APFA National President Candidate Information

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NAME: Richard "Ricky A!" Alvarenga

BASE: CLT

PREVIOUSLY BASED:

FLIGHT ATTENDANT CREDENTIALS:
- LUS PBS (3 yrs),
- CARE 4 yrs,
- CIRT 5 yrs,
- Champion Award 2013
- CLT F/A 8 yrs

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: CMS vs US Post Office NYC; Trailco Inc. vs Norfolk Southern, US Express, and Covenant

LENGTH OF SERVICE: 8 Years

CAMPAIGN E-MAIL: ralvarenga@hubaloo.com

PERSONAL STATEMENT:

Our Current Contract has more negative deviations than positive ones, and those variations have gravely endangered F/A's jobs throughout their years of service. Independently, I have created a Business Report, by interviewing 5,250 F/A's on both LAA & LUS. I have consulted with: Delta, United-Continental, Alaska Airlines, & South West Airlines. Have also sat down with people at Blue Cross/Blue Shield, and United Health Care (FL), merging it with Current Economic Indicators by consulting with financial companies like: Morgan Stanley, Fidelity, and Charles Schwab. Merging all that information with American Airline Business forecasts to help all F/A's to NEGOTIATE a Fair and Balanced Working Environment. This study took two years to accomplish.

Some of The negative Contract deviations: a) Low Compensation Hourly Salary (not keeping up with Cost of Living), Vacation and Holiday Pay Methodologies (Days off are now Vacation Days?), CQ 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 reinstated to Airline standards up to 6%; e) Rotating Reserve System, some F/A's have been Reserves for years – PBS Algorithms can build Secondary lines; f) AA Breaking Seniority Ranks through PBS ALGORITHMS; g) Flying hard-time with short layovers or Imbedding Red Eyes in the middle of or at end of pairings.

We need someone to represent us ALL with Business Experience and negotiate a Contract that is beneficial for both sides!

REFERENCES:

Megan Nichols	CLT	Stephen Harmon	CLT
Mechan Abrahamsen	CLT	Temesgen Lovemore	CLT
Andrea Melvin	CLT		

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NAME: Michael Baust

BASE: DFW

PREVIOUSLY BASED: LGA, MIA

FLIGHT ATTENDANT CREDENTIALS:

- Full time FA 33 yrs
- Purser 29yrs
- Former EPT/CQ instructor
- JFK,MIA,DFW

EDUCATIONAL BACKGROUND:

- Rollins College
- B. A. In Economics/business administration
- B. A. In Speech Communications

PREVIOUS BUSINESS / JOB EXPERIENCE:

- Fitness Coach
- Boxing Instructor
- Pan Am fleet service PT clerk

LABOR RELATIONS BACKGROUND:

- 1990s MIA INFO REP
- 1993 Strike captain MIA/FLL/PBI
- 1990s MIA Base council
- Contract and Scheduling Training
- Current Dfw base council
- Active Alternative Dispute Resolution Rep
- DFW base contract and scheduling IOC liaison (crew sked line and reserve)
- Member Activist Team

LENGTH OF SERVICE: 33 Years

CAMPAIGN E-MAIL: mbaust@hotmail.com

PERSONAL STATEMENT:

A true leader has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. You don't become a leader for the money, nor the fame, nor the title, You become one because you have a vested interest in the cause and true concern for the others you represent. As your president I will return the apfa to a more member driven entity. We must have purpose, lead with principles and ethics, display respect, and invest in our membership. As we begin the next decade APFA must adapt to the changing industry, domestic and global economies and solidify futures for each and every FA. 2020 is here and while learning and remembering the past is always imperative being prepared and up to speed for the future better protects us for the challenges and victories we shall obtain. Solutions must come from a team effort. Busting down old rules and paradigms to think outside the box. Modernization and forward thinking Inclusive of both inside and outside suggestions must encompass our future.

A real leader isn't the one who stands in the forefront of every picture but is rather the person behind the camera taking the picture of the great team they have compiled. They inspire others to greatness and applaud those successes.
It's time we start operating our union like the business it's meant to be. Representing and protecting its members for today tomorrow and many years In the future.
APFA STRONG. UNION STRONG I ASK FOR YOUR VOTE..

REFERENCES:

Amber De Roxtra	DFW	Meilan Smith	LGA
Alana Billingsley	PHX	Regina McCanelley	DFW
Kimberly Goesling	PHL	Chris Swenson	DFW
Sonya Wild	DFW	Esther Cedillo	DFW
Ruth Mulkerrins	DFW		

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NAME: Joe Guilot

BASE: CLT

PREVIOUSLY BASED: BOS, PIT, LGA, PHL

FLIGHT ATTENDANT CREDENTIALS:

- Line flight attendant
- Basic joe

PREVIOUS BUSINESS / JOB EXPERIENCE:

- Flight attendant

LENGTH OF SERVICE: 20 Years

CAMPAIGN E-MAIL: joeeguilot@bellsouth.net

PERSONAL STATEMENT:

I am running to bring true transparency to our members. I intend to bring to the members a proposal to merge Apfa with the Afa to create a strong professional organization.
And aim to secure A fair equitable contract to improve our lives for years to come.

REFERENCES:

Robert Babka CLT

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NAME: Julie Hedrick

BASE: LAX

PREVIOUSLY BASED: SFO

SLATE INFORMATION:
New Leaders. New Direction. Shared Vision.

Julie Hedrick - National President
Larry Salas - National Vice President
Josh Black - National Secretary
Erik Harris - National Treasurer

http://www.new2020vision.org

FLIGHT ATTENDANT CREDENTIALS:

- Flight Attendant AirCal/American ***1982 - Present***
- Joint Scheduling Implementation Committee ***2015 - 2019***
- Joint Negotiating Committee Member ***2013 - 2014***
- Base Vice President SFO ***2007 - 2013***

PREVIOUS BUSINESS / JOB EXPERIENCE:

- 241 Hotline – Trip Trade Service ***2000 - 2013***
- AirCal Reservations Agent

LABOR RELATIONS BACKGROUND:

- APFA PBS Team ***2019 - Present***
  - Responsible for PBS Misaward challenges
  - Responsible for Logic defects and changes to PBS
- APFA Joint Scheduling Implementation Committee ***2015 - 2019***
  - Implementation of all sections of JCBA
  - Program and development of ETB, TTS, ROTA, ROTD, VMS, AVBA
  - Assisted training and development of all system guides and learning tools
  - Ensured the Intent of JCBA programmed and implemented
  - Hired 300 FOI Specialist
  - Trained 300 FOI Specialist
  - Communications for all JCBA Implementation
  - 36 Systemwide Base visits training JCBA
  - Board of Director and Convention Presentations on JCBA
  - APFA and DFW JCBA Training
- APFA Joint Negotiating Committee Member ***2013 - 2014***
  - Tasked with combining LUS/LAA contracts in 150 days
  - Responsible for organization of JNC
- Advanced Leadership Negotiating Training, APFA ***2014***
- Base Vice President SFO ***2007 - 2013***
- Alternative Dispute Resolution (ADR) Training
- System Board Arbitration Grievance (SBA) Training
- Critical Incident Stress Debrief (CISD) Training
- Employee Assistance Program (EAP) Training

LENGTH OF SERVICE: 37 Years

CAMPAIGN E-MAIL: vote@new2020vision.org

PERSONAL STATEMENT:
Leadership is organizing others around a vision, taking courageous action, valuing teamwork, and working together in a professional manner, ethically and responsibly. By following these principles, we can succeed, and best accomplish our mission: to create a better work-life for our Flight Attendants and lead the membership in a new direction.

Vote for Leaders. Vote Slate.
Hedrick – Salas – Black – Harris

My service began as an APFA base vice president representing Flight Attendants on every issue affecting their daily work life. That service continued by becoming a member of the post-merger Joint Negotiating Committee, responsible for combining two vastly different contracts in 150 days. I continued to gain experience and knowledge learned at the bargaining table while working as a member of the Joint Scheduling Implementation Committee.

I have spent years across the table from the company fighting on behalf of our Flight Attendants.

Throughout my years on the JNC and JSIC, we were faced with tough decisions. I was responsible for using my extensive knowledge of the JCBA, implementation processes, and challenges with the company, to educate the Board of Directors and National Officers to help them make the best decisions for the membership. Communication and collaboration with the Board of Directors, 5 different National Officer administrations, and the membership provided experience and knowledge which uniquely qualifies me to serve as President and to lead us through our current negotiations.

Every Flight Attendant, regardless of your airline roots or years of service, deserves a leader who listens to the voice and vision of the membership and elected representatives on the BOD. If elected, I promise to do just that. It is imperative we elect a leader who works with rather than against, listens to all sides of the argument, embraces progress and new ideas, and appreciates the benefit of different opinions.

I've proven that I am capable of this responsibility.

New Leaders. New Direction. Shared Vision.
www.new2020vision.org

REFERENCES:

Michelle Nasca	LGA	Mark Littleton	CLT
Bill Voget	SFO	Brian Morgan	PHL
Louise Sullivan	RDU	Hunter Meredith	PHL
Tim Legeros	MIA	Tony Leonhardt	LAX
Johnnea Bigcraft	PHX	David Arnette	DFW

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NAME: Samuel Morales

BASE: DFW

PREVIOUSLY BASED: MIA

SLATE INFORMATION:
Samuel Morales — APFA National President
Rock Salomon — APFA National Vice-President
Donald LeBlanc — APFA National Secretary
Randy "RJ" Johnson — APFA National Treasurer

"The Power of a Unified Slate"

www.LetsCleanHouse.org

FLIGHT ATTENDANT CREDENTIALS:

- DFW Domestic Flight Attendant 1987-Present (Class 86-31)
- American Airlines Flight Attendant – 33 years-current
- First Flight Attendant – PREMIUM-PURSER F/A (1987-current)
- 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

PREVIOUS BUSINESS / JOB EXPERIENCE:

- American Airlines Flight Attendant – 1987-current
- Muse Air Corporation Flight Attendant – 1985-1986

LABOR RELATIONS BACKGROUND:

- Worked as volunteer on APFA Hotline Phone during the 1993 American Airlines strike
- Actual Front Line Union Striker on day of strike. (0555 SI, 1993)
- APFA Negotiations training by Ken Margolies of Cornell University's Industrial and Labor Relations Studies Division, 12/14/99
- APFA Elected Domestic Negotiator – "Team 2000" – the 2001 Contract
- Reelected to APFA Permanent Domestic Negotiator by the membership in 2008
- Sidelined during the LBFO Negotiations because I wanted to negotiate and Glading didn't
- Voted NO on the LBFO – Personally saw too many corporate loopholes
  Voted NO on the 2014 Tentative Agreement – We deserved more than ZERO-SUM
- Supported those asking the DOJ to investigate the "secret" meeting between Parker and Glading
- APFA Duly Elected BCR Representative over 10 years - current

LENGTH OF SERVICE: 33 Years

CAMPAIGN E-MAIL: crew@letscleanhouse.org

PERSONAL STATEMENT:

We can focus on the past or we can pave a new future. The choice is yours.

As you know, APFA is facing a fiscal crisis caused by the 22% pay raises union governance gave themselves using the imposed 2014 contract. APFA now owes American $1,154,565 for trip-removals, which the union can't afford to repay.

Gross overspending and sneaky pay raises for union governance have placed APFA on the brink of bankruptcy just as we enter negotiations. **Ask yourself, how can APFA possibly negotiate with American when the union is grossly indebted to them?**

APFA NEEDS A NEW PLAN

My plan is to do exactly what I said I would do in the last two elections: **CLEAN HOUSE!**

ROADMAP TO A BRIGHTER FUTURE

- Day one: fire Laura Glading's lawyers, consultants and advisors and bring in the new team.
- Amend the constitution to give members greater rights protections. No more election scandals.
- Open up transparency by making union meetings accessible online. No more secret meetings.
- Cut the budget by eliminating wasteful spending. If it doesn't help the membership, get rid of it.
- Reduce trip-removals for full-time reps from 110 hours back to 90. Why do they deserve a raise and we don't?
- Review which departments deliver results and which don't. Eliminate those that can't deliver.
- Survey the membership to see if they want line-bidding, PBS-bidding or improved PBS-bidding.
- Tackle the "Optimizer" head on. Time is money. We want a quality of work-life that represents our hard work and dedication to American.
- Address the pitiful 401k match. **Why would any union offer to reduce 401k from 9.9% to 2.5% just before negotiations? That's insane!**

There's more, but I'm limited to 250 words.

Take control of your union; take control of your future. The choice is yours.

In solidarity,

Samuel Morales
Candidate for APFA National President 2020

Vote:
Morales-Salomon-LeBlanc-Johnson
"The Power of a Unified Slate"
www.LetsCleanHouse.org

REFERENCES:

Rock Salomon	BOS	Donald LeBlanc	MIA
Randy "RJ" Johnson	CLT	Eleni Betrou	DFW
Donna McClain-Yancey	DFW	Christine Fontaine Chase	DFW
Derrek Carillo	DFW	Gay Lynn Roever	DFW
Nancy Lewis	PHX	Steve Shepherd	DFW

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NAME: Rod Norwood

BASE: PHL

PREVIOUSLY BASED:

FLIGHT ATTENDANT CREDENTIALS:

- Prior to the merger, I served as a Master Executive Council Benefits Chair and was elected to the position of Secretary in PHL. While Secretary, I discovered gross financial misconduct involving the past PHL President and the AFA National Treasurer. My investigation resulted in a forensic investigation of AFA.

EDUCATIONAL BACKGROUND:

- I have a BS in independent studies, with a focus on finance and insurance/investment management.

PREVIOUS BUSINESS / JOB EXPERIENCE:

- For twenty plus years prior to becoming a flight attendant, I was involved in business and corporate management and sales. My last position was as regional compliance officer and business manager for a Fortune 100 insurance and investment company.

LABOR RELATIONS BACKGROUND:

- See FA experience. About 30 years ago I also served for 2 years as a shop steward in an independent State Union.

LENGTH OF SERVICE: 22 Years

CAMPAIGN E-MAIL: rodnorwood@comcast.net

PERSONAL STATEMENT:

I am committed to getting the membership involved in major cultural changes, to limit leadership discretion and improve leadership accountability. I've drafted a contract that makes me personally accountable for addressing the current financial misconduct and getting the necessary language change recommendations to membership within a week after taking office, or facing the cost of a re-run for National President. I'm pretty sure no one has ever committed themselves to $60-100,000 in liability when running for National President. Please check my FB group page, YOUnion First.

REFERENCES:

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NAME: Neosho Piovo

BASE: LGA

PREVIOUSLY BASED: MIA

SLATE INFORMATION:
EXCELLENCE UNITED THROUGH ACTION NOT WORDS

NEOSHOPIOVO.COM/PRESIDENT - FOR MORE DETAILED INFORMATION

FIND ME AT: http://www.facebook.com/groups/neoforpresident

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
- Owner of a Computer Hardware/Network consulting company
- 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:
- Film/TV industry interfacing with unions and contracts
- APFA Contract Representative
- Base Council Representative LGA

LENGTH OF SERVICE: 6 Years

CAMPAIGN E-MAIL: neo@neoshopiovo.com

PERSONAL STATEMENT:
EXCELLENCE UNITED THROUGH ACTION NOT WORDS

NEOSHOPIOVO.COM/PRESIDENT – FOR DETAILED INFORMATION
http://www.facebook.com/groups/neoforpresident

You want improvements and change. You want unity and strength. You want information and transparency. You want a voice. You want me. A vote for me is a vote for change.

I am a strong leader who is able to step up and bring change. No company subsiding, No company kickbacks, and No side deals.

Time to think differently and vote differently. Electing past officers, supporters of previous officers, or long standing members who have sat silent and/or not created change will result in us getting what we have always gotten. The games and infighting must end. You need more—stand with me and we can have more. The past has shown "friendships", company "relationships" or "flying experience" provide no benefit or skills to lead. Leadership is about business sense, respecting diversity, understanding resources and needs, and decision making/forward thinking.

I am clear, confident, and assertive; not afraid to standup, be heard, and act. I have what it takes to make us strong again and achieve our wants.

Lead and support our membership by:

*Addressing concerns and creates strong union presence to the membership and the company.
*Providing true transparency and effective open communication-no secrets or political games.
*Creating a frontline presentence you will see.
*Meeting and supporting membership at base.
*Building pathways to connect and unite.
*Commitment to real change to meet our needs for: reserve, work rules, schedules, rest, etc.
Embrace the change in those who can achieve more. Stand with a candidate who already stands with you. Recognizing the strength we have and channel that strength into this candidate, one not just about the benefits, but more about the membership.

Our knowledge is our power for the future.

EXCELLENCE UNITED THROUGH ACTION NOT WORDS
Neo Neosho Piovo
APFA Presidential candidate

REFERENCES:

Brandon Lohr	LGA	Peter Berkley	LGA
Mary Penniman	LGA	Quincy Wilson	LGA
Kristin Payne	LAX		

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NAME: A. Marie Plevritis

BASE: DFW

PREVIOUSLY BASED: LGA, STL, IDF

SLATE INFORMATION:
Forward Progress

FLIGHT ATTENDANT CREDENTIALS:
- Class 95-04
- Purser 1998 – Present

EDUCATIONAL BACKGROUND:
- International Aviation and Travel Academy – 1989

PREVIOUS BUSINESS / JOB EXPERIENCE:
- Continental Airlines Reservation Agent LGA - 1990 – 1992
- Eckerd Drug Store, Pharmacy Technician - 1992-1994
- AA Southern Reservation Office (SRO), Agent - 1994-1995
- Elected Bell County Texas Democrat Executive Committee Member 2012-2015

LABOR RELATIONS BACKGROUND:
- APFA Scheduling/Contract Training – 1996
- Scheduling/Contract Desk Volunteer – 1996
- APFA Info Rep - 1998 – 2002
- DFW Base Council Representative – 1999
- Phone Tree Volunteer – 2000
- TA Call Center Volunteer – 2014
- LAA APFA Scheduling Training – 2015
- Health Fair & Benefits Training – 2015
- Alternative Dispute Resolution/Conflict Resolution Training – 2015
- IDF Base Council Representative – 2015
- DFW Base Council Representative – 2015 – 2016
- APFA National Hotel Chair - May 1, 2016 - July 3, 2018
- APFA National Hotel Committee Representative - July 5, 2018 – present
- DFW Base Council Representative - Present

LENGTH OF SERVICE: 24

CAMPAIGN E-MAIL: a.marie4pres@gmail.com

PERSONAL STATEMENT:

I am concerned with the state of our union. We need a commanding leader who will stand strong against the company in negotiations and show them we will not accept concessions. We will not tolerate contractual violations.

I am a firm believer in forward progress. We cannot achieve progress without a unified foundation. I am an effective leader who can guide us in the right direction for the next four years. We must eliminate the factions and infighting. We are all one with a common goal. Let us achieve our goals together. Together we can improve our work rules, work environment, and restore respect in our independent union.

I am apolitical and will work with anyone who has the membership's best interest at the forefront. I have proven my commitment to represent all members.

I had the honor of serving you as the APFA National Hotel Chair from May 1, 2016, through July 3, 2018. I remain on the Hotel Committee today and I am presently a DFW Base Council Representative.

During my term as Hotel Chair, I ran an effective and efficient department and I was fiscally responsible. I sat across the table from labor relations fighting successfully on your behalf.

My commitment to you as National President:

• Negotiate contractual improvements. We have given back enough.
• Work with the National Treasurer to trim the fat at headquarters.
• Communicate with clarity.
• Appoint department chairs fairly from submitted resumes.
• I will be resolute in my commitment to stand firm in all things affecting the membership. I will have your back at every turn. I will put our democracy back where it belongs. Your vote and your voice.

I hope you will support me in becoming the next APFA National President.

In unity,
A Marie Plevritis

REFERENCES:

Megan Blanchard	LGA	Bernadette Cassidy	LAX
Lyana Dang	DFW	Ron Harris	DFW
Darryl Kure	STL	Angel Lopez	MIA
Nelson Martinez	DFW	Mark Messinger	MIA
Kerri Pieper	SFO	Maureen Walsh-Martin	DFW