICK CANGEY	PHL	GREG GUNTER	MIA
BRIAN CLARK	PHX	MICHAEL TRUAN	DFW

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NAME: Marcy Dunaway

BASE: DFW

PREVIOUSLY BASED: LAX, LGA, JFK, IDF, DFW

LENGTH OF SERVICE: 24 YEARS

SLATE INFORMATION:

Positive Change For A Brighter Future
www.facebook.com/marcyforsecretary

CAMPAIGN EMAIL: marcyforsecretary@gmail.com

PERSONAL STATEMENT:

Over the last few years I have been steadfast in learning as much as possible about the intricacies of our contract and our union. My goal is to affect positive change for the membership. I believe that knowledge is power and I have armed myself with as much information as possible in order to be a better spokesperson for the membership. In my opinion, the membership is looking for transparency and accountability and I plan to deliver that.

I have actively pushed for open, transparent dialogue from the leadership and will continue to do so. As secretary, I would like to explore the possibilities of streaming or making available all BOD meetings to those who are unable to attend. I believe that engaging the membership is the only way to have a pulse on what's happening on the line. I fervently aim to keep the membership informed by providing candid and direct communication. I want to build a union that speaks FOR its members, not OVER its members. I will work tirelessly with integrity and tenacity to act as a liaison between the Board of Directors and the APFA membership.

I chose to run independently because I am dedicated to serving the membership with a commitment to working cohesively with whoever is elected. We need to restore and resurrect the feeling of solidarity we once shared. I ask for your vote and support in helping me make APFA great again.

REFERENCES

Ted Bedwell Jr.	DFW	Maureen Walsh-Martin	DFW
John Nikides	LAX	Shane Staples	MIA
Anna Johnson	LGA	David Bell Jr.	DFW
Melissa Chinery	PHL	Tyler Bonilla	LAX
Bob Ross	LAX	Timothy Legeros	MIA

APFA National Treasurer Candidate Information

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NAME: Craig Gunter

BASE: PHL

PREVIOUSLY BASED: PIT, SFO, BOS

LENGTH OF SERVICE: 27 YEARS

SLATE INFORMATION:

Patrick Hancock- President Marcus Gluth - Vice President
Nicole Darak- Secretary Craig Gunter - Treasurer

LABOR RELATIONS BACKGROUND:

With strong skills in Accounting, Business and Management, I will bring leadership to the position of National Treasurer. Although I have not held any elected or appointed positions within AFA or APFA, I come to the union with no political ties. This allows me a fresh look into the challenges ahead. My goal is to bring all sides to unity. I come in as a line flight attendant, knowing the day to day obstacles we face. I have the ability to work with many different personalities to reach a common goal.

FLIGHT ATTENDANT CREDENTIALS:

- Flight Attendant (Domestic and International) 1988-Present
- Purser Qualified

EDUCATIONAL BACKGROUND:

- Bachelor of Arts - Birmingham Southern College
- Majors: Accounting/Business Administration
- Master of Science in Taxation - Northeastern University 2007
- Enrolled Agent - Internal Revenue Service 2005
- Annual Continuing Professional Education seminars in Business, Accounting and Taxation

PREVIOUS BUSINESS / JOB EXPERIENCE:

- Publisher's Outlet- Sales Manager- 1982 -1983
- Re'Generation - Business Manager 1982-1983
- Gunter's Men's Apparel - Manager 1983- 1984
- Alabama Power Co Federal Credit Union - Loan Officer 1984-1986
- Lehman, Ullman and Barclay, CPA's - Public Accountant 1986-1988
- Us Airways/ American - Flight Attendant 1988- Present
- Gunter & Gunter, E.A./Skytax - Owner 1988 - Present

PERSONAL STATEMENT:

I am concerned with the division within our Union. Strong, unwavering leadership is needed to unify this collective group of flight attendants. Our membership should feel proud and confident that the union will effectively and fairly support its members.

We must look at the policies and procedures of both AFA and APFA then implement the best policies from each union. During the present phase of our merged membership, we have the unique opportunity to achieve this goal.

Communication is an important issue. Misinformation generated by jump seat talk and Facebook post should be addressed and clarified. This can be accomplished if we have good dissemination of the facts. Every member should be heard. The union is a voice for its members. It is only when we listen to our membership that we know their opinions, concerns and desires.

The Treasurer is responsible for the APFA budget and how the dues are spent; my goal is to provide the membership a budget that is clear. Union dues should be utilized for the optimum benefit of its members.

With a **Bachelor of Arts in Accounting** and a **Master of Science in Taxation**, I offer the knowledge our union needs to financially prepare us for the future. I have been a partner in the tax firm, Gunter & Gunter, for the past 27 years. In my firm, I have had the opportunity to **Start, Run and Grow** a business with 7 employees to manage while keeping up with the tax law and technology changes. As your National Treasurer, I will manage the APFA headquarters staff and oversee the budget committee efficiently, bringing my experience in Accounting, Management and Taxation to the office of National Treasurer. Please vote for Patrick Hancock - President, Marcus Gluth - Vice-

President, Nicole Darak- Secretary and Craig Gunter- Treasurer for your National Officers.

Craig Gunter

REFERENCES

Kim Kaswinkel	PHL	Liz Geiss	DFW
Beth Kilcran-Flannery	LAX	Stacy Shinn	CLT
Rick Andrewson	CLT	Lenny D'Alessandro	PHL
Joe Seelye	PHX	Michele Bernstien	MIA
Jerry Genualdi	LGA	Todd Breckenridge	ORD

APFA National Treasurer Candidate Information

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NAME: Eugenio Vargas

BASE: BOS

PREVIOUSLY BASED: BOS-I, IMA, ORD

LENGTH OF SERVICE: 20 YEARS

SLATE INFORMATION:

VOTE THE "U MAKE THE CHANGE" SLATE www.umakethechange.org
 Steven Baumert - National President Nena Martin - National Vice President
 Jacob Fuller - National Secretary Eugenio Vargas - National Treasurer

CAMPAIGN EMAIL: campaign@umakethechange.org

LABOR RELATIONS BACKGROUND:

- 2014- Present FACT Rep
- 2014 APFA Annual Board of Directors Training, Oct
- 2014 Critical Incident Stress Debrief & Management Training (CISD & CISM), Oct
- 2013 APFA Annual Board of Directors Training, Oct
- 2012 APFA Annual Board of Directors Training, Oct
- 2010 APFA Annual Board of Directors Training, Oct
- 2009 APFA Annual Board of Directors Training, Oct
- 2008 APFA Annual Board of Directors Training, Oct
- 2007- 2015 BOS-I Base President
- 2008 APFA Annual Board of Directors Training, Oct
- 2007 APFA Annual Board of Directors Training, Oct
- 2004-2005 BOS-I Base President
- 2004 APFA Officer on Duty, Oct & Jan
- 2004 APFA Annual Board of Directors Training, Oct
- 2004 APFA Scheduling/Contract Training, Aug
- 2004 APFA Contract Dept. Rep, Mar
- 2003-2004 BOS-I Base Vice-President
- 2003 APFA Acting Contract Coordinator, Jan
- 2002 APFA Contract Dept. Rep. Oct, Sep, May & Mar
- 2002 APFA Acting Contract Coordinator, Jul
- 2001 APFA Contract Dept. Rep. Oct & Apr
- 2001 APFA Officer on Duty, Jan
- 2000 Santa Leafleting Participant, Dec
- 2000 Dec 15 Hit & Run Participant, Dec
- 2000 APFA Contract Dept. Rep. Oct
- 2000 Labor Day Leafleting Participant, Sep
- 2000 APFA Media Spokesperson in SJU, Sep
- 2000 Cabin Safety Workshop "CAMI", Sep
- 2000 Professional Standards Training, Aug
- 2000 APFA/AA Dispute Resolution Training
- 2000-2001 BOS-I Base Vice-President

FLIGHT ATTENDANT CREDENTIALS:

- 2015- Present Boston Flight Attendant
- 2006- 2015 International Flight Attendant BOS-I
- 2005-2006 International Flight Attendant IMA
- 1997-2005 International Flight Attendant BOS-I
- 1995-1997 Domestic Flight Attendant ORD

PREVIOUS BUSINESS / JOB EXPERIENCE:

- 1995-Present American Airlines, Inc. - Flight Attendant
- 1993-1995 Nick Lugo Travel, NY- Travel Consultant
- A/C Qualification's; S80, 737, 757, 767 & 777
- Service Qualification's; AFS, IFS, IPS & Purser

PERSONAL STATEMENT:

As a 20-year Flight Attendant, I have shared in the tumultuous times of the past two decades. As an APFA member I have witnessed my union brothers and sisters losing faith in our organization.

The "U Make the Change" slate has a platform of sweeping, fundamental changes that will transform the way our union conducts business. It includes a detailed, comprehensive plan for greater transparency, an issue of utmost importance to me.

When I was the BOS-I Base President, I was called "The Fiscal Watchdog" by some Board members. As your APFA National Treasurer, you can expect:

RESPONSIBILITY: I will relocate to DFW and be at headquarters even beyond the normal work week and business hours, doing what needs to be done for the membership. Trust has been lost due to the lack of transparency at APFA. I plan to add the APFA Annual Budget to the "Financial Statements" section of the APFA website and I will also present an in-depth Treasury Report in our slate's annual State of the Union presentation.

ACCOUNTABILITY: All representatives will be held to the highest standards of financial responsibility. APFA's Treasury is funded with your hard-earned dues and I will provide stringent oversight and employ the fiscal discipline necessary to ensure your dues are spent wisely. Furthermore, as National Treasurer I will adamantly oppose any effort to increase our monthly dues rate.

VIABILITY: With greater transparency, you will be assured of the strength of APFA's accounts, assets and investments. Maintaining positive cash flow with our current dues intake will ensure our members are provided the services they expect and safeguard the future of our organization.

If elected National Treasurer I am committed to gaining your trust by lifting the veil of secrecy that currently surrounds APFA's finances. I will never lose sight of the fact that I work for you.

REFERENCES

Heidi (Prayon) Kidwell	MIA	Ted Bedwell	DFW
Kristin McCullor	LAX	Mike Medeiros	LGA
Ray Baylis	ORD	Fiona MacPherson	RDU
Ben Feliciano	BOS	Russ Reed	SFO
Tim Legeros	MIA	Maurilio Ruiz	LGA