

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FOURTH BOARD OF DIRECTORS MEETING
MAY 23-24, 2016
ATLANTA, GEORGIA

SUBJECT: Dues – Obligation at Two Months and Elimination of the Initiation Fee
(Articles II.C.3. and XI.C.)

STATEMENT OF QUESTION:

Should Members be required to pay dues upon reaching two months of active service and the Initiation Fee be eliminated?

SOURCE AN DATE SUBMITTED: International President – April 15, 2016

BACKGROUND INFORMATION:

The arrival of new-hire Flight Attendants is always a good sign at any airline. The addition of new members becoming active in the Local Council makes the Council stronger and more vibrant.

These newest members, from the first day they arrive on the line, are covered by the collective agreement and enjoy the vast majority of contractual protections and benefits. However, Local Councils have long realized that the arrival of new F/A's significantly increases the representational activity with these newest members.

The concept behind this agenda item is merely to relate the payment of dues to the services rendered, rather than align dues payments to an arbitrary end date of probation.

While not the prime motivating factor, this change is consistent with Board direction to explore revenue ideas.

This change is also consistent with Department of Labor standards.

PROPOSED RESOLUTION:

WHEREAS the Department of Labor (DOL) recognizes normal payment of dues from the second month of employment; and,

WHEREAS, AFA has always ensured that new members receive all contractual benefits associated with scope, pay, benefits, and working conditions; and,

WHEREAS, all Flight Attendants reap the benefits of the vast majority of contractual provisions from the first day of employment; and,

WHEREAS, payment of dues should relate to receipt of contractual protections rather than an arbitrary duration of probation that is determined by management; and,

WHEREAS, elimination of the existing Initiation Fee will provide some financial relief to these same new members;

THEREFORE BE IT RESOLVED, that Article II.C.3. be amended as follows:

3. Apprentice Members

An apprentice member is a flight attendant who possesses all the requirements for active membership with the exception of having completed the required ~~company probationary period stipulated in that member's employment agreement~~ **two month union apprenticeship**, or who need not be represented by the Union under that member's employment agreement, and whose application for such status has been approved in accordance with Sections of this Article. Such member will not be required to assume any financial obligation until becoming eligible for active membership. An apprentice member is excluded from the rights and privileges of the Union until that member meets the full requirements for active membership. However, an apprentice member shall be allowed full privileges of the floor at any Local Council meeting or portion thereof which has not been specifically declared closed to apprentice members.

BE IT FURTHER RESOLVED, that Article XI.C. (Initiation Fee) be deleted and subsequent subsections be re-numbered accordingly.

BE IT FURTHER RESOLVED, that these changes will be effective for Flight Attendants hired on or after January 1, 2017; and,

BE IT FINALLY RESOLVED, the International Secretary-Treasurer shall make other necessary changes as needed to ensure consistency with the changes described above.