



Association of Flight Attendants-CWA, AFL-CIO
44th Annual Board of Directors Meeting
Atlanta, Georgia
May 23 - 24, 2016



April 22, 2016

OFFICIAL NOTICE

**ADVANCED AGENDA MAILING
FORTY FOURTH AFA-CWA BOARD OF DIRECTORS MEETING**

Dear Board of Directors Member:

The Board of Directors Meeting will take place this year on 23-24 May 2016, at the Hilton Atlanta, 255 Courtland Street, NE, Atlanta, Georgia 30303. The hotel may be reached by phone at (404-659-2000), and fax at (404-221-6368). 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. Dorothy Demarest 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.2. of the C&B is defined as those members in good standing as of the close of business on **Monday, May 16, 2016**. If you wish to verify the roll call determination of your Council, **please do so before the meeting.** You are encouraged to review these numbers and take care of any discrepancies in advance of the meeting. Bob Kenia will be available in Atlanta to discuss any inaccuracies.

In closing, we look forward to seeing you **in uniform** on the first day of the meeting, **Monday, May 23**, 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:bt
Enclosures



MEMORANDUM - Association of Flight Attendants-CWA, AFL-CIO

To: AFA-CWA Board of Directors

Cc: International Officers
AFA-CWA Finance Committee

From: Kevin P Creighan, International Secretary-Treasurer

Subject: **BOD Meeting 2016 – 5th Announcement – In Memoriam & Reminders**

Date: 25 April 2016

Dear Board Members:

The first item below, In Memoriam, requires you to respond. The remaining items are reminders.

NEW INFORMATION - In Memoriam

In a Floor Resolution at the 2015 Board of Directors Meeting, the BOD directed time be placed on the BOD Meeting program to conduct a Memoriam to recognize those members, volunteers, activists, and leaders who have passed away since the last meeting. You will find that scheduled on Tuesday, March 24, at 2:30 PM.

Please send me any names of members, volunteers, activists, and leaders from your Council who may have passed away during this past year. If you know, please include whether the individual had ever held and elected or appointed positions within AFA. Please respond by **May 6, 2016**. No response is required if your LEC or MEC has nobody to report. Pictures may be forwarded in remembrance, but they may or may not be used. (To be as inclusive as possible, we will also search our membership database, but this is a secondary source as we know that we always are informed if a member has died.)

REMINDER - Local Council Meetings

Please remember to schedule your Local Council Meeting prior to the BOD Meeting. If you are in a city with other AFA-CWA Local Councils, this is a very good opportunity to conduct a joint Council Meeting with the other Council(s).

REMINDER - MEC Meetings

If you are planning an MEC meeting in advance of the BOD and will need a meeting room reserved, A/V or banquet services, please send an email with your dates and requirements to Betsy Tettelbach (btettelbach@afanet.org) or call (202.434.1287) as soon as possible, and prior to **April 26, 2016**.

REMINDER - Executive Board Meeting

For MEC Presidents, the Executive Board Meeting is on Sunday, May 22 at 8:30 AM.

REMINDER - Representation at the BOD

This is the form that informs us that you will **NOT** attend as the representative from your LEC or MEC, but instead will send another representative in your place. Please fax (202-434-1319) or scan and email to the AFA-CWA Secretary-Treasurer prior to **May 6, 2016.**

REMINDER - Budget Information

For planning purposes, the approved BOD budget will cover three nights of sleeping rooms, three days of meals, up to \$50 for mileage/cab fare over the course of the meeting, and 15 hours of FPL for each delegate. Any other costs other than those above, including airfare, will be charged to the MEC/LEC budget, unless preauthorized in advance with the International Secretary-Treasurer.

Should you incur additional expenses for internet access, safe rental, telephone charges, or other incidentals during your stay, these should be charged to your LEC or MEC budget.

If you have any questions, please feel free to contact International Secretary-Treasurer Kevin P. Creighan via phone (800-424-2401, ext. 580 or 202-434-0580) or email (kcreighan@afanet.org).

MEMORANDUM - Association of Flight Attendants-CWA, AFL-CIO

To: AFA-CWA Board of Directors

Cc: International Officers
AFA-CWA Finance Committee

From: Kevin P Creighan, International Secretary-Treasurer

Subject: **BOD Meeting 2016 – 4th Announcement - Agenda Item and Budget Reviews**

Date: 19 April 2016

Dear Board Members:

The Board Packet was sent electronically today, and will be then placed in the mail by April 22. You should be receiving your hard copy early next week.

To help you better understand the agenda items and the budget ahead of your Local Council Meetings, we will conduct the following: (1) conference calls for the entire Board; (2) additional conference calls for individual LEC's and/or MEC's upon request; and, (3) the Budget Review.

- (1) Scheduled conference calls will provide a high level overview of the proposed budget, as well as a review of the advanced agenda items.

Calls will take place on April 26 & 27 and May 3, 4, 5
They begin at 3:00 PM (EDT), and be about 60-90 minutes in duration.

The call-in details are as shown below:

- Call-in Number: [888-363-4734](tel:888-363-4734)
- Non Toll-free: 215-446-3656
- Access Code: 703-6264

- (2) For any LEC and/or MEC that is interested in this type of review, or a call tailored to your specific interests, please contact me to make arrangements. We can make this as detailed as you wish.
- (3) The BOD Budget Review is scheduled for Sunday, May 22, between 11:15-12:00. This Budget Review will provide Board Members an opportunity to learn more about the Proposed Budget.

If there is any other information we can provide to you to help you prepare for your Council Meetings or for the discussion to take place at the Board Meeting, please let us know.

MEMORANDUM - Association of Flight Attendants-CWA, AFL-CIO

To: Board of Directors

cc: Executive Board, International Officers

From: Kevin P Creighan, International Secretary-Treasurer

Subject: **BOD Meeting 2016 – 3rd Announcement – BOD Packet**

Date: April 19, 2016

Dear Board Member:

In accordance with Article V.E.1.d., the Board Packet will be transmitted to each member of the Board of Directors thirty days prior to the meeting. It has been sent to the printer this afternoon, and will be placed in the USPS no later than April 22, 2016.

Attached to this email is an electronic (PDF) copy of the document that you will receive in the mail. This document is ready to print in duplex, i.e., double-sided, which is the format of the hard copy you receive in the mail.

You should receive the hard copy by Tuesday, April 26. **Please be sure that you bring the hard copy with you to Atlanta as additional copies will not be available.**

The packet includes 14 Advanced Agenda Items, which you should review at your Local Council Meetings. With respect to your Local Council Meetings, please feel free to let any of the International Officers know if you would like one of us to attend your meeting. We are very happy to assist in explaining any of the agenda items. As importantly, we would be happy to help explain the Union's finances.

Later today, we will publish a schedule of conference calls that will provide you background on the Agenda Items and the Budget. If you believe this would be useful in preparation for your meetings with members, please feel free to join in any of these.

Thank you for your ongoing commitment to the membership and the organization. As you are committed to the membership, we are committed to you, to ensure that you succeed in presenting and discussing this information with members.

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

MEC MEETINGS

ROOM

DATES

AIR WISCONSIN

May 21 (11am-5pm)

ALASKA

May 21 (9am-6pm), May 25 (9am)

CONTINENTAL

CONTINENTAL MICRONESIA

COMPASS

ENVOY

ENDEAVOR

May 22 (3pm-6pm)

FRONTIER

May 21 (4pm-7pm)

HAWAIIAN

May 22 (12pm-4pm)

HORIZON

MIAMI

May 22

MESA

May 21, (8am-5pm)

OMNI

PIEDMONT

PSA

SILVER

SPIRIT

UNITED

May 21, 22, 25

RAFA

Present

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

PROGRAM

Thursday, May 19, 2016

9:00 am - 5:00 pm AFA Office Open

Friday, May 20, 2016

9:00 am - 5:00 pm AFA Office Open

Saturday, May 21, 2016

9:00 am - 5:00 pm AFA Office Open

9:00 am - 5:00 pm MEC Meetings - Various

12:00 pm - 1:30pm Leadership Development Committee

7:15 pm - 9:15 pm Finance Committee Meeting
(Dinner provided)

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Sunday, May 22, 2016

8:00 am - 5:00 pm	AFA Office Open
8:30 am - 10:00 am	Executive Board Meeting <i>(Continental Breakfast provided)</i>
10:00 am - 10:15 am	Steering Committee Meetings
10:30 am - 11:15 am	Presentation: <i>Collecting Every Dollar</i> <i>Bob Kenia, Membership Director</i> <i>Linda Christou, LEC Secretary, ALA 19</i>
11:15 am - 12:00 pm	Budget Review
12:00 pm - 1:30 pm	Agenda Committee #1 – Budget Meeting <i>(Lunch provided)</i>
12:30 pm - 1:30 pm	<i>LUNCH (ON OWN)</i>
12:30 pm - 1:30 pm	Credentials Registration
1:30 pm - 2:15 pm	Parliamentary Procedures Training <i>- Dorothy Demarest, PRP</i>
2:15 pm - 3:00 pm	New Delegate Orientation
3:15 pm - 4:30 pm	Training: CONCUR Expense Reporting
5:30 pm - 7:00 pm	<i>RECEPTION</i>
	Staff Recognition
	Awards Presentation
	▪ <i>Peggy Price LEC EAP Award</i>
	▪ <i>Terri Owen Government Affairs Activist Award</i>
	▪ <i>Air Safety Award</i>
	▪ <i>Edith Lauterbach Merit Award</i>
7:00 pm – 9:00 pm	<i>DINNER (ON OWN)</i>

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Monday, May 23, 2016 – UNIFORM DAY

7:00 am - 7:30 pm

AFA Office Open

7:30 am - 8:30 am

Credentials Registration

8:30 am - 12:00 pm

**FORTY FOURTH BOARD OF DIRECTORS
MEETING**

Pledge of Allegiance

National Anthem

*Elizabeth Maben
Mesa LEC 88 Member*

Call to Order by International President

- Welcome

*Richard Honeycutt
Vice President, CWA District 3*

Chris Shelton

- Oath of Office
- Roll Call of Delegates and
Vote Determination
- Announcement of Unrepresented
Councils
- Communications
- International Officer Address
 - International President
 - International Vice President
 - International Secretary-Treasurer
- Ratification of Agenda
Committee Assignments

Constituency Group Spotlight

*APALA and Pride @ Work
Stan Kiino*

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Monday, May 23, 2016 (continued):

12:00 pm - 12:30 pm

BOD & MEC Leaders Group Photo
(In Uniform)

12:30 pm - 1:30 pm

Equality March to Center for Civil and Human Rights
(In Uniform)
• ***Bridge the Gap/Delta Picket***

1:30 pm - 2:00 pm

LUNCH BUFFET (provided upon return)

2:00 pm - 6:00 pm

MEETING CONTINUES

2:00 pm - 2:15 pm

Finance Committee Report

2:15 pm - 2:30 pm

First Call for Late Agenda Items

2:30 pm - 4:30 pm

Agenda Committee Meetings

4:30 pm - 6:00 pm

Action on Agenda Items

6:00 pm - 7:30 pm

DINNER (ON OWN)

7:30 pm - 8:30 pm

Agenda Committee Meetings

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Tuesday, May 24, 2016

7:30 am - 9:00 pm

AFA Office Open

8:30 am - 1:00 pm

MEETING CONTINUES

8:30 am - 9:00 am

Last Call for Late Agenda Items

9:00 am - 10:00 am

2016 Budget Approval

10:30 am - 11:30 am

Agenda Committee Meetings

11:30 am 1:00 pm

Action on Agenda Items

1:00 pm - 2:30 pm

LUNCH (Provided for Delegates and Officer Elects)

1:15 pm - 2:15 pm

“NSS: Arrived and Now Boarding”
Christopher Lee
Communication Director

2:30 pm - 6:00 pm

MEETING CONTINUES

2:30 pm - 2:45 pm

In Memoriam

2:45 pm - 4:45 pm

Action on Agenda Items

4:45 pm - 5:00 pm

Good and Welfare

5:00 pm

ADJOURNMENT

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

SUBJECT:

STATEMENT OF QUESTION:

SOURCE AND DATE SUBMITTED:

BACKGROUND INFORMATION:

PROPOSED RESOLUTION:

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

AGENDA ITEM INDEX

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

SUBJECT: AFA-CWA Proposed Annual Budget

STATEMENT OF QUESTION:

Should the 2016 - 2017 AFA-CWA Annual Budget be adopted as proposed?

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

BACKGROUND INFORMATION:

See attached Memo from the International Secretary-Treasurer and the 42-page budget.

PROPOSED RESOLUTION:

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

WHEREAS, together we build our annual budget to support our priorities based upon available resources, including our income; 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 2016-2017 AFA-CWA Budget for the fiscal year beginning June 1, 2016 to May 31, 2017; and,

BE IT FINALLY RESOLVED, that the Board of Directors in session on May 23-24, 2016 for the purpose of passing a balanced budget, waive the provisions delineated in Section IV.C.1. and Section IV.G.2. for this upcoming fiscal year. Further action includes: the 2017 Board of Directors meeting will be scheduled such that the bulk of the cost of the meeting will fall on or after June 1, 2017; and, the MEC and LEC budgets will be maintained comparable to the 2015-2016 budget allocation amounts.

**AFA-CWA Annual Budget
Revenue and Summary**

	APPROVED	APPROVED	APPROVED	Projected	PROPOSED	\$ Change	% Change
INCOME	2013-2014	2014-2015	2015-2016	2015-2016	2016-2017	From Approved	From Approved
	\$48.00	\$48.00	\$50.00		\$50.00		
Revenue	22,856,832	22,991,292	19,123,800	19,068,670	19,658,400	534,600	2.8%
Other Income	518,463	625,000	-	1,000,000	-	0	0.0%
AFA Reserve Fund	600,000	432,795	739,298	-	-	(739,298)	(100.0%)
Other Union Income			356,000		-	(356,000)	(100.0%)
Other Reimbursement		-	2,000,000	392,952	1,500,000	(500,000)	(25.0%)
AFA Strategic Industry	(238,092)	(245,874)	(191,238)	(175,000)	(196,584)	(5,346)	2.8%
Affiliation Fees/AFL-CIO/TTD	(491,908)	(429,310)	(410,382)	(165,500)	(441,310)	(30,928)	7.5%
CWA National Programs	(1,428,552)	(1,212,696)	(1,147,428)	(1,132,148)	(1,179,504)	(32,076)	2.8%
Dues Not Collected	(457,137)	(459,826)	(343,476)	-	(350,858)	(7,382)	2.1%
Total Revenue	21,359,606	21,701,381	20,126,574	18,988,974	18,990,144	(1,136,430)	(5.6%)
EXPENSES							
Airlines	12,161,829	12,474,900	11,227,339	9,848,961	10,298,236	(929,103)	(8.3%)
LEC (068)	4,704,236	4,736,454	3,823,949	3,702,521	3,886,994	63,045	1.6%
MEC (070)	2,837,593	2,861,446	2,311,390	2,321,189	2,405,243	93,852	4.1%
SBA (067)	1,823,000	1,865,000	1,801,000	1,331,153	1,459,000	(342,000)	(19.0%)
NEG (069)	1,806,000	2,119,000	2,516,000	2,383,653	1,854,000	(662,000)	(26.3%)
Contingency	446,000	318,000	200,000	110,445	118,000	(82,000)	(41.0%)
LEC Carryover	300,000	350,000	350,000	-	350,000	0	0.0%
MEC Carryover	245,000	225,000	225,000	-	225,000	0	0.0%
Training	175,536	190,250	101,250	70,150	292,250	191,000	188.6%
Committees/Meetings	491,577	410,500	339,500	131,200	390,300	50,800	15.0%
International Office	7,735,106	7,974,430	7,744,183	7,947,833	7,252,977	(491,206)	(6.3%)
Programs & Services	380,558	261,300	355,300	421,850	397,380	42,080	11.8%
Affiliations	90,000	90,000	59,000	55,000	59,000	0	0.0%
External Legal	325,000	300,000	300,000	480,000	300,000	0	0.0%
Total Expenses	21,359,607	21,701,381	20,126,573	18,954,995	18,990,144	(1,136,430)	(5.6%)
Surplus (Deficit)	(0)	(0)	0	33,980	0	(0)	

MEMORANDUM - Association of Flight Attendants-CWA, AFL-CIO

TO: AFA-CWA Board of Directors

CC: International Officers

FROM: Kevin P Creighan, International Secretary-Treasurer

SUBJECT: **AFA-CWA Annual 2016-2017 Budget – Agenda Item #1**

DATE: 22 April 2016

Dear Board Members:

The Proposed AFA-CWA Annual 2016-2017 Budget, which is Agenda Item #1, is attached.

First and foremost, the development of the budget was focused on the priorities of the Union, so that we provide members with the best possible representation. We have built a balanced budget that does not rely upon the Reserve Fund, and uses constitutional parameters as they exist in our Constitution and Bylaws to the greatest extent possible. This budget will look very familiar to you as it is structured very much like the annual budget you have approved the past three years.

Input has been received from many sources. MEC Presidents provided us with their completed surveys related to negotiations and system board budgets. The Collective Bargaining and Legal Departments provided guidance and input on these as well. Additional information was provided by the Officers, all other Departments, and the ISR's. Very importantly, the elected leaders on the AFA Finance Committee provided invaluable input.

Revenue, for the most part is based upon our existing membership at the current CWA Dues Average, which is \$50.00 per member per month. No revenue is projected for Omni or Silver, as they are still in first contact negotiations. Other revenue is projected from a negotiated reimbursement with United Airlines, however, expenses incurred will cover that revenue.

While we are reflecting a balanced budget proposal, this budget does include many underlying assumptions, most of which are typical and traditional.

We hope to address many of your questions about this 42-page document in various ways ahead of our scheduled meeting. Conference calls will be scheduled to focus on the key points within the budget as well as the agenda items or feel free to phone or email me if you have any questions. Finally, let any of the International Officers know if you would like their attendance at your Local Meeting prior to the BOD.

501 Third Street NW, Washington DC 20001
(Phone: 800.424.2401 – Fax: 202.434.1319)

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

SUBJECT: Electronic Balloting (Sections IX.H. & IX.M.)

STATEMENT OF QUESTION:

Should the AFA-CWA process for conducting Local Officer elections be modified to comply with a recent election process decision pertaining to electronic balloting?

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

BACKGROUND INFORMATION:

In April 2014, the Allied Pilots Association (APA) conducted an election of Local Officers that was successfully challenged.

In November 2015, the Department of Labor (DOL) issued a Stipulation of Settlement that deemed the electronic balloting procedures used in that election could potentially cause the secrecy of the vote to be compromised.

The findings and rationale for their decision stems from the balloting process in that the electronic balloting software “held” the electronic votes with the identity of the voter until the time to count the votes. The software kept these together so a credentials/eligibility update on the Count Date could determine if anyone became ineligible, e.g., fell into Bad Standing, transferred out, etc.

Procedures currently used at AFA mirror those that were successfully challenged, and the changes included in the Proposed Resolution provide the necessary update.

The resolution within the DOL Stipulation of Settlement was that a vote must be counted at the time it is cast so that the Voter ID and vote are not “held” at all. Because of this, there is no subsequent credentials/eligibility check, so all on the initial eligibility list remain eligible for the duration of the election. Because of this, no vote that is cast by a voter who is eligible or becomes eligible will ever be deemed void.

A second aspect, which will be noticed by members, is that one will not be able to re-vote. Since the vote is counted at the time that it is cast and the voter ID is separated from the vote, there will be no way to over-write the previous cast vote.

PROPOSED RESOLUTION:

WHEREAS, electronic balloting has become the standard that members expect when voting in Local Officer elections, resulting in greater member satisfaction and higher member participation; and,

WHEREAS, a recent Department of Labor (DOL) Stipulation of Settlement has further defined the DOL position with respect to acceptable procedures to follow; and,

WHEREAS, AFA-CWA is committed to updating internal procedures to ensure compliance with both constitutional provisions and DOL regulations;

THEREFORE BE IT RESOLVED, that Section IX.M.3., M.5., M.7., M.12., and M.13. be amended as follows, with all other paragraphs with in Section IX.M. remaining the same:

M. Electronic Balloting Procedures

3. **The database shall be updated for verification of membership status, standing, and eligibility to vote with the most recent information available to generate the voting notice to be sent to the membership.** Any member attaining eligibility status subsequent to the initial polling date shall be granted access to an electronic ballot upon request. **No one on the initial verified eligibility list that has voted will have her or his vote deemed to be void.**
5. Members may ~~vote or change their vote as often as they choose during the balloting period. Only the last vote as of the close of the polling period shall be counted~~ **not change their vote.**
7. Ballot Count – **The count will take place** after the close of the polling period. ~~but prior to the final tally of all votes received, the database shall be updated for verification of membership status, standing, and eligibility to vote with the most recent information available.~~
12. Ballots will **not** be voided for the following **any** reasons:-
 - a. ~~Ineligible to vote (bad standing)~~
 - b. ~~Ineligible to vote (other than bad standing)~~
 - e. ~~Any remarks or notations identifying the voter~~
13. Tally and Certification Report shall show:
 - a. Number of eligible voters
 - b. Dates and times of the polling period
 - c. Number of ballots cast
 - d. ~~Number of ballots voided~~ **Not used.**
 - e. Results of tally
 - f. Signatures of Committee members certifying the vote.

BE IT FURTHER RESOLVED, that Section IX.H. be amended to add this paragraph in compliance with DOL procedures on electronic balloting for officer elections:

H. Additional Procedures for Local Council Elections

4. Electronic balloting will be used to conduct Local Officer Elections.

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

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

SUBJECT: Direct Membership Election of Master Executive Council Officers
(Article VIII.B.1. & 2.)

STATEMENT OF QUESTION:

Should the AFA-CWA Constitution and Bylaws (Article VIII.B.) be amended to provide for Direct Membership Election of Master Executive Council Officers by the membership of each AFA-CWA airline?

SOURCE AND DATE SUBMITTED: CAL 60, 63, 64, 36, 37 – March 17, 2016

BACKGROUND INFORMATION:

For years, the subsidiary Continental membership have strongly expressed the desire to have the ability to elect their representatives at all levels of their union. For all elected Officers to be accountable to the rank and file membership. This process provides Flight Attendants with the ability and greater motivation to be directly involved and engaged in the selection of their leaders.

As additional information to consider, please see the notes that follow.

Notes:

1. In this age of social media, YouTube, campaign websites, the previous concerns regarding the cost of campaigning within a carrier for MEC Officer positions is greatly diminished.
2. MEC Officers being directly accountable to the membership promotes transparency as well as active membership participation and membership trust.
3. The role of the Local President would continue to be the spokesperson of their respective Local Council at MEC meetings. The MEC Officers would be accountable to the membership of the carrier, including the LECP's.

PROPOSED RESOLUTION:

WHEREAS, achieving a more inclusive and democratic union serves the interest of all members of AFA-CWA, and

WHEREAS, direct membership election of union officers not only provides for a more inclusive and democratic union, it encourages greater membership involvement and engagement in the union and in the selection of their leaders,

THEREFORE BE IT RESOLVED that the AFA-CWA Constitution and Bylaws Article VIII, Section B, paragraphs 1 - 2 be amended and replaced with the following:

1. Nomination Procedures

- a. No later than one hundred and fifty (150) days before the start of the term of office, the International Secretary-Treasurer of the Union shall cause nominating ballots, commitment to serve statements and cover letters to be mailed to all active members of all Local Councils within that MEC. For all Local Councils located outside of the United States the time frame shall be two hundred and ten (210) days before the start of the term of office. For newly organized carriers, the nominating ballots, commitment to serve statements and cover letters shall be mailed to all active members of Local Councils no later than sixty (60) days following the appointment of Temporary Master Executive Council Officers.
- b. Nomination procedures shall be conducted by secret ballot.
- c. Each active member in good standing may nominate one (1) candidate for the office of President, Vice President and Secretary.
- d. Nominating ballots, executed by active members in good standing, shall be sent to the International Secretary-Treasurer of the Union prior to the count date specified on said nominating ballot.
- e. Nominating ballots of active members in good standing shall be certified and tallied under the supervision of the Ballot Certification Committee at the International Office.

- f. (1) The Ballot Certification Committee shall determine a candidate's commitment to serve as an elected Officer by any one (1) of the following:**
- (a) Receipt of a commitment to serve card with the nomination ballot.**
 - (b) Written notification prior to the count date.**
 - (c) Checking the indicated block on the transmittal envelope.**
- (2) If a commitment to serve has not been indicated as outlined in C.1.f. (1) above, the AFA Membership Services Department will contact the nominee through email, phone calls(s), and regular mail letter requesting a commitment to serve statement, with the exception that no email, phone calls(s), and regular mail letter will be sent to a candidate with less than two (2) nomination votes. Verbal confirmation upon receipt of email, phone calls(s), and regular mail letter, confirmed in writing, may also serve as notification of a candidate's commitment to serve.**
- (3) The International Secretary-Treasurer of the Union shall cause the names of all nominees who received at least two (2) nomination ballots and who have indicated their commitment to serve to be placed on the official Master Executive Council Officers election ballot.**

2. Election Procedures

- a. (1) No later than ninety (90) days before the start of the term of office, the International Secretary-Treasurer of the Union shall cause election ballots to be mailed to all active members of those Local Councils within the United States scheduled for Master Executive Council Officer elections as provided in Section 3. below. For all Local Councils located outside of the United States, ballots will be mailed one hundred and twenty (120) days before the start of the term of office. The election ballot shall list the names of the nominees for each Master Executive Council office in alphabetical order. Each active member in good standing may vote for one (1) candidate for each Master Executive Council office. Nothing in this Constitution and Bylaws shall prohibit the write-in and election of an eligible member for Master Executive Council office. Such election shall be conducted by secret ballot.**

- (2) Master Executive Council Officer election ballots executed by the active members in good standing of each Local Council shall be returned to the International Office no later than sixty (60) days before the start of a term of office, or before a date established by the International Secretary-Treasurer of the Union. Ballots shall be validated and tallied under the supervision of the Ballot Certification Committee. It shall certify the election results and notify the International Secretary-Treasurer of the Union, who shall promptly mail a copy of such certification to the successful candidates and to all the respective Local Council members. All nomination and election ballots and the transmittal envelopes in which they were received, shall be retained at the International Office for at least the duration of the terms of office for which the balloting was conducted.
- (3) In cases where ties develop in the election process, the two (2) or more candidates who are tied shall participate in a runoff election by mail ballot that will be held as soon as practicable after the initial balloting is completed.
- (4) In the event no eligible member is elected as Master Executive Council President, Vice President or Secretary, the International Secretary-Treasurer of the Union shall immediately arrange for additional balloting for such office.
- b. The election of Master Executive Council Officers shall be completed and the successful candidates notified of their election by the International Secretary-Treasurer of the Union no later than the first day of the month preceding the term of office. These amendments shall take effect for all elections commencing voting on or after June 1, 2016.

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

SUBJECT: Nomination and Election Process (Article VIII.C.)

STATEMENT OF QUESTION:

Should Article VIII.C. be modified so as to provide for a more cost-effective process for nomination and election processes?

SOURCE AND DATE SUBMITTED: Council 60, 64, 36 – March 17, 2016

BACKGROUND INFORMATION:

The process to nominate candidates for Local Officer positions is costly and complex. Given that a prospective candidate needs only one other Active Member in Good Standing to provide a nomination, the process can be made much simple and achieve this same result.

A simplified process would be for any Active Member in Good Standing to complete a Commitment to Serve as a self-nomination, and secure one other member to second the nomination. This can be achieved without the unnecessary expense of a secret ballot.

The savings for this change would be about \$75,000 over the course of an election cycle.

Elections could also be simplified, which could generate a potential cost savings. The simplification would be to forgo an election when a candidate is running unopposed by considering the sole candidate as duly elected. Given anyone with only a single supporter can be placed on the ballot, the need to conduct an election for an unidentified write-in candidate appears unnecessary.

While the savings for this change could be sizable, there is no way to predict how many elections would be unopposed, and thus duly elected.

PROPOSED RESOLUTION:

WHEREAS, significant savings can be achieved by simplifying the process to nominate candidates for Local Officer positions; and,

WHEREAS, the election process can be simplified by considering an unopposed candidate as “duly elected;”

THEREFORE BE IT RESOLVED, Article VIII.C.1. be changed as follows:

C. Local Council Officers and CWA Convention Delegates

1. Nomination Procedures

- a. No later than one hundred and fifty (150) days before the start of the term of office, the International Secretary-Treasurer of the Union shall cause ~~nominating ballots,~~ **notifications of** commitment to serve statements ~~and cover letters~~ to be ~~mailed~~ sent to all active members of all Local Councils within the United States scheduled for election as provided in Paragraph 3. of this Section. For all Local Councils located outside of the United States the time frame shall be two hundred and ten (210) days before the start of the term of office. The International Secretary-Treasurer of the Union shall notify the Local Council President thirty (30) days prior to distributing said ~~nominating ballots~~ **notification.** For newly organized carriers, the ~~nominating ballots,~~ **notifications of** commitment to serve statements ~~and cover letters~~ shall be ~~mailed~~ **sent** to all active members of Local Councils no later than sixty (60) days following the appointment of Temporary Local Council Officers.
- b. Nomination procedures shall be ~~conducted by secret ballot~~ **by self-nomination with requirement of securing the support of one additional active member in good standing.**
- c. (1) Each active member in good standing may ~~nominate one (1)~~ **self-nominate her or himself to be** a candidate for the office of President, Vice President ~~and~~ **or** Secretary.
 - (2) The ~~member shall be responsible for determination of that member's nominee's commitment to serve prior to nomination~~ **prospective candidate is responsible for securing the support of at least one additional active member in good standing and identifying the member(s) on the commitment to serve statement.**
- d. ~~Nominating ballots, executed by active members in good standing,~~ Commitment to Serve statements shall be sent to the International Secretary-

Treasurer of the Union prior to the count date specified on said nominating ballot **and received by the announced close of nominations.**

- e. ~~Nominating ballots~~ Commitment to serve statements of active members in good standing shall be certified ~~and tallied~~ under the supervision of the Ballot Certification Committee at the International Office.
- f. (1) The Ballot Certification Committee shall determine legitimacy of a candidate's ~~commitment to serve as an elected Officer~~ supporter by any one (1) of the following:
- (a) ~~Receipt of a commitment to serve card with the nomination ballot~~ **At least one phone call and email to the supporter's designated phone and email address.**
 - (b) ~~W~~**Receipt of written notification from the** supporter prior to the ~~count~~ **election** mail date.
 - (c) ~~Checking the indicated block on the transmittal envelope.~~
- (2) If a commitment to serve has not been indicated as outlined in C.1.f.(1) above, the AFA-CWA Membership Services Department will contact the nominee through email, phone call(s), and regular mail letter requesting a commitment to serve statement ~~with the exception that no email, phone call(s), and regular mail letter will be sent to a candidate with less than two (2) nomination votes.~~ Verbal confirmation upon receipt of email, phone call(s), and regular mail letter, confirmed in writing, may also serve as notification of a candidate's commitment to serve.
- (3) The International Secretary-Treasurer of the Union shall cause the names of all nominees who received at ~~least two (2)~~ **one (1)** nomination ~~ballots~~ and who have indicated their commitment to serve to be placed on the official Local Council election ballot.

BE IT FURTHER RESOLVED, a new Article VIII.C.2.a.(5) be added:

(5) In the event that the only one candidate returns a commitment to serve in a timely manner, such candidate shall be considered duly elected to the desired position.

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

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MAY 23-24, 2016
ATLANTA, GEORGIA

SUBJECT: BOD Meeting – Agenda (Articles V.D. & V.E.)

STATEMENT OF QUESTION:

Should the Agenda for BOD Meetings be revised?

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

BACKGROUND INFORMATION:

It is clear that many Board Delegates are concerned with the high cost and use of resources on an annual basis. It is equally clear that many Board Delegates find value in gathering the entire Board on an annual basis.

Significant cost-savings of up to \$200,000 can be achieved if the Board alternates between a “full” regular BOD Meeting in the even years, and a “budget-only” BOD Meeting in the odd years.

The regular meeting in even years would be the same or similar to BOD Meetings that are currently conducted. The budget-only meetings in the odd years would be similar to the budget-only BOD Meetings that have been conducted in the past. The most notable difference is that these are completed within a day, so costs are significantly reduced.

The Board could decide to conduct this budget-only BOD Meeting in conjunction with the CWA Convention, or plan it as a stand-alone meeting. Additionally, it would be conducted within the same time frame of February 1st through May 15, unless the Board was to decide otherwise. International Officer elections are conducted every four years in even years, so this process would continue to be conducted at a “full” regular meeting.

Provisions enabling Special Meetings and Changing the Order of Business remain in place.

A separate and distinct change to the agenda of BOD Meetings involves incorporation of a time to present an “In Memoriam.” By way of a Floor Resolution at the 2015 Board of Directors Meeting, the BOD directed time be placed on the BOD Meeting program to conduct a Memoriam to recognize those members, volunteers, activists, and leaders who have passed away since the last meeting.

PROPOSED RESOLUTION:

WHEREAS, the AFA-CWA Board of Directors wishes to continue a practice of meeting on an annual basis; and,

WHEREAS, Board delegates recognize the high cost and use of resources when conducting full regular BOD Meetings on an annual basis, and want to ensure the most effective and efficient use of dues dollars; and,

WHEREAS, the intent is to ensure an efficient use of resources by conducting this budget-only BOD Meeting in a single day with consideration given to conducting the meeting in conjunction with the CWA Convention, even if it is outside the normal time frame; and,

WHEREAS, International Officer elections are conducted every four years in even numbered years, and that process will not change; and,

WHEREAS, other provisions enabling special meetings and changing the order of business remain in place to ensure the Board retains the flexibility to adapt as necessary to represent the needs of the membership;

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

D. Regular and Special Meetings

1. A ~~regular~~ meeting of the Board of Directors shall be held once every year. The date shall be between 01 February and 15 May.
 - a. **During even numbered years, a regular Board meeting will be conducted per the normal agenda contained in Article V.D.3. During odd numbered years, the Board meeting will follow the same agenda with the proposed annual budget as the only agenda item.**
 - b. The regular 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 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 meeting.

3. Subject to Paragraph 4 below and Article VIII.A., the order of business at annual Board of Directors meetings normally shall be:
 - a. Call to order by Chairperson
 - b. Roll Call of Delegates
 - c. Announcement of unrepresented Local Councils
 - d. Communications
 - e. Report of International Officers
 - f. Nomination and Election of International Officers, if required
 - g. Ratification of Agenda Committee Assignments, **if required**
 - h. Committee Reports
 - i. **In Memoriam**
 - j. Unfinished Business
 - k. New Business and Special Events
 - l. Good and Welfare
 - m. Adjournment
4. The Board of Directors may change the order of business by majority vote whenever it deems necessary.
5. a. Special meetings of the Board of Directors may be called at any time by the Executive Board or the International President.
 - b. Whenever thirty percent (30%) of the active membership petitions the International Secretary-Treasurer of the Union requesting that the Board of Directors be called into session, the International Secretary-Treasurer shall, within seven (7) days, ballot the active membership on the question of whether or not the Board of Directors shall be called into session. Said ballot shall state the issue or issues upon which the petitioners desire the Board of Directors to act, and shall state a reasonable count date for the ballot. If a majority of the active members vote in favor of calling the Board of Directors into session, the International Secretary-Treasurer shall, within seven (7) days from said count date, mail notice of such meeting to all members of the Board of Directors by certified mail, return receipt requested, fixing the date for convening such meeting, which date shall not be less than seven (7) days nor more than fourteen (14) days from the date of mailing such notices.
 - c. The Board of Directors in a special meeting may adopt any order of business it deems necessary, provided that any deviation from the announced agenda for special meetings will require a two-thirds (2/3) majority vote of the Board of Directors.

BE IT FURTHER RESOLVED, that Article V.E. be amended as follows:

E. Agenda Submission Procedure

1. At all regular ~~annual~~ meetings of the Board of Directors, the following procedure shall apply with respect to submission of agenda items:
 - a. All agenda items must be reduced to writing and shall include an explanation of the action proposed.
 - b. Such items shall be approved by either the Local Council, Master Executive Council, Executive Board, Standing Committees or International President.
 - c. All submissions must be received by or bear a postmark date not later than sixty (60) days prior to the first day of the Board meeting.
 - d. No later than thirty (30) days prior to the Board meeting, the International Secretary- Treasurer shall transmit to the members of the Board of Directors the items which have been thus duly placed on the agenda, and at that time furnish the members of the Board of Directors their individual committee assignments, and each committee's known agenda items.
 - e. Agenda items shall be published as submitted. No additions, deletions or editing may be made without the permission of the sponsor.
 - f. Late agenda items may be submitted by a delegate, Master Executive Council or the Executive Board during the first two (2) days of the **regular** Board meeting. The International President may submit an agenda item at any time. Acceptance of late agenda items shall be approved by a two-thirds (2/3) majority vote of the Board of Directors.
 - g. All agenda items which may involve expenditures shall be expensed by the Budget Committee or the General Manager before they are reported out of Agenda Committee.
2. When an agenda item has been properly submitted as provided above, a Master Executive Council may at any time up through the first two (2) days of the **regular** Board meeting, in writing, endorse any such item. By thus endorsing the item, the Master Executive Council shall hereby become cosponsor of the agenda item.
3. Endorsement of any item may be withdrawn, provided, however, withdrawal of any item from the agenda may be accomplished only by concurrence of all sponsors.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FOURTH BOARD OF DIRECTORS MEETING
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ATLANTA, GEORGIA**

SUBJECT: Continuing Committees – Elections (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 15, 2016

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 on the Executive Board conference call on April 1, 2016.

The Executive Board directed that a list of nominated names be finalized and provided to the Board of Directors for consideration and final approval.

PROPOSED RESOLUTION:

A. Finance – 6/1/2016 – 5/31/2018

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	Heather Coleman	HZN 16 LECP
501-2,999 members	Justin Phillips Sherrie Thompson	MSA 56 Member FA9 MEC S-T
over 3,000 members	Terry Taylor Dante Harris Jeff Heisey	ALA 19 Member UAL 12 LECP UAL MEC S-T

B. Negotiations Policy - 6/1/2016 - 5/31/2018

WHEREAS, the Negotiations Policy Committee consists of four members;

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

Kelly Wells	ALA 19 Member
John Grace	AMR 52 MEC VP
Charlie Hromjah-Black	CAL 62 Member
Greg Davidowitch	UAL 21 Member

C. International Affairs - 6/1/2016 - 5/31/2018

WHEREAS, the International Affairs Committee consist of four members;

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

Natasha Glasper	MIA MEC P
Steve Brooks	CAL 62 Member
Jorge Buchelli	SPR MEC P
Rick Gonzalez	UAL 38 LECP

D. Leadership Development - 6/1/2016 - 5/31/2018

WHEREAS, the Leadership Development Committee consists of four members;

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

Laura Masserant	ALA 19 LECP
Krystle Cook	ALA 19 Member
Jaci-Ann Chung	HAL 43 LECP
Anita Jwanouskos	PED MEC P

E. Political / Legislative – 1/1/2017-12/31/2018

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

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

Beverly Bullock	ALA MEC Gov't Affairs Chair
Mary Oswald	AMR MEC Gov't Affairs Chair
Ginny McDavit	CAL 64 Gov't Affairs Chair
Mary Garton	UAL 12 Member
Diane Tucker	UAL 11 Member (Alt)

F. Strategic Planning - 6/1/2016 - 5/31/2018

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	Heather Coleman	HZN 16 LECP
501-2,999 members	Brian Palmer	ALA MEC VP
	Robert Barrow	AMR 52 LECP
	Angie Piller	FA9 71 LECP
over 3,000 members	Denny Wheeling	CAL 64 LECP
	Dante Harris	UAL 12 LECP

G. Crew Accommodation and Transportation Policy Committee –
6/1/2016 - 5/31/2018

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	Franz Decordova Jaime Martinez	MIA MEC S-T ARW 03 Member
501-2,999 members	Matt Mitchell	HAL MEC Hotel Chair
over 3,000 members	VACANCY Marian Drabosenik	UAL MEC Hotel Committee

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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.

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SUBJECT: Dues – Prepayment of Annual Dues (Article XI.B.4.)

STATEMENT OF QUESTION:

Should the 10% discount for prepayment of annual dues be reinstated?

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

BACKGROUND INFORMATION:

This discount for annual dues was introduced at a time when interest rates were high and it made fiscal sense for the Union to collect dues on an annual basis. The 10% discount far exceeds the financial benefit to the Union and results in reduced resources available to provide representation to members.

Initially, this provision was inserted into the Constitution because it was fiscally advantageous to the Union to receive the dues moneys earlier. Given the current very low interest rates, it is no longer fiscally prudent to retain this provision.

The 2015 Board of Directors eliminated the 10% reduction with the proviso that the concept be reintroduced and voted upon as an advanced agenda item in 2016.

PROPOSED RESOLUTION:

WHEREAS, as a result of action of the 2015 Board of Directors, a significant savings was achieved by eliminating the 10% discount for prepayment of annual dues; and,

WHEREAS, the resolution in 2015 required that this provision be re-introduced as an advanced agenda item;

THEREFORE BE IT RESOLVED, Article XI.B.4. be reinstated as follows:

4. Prepayment of Annual Dues

Any member may pay dues annually in advance prior to July 1 of any year, instead of quarterly and a ten percent (10%) discount will be granted to such member on such annual prepaid amount.

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SUBJECT: Authority to Establish Local Councils (Articles III.A.3. & VI.B.1.i.)

STATEMENT OF QUESTION:

Should Articles III.A.3. and VI.B.1.i. be amended to allow a Master Executive Council be the sole authority on establishment of a new council?

SOURCE AN DATE SUBMITTED: Council 60, 63, 64, 36, 37 - March 17, 2016

BACKGROUND INFORMATION:

Each MEC knows the needs and circumstances of their own union business. As long as the minimum provisions are met in Section 1.I. of the Policy Manual, a MEC vote should suffice in determining opening new Local Councils in new bases.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, that Article III.A.3.a. and b. shall be amended as follows:

3. Authority to Establish Councils
 - a. The ~~Executive Board~~ **Master Executive Council** shall have the authority to establish Local Councils and create new Councils for the purpose of representation, ~~and~~. **The Executive Board will** make assignments to election categories.
 - b. The number and location of Local Councils, **as well as the Local Council number** shall be recommended by the Master Executive Council and final determination shall be made by the Executive Board.

BE IT FURTHER RESOLVED, that Article VI.B.1.i. shall be deleted, and subsequent subsections re-numbered accordingly.

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SUBJECT: Flight Pay Loss (FPL) Accountability

STATEMENT OF QUESTION:

Should existing policies be further refined to ensure compliance with the Constitution and Bylaws and Federal Regulations?

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

BACKGROUND INFORMATION:

Article XV.A. of the AFA-CWA Constitution and Bylaws (C&B) states the following:

Every AFA-CWA officer and representative, whether elected or appointed, has a high fiduciary duty and sacred trust to serve the best interests of the members honestly and faithfully.

It is recognized that union work is voluntary in nature, and that for the most part, Officers and Representatives contribute much of their time voluntarily. In reality, it is also recognized that there is a need to reimburse individuals for flight hours lost due to performing union work. Finally, it is well understood that FPL is typically the highest cost incurred in any budget.

A high priority for AFA is that the use of FPL is beyond ethical reproach, and done so in a manner fully compliant with our C&B. Further, DOL requirements highlight the need to keep real-time records of FPL expenditures. To guide us, there are various Articles and Sections of the C&B that contain provisions related to reimbursements of Flight Pay Loss (FPL) and Expenses. These include the following:

Articles

- I.R. There shall be no salary for any Officer, except per Article IV.H.
- IV.H. Salary provisions for International Officers

Sections

- IV.B. No Salaries for MEC Officers
- IV.D. FPL Reimbursement Procedures
- IV.D.4. Return of Lost Vacations
- IV.E. Time Limitations for Submissions

These constitutional provisions and other policies and procedures are designed to ensure accountability and transparency.

Due to some potential problems brought to the attention of the International Officers, it may be desirable to further delineate some procedures related to FPL administration. These would ensure the following:

- Must ensure compliance that Flight Attendants doing union work are not salaried employees of the Union
 - o FPL must relate to normal earnings of the F/A member
 - o There must be a connection between FPL hours and normal flight hours lost
 - o If hours are not “lost” in sense of trips released, FPL hours must relate to schedule that could have been held given seniority in base to ensure reasonableness
 - o There must be a balance between FPL Hours; Flight Hours Lost; and Hours Worked on behalf of the membership

- Must ensure budgetary compliance
 - o FPL should be charged to the budget under which work is performed
 - o FPL must be moderated and monitored to ensure over budget conditions are not created

- Must ensure transparency
 - o This enables members to hold leaders accountable

- Must ensure proper documentation
 - o This is necessary to ensure compliance with C&B and budgetary limitations
 - o This provides the basis for reporting to the DOL
 - o DOL would expect certain procedures to document that FPL is used in accordance with C&B and for the benefit of the membership
 - o This enables transparency so members can hold leaders accountable
 - o Activity Reports will document that union work was performed (An online portal could be developed to facilitate and simplify the record-keeping process to document FPL hours, hours worked, and project that was worked.)

PROPOSED RESOLUTION:

WHEREAS, maintaining a high fiduciary duty and sacred trust to serve the best interests of the members honestly and faithfully is principle of utmost priority; and,

WHEREAS, Flight Pay Loss (FPL) is not only one of the highest costs encountered by the Union, but a necessity to ensure that union Officers and Activists recoup the pay associated with flight hours lost due to performance of union work; and,

WHEREAS, various Articles and Sections of the AFA-CWA Constitution and Bylaws (C&B) as well as the Department of Labor (DOL) regulations both provide guidance on acceptable practices and procedures; and,

WHEREAS, compliance with C&B provisions and DOL regulations would be further assisted by more detailed guidance within the AFA-CWA Policy Manual;

THEREFORE BE IT RESOLVED, that Section IV.D.1. be amended as follows:

D. Reimbursement Procedure

1. Flight Pay Loss Reimbursement Procedure

a. Reimbursement for Flight Pay Loss (**FPL**) directly from the Union is accomplished by submitting a record of trips lost on a Union Report of Flight Pay Loss form which may be obtained from the Local Council President or the Accounting Department at the International Office. Such Report of Flight Pay Loss shall be submitted by the member at the time of trip(s) dropped and s/he shall be immediately reimbursed. Company pay vouchers for the month during which a trip(s) were lost must be submitted when received by the flight attendant.

b. Authorizing a number of hours of FPL for an individual must recognize that per Article I.R., FPL should not be considered a salary from the Union. Instead, FPL is a reimbursement for flight hours lost due to work performed for the Union on behalf of the membership, FPL hours must not only relate to flight hours lost, but must relate to hours of work performed and any applicable budgetary limitations.

c. Approved FPL hours must be charged to a budget that would normally be associated with the work performed.

d. Documentation of FPL hours is the responsibility of the person receiving the FPL, as overseen by LEC President, MEC President, or other individual responsible for the applicable budget. Documentation should be sufficient to substantiate that work on behalf of the membership was performed, and should be collected on a monthly basis through activity reports to correlate to the FPL billing period.

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

SUBJECT: Negotiations Policy - Tips from Onboard Sales (Section VI.C.35.)

STATEMENT OF QUESTION:

Should Section VI.C.35. be amended to include the practice of tipping for onboard sales?

SOURCE AN DATE SUBMITTED: Frontier MEC - March 11, 2016

BACKGROUND INFORMATION:

In the fall of 2015, Frontier Airlines introduced to new credit card sales device for the purpose of maintaining a cashless cabin for all on-board sales. The device includes the ability for passengers to add a tip on top of their purchase. The tips are shared by all Flight Attendants working that leg of the flight, and each Flight Attendant's accumulated tips for the month will be paid in their paychecks approximately 50 days later.

Although performing on-board sales is a required duty, there is no ability (at this time) for a flight attendant to opt out of receiving tips. No other airline in the United States provides a means for passengers to add a tip to their on-board purchase using a credit card device. Frontier is the first, and will most likely not be the last.

There is no language in the Constitution and By-Laws that gives the Association of Flight Attendants-CWA a position on this issue.

PROPOSED RESOLUTION:

WHEREAS, receipt of “tips” from sales of onboard products or services is a new factor within the airline industry that could provide additional income to members; and,

WHEREAS, AFA-CWA would adamantly oppose a management approach that lowers hourly wages by imposing a compensation package based upon tips;

THEREFORE BE IT RESOLVED, that Section VI.C.35. of the AFA-CWA Policy Manual be amended as follows:

35. AFA-CWA shall adamantly oppose any management effort to lower hourly wage rates by imposing a compensation package requiring a flight attendant to make up for lost wages through income earned by commission **or tips** from sales of on board products and services. AFA-CWA shall also oppose any management attempt to propose future pay raises based ~~exclusively~~ on commission **or tip**-based sales of on board products and services. **AFA-CWA shall further adamantly oppose any management effort to require sales quotas for on board sales as a means of punitive action toward a flight attendant.** Commission **and tip** income that is earned in addition to contractual hourly wages and which benefit our members is acceptable.

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

SUBJECT: Negotiations Policy – Preamble & First Contracts (Section VI.)

STATEMENT OF QUESTION:

Should the AFA-CWA Policy Manual include language in the Contract Negotiations section that supports a focus on timely conclusion of first contract negotiations?

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

BACKGROUND INFORMATION:

There is a need to insert a level of “urgency” to all contract negotiations, but especially to that of negotiating first contracts. Consideration should be given to creating urgency around deadlines, defined priorities, and membership engagement.

Negotiation of first contracts in a timely manner is a matter of critical importance to AFA-CWA. Without the protections of a first contract, Flight Attendants will continue to be fired at will with few legal protections. These same Flight Attendants organized in order to gain job security and improve their working conditions, but employers use delay tactics to withhold the protections and full benefits of unionization.

PROPOSED RESOLUTION:

WHEREAS, our primary purpose as a Union is to provide every measure of job security possible; and,

WHEREAS, the benefits of organizing are only truly realized for the membership upon ratification of the first contract;

THEREFORE BE IT RESOLVED, that the following Preamble to Section VI. of the AFA-CWA Policy Manual shall be inserted prior to Section VI.A:

The negotiation of industry-leading collective bargaining agreements covering Flight Attendant rates of pay, benefits, work rules and working conditions, and retirement forms the “bedrock” reason for the existence of all labor unions, and is a key aspect of the Mission Statement of the Association of Flight Attendants-CWA. To achieve that end, the Union is committed to establishing policies and practices that ensure that its members obtain the greatest benefit possible from the collective bargaining process. Most significantly, AFA negotiates contracts that reflect the priorities of the membership and raise the standard of living for all Flight Attendants.

BE IT FINALLY RESOLVED, that the following language be inserted as a new Section VI.B.11. of the AFA-CWA Policy Manual:

11. First Contracts: The following special considerations shall govern the negotiations of first collective bargaining agreements. Negotiations of a first contract shall be the number one priority of the Transitional Master Executive Council. In order to achieve an effective and expeditious bargaining process, the Transitional MEC President/Negotiating Committee, in consultation with the International President and the Director of Collective Bargaining, will develop a strategic bargaining plan that recognizes both the priorities as identified by our members and the need to achieve the protections of a first contract in the most expeditious manner possible. The timely negotiation and conclusion of a first contract is necessary to continue the momentum from the representation election, capitalize on the new AFA members’ desire for Union representation, and satisfy the reasons these members chose to become AFA Members. Benchmarks will be established to identify management stall tactics and ensure negotiations are being conducted in the most expeditious fashion possible.

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

SUBJECT: Never Forget 9/11 Honor Guard

STATEMENT OF QUESTION:

Should a “Never Forget 9/11 Honor Guard” be established?

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

BACKGROUND INFORMATION:

As an organization and as individuals we have pledged to Never Forget our Flight Attendant Heroes from September 11. Each year solemn memorials and commemorations take place at the National September 11 Memorial in New York, the National 9/11 Pentagon Memorial, and the Flight 93 National Memorial in Shanksville, PA. An official AFA “Never Forget 9/11 Honor Guard” will help to ensure that we honor our pledge and that our Heroes are remembered each year, in perpetuity, with Flight Attendant representatives in uniform.

The 9/11 Honor Guard would be selected by the Executive Board each year from among volunteers in recognition of their service and dedication to projects and events in support of our Never Forget legislative agenda. This is envisioned as a way to recognize service in the cause of our Never Forget initiatives, to attract new activists, to represent our union and our flying partners at these annual memorials, and to educate succeeding generations of Flight Attendants about our 9/11 legacy.

It is anticipated that costs associated with the 9/11 Honor Guard would include a nominal amount of flight pay loss, hotel and travel expenses associated with attending memorial events. The 9/11 Honor Guard would be responsible for placing the flowers already approved by the Board of Directors and for other ceremonial duties in connection with the memorials.

At its September 2015 in-person Meeting, the Executive Board directed that an advanced agenda item be submitted to the 2016 AFA-CWA Board of Directors to establish this Never Forget 9/11 Honor Guard.

PROPOSED RESOLUTION:

WHEREAS, AFA-CWA has pledged to Never Forget our 9/11 Flight Attendant Heroes; and,

WHEREAS, the presence and participation of Flight Attendants in annual 9/11 memorials and ceremonies at the National September 11 Memorial in New York, the National 9/11 Pentagon Memorial, and the Flight 93 National Memorial in Shanksville, PA will ensure the memory of our Flight Attendant Heroes;

THEREFORE BE IT RESOLVED, that the AFA-CWA Executive Board directed that an advance agenda item would be submitted to the 2016 AFA-CWA Board of Directors to establish a 9/11 Honor Guard, which would be selected each year from among volunteers in recognition of their service and dedication to projects and events in support of our Never Forget agenda; and,

BE IT FURTHER RESOLVED, that the AFA Government Affairs Department, in consultation with the International Officers, shall establish an application form that may be submitted for consideration as an Honor Guard member after volunteer work of one day on our Never Forget agenda with the understanding that members who volunteer may submit an application after each day of activism; and,

BE IT FURTHER RESOLVED, that the AFA-CWA Executive Board, pending approval of the AFA-CWA Board of Directors at its 2016 Meeting, shall review the applications during its July meeting and select the first annual Honor Guard for attendance at remembrance services marking the 15th years since the events of September 11, 2001; and,

BE IT FURTHER RESOLVED, that adequate funding shall be provided to ensure that the 9/11 Honor Guard may carry out its duties each year; and,

BE IT FINALLY RESOLVED, that the 9/11 Honor Guard shall attend 9/11 memorials and commemorations each year at the National September 11 Memorial in New York, the National 9/11 Pentagon Memorial, and the Flight 93 National Memorial in Shanksville, PA to help to represent our Union and to honor the memory of all of our Flight Attendant Heroes.

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

SUBJECT: Study by the Strategic Planning Committee (SPC)

STATEMENT OF QUESTION:

Should the Strategic Planning Committee (SPC) be tasked with studying provisions of the AFA Constitution and Bylaws (C&B) and make recommendations to the next Board of Director's meeting?

SOURCE AN DATE SUBMITTED: International President – April 15, 2015

BACKGROUND INFORMATION:

From time to time, representation issues arise which the C&B, as written, either does not address or which could be viewed as cumbersome or inefficient.

The Strategic Planning Committee (SPC) could be tasked with reviewing selected constitutional provisions to determine the following: (1) Determine the scope of issues identified as problematic; (2) Explore possible alternative solutions; and, (3) Submit advanced agenda item(s) for consideration by the Board of Directors.

Some provisions that have tentatively been identified that relate to the following topics:

- Minimum number of members to open a Council;
- Minimum number of members to dissolve a Council;
- Provisions for an elected officer to take a leave from her/his union position
- Provisions for when an elected officer is absent from her/his union position
- The number of required officers in transitional councils
- The number of required officers in small councils
- The time line from election until assuming office, including Special Elections

Topics such as these could be identified by the Executive Board and International President for the SPC to study.

PROPOSED RESOLUTION:

WHEREAS, the AFA-CWA Constitution and Bylaws (C&B) is a living document that can and must be adapted as situations arise or change; and,

WHEREAS, recommendations for such changes should be fully considered and vetted before being presented to the Board of Directors for consideration; and,

WHEREAS, various issues have arisen that are either not addressed by the C&B or that current language proves inefficient to address;

THEREFORE BE IT RESOLVED, that the Strategic Planning Committee (SPC) is tasked with considering specific constitutional provisions as identified by the Executive Board, the International Officers, and the SPC; and,

BE IT FURTHER RESOLVED, that the SPC will determine the scope of the issue, explore possible alternative solutions, and submit pertinent advanced agenda items, if warranted; and,

BE IT FINALLY RESOLVED, that the SPC will provide interim working reports to the Executive Board at its next in-person meeting in September 2016 and its 1st Quarterly conference call in 2017, and a final report by March 1, 2017.

MEMORANDUM - Association of Flight Attendants-CWA, AFL-CIO

To: Board of Directors

cc: Executive Board, International Officers

From: Kevin P Creighan, International Secretary-Treasurer

Subject: **BOD Meeting 2016 – Request for Nominations for the Budget Committee**

Date: 29 January 2016

Dear Board Members:

In accordance with the AFA-CWA Constitution and Bylaws, Article V.J.1.d., this memo shall serve as notice to the delegates to the Board of Directors of the four (4) vacancies on the Budget Committee for the meeting convening 23-25 May 2016.

If you are interested in serving as a member of this Committee, please submit your name in writing to me by **March 4, 2016**. The four (4) vacancies will be filled from the names received. Please note, in addition to the individuals selected by the above-referred process, the members of the Finance Committee also serve on the Budget Committee.

Interested delegates may submit their name to me by email: kcreighan@afanet.org or by fax: 202.434.1319.

501 Third Street NW, Washington DC 20001
(Phone: 800.424.2401 – Fax: 202.434.1319)

MEMORANDUM - Association of Flight Attendants-CWA, AFL-CIO

To: Board of Directors

cc: Executive Board, International Officers

From: Kevin P Creighan, International Secretary-Treasurer

Subject: **BOD Meeting 2016 – Nomination for the Edith Lauterbach Merit Award**

Date: 29 January 2016

Dear Board Members:

The Edith Lauterbach Merit Award, Section 1.L.1., was established by resolution at the 1984 Board of Directors meeting. This award is to be made to an AFA-CWA member who has performed outstanding service to our Union. The resolution further determined that the recipient is chosen by a Presidential Committee.

Attached is a nomination form to use for this award. Feel free to solicit nominations from your members. There is no limitation to the number of nominations that can be made from each council or airline.

This award acknowledges a very special AFA-CWA volunteer. While not required by the Constitution to be awarded every year, if we do have deserving nominees, the presentation will be made at the welcoming reception on Monday, May 23, 2016. Nominations must be received by **March 4, 2016**.

Please feel free to fax (202.434.1319) or email your nomination to Kevin Creighan at kcreighan@afanet.org.

Attachment

501 Third Street NW, Washington DC 20001
(Phone: 800.424.2401 – Fax: 202.434.1319)

EDITH LAUTERBACH MERIT AWARD

Due: March 4, 2016 Fax: 202.434.1319 Email: kcreighan@afanet.org

SECTION I.L.1. - EDITH LAUTERBACH MERIT AWARD

“An AFA Edith Lauterbach Merit Award will be conferred on an outstanding union worker each year, when possible. The recipient and award will be determined by a Presidential Committee.”

NOMINATION

NAME _____ AIRLINE _____ COUNCIL _____

UNION BACKGROUND OF NOMINEE

EXCEPTIONAL CONTRIBUTIONS TO AFA

NAME OF NOMINATING PERSON: _____

SIGNATURE: _____

AIRLINE: _____ COUNCIL: _____

MEMORANDUM - Association of Flight Attendants-CWA, AFL-CIO

To: Board of Directors

cc: Executive Board, International Officers

From: Kevin P Creighan, International Secretary-Treasurer

Subject: **BOD Meeting 2016 – Nomination for the Terri Owen Government Affairs Activist Award**

Date: 29 January 2016

Dear Board Members:

The Terry Owen Government Affairs Activist Award, Section I.L.3., was established to honor an AFA-CWA member whose actions have significantly contributed to the advancement and protection of our profession and our union through dedication to AFA-CWA Government Affairs programs.

Attached is a nomination form to use for this award. For your convenience the guidelines, criteria and eligibility requirements for this award are attached on the following page.

Nominations must be received by **March 4, 2016**.

Please feel free to fax (202.434.1319) or email your nomination to Sheri Connor, Executive Administrative Assistant, at sconnor@afanet.org.

Attachment

501 Third Street NW, Washington DC 20001
(Phone: 800.424.2401 – Fax: 202.434.1319)

Terri Owen Government Affairs Activist Award

Due: March 4, 2016

Fax: 202.434.1319

Email: sconnor@afanet.org

The Terri Owen Government Affairs Activist Award is established to honor an AFA-CWA member whose actions have significantly contributed to the advancement and protection of our profession and our union through dedication to AFA-CWA Government Affairs Programs.

Award

The award will be presented at an annual Board of Directors meeting.

Nominations and Selection

Nominations for the Terri Owen Government Affairs Activist Award may come from International Officers, MEC and LEC Presidents, MEC Legislative Affairs Committee Chairs, or the Director of the AFA-CWA Government Affairs Department.

Nominations and the selection of the Award recipient will be governed by the Political/Legislative Policy Committee in consultation with the AFA-CWA International President.

Criteria and Eligibility

Criteria for the Terri Owen Government Affairs Activist Award shall require that the nominee have accomplished two or more of the following criteria in order to be nominated and receive the award:

- Created and implemented a FlightPac fundraising campaign.
- Shown outstanding service as a chair of an MEC or LEC Legislative Affairs Committee.
- Participated extensively and successfully in lobbying for AFA's legislative agenda.
- Demonstrated continuous active participation in campaigns of AFA endorsed candidates for public office.
- Served on national, state or local AFL-CIO Organizations such as Executive Councils, Executive Boards, Labor Councils, Labor Federations or labor- sponsored legislative groups.
- Conducted successful voter registration programs at AFA-CWA councils.

501 Third Street NW, Washington DC 20001
(Phone: 800.424.2401 – Fax: 202.434.1319)

MEMORANDUM - Association of Flight Attendants-CWA, AFL-CIO

To: Board of Directors

cc: Executive Board, International Officers

From: Kevin P Creighan, International Secretary-Treasurer

Subject: **BOD Meeting 2016 – Nomination for Air Safety Awards**

Date: 29 January 2016

Dear Board Members:

The C.B. Lansing Memorial Award for Heroism, described in Section VII.F.1., of the AFA-CWA Constitution and Bylaws, is the highest honor which AFA bestows upon a member and is reserved and awarded for heroism beyond the call of duty. In addition, Section VII.F.3. establishes the AFA Air Safety Award in recognition of outstanding contributions by a member in aviation safety.

If there are candidates for recognition or appreciation of outstanding service in air safety or nominees for the C.B. Lansing Award, please submit the name(s) along with a brief description of their action by **March 4, 2016**. Attached is a form to be used in nominating members. It is not required that these awards be given each year. However, if we do have deserving nominees, we will present the award at this year's Board of Directors meeting during the welcoming reception.

Please feel free to fax (202.434.1319) or email your nomination to Sheri Connor, Executive Administrative Assistant, at sconnor@afanet.org.

Attachment

501 Third Street NW, Washington DC 20001
(Phone: 800.424.2401 – Fax: 202.434.1319)

MEMORANDUM - Association of Flight Attendants-CWA, AFL-CIO

To: Board of Directors

cc: Executive Board, International Officers

From: Kevin P Creighan, International Secretary-Treasurer

Subject: **BOD Meeting 2016 – Nomination for the Peggy Price LEC EAP Award**

Date: 29 January 2016

Dear Board Members:

The Peggy Price LEC EAP Award, described in Section XII.H. of the AFA Constitution and Bylaws, was established in recognition of outstanding team dedication and commitment to the advancement of EAP standards and services within AFA-CWA by an LEC EAP Committee.

The attached form includes the eligibility criteria as well as relevant instructions for submission.

Nominations must be received by **March 4, 2016**.

Please feel free to fax (202.434.1319) or email your nomination to Sheri Connor, Executive Administrative Assistant, at sconnor@afanet.org.

Attachment

501 Third Street NW, Washington DC 20001
(Phone: 800.424.2401 – Fax: 202.434.1319)

THE PEGGY PRICE LEC EAP AWARD

Due: March 4, 2016 Fax: 202.434.1319 Email: sconnor@afanet.org

Section XII.H. The Peggy Price LEC EAP Award was established in recognition of outstanding team dedication and commitment to the advancement of EAP standards and services within AFA by an LEC EAP committee. Eligibility criteria includes:

- Compliance with IEAP standards
- Demonstration of a strong commitment to team work
- Outstanding response to an unusual situation
- Dedication to promoting visibility and mission of AFA EAP
- Secures the trust and confidence of AFA’s leadership and membership
- Continually seeks opportunities to improve EAP services for their members

MEC and LEC Presidents may submit nominations for the award directly to the International President. Please submit a brief description why you believe the ***LEC EAP Committee*** should be the award recipient. Nominations must be submitted by **March 4, 2016**. The award will be presented during the reception at this year’s Board of Directors meeting.

NOMINATION: Airline: _____ **Council:** _____

NAME OF NOMINATING PERSON: _____

SIGNATURE: _____

AIRLINE: _____ **COUNCIL:** _____

MEMORANDUM - Association of Flight Attendants-CWA, AFL-CIO

To: Continuing Committees

cc: International Officers

From: Kevin P Creighan, International Secretary-Treasurer

Subject: **BOD Meeting 2016 – CONTINUING COMMITTEES**

Date: 29 January 2016

Dear Board Members:

This memo is being sent to all members of the Continuing Committees.

Written Reports: Please ensure that any written report your committee intends to submit to the Board of Directors is provided to me by **18 March 2016**, so that we may have it reproduced and provided to the Board. Submitted electronically (Word.doc) is the preference. If your committee will be making a report to the Board, then providing the written report on the day of the presentation would be acceptable.

Funding: While all members of the committees are invited to participate this is not a mandatory meeting. Expenses of attendees are borne by the individuals LEC or MEC budget.

If you have any questions, please feel free to contact International Secretary-Treasurer Kevin P. Creighan via phone (800-424-2401, ext. 580 or 202-434-0580) or email (kcreighan@afanet.org).

Association of Flight Attendants-CWA, AFL-CIO
Forty Fourth Board of Directors Meeting
May 23-25, 2016
Atlanta, Georgia

As Stated in the 2007 BOD Compilation of Actions

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

Mutual Respect Policy

The Association of Flight Attendants-CWA is opposed to any discrimination based on age, color, disability, 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

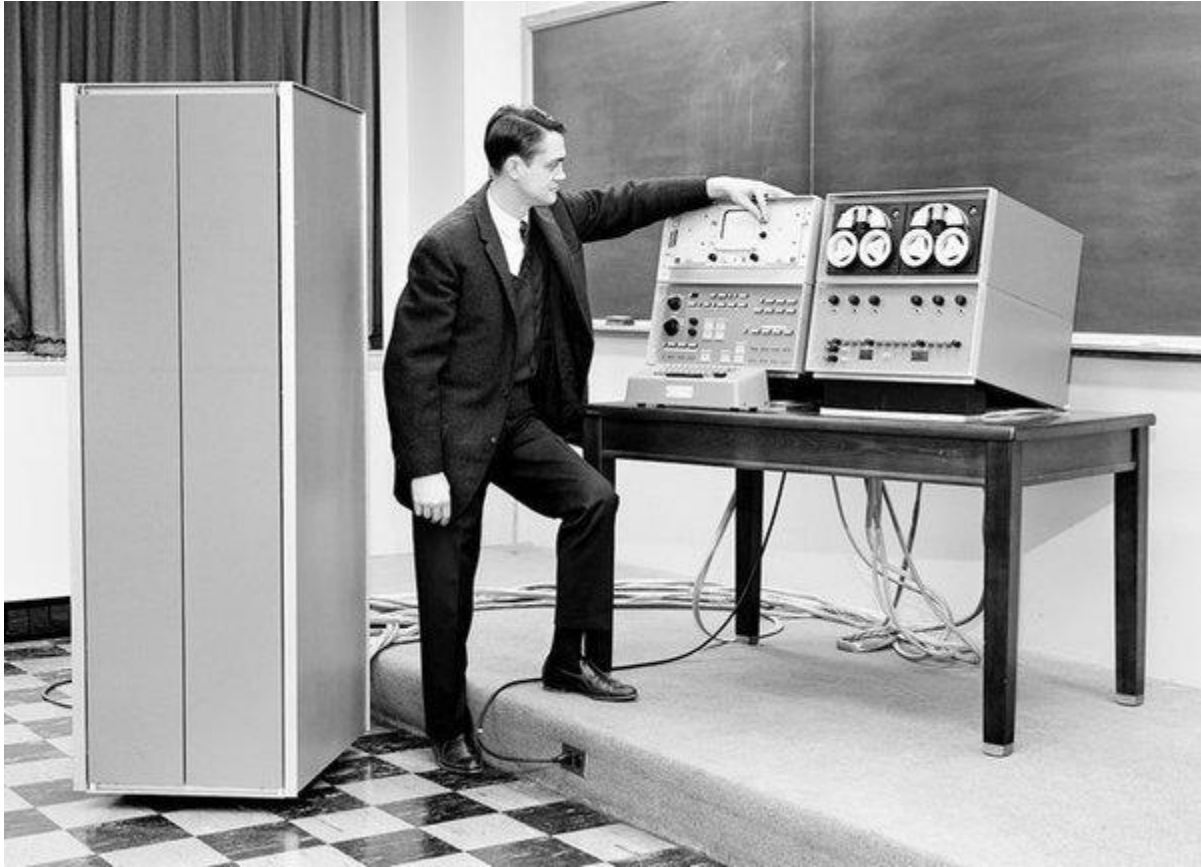
It is the responsibility of the senior AFA officer or representative at a Union meeting or event to:

- 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.

##

Arrived and Now Boarding



An Overview of the New AFA Newsletter Sending System

With Christopher Lee, AFA Communications Director

Come see an overview of the new AFA Newsletter Sending System (NSS) that is replacing Salsa. It's your own communication platform, completely customized for you. Hear about the direction we're headed with email newsletters and AFA's electronic communication.

Tuesday, May 24, 2016 at 1:15 p.m., AFA BOD Meeting