



Turbulence

on board for
SAFETY
association of flight attendants

September-November 2007 - MEC News for Air Wisconsin Flight Attendants - Volume 2, Issue 4

Dressed To Kill, Adam Novish, MEC Chair, Air Safety, Health & Security

As you are well aware, the company has unilaterally selected a new uniform that everyone will be required to wear by January 2009. Our new uniform should not be confused with a typical flight attendant uniform. This one is straight out of TwinHill's Corporate Apparel catalog.

The new uniform we will be sporting fails to distinguish us from the traveling public. Investigative data compiled by various government agencies confirms that passengers experienced difficulties identifying crewmember whose uniforms were absent stripes or epaulets when critical instructions for life saving procedures were vital. The company previously stated that adding a stripe to the blazer was cost prohibitive.

The most obvious reason for having a flight attendant uniform is that crew members are easily identifiable in the event of an emergency.



The TwinHill catalog says: "We sourced new materials

to create uniforms that look and feel like clothing you'd buy for your own wardrobe. At TwinHill, we believe that you deserve a uniform program that reflects your brand, your employees and the unique nature of what you do and how you do it." The reality is that we are **safety** professionals. What we wear on a daily basis should not be the same as what we wear to identify ourselves to passengers or to protect ourselves from hazards at work... A uniform is not simply something to wear. You would not see a policeman, firefighter, or security officer in a generic uniform. Their unique role commands respect and so does ours!

Did you know that the sweater set selected by inflight is made of a blend of rayon & nylon? When AFA expressed great concern over the blend we discovered through TwinHill's "Corporate Apparel" catalog all the sweaters are made with the same blend. The professionals that wear the garments offered by this specific apparel line are not responsible for combating fires and evacuate a burning aircraft. If faced with a fire, the people this uniform is designed for would be running out of a **building**, not an airplane, and the fire department would be tasked with making sure everyone was out of the **building**.

(Continued on Page 4)



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HOLIDAY PAY

With the Holiday’s quickly approaching, we would like to remind you that if you work on Thanksgiving, Christmas Eve, Christmas Day, or New Years Day, you will be paid time and a half for all trips flown. You have to actually fly on these days. Please reference Section 6 of your contract.

\$\$\$ Money, Money, Money \$\$\$ Did you get your raise?

Effective October 1st, everyone received a pay raise, because of the increase of years for the date of signing in the contract. Please reference page 9 and follow the chart from your time of service over to the last column (DOS + 4) to find your new wage. You may notice that the columns stop. This is a sign that negotiations are around the corner. Stay tuned for further information.

Each year you receive a shoe allowance of \$30.00. To submit for reimbursement, have your receipt from your shoe purchase and visit the T and E site. If you need assistance submitting this, any domicile manager will be able to assist you.



ALPA Begins Strategic Campaign



Is there a future at Air Wisconsin? ALPA has begun their “*Do I Have a Future Here?*” campaign. The pilots are sending a clear message to management that they’ve had enough of management’s unwillingness to work cooperatively with labor, unwillingness to improve working conditions and quality of life. Does this sound familiar?

Following an arbitrator’s ruling that Air Wisconsin violated the implementation provisions as part of the 2003 concessionary agreement and ruling in favor of the pilots, the company continues to drag out the process of finding a remedy and engaging in meaningful conversation with ALPA leadership. Air Wisconsin doesn’t believe they owe the pilots a penny!

Many of the issues affecting the pilots also affect you. Flight Attendants also gave concessions in 2003 as well. AFA filed a grievance on your behalf in 2005 as well and our grievance is identical to the pilots. A victory for the pilots is a victory for us. Visit www.doihaveafuturehere.org to learn more about the ARW ALPA Campaign. Show your solidarity and do your part to support your pilot brothers and sisters to show you support and stand behind them!



From your MEC President, *Ginger Sterling*



Once again it is time to send out another newsletter from all of your elected officers. We have been working very hard over the last several months toward a better working environment. Since our last newsletter I personally have attended many trainings and have been working hard to get a better understanding of AFA, the Constitution and Bylaws, our Air Wisconsin (ARW) collective bargaining agreement (CBA), and how to be a better leader.

In July, I attended the 2007 CWA Convention and Galley Checks with ARW, and in August I presented AFA's survey results to Vince Portaro. In September, over my vacation, I attended Advanced Leadership Training and the Employee Assistance Program (EAP) training. October was a very full month beginning with Grievance (GR) training, the AFA-CWA Board of Directors (BOD) meeting, and a scheduling meeting with Barb to learn about how the lines and trip pairings are built. During this time I also met with Vince Portaro regarding AFA's stance on the Performance Committee and went over the uniform proposal and the company's response.

Negotiations for our next contract are just around the corner and I ask that all of you be on the look out for information coming from your elected leaders on what you would like to see in our next contract. The MEC will be putting together a survey, to be issued early next year, for all members and we encourage everyone to fill this out as we begin preparing for negotiations in October, 2008.

We have had many meetings with management this year and made many requests of simple issues. To date very little has been done and currently I am working on a letter to Laurie Martin, Vince Portaro, and Jim Rankin identifying our requests. Some of AFA requests have been for the crew room computers to have access to the AFA ARW website, Adam Novish, MEC Safety Chair, to be notified of any and all a/c safety issues, irregularity reports, and flight attendant injuries on the job. We have also addressed a number of times security sweeps, aircraft cleanliness, AFA's concern regarding the change in uniforms, and many other concerns regarding the flight attendant's.

To date we have seen no change in these areas and would like to know what is being done by the company to address FA issues.

In the New Year, I encourage everyone to get involved in your union and take ownership of what you pay for. What can you do to help? We all are very busy people, but we all can contribute in the smallest way, whether it is 5, 10, 15 or more minutes, everything counts. I believe everyone can contribute something and I challenge each of you to find something you value, whether it is a hobby or a task you are good at, and find a way to bring it into AFA. Some of you may not know that we all can be of service even if it is through knitting a scarf, doing needlework, other arts, or enjoying work on computers, talking on the phone, writing a card, or stuffing files for 5 minutes. Please get in touch with any officer and let them know what you enjoy doing. Maybe you like to plan events; this too can be of help by your leaders at AFA, as there are many things to plan.

Over the next two months elections will be held for MEC officer positions and I encourage any and all involvement or support of those interested. Please read on in this newsletter for more details.

Thank you everyone for your support over this past year as it has been a huge learning curve for most of your AFA officers, but without all of you we would not have been able to work toward improving our working environment. I look forward to seeing you on the line, in the crew room, and hearing from you as we move into the New Year. I wish you all a very wonderful and happy Holiday Season.



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Dressed to Kill (continued from page 1)

Impact protection, fire protection and evacuation are the key issues in aircraft accident survivability.

Research has shown that outer and inner garments made from natural fibers, such as wool and cotton, provide good protection as they do not flare up vigorously when brought into contact with an ignition source; they tend to self-extinguish once the ignition source has been removed; they char rather than shrink or melt; they do not transmit heat as readily as synthetic material; and they are more resistant to destruction by radiant heat.



Synthetic materials (such as the new “death-trap” sweater set) pose a hazard in a fire situation. Application of an ignition source will generally cause ready ignition of the material, and **vigorous burning will continue when the ignition source is removed**; transmitted or radiant heat will cause the material to shrink before it finally melts. Many synthetic fibers burn very easily and, when they burn, melt down very quickly,

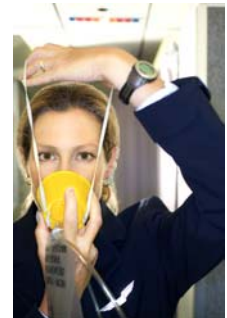
sticking to the skin.

We are working in a post 9/11 world and face the very real possibility of terrorism on a daily basis. We may have to rally passengers to assist us in protecting the aircraft. We may have to use physical force or much worse. In spite of all this our management still doesn’t get it. We are now indistinguishable from passengers, and wear shirts commonly worn in the fast food industry.

Air Wisconsin wants a uniform that sets us apart from the competition. Well, now it has one, one that anyone can re-create at Men’s Wearhouse to impersonate a crewmember.

AFA expressed concern that a woman’s scarf could be used by a passenger to gain control of a flight attendant and requested this piece be optional. The company response to our concern over the potentially dangerous neckwear and why it won’t be eliminated or optional was, “they are consistent with our competitors and is an important piece to the professional image we need to represent.” A scarf can add the perfect touch to a professional image, it’s just not appropriate for a flight attendant. Don’t you think its odd that we are told to wear break-away lanyards and now the company is providing an alternative strangulation tool?

Flight attendants have been thrust into an expanded role since the terrorist attacks of 2001. Flight attendants are the “face of the airline,” and investing a little money should not be too much to ask. Flight attendants are the first line of defense in protecting the flight deck from being breached. Flight attendants are first responders to an emergency. **Flight Attendants are crewmembers.** Flight Attendants deserve a uniform that commands respect, withstands the rigors of our job, and recognizes us for what we are, **SAFETY PROFESSIONALS.**



One Voice

With contract negotiations just around the corner, now is the time to unite as a collective group. One voice with the same message sends a clear message to management that we are united and can’t be divided. Management loves it when our group is divided. When management asks for your opinion on an issue that AFA and the company are in discussion about, simply stating “*AFA SPEAKS FOR ME,*” carries a lot of weight. Don’t be afraid to say that simple phrase.

Management employees are NOT members of AFA, they do not pay dues and are not always looking out for your best interests. You are always welcome to request a manager/supervisor speak with one of the local officers if they are curious as to what AFA is working on. Giving management a heads up or information related to what AFA is working on can have an extremely negative impact on all the work AFA is doing on behalf of you. Don’t you want a pay raise, improved work rules; etc? Standing united with one voice plays an important role the success of our upcoming contract negotiations and the daily work being done on your behalf by AFA.



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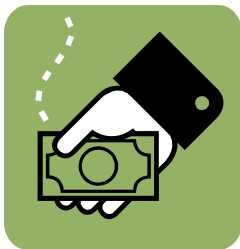


Local Management meetings: Please be sure that whenever you meet with management that you have local AFA representation by a local elected officer or a local Grievance representative.

We've got Southwest!

Air Wisconsin Flight Attendants can now jumpseat on 17 airlines! The latest addition was Southwest Airlines and became effective October 15. AFA and Air Wisconsin continue to explore and pursue adding other airlines to the list.

VISIT www.arwafa.com for useful information on Southwest Airlines and the 16 other airlines that you can jumpseat on.



AFA-CWA Merger/Dues Increase Approved

At the 34th annual Board of Directors (BOD) meeting, members of the BOD had two critical agenda items to discuss: Whether to finalize the merger with the Communications Workers of America (CWA) and, if approved, *to determine the formula for increasing dues to equal the average of all CWA members.*

AFA had suffered the loss of thousands of members and related dues income in the airline bankruptcy era, and sought to protect its future through a relationship with a strong, similarly focused AFL-CIO union. Autonomy and financial security were essential to providing AFA members the level of service they deserved at a time when they needed it most. CWA resources were immediately available to AFA members during the merger trial period, and its recognition and strength on Capitol Hill has since helped create legislation critical to working families in the post-bankruptcy era.

The partnership has been in effect since 2003, when AFA inserted a four year "opt out" clause in its agreement with CWA to determine the viability of the merger. Local Council Presidents from AFA carriers voted overwhelmingly at the BOD in Phoenix to finalize the merger. We look forward to the continued support of over 700,000 CWA members and the growth of both unions through education, mutual commitment and mobilization.

As a result of the merger approval, AFA-CWA members will be required to pay dues that equal the average payment of all CWA members. This requirement was waived during the merger trial period, but will now become effective in the new fiscal year, June 1, 2008. After days of discussion and deliberation, BOD members chose to adopt a flat rate dues structure, as opposed to a sliding scale formula, that will be adjusted each fiscal (June 1 to May 31) year, as determined by the AFA-CWA International Secretary-Treasurer, to meet the merger obligation. ***Dues will increase to \$43/month (the CWA average), effective June 1, 2008,*** for active members, or the first day of the calendar month succeeding one's acceptance to active membership status. CWA monthly dues typically increase annually at a rate of approximately 90¢, and CWA members pay dues equal to two times (2x) hourly wages.



Flight Attendants Rally for Fair Deal at Mesa Airlines

Selection re-printed from the AFL-CIO News Blog, 10/16/07



More than 200 flight attendants from 20 carriers came together in support of their co-workers at Mesa Airlines and America West/US Airways to send a strong message to management that it is time to agree to fair contracts.

The workers—all members of the [Flight Attendants/CWA](#)—rallied at Sky Harbor International Airport in Phoenix today. They let officials of Mesa and America West/US Airways know they are tired of drawn-out contract talks and management demands that workers take concessions even though the carriers are profitable.

AFA/CWA President Patricia Friend told the crowd:

We stand together today to send a loud and clear message to management that it is time our negotiations move forward. Mesa and US Airways management would rather we sit back and take whatever scraps they toss our way. We sacrificed, we have helped rebuild, now it is time that we share in the rewards. No more stalling, it is time to move forward.

Flight attendant turnover at Mesa is skyrocketing because of the near-poverty wages, the union says. Instead of paying a living wage, Mesa management is taking company profits and sending them to China where they are in the process of building a new foreign airline, the workers say.

Brian Manning, president of the AFA/CWA Mesa unit, says:

At this time, when we have so many serious issues to address, we need to know that management is committed to our negotiations and not distracted by their legal issues.

Management thinks that we should sit across the table and accept a cost-neutral agreement, yet in the meantime they are sending tens of millions of dollars over to China to start a new airline. This investment in a new airline was made possible by the hard work of flight attendants and other employees.

Mesa recently announced a partnership with Shenzhen Airlines to form a new airline based in China. Mesa will send 20 aircraft per year to Shenzhen, beginning immediately, until they have 200—the same number the Phoenix-based carrier currently owns. Flight attendants at Mesa will not operate or work for the new airline.

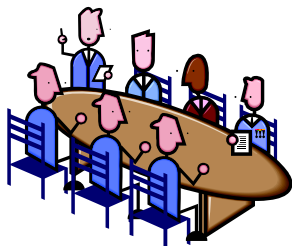
Manning adds:

This has been the summer of discontentment for flight attendants. Management insists that there be no improvements in the flight attendant contract because improvements cost money. For years, they have insisted that their employees take concessions as if the company is failing. But then they announce that they have formed a \$65 million airline in China. The money that Mesa management has used to expand their airline, in ways that are not beneficial to flight attendants, comes from the pockets of their employees. It is time that this shameful practice stops.

Negotiations are coming in 2008

In less than a year we will be headed into negotiations for a new contract with ARW. The Negotiations Committee is comprised of the MEC President and two other elected members. These members are elected by the MEC council consisting of MEC officers and all Local Presidents.

In addition to the negotiating committee, we will be in need of flight attendants to volunteer for the VOICE Committee. The VOICE Committee is a critical part of Negotiations. Through this committee information will be passed down to the flight attendants. Committee members will be responsible for getting the word out to other flight attendants through a phone tree and by talking with other flight attendants during the course of your trips.



If you are interested in joining the VOICE Committee please contact your Local Council President to express your interest. By joining the VOICE Committee you will be one of the first to know what's going on!



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MEC Officer Elections, *By Ginger Sterling, MEC President*

Every three years the AFA constitution and bylaws states that MEC officers elections must take place. A new term of office begins in the New Year. Below you will find a brief description of the officer positions and their tasks involved.

MEC President: The official Union spokesperson and chief executive officer for that airline who has the authority and duty to administer policies of the MEC, BOD, and Executive Board. Oversees all processing of GR, on the negotiating committee, supervises business of the Union and maintain the Unions files, to name a few.

MEC Vice: Also carries out the policies of the MEC and fills in when the President is absent.

MEC Secretary – Treasurer: Assist President in administering Union funds, maintains MEC records of all meeting minutes, performs any additional duties assigned by the President, and other financial and secretarial duties.



We encourage any and all parties interested to seek out further information from any elected officer. If you would like to run for office please submit a brief one page resume to current MEC President, Ginger Sterling, via email at gsterlingafa@gmail.com. This resume must be received by November 19. I will be forwarding any and all resumes sent to me to the local Presidents for review. An election will be held via conference call amongst the entire MEC council the middle of December, with a specific date to be determined. We encourage anyone interested to inquire.

2007 AFA Air Safety Award

by, Barb Neisen, MEC Vice President

Every year at the BOD (Board of Directors meeting), AFA Presents the AFA-CWA Air Safety Award. This is given to a member in recognition of outstanding contributions in the field of air safety. We are proud to announce this year's recipient was our very own Adam Novish. Adam was presented with a Crystal engraved trophy and will also have a plaque engraved with his name and kept at the AFA International office. Adam has been instrumental in improving the safety, health and security for all the Air Wisconsin Flight Attendants and he continues to work tirelessly on all of our behalf. Adam fills the rolls of MEC Safety chair, MEC Sec.Tres. and LEC Vice President for PHL. It is an honor and a privilege to have Adam on our team. Please join us in congratulating Adam Novish.



Congratulations! TO:

Stefannee Steffenagen completed EAP Training and joined the committee.

Amanda Ferguson completed Grievance Training and joined the committee.

Lynn Anderson was elected by the MEC to the position of MEC Grievance Chair.



The Uniform Dilema

As you all know, Air Wisconsin has rolled out its new uniform. Your AFA leadership presented a proposal to Air Wisconsin with different ways to implement Section 18 of our contract. The company believes by calling the new uniform a “phase-in” they can get the flight attendant’s to pay for it. This is clearly a violation of our CBA collective bargaining agreement.

In your contract on page 44 paragraph O., Changeover Uniform clearly states: *“If a changeover uniform is required, the cost of the new uniform items for all Flight attendants on the seniority list at the time of the changeover will be absorbed by the company. The company will notify the Union as soon as practicable to negotiate any changes to style or number of individual pieces and point values.”*

Page 42 paragraph 3, *“The point allowance will be adjusted each year by a proportionate amount that the cost of the full uniform increases or decreases.”*

The company has been working on this for over a year. They knew US Airways was working on new uniforms for over two years. Our current uniform from Cintas was going to go away. Yet they never asked our input as stated in the CBA (a.k.a Contract.)

We have asked the company to pay for the new uniform for each Flight Attendant and for an increase to the yearly point allowance. The company has refused our requests and a grievance has been filed on both counts.

The big question now is: What to do with your points? We recommend you purchase our current uniform from Cintas or anything else you need. (Please save all receipts and submitted order forms.)

If you need an all-weather coat please order one now, it does not appear the company has selected one for you to order from TwinHill.

After the 1st of January you purchase your luggage, lunch bags, handbags/purses, or manual covers if you are in need of any of these items. Then, if you have any points left, purchase the Twinhill pieces. Hopefully by 2009 we will have our grievance heard. We do not believe the points are adequate to replace the current uniform, and in January 2009 most of us will still not have a complete uniform.

It is sad that Air Wisconsin was too focused on putting together a uniform than involving the very employees that will be wearing it. Selecting a uniform that sets an airline apart from the competition and one that the flight attendant’s will be wearing for years to come should not be taken lightly.

For an airline to succeed, they need to invest in the very people that have the most contact with the customer. No other employee group spends as much time with the passengers as the flight attendant.

When will Air Wisconsin stop doing everything on the cheap? A little extra money should be spent on a uniform that the “face of the airline” has to wear. AFA was told that for an airline of our size, adding custom pieces was too expensive. One has to wonder how Commutair (flying as Continental Express), which only has 9 Dash 8 aircraft and an estimated group of 45 flight attendant’s can afford to have the Commutair logo embroidered into the flight attendant uniform sweater.

Air Wisconsin has been exploring more ways to get their name in front of the passengers. One of the current projects the company is working on is laminated cards for the seat pockets that describe the company history; etc. How about spending a fraction of that cost on branded uniform pieces?

Before the company agreed to add uniform pants for the ladies with pockets (and pleats and more expensive), Inflight selected flat front pants without pockets! (They clearly didn’t think we needed them.) The dress and skirt still lack pockets. Most of all, AFA is concerned with the safety of the sweater and its fabric blend. (Please see article: *Dressed to Kill*.)

Time and time again we are merely an after thought for this company. As the face of Air Wisconsin, flight attendants deserve more respect.



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AFA is looking for flight attendants interested in joining a committee. If you are interested, please contact your local council President to express your interest.

You don't have to be an expert to join a committee; some of the committees involve training provided by AFA. Please see below for a brief description of each committee.



YOUR Union Needs YOU!

AFA BUDDIES- Provides assistance to new hire flight attendants. Checks on them periodically and make them feel welcome in their new job and the company they work for.

EAP/PROFESSIONAL STANDARDS – Provides information and assistance to flight attendants needing support on personal issues. Receives and acts upon information regarding the professional conduct of flight attendants.

FMLA- This is the Family Medical Leave Act, a very important and very helpful safeguard of our absences, occurrences and long-term health problems that we might encounter.

GRIEVANCE COMMITTEE-Represents flight attendants in discipline and contract disputes.

LEGISLATIVE AFFAIRS COMMITTEE-Works on the State level to establish working relationships with senators and representatives to further the legislative interests of the flight attendants. Works to educate the flight attendants on the importance of of legislative action.

MEMBERSHIP COMMITTEE-Maintains and coordinates accurate membership information with the Membership Department at the International Office.

RESERVE COMMITTEE-Serves as a liason to all reserve flight attendants, representing their particular concerns and issues.

RETIREMENT COMMITTEE-Provides information on flight attendants 401K, in regards to retirement coverage, and any other pertinent information regarding retirement benefits.

SAFETY AND HEALTH-Coordinates write-ups on safety issues. Works with local company representatives to ensure flight attendant safety in the workplace. Works on special committee projects.

SCHEDULING-Provides input to and assist the company Scheduling Department in building the flight attendants schedules. Reviews Bid Packet & Awards.

TELEPHONE TREE/VOICE-A group of people forming a chain to communicate via telephone to the other flight attendants. The phone tree is used to get a message out quickly. To spread news/updates to other flight attendants. (Does NOT require a big time commitment)



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Lithium-Ion Battery Fires

By Adam Novish, MEC Chair, Air Safety, Health & Security



I just returned from the FAA International Fire & Cabin Safety Research conference and Lithium-Ion Battery fires were one of the many hot topics discussed. These types of fires can reach temperatures as high as 1,000 degrees farenheit.

I wanted to share with all of you some things I learned and for you to keep in mind if you are presented with one of these types of fires, such as one from a laptop computer, folowing standard fire fighting procedures using the halon extinguisher, the water extinguisher should be discharged onto the device to help cool the batteries and reduce the risk

of re-igniton. Other liquids such as bottled water and soda may be used if necessary. (**DO NOT USE ICE OR ALCOLHOL TO COOL THE BATTERIES)

The FAA will be issuing additional guidance in the near future.



Are you getting the knock?

In July AFA and Air Wisconsin's Loss Preventions department had US Airways Express issue a Safety Alert regarding the opening of the CRJ service door. In order to mitigate the risk of injury to a flight attendant that may be standing near the door, the agents are supposed to knock twice before opening the door.

If your service door is opened from the outside and the agent opening the door does not knock, please write this up! The company will follow up on these reports.



Council 28 (Washington D.C) Officer Election Results

The votes for Council 28 officer positions have been counted. Thanks to all the flight attendants from DCA that voted! A new three year term will begin January 1, 2008. Please join us in congratulating:

- Sandi Blahut - LEC President
- Cynthia Patten - LEC Vice President
- Stefanee Steffenhagen - LEC Secretary

PERSONNEL FILES



This would be a good time of the year to set up an appointment with your supervisor to check your file to ensure it is in proper order. Any disciplinary action is to be removed after two years, unless discipline of a similar nature has been issued. Passenger letters are to be removed after a one year period from date of issuance so long as no discipline has been initiated based on the letter(s).





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 Washington, DC 20001
 800-424-2401

What you need to know.....AFA is on the WEB.
 WWW.AFANET.ORG AFA International
 WWW.ARWAFA.COM Air Wisconsin-AFA

CONTACTS

Council 03 Committees

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Vice President- Adam Novish

Cell: 302-249-7423 awac03@comcast.net

Secretary- Lynn Anderson

Cell: 303-601-7152 skydivaafa@aol.com

Grievance Committee:

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Hotel Committee:

Jaime Martinez Cell: 616-378-0267 zwhotels@hotmail.com

Safety Committee:

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Scheduling Committee:

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gsterlingafa@gmail.com

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Secretary- Malana Reeves

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Grievance Committee:

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Hotel Committee:

Nancy Conner Phone: 334-717-1892

Safety Committee:

Malana Reeves Cell: 630-632-4412 afa_malana@yahoo.com

Scheduling Committee:

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Retirement Committee:

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