

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**FORTY THIRD BOARD OF DIRECTORS MEETING**  
**APRIL 28 – 30, 2015**  
**LAS VEGAS, NEVADA**

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**SUBJECT:** BOD Meeting and Advanced Leader Training (Article V.D.)

**STATEMENT OF QUESTION:**

Should the BOD Meeting and Advanced Leader Training both be conducted biennially so as to provide a cost-effective meeting schedule?

**SOURCE AND DATE SUBMITTED:** International President - February 27, 2015

**BACKGROUND INFORMATION:**

The annual cost of the BOD Meeting exceeds \$350,000 and the Advanced Leader Training is at least \$50,000 for a two-year total cost of approximately \$800,000.

This cost over a two-year period can be reduced in half, so that \$400,000 could be allotted to other key priorities of the Board of Directors.

A BOD Meeting held in even years aligns with the AFA International Officer elections. This schedule complements the CWA Convention that takes place in odd years.

When biennial Board Meetings were considered in the past, there were two considerations that caused the Board to hesitate: (1) the desire to meet with colleagues from other airlines on an annual basis; and, (2) the approval of an annual budget.

Given the BOD Meeting and CWA Convention would each meet biennially, this desire to meet with colleagues each year is satisfied.

Approval of the annual budget could be accomplished in a variety of ways. One way is to approve a biennial budget. Alternatively, a this could be done at a session of the BOD in conjunction with the CWA Convention. Currently, the AFA-CWA Sector meets for four hours prior to each Convention. This could be expanded to include approval of the Annual Budget.

Advanced Leader Training could be held in conjunction with either the BOD Meeting or the Convention so as to further reduce cost.

**PROPOSED RESOLUTION:**

WHEREAS, significant savings can be achieved by changing the frequency of the BOD Meeting and Advanced Leader Training from annually to biennially; and,

WHEREAS, approval of an annual budget may be accomplished at the AFA-CWA Sector Meeting conducted in conjunction with the CWA Convention; and,

WHEREAS, this change will not diminish the negotiations or enforcement of members collective bargaining agreements;

THEREFORE BE IT RESOLVED, Article V.D. be changed as follows:

1. A regular meeting of the Board of Directors shall be held once every **other** year, **in even numbered years**. The date shall be between 01 February and 15 May. The regular ~~annual~~ **biennial** Board of Directors meeting shall be held at the location designated by the Board of Directors. 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. Special consideration shall be given to those hotels that provide rooms with windows that open and food availability 24 hours a day located within the hotel, such as room service or lounge menu availability.
2. Notice of ~~annual~~ **biennial** Board of Directors meetings shall be sent by USPS First Class Mail to each member of the Board of Directors at least thirty (30) days prior to the beginning date of said ~~annual~~ **biennial** meeting.
3. Subject to Paragraph 4 below and Article VIII.A., the order of business at the ~~annual~~ **biennial** Board of Directors meetings normally shall be:

(Remainder of Article V.D. remains unchanged)

BE IT FURTHER RESOLVED, during odd years when there is an AFA-CWA Sector Meeting held in conjunction with the CWA Convention, a budget-only session of the BOD may be conducted for the purpose of budget approval;

BE IT FURTHER RESOLVED, the International Secretary-Treasurer shall make other necessary changes to ensure consistency with the change from annual to biennial BOD Meetings; and,

BE IT FINALLY RESOLVED, the Board commits to conducting Advanced Leader Training in a cost-effective manner every other year.