



Stronger Together
Better Together
AFA-CWA, AFL-CIO

Association of Flight Attendants-CWA, AFL-CIO
49th Annual Board of Directors Meeting
Las Vegas, Nevada
May 13, 2022



**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

TABLE OF CONTENTS

Official Notice

Mutual Respect Policy

Program

Representation Form

Proxy Form

**AFA-CWA Committee Lists
Board & Executive Board Committees
Safety Committees
Meeting Committees**

Blank Agenda Item Form

Memo Regarding Agenda Item Committee Assignments

Agenda Item Committee Instructions

Instructions for Chairpersons of Agenda Item Committees

Agenda Item Index

Committee & Agenda Item Assignments

Agenda Items



April 13, 2022

OFFICIAL NOTICE

ADVANCED AGENDA MAILING
FORTY NINTH AFA-CWA BOARD OF DIRECTORS MEETING

Dear Board of Directors Member:

The Board of Directors Meeting will take place this year on **13-15 May 2022**, at the Bally's Las Vegas Hotel and Casino, 3645 S Las Vegas Blvd, Las Vegas, NV 89109. The hotel may be reached by phone at (877-603-4390). Enclosed are the advanced agenda items and other related information for the meeting.

Incorporated in this packet is the program of activities, committees and committee assignments, and a numerical index of agenda items. We urge you to review the entire agenda and to familiarize yourself with the issues. **Please bring this BOD packet and a binder to the BOD meeting.**

It is important that you become well acquainted with the mechanics of the meeting. We have scheduled sessions for New Delegate Orientation and Parliamentary Procedures Training, and we encourage everyone to attend. Also, please take some time before the meeting to review certain parts of the AFA-CWA Constitution and Bylaws (C&B). Article V identifies the constitutional parameters and Appendix B describes parliamentary procedures. Unless otherwise provided for in the C&B, all questions of parliamentary law and rules of order will be decided under procedures contained in "The Standard Code of Parliamentary Procedure," which is mandated by Article I.N. of the C&B. Jim Lochrie will be the parliamentarian at the Board meeting this year.

In the event you are unable to attend the meeting as a regular delegate, please complete the enclosed form for "Representation at BOD Meetings," and return it to the International Office as soon as possible. A completed form must be received by the Credentials Committee prior to the meeting, in order for your Council to be represented.

For the duration of this Board meeting, the term "active member in good standing" in Article V.G.3. of the C&B is defined as those members in good standing as of the close of business on **Thursday, May 5, 2022**. If you wish to verify the roll call determination of your Council, you are encouraged to review these numbers and take care of any discrepancies before this deadline. Bob Kenia will be available to discuss any inaccuracies.

We look forward to seeing you **in uniform** on the first day of the meeting, **Friday, May 13**, representing every airline and signifying our profession. Pictures of the MEC's and a group photo will be taken.

In solidarity,

Kevin P. Creighan
International Secretary-Treasurer

KPC:st
Enclosures



ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA

Mutual Respect Policy

As Stated in Appendix D of the AFA-CWA Constitution & Bylaws

THEREFORE BE IT RESOLVED that the AFA-CWA Official Policy will be as follows:

The Association of Flight Attendants-CWA is opposed to any discrimination based on age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity and gender expression.

Among trade unionists there is a very high degree of appreciation of the need to respect the dignity of every individual. Nevertheless in all organizations there should be vigilance to ensure that all participants feel they are able to operate in an atmosphere in which they feel comfortable and safe.

AFA-CWA is committed to creating and maintaining a working environment based on dignity and mutual respect. AFA-CWA will neither condone nor tolerate behavior that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile, abusive or offensive environment. This commitment applies to all officers, members, and staff in AFA-CWA work places, meetings, activities and social gatherings whenever they may take place around the world.

As an employer, the AFA-CWA has a legal as well as moral responsibility to protect its employees from any form of harassment, abuse or similarly unacceptable behavior. This applies to the working environment in all AFA-CWA offices and to AFA-CWA meetings wherever they are held.

What is unacceptable behavior?

Unacceptable behavior includes unwelcome physical, verbal or non-verbal conduct including the use of electronic communication and any behavior that ridicules, intimidates, or is physically abusive or disruptive.

This may have as its focus such things as:

- Race, ethnic origin, nationality, and skin color
- Gender and sexual orientation
- Disabilities or sensory impairments
- Age, health, or physical characteristics
- Religious or political beliefs

This may involve such forms of unwanted behavior as:

- Unwanted physical contact and/or advances
- Physical or sexual assault
- Sexual or compromising propositions
- Racists, sexist or religious jokes
- Offensive language, insults and obscene gestures
- Unwelcome gifts
- Intrusion by pestering or stalking

These lists are not all-inclusive.

Guidelines – AFA Mutual Respect Policy

AFA-CWA is committed to creating and maintaining a working environment based on dignity and mutual respect. This should apply to meetings, socializing and all the events around AFA-CWA activities.

What we ask of you

- To treat everybody, including all AFA-CWA members, leaders and activists, as well as AFA-CWA staff members and meeting guests, with respect and dignity.
- To make absolutely sure your own behavior does not cause offense or misunderstanding and be open to comments from others that you may have caused offense.
- To think before you make personal remarks.
- To accept responsibility for challenging all forms of unacceptable and offensive behavior, and for upholding personal dignity.

Leadership Responsibility

It is the responsibility of the senior AFA officer or representative at a Union meeting or event to:

- Lead by example, setting a proper tone and maintaining an appropriate level of decorum for the meeting or event.
- Bring violations of this policy to the attention of the person(s) involved and ask them to cease and desist or to leave the meeting or event.

We welcome your cooperation in our practical efforts for making AFA-CWA meetings, activities and work places a positive experience for everyone.

##

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

PROGRAM

Friday, May 13, 2022

7:30 am – 8:00 pm

AFA Office Open

8:00 am – 9:00 am

Credentials Registration

9:00 am – 12:30 pm

FORTY NINTH BOARD OF DIRECTORS MEETING

Call to Order by International President

Oath of Office

Roll Call of Delegates and Vote Determination

Announcement of Unrepresented Councils

Communications

Reports of International Officers

International President

International Vice President

International Secretary-Treasurer

Ratification of Agenda Committee Assignments

12:30 pm - 2:00 pm

BOD & MEC Leaders Group Photo
(In Uniform)

1:00 pm – 2:15 pm

LUNCH (PROVIDED)

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

PROGRAM

Friday, May 13, 2022 (continued):

2:15 pm - 5:00 pm

MEETING CONTINUES

2:15 pm - 2:30 pm

First Call for Late Agenda Items

2:30 pm - 3:00 pm

REPORT: Finance & Budget Committee

3:00 pm - 4:15 pm

Agenda Committee Meetings

4:15 pm - 5:00 pm

Action on Agenda Items

5:00 pm - 5:15 pm

RECESS

5:15 pm - 6:15 pm

Awards Presentation

6:30 pm - 7:30 pm

Candidate Forum

7:30 pm - 8:30 pm

Agenda Committee Meetings

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

PROGRAM

Saturday, May 14, 2022

7:30 am - 9:30 pm	AFA Office Open
8:30 am - 10:00 am	MEETING CONTINUES
8:30 am - 8:45 am	Last Call for Late Agenda Items
8:45 am - 9:45 am	Action on Agenda Items
10:00 am - 1:00 pm	INTERNATIONAL OFFICER ELECTIONS
1:00 pm - 2:00 pm	LUNCH (PROVIDED)
2:00 pm - 7:00 pm	MEETING CONTINUES
2:00 pm - 2:15 pm	<i>REPORT – Strategic Planning Committee</i>
2:15 pm - 2:30 pm	<i>REPORT – Leadership Development Committee</i>
2:30 pm - 2:40 pm	In Memoriam
2:40 pm - 3:00 pm	BREAK
3:00 pm - 5:00 pm	Agenda Committee Meetings
5:00 pm - 7:00 pm	Action on Agenda Items
7:00 pm	DINNER (ON OWN)
8:00 pm - 9:30 pm	Agenda Committee Meetings

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

PROGRAM

Sunday, May 15, 2022

7:30 am - 5:00 pm	AFA Office Open
8:30 am - 12:00 pm	MEETING CONTINUES
8:30 am - 12:00 pm	Action on Agenda Items Agenda Committee Meetings
12:00 pm - 1:30 pm	LUNCH (ON OWN)
1:30 pm - 5:00 pm	MEETING CONTINUES
	Agenda Committee Meetings Action on Agenda Items Good and Welfare
5:00 pm	ADJOURNMENT

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA

REPRESENTATION AT BOARD OF DIRECTORS MEETINGS

AFA Constitution and Bylaws
Article V.H.

If a Local Council President is unable to attend for any reason, the Vice President shall attend. If neither the Local Council President nor Vice President is able to attend, the Secretary shall attend. If none of the foregoing is able to attend, the Local Council President shall designate, in writing, another elected delegate, being a member of the Board of Directors from that member's airline, to attend and act as that member's representative. In the event that no such other elected delegate, being a member of the Board of Directors, from that member's airline, is available to act as that member's representative, that member may designate, in writing, any other elected delegate, being a member of the Board of Directors, to attend and act as that member's representative who would then have all the rights and privileges of the original representative. No Council shall have more than one (1) elected delegate as a member of the Board of Directors. Where all members on an airline are furloughed, the last Master Executive Council President or designee on the airline may attend Board of Directors meetings held within one (1) year of the total furlough as an observer with floor speaking privileges, but not as a delegate or voting member.

[DATE] [TIME]

I, _____ / _____, ASSIGN MY
[NAME] [AIRLINE/COUNCIL]

PROXY TO: _____ / _____, TO SERVE
[NAME] [AIRLINE/COUNCIL]

AS MY REPRESENTATIVE AT THIS BOARD OF DIRECTORS MEETING.

[SIGNATURE]

NOTE: This must be completed if someone other than the Local President, Vice President, or Secretary will attend as the representative of a Council. If the Local Vice President or Secretary will attend, this should be completed to assist with correct booking of accommodations and other administrative matters.

(PRESENT THIS COMPLETED FORM TO THE CREDENTIALS COMMITTEE)

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
COMMITTEES OF THE
BOARD OF DIRECTORS AND EXECUTIVE BOARD
June 2021 – May 2022

Board of Directors
Continuing Committees

Finance – 6/1/2021-5/31/2022

Ruthanna Jenkins, ARW MEC S-T [under 500]
Vilija Telycenas, SPR 76 LEC VP [500-2,999]
Terry Taylor, ALA 19 LECP [over 3,000]
Dante Harris, UAL 12 LECP [over 3,000]
Jeff Heisey, UAL MEC S-T [over 3,000]

Negotiations Policy – 6/1/2021-5/31/2022

Kelle Wells, ALA 19 Member
Theresa Owens, FA9 87 LECP
Greg Davidowitch, UAL 06 Member
Denny Wheeling, UAL 42 Member

International Affairs – 6/1/2021-5/31/2022

Valentin Lorien, AFA Lifetime Member
Lisa Brooks, FA79 LECP
Marielena Rodriquez, FA9 87 LEC VP
Michael Schwaabe, UAL 07 LECP

Leadership Development – 6/1/2021-5/31/2022

Krystle Berry, ALA 39 LEC VP
Dermaly Flores, AMR 59 LECP
Adam Novish, UAL MEC VP
Kaitlin White, UAL 11 LECP

Political Legislative Policy Committee –
1/1/2021 – 12/31/2022

Jean Machak, EDV MEC GA Chair
Cher Taylor, FA9 MEC GA Chair
Rick Schwabauer, HAL MEC GA Chair
Mary Garton, UAL 12 GA Chair
Krystle Berry, ALA 39 LEC VP [Alt.]

Strategic Planning Committee – 6/1/21-5/31/22

Doris Millard, ARW MEC [under 500]
Robert Barrow, AMR MEC [500-2,999]
Brian Palmer, ALA MEC VP [over 3,000]
Dante Harris, UAL 12 LECP [over 3,000]
Kevin Batey, UAL 14 LECP [over 3,000]

* Denotes Chairperson

Crew Accommodations and Transportation
Policy Committee – 6/1/2021 – 5/31/22

Debbie Parker, OAI MEC S-T [under 500, Charter]
VACANCY [under 500]
Heather McClay, FA9 87 Sched Chair [500-2,999]
Katie Franc, FA9 87 Hotel Chair [500-2,999]
Jodi Snow, ALA MEC Hotel Vice Chair [over 3,000]

Human Rights & Equity Committee
– 6/1/2021-5/31/2022

Shane Spillman, AMR 51 LECP
Andrew Kothlow FA9 MECVP
Traci Hagans, MSA 88 LECP
Kimberly Johnson, UAL 11 HRC Chair
Derric McDaniel, ARW MEC VP [Alt.]
F. “Junior” Avei Jr., HAL MEC HRC Chair [Alt.]

Executive Board Committees

Organizing Committee

Kristin Hillman, ATI MEC
Lee Wilkes, PSA MEC
Ken Diaz, UAL MEC

Constitutional Review Committee

Tim Evenson, EDV LECVP 48
VACANCY

Ethical Practices 6/1/2021-12/31/2022

Jeff Peterson, ALA MEC
Joni Kashiwai, HAL MEC
Ken Diaz, UAL MEC

National Safety Committees

Health Committee

Adam Novish, UAL MEC VP

Society of Automotive Engineers

Ronda Ruderman, ALA 19 Member

Aircraft Technical Committee

Ronda Ruderman, ALA 19 Member
Melissa Madden, UAL 08 Member

Flight Security Committee

John Black, UAL 11 Member

As of 25 March 2022

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

MEETING COMMITTEES

CREDENTIALS COMMITTEE

Lisa Brooks, FA9 79 LEC President

* Jasmine Lopez, SPR 73 LEC President

Bill Carico, UAL 25 LEC President

STEERING COMMITTEE

Jeffrey Peterson, ALA MEC President

Kerry Huebbers, EDV MEC President

Joslynn Weise, FA9 MEC President

Joni Kashiwai, HAL MEC President

Lisa Davis-Warren, HZN MEC President

Don Reno Intreglia, SPR MEC Vice President

Ken Diaz, UAL MEC President

* Denotes Temporary Chairperson

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

SUBJECT:

STATEMENT OF QUESTION:

SOURCE AND DATE SUBMITTED:

BACKGROUND INFORMATION:

PROPOSED RESOLUTION:

Memo

- Association of Flight Attendants-CWA, AFL-CIO

TO: Members of the Board of Directors

FROM: Kevin P. Creighan, International Secretary-Treasurer

SUBJECT: Advanced Agenda Items and Committee Assignments

RE: 2022 Board of Directors Meeting

DATE: April 13, 2022

In accordance with Article V.J.1.c. of the AFA-CWA Constitution and Bylaws, the International Officers are charged with making advanced agenda item assignments and determining the number of Agenda Item Committees required at the Board of Directors meeting.

In reviewing the advanced agenda items for this meeting, we tried to assign items of a similar nature to the same committee.

Further, the Committee assignments were made using a rotational system according to Airline and Council order, except that the Budget Committee was selected in accordance with Article V.J.1.d. of the Constitution and Bylaws.

KPC:st

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA

AGENDA ITEM COMMITTEE INSTRUCTIONS

Each delegate has been assigned to an Agenda Item Committee. When the meeting is recessed for committee meetings, all delegates should go to their sessions in the assigned meeting rooms.

The International Officers have designated a Temporary Chairperson for each committee. The first order of business will be the election of a permanent Committee Chairperson.

Committee Review of Assignments

Your Committee Chairperson will read the Agenda Item. The Committee should:

Determine the exact issue of each agenda item.

Combine items of the same general subject to be dealt with as a single agenda item.

Carefully review items involving current AFA policy, the ability to implement them, and the relationship of the proposal to the existing policy on the subject.

Solicit viewpoints available from delegates or staff with specialized knowledge on the subject.

Developing Committee Recommendations

Once the Committee agrees on the general tenor of the recommendation, the Chairperson will assign several members to draft a recommendation including the actual language to be acted on, where a change in either the Constitution and Bylaws or Policy Manual is necessary to carry out the recommendation.

Recommendations involving current policy should contain a provision to revoke, modify or affirm present policy or any prior Board action on the subject.

One area of question that comes up year after year is the difference between an amendment and an amendment by substitution. When the wording or effect of a motion as proposed is not satisfactory, it is sometimes better to reword the motion and propose it as an amendment by substitution. The amendment must be germane to the subject of the original motion, but it may differ completely from the original motion in wording, purpose and effect.

Here is an example:

The main motion is to increase the dues by \$10.

An amendment is made to increase the dues by \$6.

A substitute amendment would be to increase dues with a sliding scale that retains \$48 as the floor for income levels \$18,000 - \$23,000 and so on. The subject remains that of increasing dues, but the method is distinctly different and therefore considered a substitution.

When the Committee adopts a recommendation on the agenda item, the Chairperson will complete the Committee Recommendation Form in the agenda item file folder and return the entire folder to the Steering Committee.

Follow-Up

The Board cannot act on an agenda item until your Committee recommendation is:

Drafted, adopted by the Agenda Item Committee, and returned to the Steering Committee.

Typed and distributed to the delegates by the meeting office.

Scheduled for floor action by the Steering Committee.

The resolution drafted, as finally agreed upon in the Agenda Item Committee, should be placed in the agenda item file folder and given to the Steering Committee Chairperson without delay. Do not wait until action on all subject assignments has been completed. Should your committee experience difficulty in completing its workload, the Steering Committee will assist you or reassign an item to another committee.

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA

INSTRUCTIONS FOR CHAIRPERSONS OF AGENDA ITEM COMMITTEES

1. The Temporary Committee Chairperson shall obtain all agenda item file folders assigned to her/his committee from the Steering Committee, then determine if all assigned delegates are present.
2. Elect a permanent Chairperson of your committee when you meet in the assigned meeting room.
3. You may combine one or more agenda items on the same general subject and address them as a single agenda item.
4. Read the agenda item to your committee. It is very important that the question to be decided is perfectly clear to the committee. If there is any doubt, the Steering Committee should be consulted.
5. Review the pertinent AFA policy on the agenda item. Solicit viewpoints available to the committee from delegates or staff with specialized knowledge on the subject. If present AFA policy is involved, the committee recommendation should specifically contain a provision revoking, modifying or affirming present policy.
6. Assign several committee members to draft the exact language of the recommendation once the committee has agreed upon the general tenor of its recommendation on a particular subject.
7. When your committee adopts a recommendation on the agenda item, fill out the committee recommendation form, noting Agenda Item Number, Committee Number, Subject, and Recommendation.
8. Deliver the complete agenda item file folder (containing agenda item, background information, and committee recommendation form) to the Steering Committee as soon as possible. Do not wait until you have completed all of your subject assignments.
9. The Steering Committee will arrange for your recommendation to be typed in the meeting office. You will be periodically asked by the Steering Committee to review and sign proposed resolutions for Board action.
10. During the floor session you will be called to report to the rostrum. You will be given the completed agenda item file folders which contain your committee's proposed resolution for Board action.
Read the following to the delegates:
State: Agenda Item Number
State: "The Committee Recommendation is" (and read the entire resolution starting with the first WHEREAS clause)
11. At the conclusion of the recommendation you should sponsor the resolution by stating,
"And I So Move"
A Committee recommendation needs no second to the motion.

12. When speaking to the Committee Recommendation, briefly state for the record the main points that were debated in Committee and the prime reasons the Committee selected one position over another.
 - If the committee **FAVORS** the resolution, say “the committee recommends that the resolution be adopted as proposed.”
 - If the committee recommends **AMENDING** the motion, say “the committee recommends that the resolution be amended as follows (explain what changes the committee proposes). And I so move.”
 - If the committee recommends a **SUBSTITUTE**, say “the committee recommends the following substitute (read the substitute motion). And I so move.”
 - If the committee is **OPPOSED** to the motion, say “the committee recommends that you ‘Vote No’ on this resolution.”
NOTE: This is a change from the previous procedures.
 - If the committee is **UNDECIDED** as to what action should be taken, say “the committee sends this motion to the Board without recommendation.”
13. After Board action, return the agenda item file folder to the Steering Committee Coordinator before you leave the rostrum.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA ITEM INDEX

<u>ITEM #</u>	<u>SUBJECT</u>	<u>COMMITTEE #</u>
<u>Advanced Agenda Items</u>		
1	2022-2023 AFA-CWA Annual Budget	1
2	Hearing Board (Article X.D.5 & F.3)	2
3	Dues While on Leave (Article XI.A.6.)	3
4	AFA Scholarship (Section I.N.1)	4
5	Continuing Committees - Elections (Section XIV)	5
6	Allowable Expenses (Section IV.A.1)	6
7	AFL-CIO Affiliation Fees (Section IV.C.2)	7
8	Budget Preparation (Section IV.G.1)	1
9	Structure of RAFA (Article II.J.3 & J.4)	2

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA ITEM INDEX

ITEM #

SUBJECT

COMMITTEE #

Late Agenda Items

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA COMMITTEE #1 - BUDGET

Traci Hagans – MSA 88 LEC President

Keturah Johnson – PED MEC President

Jasmine Lopez – SPR 73 LEC President

Kaitlin White – UAL 12 LEC President

FINANCE COMMITTEE

Terry Taylor – ALA 19 LEC President

Ruthanna Jenkins – ARW MEC Secretary-Treasurer

Vilija Telycenas – SPR 76 LEC Vice President

Dante Harris – UAL 12 LEC President

* Jeffrey Heisey – UAL MEC Secretary-Treasurer

o Jeffrey Peterson – ALA MEC President

* Denotes Temporary Chairperson
o Denotes Steering Committee Member

SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENTS

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA COMMITTEE #1 - BUDGET

<u>ITEM #</u>	<u>SUBJECT</u>	<u>COMMITTEE #</u>
1	2022-2023 AFA-CWA Annual Budget	1
8	Budget Preparation (Section IV.G.1)	1

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA COMMITTEE #2

Shane Spillman – AMR 51

Tanya Clarke – EDV 45

Rachel Dunhoff – FA9 86

Kirk Hansen – HZN 17

Liza Sanchez – SPR 37

* Michael Schwaabe – UAL 7

Andrew Fahy – UAL 27

o Ken Diaz – UAL MEC President

*** Denotes Temporary Chairperson**

o Denotes Steering Committee Member

SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENTS

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA COMMITTEE #2

<u>ITEM #</u>	<u>SUBJECT</u>	<u>COMMITTEE #</u>
2	Hearing Board (Article X.D.5 & F.3)	2
9	Structure of RAFA (Article II.J.3 & J.4)	2

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA COMMITTEE #3

* Steve Maller – ALA 39

Kristin Hillman – ATI 02

Michael Rice – FA9 85

Jennifer Levkun – HZN 16

Maria Salinas – SIL 83

Kim Montgomery – UAL 6

William Carico – UAL 25

o Joni Kashiwai – HAL MEC President

*** Denotes Temporary Chairperson**

o Denotes Steering Committee Member

SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENTS

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA COMMITTEE #3

<u>ITEM #</u>	<u>SUBJECT</u>	<u>COMMITTEE #</u>
3	Dues While on Leave (Article XI.A.6.)	3

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA COMMITTEE #4

Melissa Osborne – ALA 35

Julia Biggar – ARW 29

Mikayla Diaz – FA9 84

* Joshua Aoki – HAL 47

Lee Wilkes – PSA 75

Teri Davison – SPR 78

Jill Collins – UAL 21

O Don Intreglia – SPR MEC Vice President

- * Denotes Temporary Chairperson
- o Denotes Steering Committee Member

SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENTS

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA COMMITTEE #4

<u>ITEM #</u>	<u>SUBJECT</u>	<u>COMMITTEE #</u>
4	AFA Scholarship (Section I.N.1)	4

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA COMMITTEE #5

Matthew Cook – ALA 30

Derric McDaniel – ARW 03

Lisa Brooks – FA9 79

Jaci-Ann Chung – HAL 43

John Reise – OAI 72

Dan Glasson – SPR 77

* Kevin Batey – UAL 14

Rsei Isim – UAL 65

o Joslynn Wiese – FA9 MEC President

*** Denotes Temporary Chairperson**

o Denotes Steering Committee Member

SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENT

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA COMMITTEE #5

<u>ITEM #</u>	<u>SUBJECT</u>	<u>COMMITTEE #</u>
5	Continuing Committees - Elections (Section XIV)	5

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA COMMITTEE #6

Timothy Green – ALA 18

Dermaly Flores – AMR 59

Jason Ostrowski – EDV 48

Melissa Higgins – GJS 31

* Maggie Fox – MSA 56

Deb Crowley – SPR 76

Ken Kyle – UAL 09

Melinda Beal – UAL 63

o Kerry Huebbers – EDV MEC President

*** Denotes Temporary Chairperson**

o Denotes Steering Committee Member

SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENT

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA COMMITTEE #6

<u>ITEM #</u>	<u>SUBJECT</u>	<u>COMMITTEE #</u>
6	Allowable Expenses (Section IV.A.1)	6

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA COMMITTEE #7

Brice McGee – ALA 15

Robert Barrow – AMR 52

Oscar Ochomogo – EDV 46

Theresa Owens – FA9 87

Richard Melim – MSA 44

David Bedene – SPR 74

* Scott Pejas – UAL 08

Elizabeth Hibbard – UAL 42

o Lisa Davis-Warren – EDV MEC President

*** Denotes Temporary Chairperson**

o Denotes Steering Committee Member

SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENT

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

AGENDA COMMITTEE #7

<u>ITEM #</u>	<u>SUBJECT</u>	<u>COMMITTEE #</u>
7	AFL-CIO Affiliation Fees (Section IV.C.2)	7



Agenda Items

Association of Flight Attendants-CWA, AFL-CIO
49th Annual Board of Directors Meeting
Las Vegas, Nevada
May 13, 2022

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

SUBJECT: AFA-CWA Proposed 2022-2023 Annual Budget

STATEMENT OF QUESTION:

Should the AFA-CWA Proposed 2022-2023 Annual Budget be adopted as proposed?

SOURCE AND DATE SUBMITTED: International President – April 13, 2022

BACKGROUND INFORMATION:

See attached Agenda Item from the International Secretary-Treasurer and the Proposed Budget.

PROPOSED RESOLUTION:

WHEREAS the AFA-CWA Board of Directors sets and reaffirms our priorities each year; and,

WHEREAS, together we build our annual budget to support our priorities based upon available resources, including our projected income; and,

WHEREAS, today our country is remains in the midst of a pandemic due to COVID-19, and while improving, the airline industry remains in a tenuous position; and,

WHEREAS, AFA remains fully committed to ensuring adequate Members of Staff are in the appropriate positions as the industry emerges from the effects of the pandemic; and,

WHEREAS, maintaining a solid and well-funded Reserve Fund (RF) has been a high priority of the Finance Committee and the Board of Directors, and contributions to the Reserve Fund have been made in all years since 2017; and,

WHEREAS, the Budget Committee has met and submitted a balanced budget recommendation to the Board of Directors;

THEREFORE BE IT RESOLVED, that the CWA Dues Average of \$50 was used in the construction of the AFA-CWA Proposed 2022-2023 Budget for the fiscal year beginning June 1, 2022, through May 31, 2023; and,

BE IT FURTHER RESOLVED, that the Board of Directors in session on May 13, 2022, for the purpose of passing a balanced budget, adopt the following adjustments:

- Article XI.G.2. At end of each fiscal year, whenever total income exceeds total expenses, such net income may be credited to the Union reserves whenever it is net worth is less than two (2) times the annual income. In 2022, an allocation of \$2.5M from the prior year AFA Surplus will be utilized, as needed, and all remaining surplus will be credited the AFA Reserve Fund.
- An allocation of \$850K from the Future Funding Commitment (FFC) will be utilized, as needed.

BE IT FURTHER RESOLVED, that as the industry recovers from the pandemic and the Union grows, the International Officers will ensure that the previously approved new positions for a Staff Attorney, Staff Attorney/Negotiator, IT Specialist, Mobilization Specialist, and Finance Specialist will remain as high priorities, as well as the previous position in Air Safety, Health and Security and an International Staff Representative; and,

BE IT FINALLY RESOLVED, that during this ongoing time of uncertainty with the COVID-19 pandemic, the Finance Committee, in consultation with the International President, will continue to monitor the monthly dues revenue and expenses, and should there be a substantial change in the net balance, a reassessment of the annual budget will be made; and appropriate budgetary changes made to ensure a solid foundation is maintained for our Union.

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA

SUBJECT: Hearing Board (Article X.D.5 & F.3.)

STATEMENT OF QUESTION: Should electronic means be permitted for the Hearing and Appeals process ?

SOURCE AND DATE SUBMITTED: Strategic Planning Committee (SPC), April 13, 2022

BACKGROUND INFORMATION:

The intent of this agenda item is to clarify that meetings may be conducted as video conferences.

Additionally, this is meant to clarify that the Hearing or Appeal Board retains the discretion to determine the type of venue, as is consistent with existing practice to determine if an in-person or a “paper” hearing is conducted.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, that Article X.D.5. be amended as follows:

5. If in the opinion of the Hearing Board good cause is shown for accepting jurisdiction to hear the case in the first instance, the hearing shall be held not later than sixty (60) days after receipt by the accused of the Hearing Board's decision to hear the charges against such member and a decision published as soon as possible thereafter, but not later than fifteen (15) days from the date of the hearing. **Hearings, at the discretion of the Hearing Board, may be conducted in-person, by telephone, by videoconference or by other electronic means.**

BE IT FURTHER RESOLVED, that Article X.F.3. be amended as follows:

3. The Appeal Board may hear appeals solely upon the evidence and decision submitted to it. Upon application of any party, or upon its own motion, the Appeal Board may take additional evidence as it deems proper. The Appeal Board shall designate a time and place and any adjournments for the hearing of charges, with notice of the hearing sent certified mail, return receipt requested. **At the discretion of the Appeals Board, hearings may be conducted in-person, by telephone, by videoconference or by other electronic means.** The Appeal Board shall issue its decision no later than one hundred twenty (120) days from the date the charges were initially filed.

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA

SUBJECT: Dues Obligations while on Leave (Article XI.A.6.)

STATEMENT OF QUESTION: Should Dues Obligations while on Leave be Clarified ?

SOURCE AND DATE SUBMITTED: Strategic Planning Committee (SPC), April 13, 2022

BACKGROUND INFORMATION:

The intent of this agenda item is to clarify existing language that members find confusing. The goal is to clarify the three-month dues obligation and retain the existing long-standing practice.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, that Article XI.A.6. be amended as follows:

6. Payment of dues shall be required of all members that are on active status during a month or any portion thereof. If a member is on a leave of absence for a full month or longer due to military service and is no longer receiving compensation ~~through~~ **from** a carrier, that member will not be required to continue payment of dues. After the first ninety (90) days of removal from service and no longer receiving **continuous** compensation ~~through~~ **from** a carrier ~~for disability leave~~, payment of dues shall not be required. **Dues obligated compensation, as referenced in the previous sentence, shall include but not be limited to contractually negotiated sick leave, vacation, etc.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

SUBJECT: AFA Scholarship (Section I.N.1.)

STATEMENT OF QUESTION:

Should the AFA Scholarship Fund be referred to as the “AFA Dee Maki Scholarship” ?

SOURCE AND DATE SUBMITTED: International President, April 13, 2022

BACKGROUND INFORMATION:

The AFA Scholarship Fund was established by the former AFA National President Dee Maki. President Maki had the foresight to realize that this would be a popular, as well as valuable benefit for AFA Members.

Since leaving office, Dee has remained very actively involved with the Scholarship. For over 25 years, Dee has volunteered her time as a Board Member of the AFA Scholarship Fund, which is a separately established 501(c)(3) organization.

Each year for all of these years, Dee has received the many applications, reviewed assessed all of them, communicated with applicants, coordinated with Membership Services, and presented eligible candidates to the International Officers for selection. During this entire decades-long period, Dee has volunteered her time and expertise for the personal satisfaction of knowing she is helping fellow AFA Members

PROPOSED RESOLUTION:

WHEREAS Dee Maki has selflessly contributed to the success of the AFA Scholarship Fund since its inception in 1994, and acknowledgement of her efforts recognized;

THEREFORE BE IT RESOLVED, that AFA-CWA Policy Manual Section I.N.1 be amended as follows:

N. Scholarships

1. The Association of Flight Attendants-CWA Scholarship Fund was established in 1994 to provide financial assistance to dependents of flight attendants as our commitment to education, **and within AFA-CWA will be referred to as the AFA Dee Maki Scholarship.** A \$5,000 contribution is made to the fund on the first day of business of January each year beginning in 1997. See Scholarship Brochure for further details.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

SUBJECT: Continuing Committees (Section XIV)

STATEMENT OF QUESTION:

Who will be appointed to fill the positions available on the Continuing Committees?

SOURCE AND DATE SUBMITTED: International President – April 13, 2022

BACKGROUND INFORMATION:

Filling positions on the Continuing committees of the Board of Directors is governed by Article V.L. and Section XIV.B.1. Members of the Board made recommendations to the International President, and these were discussed with the Executive Board on April 4, 2022.

In discussing the process, the maximum number of final selectees per committee is the number of committee members specified in Section XIV.B. of the AFA-CWA Policy Manual. In situations where the number of nominees exceeded the number of constitutional positions the direction was to place the names of the nominated incumbents on the advanced agenda item, and provide the names of all nominees to the Agenda Committee. If the number of nominees were less than the number of positions, then there should be “vacancies” reflected. The Agenda Item Committee will then be charged with determining the final nominees to present to the Board.

There was discussion about the size of the committees, noting that some have four members and others have five. Additional discussion pertained to the composition of the committees. Currently, composition of some committees is stipulated to include members from various sized airlines. There are some committees that require a member of an airline that conducts charter flights, but nothing specifying regional verse mainline verse low-cost carriers. Pertaining to these composition requirements, it was noted that these were at times difficult to satisfy. Finally, there was discussion pertaining to the usefulness of alternates.

As there were far more questions than answers, it was suggested that the Strategic Planning Committee (SPC) be formally tasked with these additional topics as well as more generally, make recommendations on how to improve the functioning of all Continuing Committees of the Board.

PROPOSED RESOLUTION:

WHEREAS, the terms of office of all Continuing Committees is approaching their end dates, and all positions for all committees are open for election; and,

WHEREAS, the process to secure nominations as defined in Policy Manual XIV.B. has been followed, and final selected nominees are presented in Sections A through H of this Agenda Item; and,

WHEREAS, the requirement to include members from various size airlines is sometimes difficult to achieve due to the limited number of nominees expressing a commitment to serve; and,

WHEREAS the Executive Board provided additional guidance and direction that the Strategic Planning Committee (SPC) conduct a review and provide recommendations to the Board in the form of an Advanced Agenda Item at the BOD Meeting in 2024;

THEREFORE BE IT RESOLVED, that the provisions of AFA-CWA Policy Manual Sections XIV.B.1.b and B.1.c will be amended as follows:

- b. The Finance Committee and the Strategic Planning Committee shall consist of five (5) members. ~~One~~ **Every effort will be made to ensure one** committee member will be elected from the following groups:
 - One (1) member from carriers of under 500 members
 - One (1) member from carriers of over 500 and under 3,000 members
 - One (1) member from carriers of over 3,000 members
 - Two (2) members can be elected from any carrier regardless of member size.

- c. The Crew Accommodations and Transportation Policy Committee shall consist of five (5) members. ~~One~~ **Every effort will be made to ensure one** committee member will be elected from the following group (s) with at least one (1) of these members being from a charter carrier.
 - One (1) member from carriers of under 500 members
 - One (1) member from carriers of over 500 and under 3,000 members
 - One (1) member from carriers of over 3,000 members
 - Two (2) members can be elected from any carrier regardless of member size.

BE IT FURTHER RESOLVED, that the Continuing Committees of the Board will be comprised of the following Members:

A. Finance – 6/1/2022 – 5/31/2024

WHEREAS, the Finance Committee consists of five members with at least one from each of the following groups of carriers: under 500 members; over 500 but under 3,000 members; over 3,000 members; and, two members from any carrier regardless of size;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions in each airline group:

under 500 members	Ruthanna Jenkins	ARW MEC S-T
501-2,999 members	Vilija Telycenas	SPR 76 LEC VP
over 3,000 members	Terry Taylor	ALA 19 LECP
	Dante Harris	UAL 12 LECP
	Jeff Heisey	UAL MEC S-T

B. Negotiations Policy - 6/1/2022 - 5/31/2024

WHEREAS, the Negotiations Policy Committee consists of four members;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions:

Kelle Wells	ALA 19 Member
Theresa Owens	FA9 87 LECP
Greg Davidowitch	UAL 06 Member
Denny Wheeling	UAL 42 Member

C. International Affairs - 6/1/2022 - 5/31/2024

WHEREAS, the International Affairs Committee consist of four members;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions:

Valentin Lorien	AFA Lifetime Member (Norse)
Lisa Brooks	FA9 79 LECP
Ka'imi Lee	HAL 47 Member
Michael Schwaabe	UAL 07 LECP

D. Leadership Development - 6/1/2022 - 5/31/2024

WHEREAS, the Leadership Development Committee consists of four members;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions:

Dermaly Flores	AMR MEC VP
Kahea Ching	HAL LEC 43 VP
Kim Montgomery	UAL 06 LECP
Adam Novish	UAL MEC VP

E. Political / Legislative – 1/1/2023-12/31/2025

WHEREAS, the Political / Legislative Committee consists of four members;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions:

Jean Machak	EDV 48 Member
Cher Taylor	FA9 MEC GA Chair
Rick Schwabauer	HAL MEC GA Chair
Mary Garton	UAL 12 GA Chair

F. Strategic Planning - 6/1/2022 - 5/31/2024

WHEREAS, the Strategic Planning Committee consists of five members with at least one from each of the following groups of carriers: under 500 members; over 500 but under 3,000 members; over 3,000 members; and, two members from any carrier regardless of size;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions in each airline group:

under 500 members Doris Millard ARW MECP

501-2,999 members VACANT

over 3,000 members	Brian Palmer	ALA MEC VP
	Kevin Batey	UAL 14 LECP
	Dante Harris	UAL 12 LECP

G. Crew Accommodation and Transportation Policy Committee – 6/1/2022 - 5/31/2024

WHEREAS, the Crew Accommodation and Transportation Policy Committee consists of five members with at least one from each of the following groups of carriers: under 500 members; over 500 but under 3,000 members; over 3,000 members; and at least one from a charter carrier;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions in each airline group:

under 500 members VACANT

501-2,999 members VACANT
 Heather McClay FA9 87 Scheduling Chair
 Katie Franc FA9 87 Hotel Chair

over 3,000 members Jodi Snow ALA MEC Hotel Chair

H. Human Rights and Equity Committee – 6/1/2022 - 5/31/2024

WHEREAS, the Human Rights and Equity Committee consists of four members;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions:

 Shane Spillman AMR 51 LECP
 Andrew Kothlow FA9 MECVP
 Traci Hagans MSA 88 LECP
 Kimberly Johnson UAL 11 HRC Chair

BE IT FURTHER RESOLVED, that the Strategic Planning Committee (SPC) will conduct a study of the operation of the Continuing Committees with an objective of improving the functioning of all committees;

BE IT FURTHER RESOLVED, that this study will specifically address matters such as the size of the committees, composition of the committees (e.g., from different size airlines and/or from different type airlines such as mainline, regional, charter, niche, low cost, etc.), use of alternates, and other matters that the SPC believes will be helpful.

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA

SUBJECT: Allowable Expenses (Section IV.A.1)

STATEMENT OF QUESTION: Should Sections IV.A.1. be amended to provide a modest increase in Expense Reimbursements ?

SOURCE AND DATE SUBMITTED: Strategic Planning Committee (SPC), April 13, 2022

BACKGROUND INFORMATION:

The primary intent of this agenda item is to provide a modest increase to the maximum amounts of allowable meal expenses. Additional intents are to simplify the constitutional language and to align it with existing practice. Finally, this will update the IRS mileage rate to the 2022 amount.

The allowable meal expense amount has not increased since 2008.

Currently, maximum meal expenses include Breakfast (\$10.00), Lunch (\$15.00), Dinner (\$23.00), and a tip not to exceed 20%. These provisions (Sections IV.A.1.b & f) result in a maximum of \$57.60. (The updated equivalents could be \$12.00(B) + \$17.00(L) + \$25.17(D) + \$10.83(T) = \$65.00.)

This agenda item proposes to increase this total from \$57.60 to \$65.00. Additionally, this agenda item simplifies by converting from the three separate meals and a tip to a single daily maximum amount.

This agenda item also aligns this provision with current practices. For example, while some individuals enter four amounts for meals on a given day (B/L/D/tip), many others currently claim a single amount up to the \$57.60 maximum. Also, many LEC's and MEC's choose to provide reimbursements at amounts less than the allowable maximums, so this agenda item specifies this option as well.

This agenda item will help those LEC's and MEC's that face higher costs, and would still allow others to use lower limits if so desired.

Additionally, this change will narrow the gap between the AFA rates and the higher IRS allowable rates. It was also advised that care should be used in explaining the change. Although the change results in a net increase, there is both an increase and a decrease involved.

PROPOSED RESOLUTION:

WHEREAS, allowable meal expenses have not been increased since 2008; and,

WHEREAS, these modest increases will add flexibility to assist those who travel to high cost areas and also codify that LEC's and MEC's can set specific amounts below these maximums;

THEREFORE BE IT RESOLVED, the AFA-CWA Policy Manual Section IV.A.1. should be amended as follows:

A. Allowable Expenses

1. Allowable Expenses When Properly Substantiated

- a. The most economical transportation should be used while on Union business. Rental cars may be used with approval of the appropriate Local Council President or Master Executive Council President. Taxi fares in excess of five dollars (\$5.00) must be accompanied by a receipt.
- b. Automobile expenses will be allowed at the current maximum IRS rate per mile. For **2022** that rate is **\$0.585** per mile.
- c. Allowable meal expenses for all locations are as follows: breakfast up to ~~ten~~ **fifteen** dollars (~~\$10.00~~) **(\$15.00)**; lunch up to ~~fifteen~~ **twenty** dollars (~~\$15.00~~) **(\$20.00)**; dinner up to ~~twenty-three~~ **thirty** dollars (~~\$23.00~~) **(\$30.00) for costs incurred, up to a maximum of \$65.00 per day, inclusive of tipping. When a meal is provided to an individual, the allowable reimbursement should be reduced accordingly.**
- d. Reasonable and adequate hotel accommodations, in the form of single rooms, will be provided, unless otherwise specified. If price, availability, location and amenities are comparable, preferred lodging is at a union hotel.
- e. Reasonable telephone and telegraph expenses, installation charges, necessary to conduct Union business.
- f. Reasonable expenses, such as tipping (not to exceed 20%) and laundry expenses for meetings of five (5) days duration or more.
- g. Reasonable expenses for porter tipping.
- h. Allowable expenses up to ten dollars (\$10.00) per hour for child care with receipt and approval of Local Council or Master Executive Council President.
- i. While the above sections identify maximum allowable expenses, individual LEC's or MEC's may establish local policies to pay lesser amounts.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

SUBJECT: AFL-CIO Affiliation Fees (Section IV.C.2)

STATEMENT OF QUESTION: Should Section IV.C.2 be amended to reflect the current payment practices related to the AFL-CIO National Affiliation Fee Program (NAFP) ?

SOURCE AND DATE SUBMITTED: Strategic Planning Committee (SPC), April 13, 2022

BACKGROUND INFORMATION:

There has been extensive discussion and decision-making pertaining to AFL-CIO affiliations at the National, State Federation, and the Central Labor Council levels.

A significant decision was made at the CWA Convention in June 2019, which included the AFA-CWA Delegates. The Resolution at the Convention decided that the entire Union would affiliate 100% of all members with the both the National AFL-CIO as well as the AFL-CIO State Federations. In essence, the Union had decided to participate in the AFL-CIO National Affiliation Fee Program (NAFP).

In July 2019, the Convention Resolution was implemented, and all CWA Locals were affiliated with the State Federation in the State in which the Local is located. This included affiliation of all AFA-CWA Locals with their respective State Fed. Since this time, the International Office has funded the payment at both the National and the State Fed levels. This entitles every AFA Local to participate at their respective State Fed, and to send voting delegates to their meetings and conventions.

The purpose of affiliating all members of the Union at the State Federations was to build power within AFA by participating at the State level within the AFL-CIO. AFA recently achieved a major win for members in Illinois while working in conjunction with the IL State Fed. AFA Councils in Illinois along with other Unions, successfully lobbied at the State House. Lawmakers were convinced to reverse an unfavorable provision that would have excluded aviation workers from eligibility for paid FMLA that other workers in Illinois receive.

AFA learned of the pending legislation because the Locals in IL are affiliated and active in their State Fed. In conducting the fight, the State Fed was instrumental in assisting all of the unions that took part in the lobbying activities. This political victory achieved what has been near impossible to achieve in bargaining.

While this background was provided to explain the rationale of affiliating 100% of the members at each Council, the agenda item in question pertains to the funding of these affiliations.

For the most part, the proposed changes related to the National AFL-CIO and State Feds will align the Policy Manual Section IV.C.2 with the existing practice whereby the International Office funds 100% of per capita costs. The current 2022-2023 Proposed Budget has line items of \$275,362 (National AFL-CIO) and \$360,000 (State Feds).

While the International Office has traditionally funded the National AFL-CIO, payment of the State Feds per capita is new, and will reduce costs for any LEC that was previously affiliated.

An additional change pertained to the Local Councils located outside the US. The current constitutional provision is that 50% of their fees are covered by the International. The proposed change to increase the percentage to 100% will keep all Councils on an equal footing.

Finally, this agenda item will have no effect on the payment of fees related to the AFL-CIO Central Labor Councils (CLC's). The current provision that 50% is funded by the International remains as is.

The SPC had reviewed the discussions and decisions made in 2019, and was prepared to present this agenda item at the 2020 BOD Meeting, but that meeting was canceled due to the pandemic.

PROPOSED RESOLUTION:

WHEREAS, AFA-CWA decided to participate in the AFL-CIO National Affiliation Fee (NAFP) as this will help AFA build power in the Labor Movement; and,

WHEREAS, participation in the NAFP began in July of 2019 and the International Office has funded 100% of the per capita costs of affiliating 100% of the members at all Locals since that time;

THEREFORE BE IT RESOLVED, that AFA-CWA Policy Manual Section IV.C.2 be amended as follows:

C. Local Council Expenses

1. This section remains unchanged
2. AFL-CIO Affiliation Fees Allowable

AFA has a long tradition of working closely with the AFL-CIO. This participation at the National, State, and Local levels, is consistent with the AFA Mission Statement and core values, and enables the Union to better achieve its Objectives.

a. National AFL-CIO: All AFA-CWA members are affiliated with the National AFL-CIO and the per capita fees for this affiliation are paid by the International Office.

- b. State Federations (State Feds): As all State Feds are included within the AFL-CIO National Affiliation Fee Program (NAFP), one hundred percent (100%) of the membership at each Local Council is affiliated with the respective State Fed where the Council is located. The participation in NAFP is paid by the International Office.**
- c. Councils outside the United States may also apply for ~~fifty percent (50%)~~ **one hundred (100%)** of the cost of affiliation with a National/Regional Trade Union Board within their geographical area. Any non-U.S. affiliation must have the prior approval of the International President of AFA-CWA.
- d. **Central Labor Councils (CLC's): All Locals are encouraged to affiliate members at CLC's and in coalitions where members are based.** Local Councils may apply for fifty percent (50%) of a Council's cost of affiliating with an AFL-CIO Central **Labor Council (CLC)** ~~or State body, Labor Coalition,~~ or for Councils located outside the United States, with an ITF affiliate or a coalition of ITF affiliates. **When approved, the International Office will pay for the remaining fifty percent (50%).** ~~Councils outside the United States may also apply for fifty percent (50%) of the cost of affiliation with a National/Regional Trade Union Board within their geographical area. Any non-U.S. affiliation must have the prior approval of the International President of AFA-CWA. Councils must have assumed the first year's fees and be active members.~~
- e. Nothing shall prohibit a Local Council from **participating or joining with** other affiliations or absorbing the entire cost of any affiliation. The allowances will be reviewed by the International Secretary-Treasurer of the Union in consultation with the Local Council President. ~~In New Alliance States fifty percent (50%) of a Local Council's cost of affiliating with an AFL-CIO Central and State Body will be paid by the International Office budget. Local Councils may apply for reimbursement of the full cost of affiliating with New Alliance State and Central bodies, however, full~~ **The reimbursement of affiliation fees** will be approved only upon demonstration that the Local Council participates in the ~~State and~~ Central body to which affiliated. The demonstration of participation by the Local Council will be established through consultation between the Local Council President and the International President, allowing for the uniqueness in size of the Local Council and frequency of meetings in the ~~State and~~ Central body. Allowances will be reviewed by request of the Local Council President to the International Secretary-Treasurer of the Union.

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA

SUBJECT: Budget Preparation (Section IV.G.1.)

STATEMENT OF QUESTION: Should Section IV.G.1. be amended to address the Budget Preparation process during economic downturns?

SOURCE AND DATE SUBMITTED: Strategic Planning Committee (SPC), April 13, 2022

BACKGROUND INFORMATION:

The proposed change to the AFA-CWA Policy Manual would add guidance on budget preparation in times of declining dues revenue.

As this change is oriented toward future budget proposals, and because AFA finances are as strong as they have ever been, this change would have no effect on the current budget proposal. Recognizing the cyclical nature of the general economy and the airline industry in particular, this provision prepares the Union in the event of a future economic down turn.

Considering financial planning in the 3-5 year time frame and beyond, this new language parallels the practice used in the past when revenues have declined. For example, when a mid-year decline has occurred, the International Secretary-Treasurer has deferred activities and reduced expenses where possible. As a case in point, in November 2010 with the loss of members at Northwest, this went so far as to ballot the Board for reduced budgets across the entire Union.

The Revenue Scalability provision outlines the process that was used in the recent years when revenue was decreasing, which required budgets to be adjusted. To be clear, any adjustments to spending or budgets that the International Secretary-Treasurer would make would be limited to budgets that are under the purview of the International Office.

This was discussed from the perspective of preparing the Proposed Annual Budget.

PROPOSED RESOLUTION:

WHEREAS, AFA-CWA takes pride in a budgeting process that is strategically oriented to allocate resources to satisfy the priorities of the Membership; and,

WHEREAS, this change will provide financial guidance in future years if and when there are economic down turns;

THEREFORE BE IT RESOLVED, that AFA-CWA Policy Manual Section IV.G.1 be amended as follows:

G. Budget **Preparation**

1. The AFA-CWA budget preparation process shall be considered a strategic planning process and part of the annual international program of the Union, with consideration for allocating resources to Union priorities.
 - a. Budget preparation shall include (1) preparation by each Master Executive Council, for use by the Master Executive Council and LECs, of proposed Master Executive Council budget allocations and Master Executive Council action plans consistent with the international program, and (2) preparation by the International Office of proposed budget allocations and action plans consistent with the international program.
 - b. Revenue Scalability: During periods of reduced or declining dues revenues, the Union must remain solvent and sufficiently flexible to scale back expenditures in proportion to changes in revenue. If a significant reduction in membership or revenue (e.g., 5%) were to occur, the International President would direct the International Secretary Treasurer to take prompt action unionwide to defer activities and/or adjust levels of spending or budgets within the purview of the International Office in proportion to the change in revenue. In preparation of the next annual budget, the International Secretary-Treasurer will prepare a balanced budget relying upon projected income and proportionate reductions across the Union.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

SUBJECT: Retiree Association of Flight Attendants – CWA (Article II.J.3 & J.4)

STATEMENT OF QUESTION: Should the Structure of RAFA be Updated ?

SOURCE AND DATE SUBMITTED: Strategic Planning Committee (SPC), April 13, 2022

BACKGROUND INFORMATION:

After several years of experience, it has become impossible for RAFA to continue to organize efficiently with the current structure of RAFA (Local Councils). As flight attendants retire, they are increasingly relocating away from their AFA-CWA Local Executive Council locations and thus the number of retirees available is insufficient to form a Retiree Local Council. Yet there remains a need for a structure to share information of concern to retired flight attendants. The concept of “Chapters” is consistent with the CWA Retiree Members Council (RMC).

PROPOSED RESOLUTION:

J. Retiree Association of Flight Attendants-CWA (RAFA)

1. The RAFA shall serve as a constituent unit of the Association of Flight Attendants-CWA.
2. The RAFA shall adopt bylaws which are in compliance with the Constitution and Bylaws and programs of the Association of Flight Attendants-CWA.
3. The structure of the RAFA shall consist of:
 - a.** ~~b.~~ Retiree Governing Council
 - b.** ~~a.~~ Retiree Local Councils **Chapters**
4. The governance of the RAFA shall be vested in the ~~elected presidents of each RAFA Chapter who collectively form an Association of Flight Attendants CWA Retirees Governing Council~~ **consisting of a President and Secretary-Treasurer elected by a vote of Chapter Presidents, with other representatives appointed as needed.**
5. Membership
 - a. Retiree membership in RAFA shall be governed by Article II.C.7.
 - b. Nonvoting Associate Membership in RAFA may be accepted from friends, family members and other supporters of flight attendants.
 - c. Membership records of the RAFA shall be kept in accordance with the Association of Flight Attendants-CWA record keeping requirements.

