

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: Ricky Alvarenga

BASE: CLT

PREVIOUSLY BASED:

FLIGHT ATTENDANT CREDENTIALS:

- LUS PBS (3 yrs), CARE, CIRT, Champion Award 2013

EDUCATIONAL BACKGROUND:

- RCCC Business/Finance Marketing
- New York University, Business Communication

PREVIOUS BUSINESS / JOB EXPERIENCE:

- Contract Negotiations – Company vs Union & Union vs Company – OSHA

LABOR RELATIONS BACKGROUND:

- Union Negotiations: US Post Office, Norfolk Southern, US Express, Covenant

LENGTH OF SERVICE: 6 years

CAMPAIGN E-MAIL: RALVARENGA@hubaloo.com

PERSONAL STATEMENT:

Our Current Contract has more negative deviations than positive ones. Those harmful variations have gravely endangered F/A's throughout their years of service. I have created a Business Report, by interviewing 3,250 F/A's; and consulted with an array of Airline Management resources, merging it all with Current Business Economic Indicators, and American Airline Business forecasts.

That Business information will help me NEGOTIATE a Fair and Balanced 2019 Contract. We WIN!

The negative deviations: a) Low: Compensation of Hourly Salary, Vacation and Holiday Pay Methodologies, CQ Computer and CQ training Pay Methodologies; b) "Rest/Sit Period" (1 – 3 Hr.) at airports – Why not have that REST added to our Layovers; c) Low co-share of Health/Life/401K Benefits by AA; d) Profit Sharing increase to Airline standards to 6%; e) Why have a Rotating Reserve System, when F/A's have been Reserves for years – PBS Algorithms can build Secondary lines; f) AA Breaking Seniority Ranks through PBS ALGORITHMS; g) F/A's Staying with "Through-Passengers" without compensation; h) Flying hard-time with short layovers or Imbedding Red Eyes in the middle or at end of pairings; i) Better Uniform and Luggage compensation; j) Provide Compensation between: Check-In time, Boarding, and Push Back; k) Better Hotel Locations.

I have a balanced Contract that will greatly benefit F/A's, and still bring Economic Growth to American Airlines.

I'll utilize my 20 Year Negotiation experience to FIGHT for all of the above!

VOTE for "RICKY A" to represent you: "Tomorrow Belongs to US! Let's regain what we have lost!"

REFERENCES:

Michael Baldino	CLT	Rita Calvert	CLT
Lynn Tommasecchia	CLT	Maureen Reed	CLT
Stan Ashmore	CLT	Jan Lee Atherton	CLT
Ann Michelle Myers	CLT	Debbie Lamagno	CLT
Kathy Johnson	CLT	Temesgen Lovemore	CLT

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NAME: Tyler "Tyco" Coon

BASE: ORD

PREVIOUSLY BASED: DCA, MIA, LAX, LGA

FLIGHT ATTENDANT CREDENTIALS:

- Purser – April 2014 to present
- American Airlines – November 2013 to present
- American Eagle Airlines – November 2011 to November 2013

EDUCATIONAL BACKGROUND:

- Georgia Institute of Technology
- United States Air Force Academy

LABOR RELATIONS BACKGROUND:

- APFA Contract and Scheduling Training

LENGTH OF SERVICE: 5 Years

CAMPAIGN E-MAIL: coon@gatech.edu

PERSONAL STATEMENT:

Allow me to get straight to the point: I believe it's time that we had someone who advocates for ALL Flight Attendants regardless of seniority as we enter the next round of negotiations for our new contract. I will fight to secure and maintain industry leading pay throughout the life of the next contract, to demand a greater payout percentage for profit sharing, to restore pay protections that have been lost under the current JCBA, to improve vacation/sick/holiday pay rates (and to broaden the definition of what constitutes a holiday), to eliminate the "Hard 40" once and for all, and to explore options for a bridge agreement for health insurance for those flight attendants who would like to retire prior to the age of 65. I intend to push for contractual language that is unambiguous and that doesn't leave room for conflicting interpretations that lead to grievances and arbitration. I also see much room for improvement in areas such as scheduling flexibility for reserves, reserve rotation, and pay protection for reserves for trips flown on days off.

I hope you'll notice that my Labor Relations Background list isn't a mile long, that my Flight Attendant Credentials list is short and sweet, and that I haven't tried to buffer my profile with every bit of minutiae regarding my past to attempt to sell myself to you. That's because I'm not a career union representative; rather, I'm a Flight Attendant first and foremost. What I bring to the table is an eagerness to listen to and to represent the best interests of every single one of my fellow Flight Attendants. In order for me to do just that, I ask you to contact me via email with any questions, comments, or concerns you have about the current JCBA and what you hope to see added, subtracted, or amended in the next contract. I also ask you to show your support by voting for me to be your next elected member of the APFA Negotiating Committee.

Thank you, and I look forward to serving you!!

REFERENCES:

Kayla Freeborn	BOS	Christian Buford	DCA
Jessica Tucker	DFW	Daedrian McNaughton	MIA
Rachel Krueger	ORD	Heather Holding	ORD
Jason Campbell	PHL	Wally Montgomery	ORD
Eric Moe	LGA		

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NAME: Gwendolyn Drake

BASE: ORD

PREVIOUSLY BASED: LGA

FLIGHT ATTENDANT CREDENTIALS:

- Domestic/International Flight Attendant (ORG, LGA)
- Purser
- Aircraft Qualifications: S80, 737, 757, 767, 777, 787, A319 & A321

EDUCATIONAL BACKGROUND:

- **The John Marshall Law School**
JD – May 2006
Employee Benefits Certificate – May 2006
- **Kentucky State University**, Frankfort, Kentucky
BA – May 1995
- **Bar Admissions**
 - State of Illinois – Nov 2006
 - U.S. District Court for the Northern District of Illinois – Nov 2008
 - U.S. District Court for the Central District of Illinois - Jun 2014

PREVIOUS BUSINESS / JOB EXPERIENCE:

- **Assistant General Counsel**, Illinois State Treasurer
- **Assistant Corporation Counsel**, City of Springfield Illinois
- **Attorney**, Querrey & Harrow, LTD.
- **Assistant State's Attorney**, Cook County State's Attorney's Office
- **Assistant Counsel to the Speaker**, Illinois House of Representatives
- **Investigator**, U.S. Department of Labor-EBSA

LABOR RELATIONS BACKGROUND:

- Police Legal Advisor, City of Springfield
- Collective bargaining negotiations w PBPA
- Contract interpretation
- Arbitrations
- Employment and disciplinary matters
 - drafted and reviewed final disciplinary charges and determinations
 - approval of charges, reviewed IA investigations
 - pre-deprivation hearings

LENGTH OF SERVICE: 5 Years

CAMPAIGN E-MAIL: drake4apfanegotiator@yahoo.com

PERSONAL STATEMENT:

My name is Gwendolyn Drake, and I am a candidate for the Negotiating Committee for the APFA. Whoever is selected to serve in this capacity will help shape the future working environment for all flight attendants represented by the APFA now and in the future. Now, more than ever, with the anti-labor trends that are gaining momentum throughout the country, we as a work group must be definitive and clear on what we want and what we are willing to accept. It is important that we elect able and effective representation to be a strong voice on our behalf. Moreover, the recent trend of contractual concessions that the company has forced upon us must end. Due to these circumstances, I feel that my skills as an attorney would be beneficial as a member of the negotiating team.

As a currently practicing attorney, I have negotiated various contracts and participated in labor contract negotiations, representing employers. This experience will help me to understand the impetus behind proposals from the company's viewpoint. To be an effective negotiator, you must be able to view and understand the issues from both sides. I wish to use my legal talents to help restore our contract to something under which we can all be proud to work. I will listen to the needs and wants of the flight attendant work group and fight for what we want. My goal is to balance the needs of all flight attendants and reach a middle ground that benefits us all. This will not be an easy process. It will be a long and arduous task, one that I am fully committed to and capable of completing. Therefore, I respectfully ask for your support and vote as a member of the APFA Negotiating Committee.

REFERENCES:

Judith Drake	ORD	Nadine DeJohnette	ORD
Kenneth Beckvermit	MIA	Jennifer Nelson	DFW
Isaac Zauber	ORD	Caylan Adler	ORD
Samuel Shafer	DCA	Roxy Karschner	MIA
Christopher Collazo	DCA	Hsiaotsung Hsiung	LAX

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NAME: Frank Franchi

BASE: DFW

PREVIOUSLY BASED: LAX

FLIGHT ATTENDANT CREDENTIALS:

- Qualified on- S80, A319/20/21, 737, 757, 767, 777-200/300, 787

EDUCATIONAL BACKGROUND:

- Vaughn College of Aeronautics & Technology
Studied: Aircraft Operations (Professional Pilot)
- Mountain State University
Studied: Commercial Airline Pilot, Business Management, Legal Studies

PREVIOUS BUSINESS / JOB EXPERIENCE:

- Shuttle America- Flight Attendant
- American Airlines- Fleet Service Clerk, Staff Assistant (Passenger Services)

LENGTH OF SERVICE: 3 Years

CAMPAIGN E-MAIL: frank.4apfa.nc@gmail.com

PERSONAL STATEMENT:

I am running for the position of Negotiating Committee Representative to help represent the needs of Flight Attendants that are: senior, junior, and everything in-between. I have taken the time over the past few weeks to hear the wants and needs of both senior and junior flight attendants. I myself am a hi-time flyer, usually averaging anywhere from 115-130 hours or more a month. I feel that I know what is important to negotiate into our next contract, a contract that is truly going to be industry leading. Our CEO recently said, "I don't think we're ever going to lose money again;" I plan on using this to our advantage to truly negotiate an industry leading contract that will make the lives of all our flight attendants truly prosperous.

REFERENCES:

Elizabeth Nett	DFW	Nick Stracener	DFW
Nadya Karakesis	LAX	Krystyna O'Hara	DFW
Judy Gilbert- Blanchard	LAX		

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NAME: Kelly J Hagan

BASE: MIA

PREVIOUSLY BASED: JFK, LGA

FLIGHT ATTENDANT CREDENTIALS:

- LAA Flight Attendant 2013-Current
- Purser 2013-Current
- CARE Team Member 2015-Current
- Previous Airline (Comair, BA, UsAirways)

EDUCATIONAL BACKGROUND:

- University of Central Arkansas
- American Arbitration Association Trained
- Emergency Medical Technician
- Hazardous Materials Technician
- FEMA Incident Response to Terrorist Bombings Instructor
- FEMA WMD Radiological/Nuclear HazMat Instructor
- Planning Section Chief for a Type 1 Tri-State Regional HazMat Team

PREVIOUS BUSINESS / JOB EXPERIENCE:

- Active union advocate
- Union Organizer
- Emergency Management (Federal, Regional, State, and Local level)

LABOR RELATIONS BACKGROUND:

- **Association of Professional Flight Attendants APFA (2013-Current):**
 - Full-Time MIA Base Council Representative 2018-Current
 - LGA/JFK Base Council Representative 2015-2018
 - Scheduling and Contract Representative 2015-Current
 - Constitutional Committee Member 2017
 - APFA Facebook Page Moderator 2015-2016
 - Launched Live Chat 2016-2017
 - Retirement Representative Trained 2014
 - FACT Representative 2013-2017
 - ADR Trained 2015
 - CIRT Trained 2015

International Brotherhood of Teamsters IBT (2003-2013):

- Business Agent
- Grievance Committee Chair
- System Board Member
- Negotiation Committee Vice Chair (Section 6)
- Training Coordinator for all volunteers
- Communications Director
- Professional Standards Committee Chair
- Health and Safety Committee Chair
- Benefits Committee Chair
- GO Team Liaison
- Negotiated MOU/MOA/LOU/LOAs
- Designed/implemented comprehensive website for membership and volunteers
- Designed/implemented comprehensive grievance tracking system
- Worked closely with legal for arbitration case theory/presentation

LENGTH OF SERVICE: 5 Years

CAMPAIGN E-MAIL: electkellyjhagan@gmail.com

PERSONAL STATEMENT:

It is with great passion and enthusiasm that I respectfully submit my WTS for the Negotiation Committee in an elected role. I have over twenty years' experience in this industry; fifteen of which dedicated to membership advocacy through union work. The last five have been at AA, and during this time I have volunteered in various union capacities where/when the need presented itself. This is a crucial time where we will truly be bargaining; unencumbered by bankruptcies, mergers, restructuring, and unrealistic time pressures saddled with arbitration backstop.

Contract and scheduling language comes easy to me and I have found myself able to relay complex concepts/processes to the membership to improve their work life and flexibilities. Through my work as a contract enforcer I know where the shortfalls are and where the need is to improve. Additionally, with my previous experience (outside AA) negotiating and clarifying language, I will be a well-placed advocate for us, at the table, where it is needed. Through my experience serving in many capacities on committees, councils, and desks over the last 20+ years I have gained insight and a deep understanding of the challenges and how to best face them.

Moreover, those that have worked with me over the years can attest to both my passion and involvement in ensuring that we are realizing each and every benefit available to us. We must remain relevant and vital so that our needs are heard and understood. My role is to effectively represent each and every working hat that we wear. I look forward to this role for the membership- by the membership.

REFERENCES:

Melinda Hill	MIA	Todd McJunkin	MIA
Becky Lydecker	ORD	Tina Cummings	LGA
Gabe Bierbach	PHL	Missy Flood	DCA
Stacy Shinn	CLT	Mischel Babi	PHX
Amy Milenkovic	BOS	Paul Hartshorn Jr.	PHL

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NAME: Justin Hammer

BASE: DFW

PREVIOUSLY BASED: LGA

FLIGHT ATTENDANT CREDENTIALS:

- Hired Class 13- 13
- Based in LGA and DFW
- Purser Qualified since December 2013

EDUCATIONAL BACKGROUND:

- High School Diploma from Rockwall High School 2009
- Attended Some College

PREVIOUS BUSINESS / JOB EXPERIENCE:

- The Joule Hotel – Front Desk Agent/ [01/2013 – 04/2013]
- The Omni Dallas Hotel – Ideal Services Agent [03/2012 – 01/2013]
- The Gaylord Texan Hotel & Convention Center – Guest Reservations Agent/Call Center [06/2011 – 03/2012]

LABOR RELATIONS BACKGROUND:

- Dallas/Fort Worth Base Representative [October 2016 – April 2017] [April 2017 – Current]
- Dallas/Fort Worth Reserve Committee [April 2017 – Current]
- Contract/Scheduling Trained

LENGTH OF SERVICE: 5 Years

CAMPAIGN E-MAIL: hammerfornegotiatingcommittee@gmail.com

PERSONAL STATEMENT:

Becoming your next Negotiating Representative will take dedication, which I have. No matter what seniority number you are, I hear you. American is making record profits. Now is time – we must fight. I will work diligently, because we all deserve that quality. We are faced with daily hardships. Example: Long Duty Days, Short Overnights, No pay for boarding/deplaning, plus Catapulting Reserve Numbers. All these things can be changed. Without unity, we have no voice. Channel your unity through me. I will Hammer American Management. Lets be different. Lets make change. Finally, lets be unified. I will Hammer them about Results.

REFERENCES:

Nathaniel Burda	PHX	Alyssa Kovacs	LGA
Geoffrey Iams	DFW	Mary Pat Taylor	DFW
Donna Webb	DFW	Nico Decastro	DFW
Seth Fish	DFW	Amber Oberry	DFW

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NAME: Timothy Legeros
BASE: MIA
PREVIOUSLY BASED: BOS-D

LENGTH OF SERVICE: 17.5 Years
CAMPAIGN E-MAIL: tlegeros@icloud.com

PERSONAL STATEMENT:

Our time is NOW!

For the first time in decades, we are positioned to make significant strides in improving our contract. While historic profits continue to roll in, management is reaping the lion’s share of these profits. There is absolutely NO acceptable excuse to not share the wealth with the largest group of front line employees, the flight attendants. If the company wants to be a “world class airline”, they are going to need a “buy in” from labor to make it happen, and the first step in achieving this, is an industry leading contract!

So where do we begin? We begin with a well-crafted comprehensive membership survey (the last one was completed back in 2008). Next, we dissect the current contract language, page-by-page, line-by-line to identify room for improvement. It will be tedious and time consuming work, but everything must be thoroughly examined, on the table, and up for debate.

Some long standing “sore subjects” must also be addressed, such as:

- Lack of flight pay during boarding
- The continued use of foreign nationals
- Increasing the reserve guarantee / adding a reserve override
- Increasing minimum rest
- Lack of hard language covering “no hotel / delayed hotel” situations
- A profit-sharing plan that doesn’t come close to that of our competitors

These are just a few examples....

Above all, FA’S deserve an easy-to-navigate, industry leading contract written in black and white, not open to interpretation, which can be implemented in a timely manner. Getting there will require patience, and people who are willing to look at things from a different perspective while maintaining focus on the common goal which is the good of the membership, and advancement of the flight attendant profession. We are ALL worth it, and our time is definitely NOW!

REFERENCES:

Lori Bassani	LAX	Ted Bedwell	MIA
Anthony Cataldo	SFO	Phillip Delahunty	MIA
Matt Foust	SLT	Christine Grandillo	MIA
Maggie Joyce	SLT	Jennifer McCauley	BOS
Scott Tomlinson	DFW	Randy Trautman	MIA

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NAME: Neosho Pivo

BASE: LGA

PREVIOUSLY BASED: MIA

FLIGHT ATTENDANT CREDENTIALS:

- AA Flight Attendant

EDUCATIONAL BACKGROUND:

- University of West Florida AA & BS Psychology
- Texas A&M at Prairie View MA Guidance and Counseling
- New York University Film Studies and Real Estate
- Lone Star Community College Computer Networking/Hardware Support
- APFA Contract and Scheduling training
- Certified Arbitration and Mediation Training

PREVIOUS BUSINESS / JOB EXPERIENCE:

- AA Flight Attendant
- Freelance Film/TV worker
- Freelance Computer Hardware/Network Technician
- Head of Technology for a NY private school
- Auxiliary Police Officer for NYC
- NYC Real Estate Agent
- Chief Technology Officer for NY social services agency
- Counseled/Arbitrator for women/children/homeless in NY
- Computer Network technician for a NJ University
- Probation Officer
- Counselor at correctional facility in Houston

LABOR RELATIONS BACKGROUND:

- Films/TV industry interfacing with unions and contracts
- APFA Contract Representative
- Base Council Representative LGA

LENGTH OF SERVICE: 4 years

CAMPAIGN E-MAIL: neo@neoshopivo.com

PERSONAL STATEMENT:

The choice we make today will affect us now, and what and who we will be tomorrow. The membership needs someone clear, confident, and assertive; not afraid to be heard; who supports and represents us all—willing to accomplish and follow through.

My ability to push for what we want and creative thinking will address our current and future needs in regards to: work rules, reserve, vacation, pay, crew rest and etc. Understanding our needs is paramount and I plan to bring those needs and wants to the forefront.

Time we get what we deserve. A contract to meet our diversity in lifestyle, needs, and wants—No concessions.

I have worked in various fields and held positions of management and headed departments. Interacted with different unions in the film industry. I have counseled and arbitrated for individuals and families in NYC. Taken two attorneys to court in NYC and won without counsel. Helped people rebuild their lives and life skills. Taken a previous employer to the labor department and won resulting in remuneration to the employees including past employees. I am trained on the contract. Supported members in person and on the contract desk. Ran my own business and managed property. Some positions required understanding and/or creation of contracts. Our concerns, junior and senior, remind me of contract negotiation importance and reinforce my motivation in helping us achieve more.

We need new blood; new ideas and new people to improve our old situation.

The company realized it needed new ideas to improve its products and profits. It is our turn. Holding tight to the past will never allow us to compete with a company that has already changed.

Our knowledge is our power for the future.

Your Voice, Your Union
Neo Neosho Pivo

REFERENCES:

Dewey Dampier	DFW	Brandon Lohr	LGA
Madisen Arguijo	LAX	Mary Penniman	LGA
Peter Berkley	LGA	Sarah Henderson	LGA
Quincy Wilson	LGA	Kristin Payne	LAX
Zach Torres	MIA		

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NAME: Charles Starks

BASE: CLT

PREVIOUSLY BASED:

FLIGHT ATTENDANT CREDENTIALS:

- Flying 3 years

EDUCATIONAL BACKGROUND:

- Bachelors of Arts in Stage Management, Minors in Chemistry and Math
- Nationally Certified Tax Preparer

PREVIOUS BUSINESS / JOB EXPERIENCE:

- Corporate Retail Management for 5 years
- Personal and Business Tax Preparations for 11 years

LENGTH OF SERVICE: 3 Years

CAMPAIGN E-MAIL: Charles.Starks@hotmail.com

PERSONAL STATEMENT:

We are coming into the next set of negotiations, and they are going to be crucial. The current contract was negotiated on Theory, with many systems in place we had never seen actually used. We have now lived it and we now know what needs to be reworked, changed and clarified. Also, the airlines are in a time of record profits, It is time for our fair share as the faces of this company and the people who have the most interaction with the passengers. As a negotiator, I promise to be level headed and non emotional, as well as listening to the membership on what they want and need.

I see my role as being a reserve expert on the negotiating team. I have lived this reserve system daily for over 3 years.

I know the ends and outs of what is not clear in this contract. I have become very well versed in the JCBA Reserve Contract Language. I want to seek solutions to these issues that will work for all. We also need someone who understands the way corporate business works and can use that knowledge in our favor. I promise to make objective decisions that are fair to all.

We need an Advocate for ALL FA's, and we need representation from ALL ages, ALL seniorities and ALL views on the negotiating team.

REFERENCES:

Alana Porter	PHX	Wanda Sarnacki	CLT
Mischel Babi	PHX	Michael Tipton	CLT
Frank Cagle	CLT	Brian Walsh	DCA
Dan Friel	PHX	Sara Corrigan	PHL
Debbie Daugherty	CLT		