



Grievance Team Newsletter

AFA-CWA, Council 43

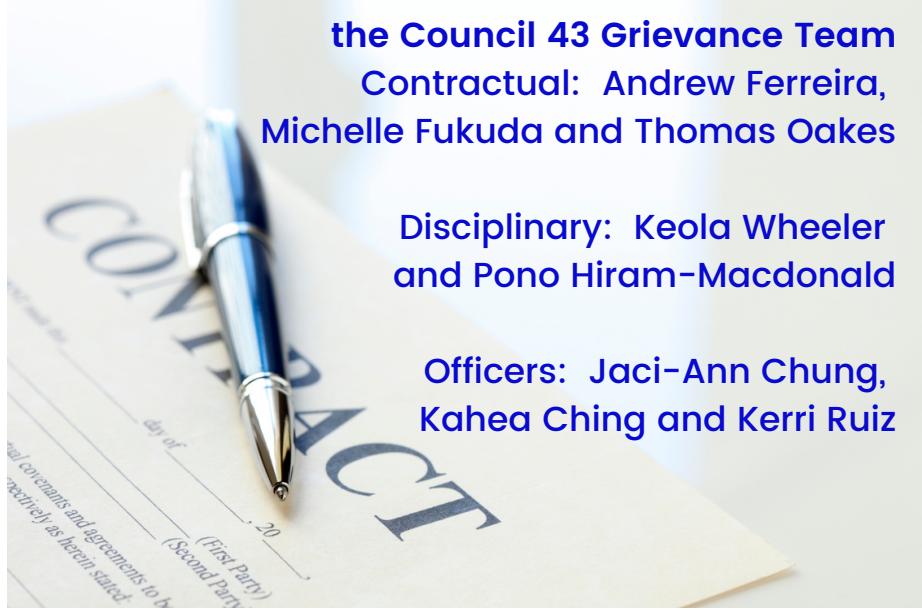
August 19, 2022

the Council 43 Grievance Team

Contractual: Andrew Ferreira,
Michelle Fukuda and Thomas Oakes

Disciplinary: Keola Wheeler
and Pono Hiram-Macdonald

Officers: Jaci-Ann Chung,
Kahea Ching and Kerri Ruiz



Grievance Mediation, Letter [\[click here\]](#)

In 2001, the AFA-CWA and Company agreed to Grievance Mediation and it is memorialized in a Letter of Agreement (LOA). Just prior to the pandemic, our new Staff Attorney Richard Wrede suggested that we seek this as an option within the grievance process. The LOA states:

WHEREAS, grievances arise from time to time regarding provisions of the Flight Attendants' Agreement, and

WHEREAS, grievance mediation is understood to be a creative and efficient method of dispute resolution;

NOW THEREFORE, it is mutually agreed that a voluntary grievance mediation program, as an alternative method of dispute resolution...

As we prepare for this process on property, we have tentatively rescheduled our National Mediation Board training for October.

Grievance Reminder -
Please ensure that you have access to the following links:

Preferential Bidding (PBS) Line Inquiry form [\[click here\]](#)

Scheduling Clarification Review (SCR) form [\[click here\]](#)

Flica Inquiry form [\[click here\]](#)

Pay Discrepancy form [\[click here\]](#)

Grievance Training

Due to the late rescheduling of our National Mediation Board Grievance Mediation Training, we kept the dates for an enhanced Local Executive Council (LEC) training in Honolulu.

Our training covered the AFA grievance basic tutorials and included discussions with current AFA staff from the International office as well as other AFA carriers.

The purpose of this training was to learn from our guest speakers and to fine-tune our internal process. Our goal is to have additional grievance information, on-line, for our Members by September 1, 2022.

What does our LEC Grievance Team do?

The Grievance Team is comprised of various volunteers but also includes the LEC Officers.

As a collective, we review the SCR forms once the Company responds to the individual Flight Attendant.

There may be occasions when we reach out to a Flight Attendant asking for more information to discern if there was a possible contract violation.

The team makes every effort to respond to our Members in a timely fashion.

We work closely with our MEC Negotiations Committee Chair and Staff Attorney to ensure that we are providing the proper guidance, support and advice for our Members.

We also work with the MEC Officers and MEC Grievance Chair for any cases that are filed under the MEC.

Who we work with from the AFA-CWA International Office

Anita Jwanouskos, Paralegal Grievance Specialist

Anita is based out of the Chicago field office and helps draft, send and file all AFA-CWA letters to the Company. She has been doing AFA work for almost 25 years in various capacities.



Richard Wrede, Staff Attorney

Richard started his career as a Flight Attendant and soon became a lawyer. He has been working for the AFA for many years and assists both the LEC & MEC with grievance clarifications and advice.



Paula Mastrangelo, Staff Negotiator

Paula has been with the AFA for approx. 20 years and was our staff negotiator for the 2020 Contract. She continues to assist on property with Contract interpretation and side letters, as needed.



Joe Burns, General Counsel

Joe is an AFA attorney and also a published author. He assisted us during our 2020 Contract Negotiations and more recently was promoted to General Counsel. Joe continues to provide support for all INTL Professional Staff.