

(Office-2016)
Date: 5/24/16
Time: 9:30 am

2016 COMMITTEE RECOMMENDATION FORM

Agenda Item# **1**
Committee# **1**
Subject: **2016-2017 Annual Budget**

By action of the Board, the resolution is amended as follows:

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 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 fiscal year. **Further action includes the following: 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; the Advanced Leader Training will be scheduled in Fall 2016; and the MEC and LEC budgets will be maintained comparable to the 2015-2016 budget allocation amounts.**

Signature **Jeffrey Heisey**
 Committee Chairperson

Action Taken by the Board: **Voice** **X** **Division of the House** **Roll Call**

 Adopted
 X **Adopted as Amended**
 Not Adopted
 Tabled
 Recommitted to Agenda Committee
 Withdrawn

Date: 5/24/16 **Time:** 10:04 am

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

	APPROVED	APPROVED	APPROVED	APPROVED	\$ Change	% Change
INCOME	2013-2014	2014-2015	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	19,857,000	733,200	3.8%
Other Income	518,463	625,000	-	-	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	1,500,000	(500,000)	(25.0%)
AFA Strategic Industry	(238,092)	(245,874)	(191,238)	(198,570)	(7,332)	3.8%
Affiliation Fees (AFL/TTD/ITF)	(491,908)	(429,310)	(410,382)	(444,985)	(34,602)	8.4%
CWA National Programs	(1,428,552)	(1,212,696)	(1,147,428)	(1,191,420)	(43,992)	3.8%
Dues Not Collected	(457,137)	(459,826)	(343,476)	(356,496)	(13,020)	3.8%
Total Revenue	21,359,606	21,701,381	20,126,574	19,165,530	(961,044)	(4.8%)
EXPENSES						
Airlines	12,161,829	12,474,900	11,227,339	10,473,622	(753,717)	(6.7%)
LEC (068)	4,704,236	4,736,454	3,823,949	3,919,189	95,240	2.5%
MEC (070)	2,837,593	2,861,446	2,311,390	2,455,433	144,043	6.2%
SBA (067)	1,823,000	1,865,000	1,801,000	1,497,000	(304,000)	(16.9%)
NEG (069)	1,806,000	2,119,000	2,516,000	1,889,000	(627,000)	(24.9%)
Contingency	446,000	318,000	200,000	138,000	(62,000)	(31.0%)
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	292,250	191,000	188.6%
Committees/Meetings	491,577	410,500	339,500	390,300	50,800	15.0%
International Office	7,735,106	7,974,430	7,744,183	7,252,977	(491,206)	(6.3%)
Programs & Services	380,558	261,300	355,300	397,380	42,080	11.8%
Affiliations (State & Local)	90,000	90,000	59,000	59,000	0	0.0%
External Legal	325,000	300,000	300,000	300,000	0	0.0%
Total Expenses	21,359,607	21,701,381	20,126,573	19,165,530	(961,044)	(4.8%)
Surplus (Deficit)	(0)	(0)	0	(0)	0	

(Office-2016)
Date: 5/23/16
Time: 4:10 p.m.

2016 COMMITTEE RECOMMENDATION FORM

Agenda Item 2
Committee 2
Subject: Electronic Balloting (Sections IX.H. & IX.M.)

The Committee recommends the resolution be adopted as proposed.

Signature: Tim Hopkins
 Committee Chairperson

Action Taken by the Board: Voice X Division of the House Roll Call

X Adopted Date: 5/23/16 Time: 4:43 pm
 Adopted as Amended
 Not Adopted
 Tabled
 Recommitted to Agenda Committee
 Withdrawn

(Office-2016)
Date: 5/24/16
Time: 3:00 p.m.

2016 COMMITTEE RECOMMENDATION FORM

Agenda Item 3
Committee 3
Subject: Direct Membership Election of Master Executive Council Officers
 (Article VIII.B.1. & 2.)

The Committee recommends the following substitute referral:

WHEREAS, the membership has expressed interest in Direct Member Election of MEC Officers, and

WHEREAS, there are many considerations which need to be addressed to properly craft an amendment which would best serve the membership,

THEREFORE BE IT RESOLVED, that Agenda Item #3 be referred to the Strategic Planning Committee to address the following issues pertaining to the item, as well as any other consideration which may arise as a result of the SPC discussion of the item.

Cost Factors

- Impact of electronic balloting on reducing cost
- Campaign costs
- Impact on smaller carriers – potential subsidy
- Dual balloting with MEC/LEC during the same cycle

Other Factors

- Recall process
- Filling a vacated office
- Possible trial period
- MEC Officer accountability to the LEC Presidents
- Nomination criteria – percentage of each airline
- Possible Electoral College process
- Education of membership on the issue
- If MECP is member elected, do they become a voting member of the BOD
- Develop a timeline for implementation
- Reconcile with other pertinent sections of the C&Bs
- What process used if no one steps up to run
- Keep both systems – (each MEC to decide)
- Research data and best practices of other organizations who utilize direct membership elections.

THEREFORE IT BE RESOLVED, that the 2013 report to the BOD addressing a similar item be used by the SPC in their discussions, and also be made available to the membership as part of an educational effort on the issue.

THEREFORE BE IT FINALLY RESOLVED, that the SPC will present an amended advance agenda item at the 2017 Board of Directors meeting.

**Signature: Chris Black
Committee Chairperson**

Action Taken by the Board: Voice _____ Division of the House X Roll Call_____

_____ Adopted Date: 5/24/16 Time: 3:28 pm
___X___ Adopted as Amended
_____ Not Adopted
_____ Tabled
_____ Recommitted to Agenda Committee
_____ Withdrawn

(Office-2016)
Date: 5/23/16
Time: 8:43 p.m.

2016 COMMITTEE RECOMMENDATION FORM

Agenda Item 4
Committee 4
Subject: Nomination and Election Process
 (Article VIII.C.)

The Committee recommends the following substitute referral:

THEREFORE BE IT RESOLVED, that Agenda Item #4 be referred to the Strategic Planning Committee (SPC) to address the following issues pertaining to the item, as well as any other consideration which may arise as a result of the SPC discussion of the item.

Signature: Laura Masserant
 Committee Chairperson

Action Taken by the Board: Voice X Division of the House Roll Call

 Adopted Date: 5/24/16 Time: 8:52 am
 X Adopted as Amended
 Not Adopted
 Tabled
 Recommitted to Agenda Committee
 Withdrawn

Note: Agenda Committee #4 originally recommended this agenda item as a “not adopt.” In discussion on the Floor of the Board, the Agenda Committee Chair recommended this be referred to the Strategic Planning Committee for further discussion and review. The Board accepted this recommendation.

(Office-2016)
Date: 5/23/16
Time: 4:03 p.m.

2016 COMMITTEE RECOMMENDATION FORM

Agenda Item **5**

Committee **5**

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

The Committee recommends the resolution be adopted as proposed with the following additional change to add the word “advanced”:

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

D. Regular and Special Meetings

1. A 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 advanced agenda item.**

Retain all other changes as in the original proposed agenda item.

Signature: Michael Blake
 Committee Chairperson

Action Taken by the Board: Voice X Division of the House Roll Call

 Adopted Date: 5/23/16 Time: 4:53 pm
 X Adopted as Amended
 Not Adopted
 Tabled
 Recommitted to Agenda Committee
 Withdrawn

(Office-2016)
Date: 5/23/16
Time: 5:10 p.m.

2016 COMMITTEE RECOMMENDATION FORM

Agenda Item **6**
Committee **6**
Subject: **Continuing Committees – Elections (Section XIV.)**

The Committee recommends the resolution be amended as follows:

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 <u>Ed Hawes</u>	HZN 16 LECP <u>HZN MEC VP</u>
501-2,999 members	Justin Phillips Sherrie Thompson	MSA 56 LECP <u>(ALT)</u> 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:

Kelle Porter Wells	ALA 19 Member
John Grace	AMR 52 MEC VP
Charlie Hromjah-Black	CAL 62 Member
Greg Davidowitch	UAL 24 06 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 MECP
Steve Brooks	CAL 62 Member
Jorge Buchelli	SPR MECP
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 MECP
<u>Thomas Burton</u>	<u>EDV MEC S-T (ALT)</u>
<u>Todd Failla</u>	<u>UAL 21 LECP (ALT)</u>

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 McDavid	CAL 64 Gov't Affairs Chair
Mary Garton	UAL 11 Member
Diane Tucker	UAL 11 Member (Alt)
<u>Andrew Fahy</u>	<u>UAL 27 LECP (ALT)</u>

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
	<u>Brian Palmer</u>	<u>ALA MEC VP</u>

**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 <u>Jodi Snow</u> <u>Tim Hopkins</u> <u>Julie Miller</u>	UAL MEC Hotel Committee Chair <u>ALA 19 Hotel Chair</u> <u>SPR 74 LECP (ALT)</u> <u>UAL 9 Member (ALT)</u>

Signature: Heather Coleman
Committee Chairperson

Action Taken by the Board: Voice X Division of the House _____ Roll Call _____

_____ Adopted Date: 5/24/16 Time: 9:01 am
 X Adopted as Amended
_____ Not Adopted
_____ Tabled
_____ Recommended to Agenda Committee
_____ Withdrawn

(Office-2016)
Date: 5/23/16
Time: 5:46 p.m.

2016 COMMITTEE RECOMMENDATION FORM

Agenda Item 7

Committee 7

Subject: **Dues – Obligation at Two Months and Elimination
of the Initiation Fee
(Articles II.C.3. and XI.C., Section IV, B.12. & C.1.b.)**

The Committee recommends the following substitute resolution:

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, the Constitution & Bylaws will be amended as follows:

ARTICLE II.

C. Description of Classes

1. Active Members

- a. An active member is a flight attendant employed by an airline for whom the Union is the bargaining representative who has met the qualifications of Section A. of this Article and has been approved for such status in accordance with Section D. of this Article. **A Flight Attendant shall be eligible to become an active member following four full calendar months of service as a Flight Attendant following the completion of training.** An active member in good standing shall be entitled to all the rights and privileges of the Union, including the right to vote and hold elected and appointed office. A member shall remain active until: **[This amended provision effective January 1, 2017.]**

ARTICLE II.

C.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, 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 on the floor at any Local Council meeting or portion thereof which has not been specifically declared closed to apprentice members. **[This provision will be replaced with the below paragraph effective January 1, 2017.]**

ARTICLE II.

C.3. Apprentice Members

An apprentice member is a Flight Attendant who possesses all the requirements for active membership **except for the requirement of four full calendar months of service as defined in Paragraph C.1 above** with the exception of having completed the required company probationary period stipulated in that member's employment agreement, 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 on the floor at any Local Council meeting or portion thereof which has not been specifically declared closed to apprentice members. **[This amended provision effective January 1, 2017.]**

ARTICLE XI
DUES, INITIATION FEE AND ASSESSMENTS

C. Initiation Fee

1. Each applicant accepted by the Union for active membership on or after October 31, 2005 shall be required to pay an initiation fee of sixty dollars (\$60.00), paid either at one time on approval of active membership or on a monthly basis for six (6) months at ten dollars (\$10.00) per month. Individuals who were members of AFA-CWA carriers at the time AFA-CWA's representation rights terminated at their carrier shall not be required to pay an initiation fee upon rejoining AFA-CWA. Payment of initiation fees for members on newly organized carriers without prior Union representation and a collective bargaining agreement shall be deferred until after an initial contract is ratified.
2. The International President may ballot the Executive Board for the purpose of waiving initiation fees in connection with organizing activities. Majority vote shall prevail. **[This provision deleted effective January 1, 2017.]**

Section IV

- B.12. Upon receipt, thirty-five (35%) percent of the initiation fee collected from members on each airline will be credited to the Master Executive Council budget on that airline. **[This provision deleted effective January 1, 2017.]**

Section IV

- C.1.b. Upon receipt sixty-five (65%) percent of the initiation fee collected from members in each Local Council will be credited to the Local Executive Council budget for that council. **[This provision deleted effective January 1, 2017.]**

BE IT FINALLY RESOLVED, the International Secretary-Treasurer shall make other necessary changes, **including any references to the initiation fee,** to ensure consistency with the changes described above.

Signature: Anthony King
Committee Chairperson

Action Taken by the Board: Voice X Division of the House _____ Roll Call _____

_____ Adopted Date: 5/24/16 Time: 3:15 pm
X _____ Adopted as Amended
_____ Not Adopted
_____ Tabled
_____ Recommitted to Agenda Committee
_____ Withdrawn

(Office-2016)
Date: 5/23/16
Time: 5:16 p.m.

2016 COMMITTEE RECOMMENDATION FORM

Agenda Item **8**
Committee **7**
Subject: **Dues – Prepayment of Annual Dues (Article XI.B.4.)**

The Committee recommends this resolution not be adopted.

Signature: Anthony King
 Committee Chairperson

Action Taken by the Board: **Voice X Division of the House _____ Roll Call _____**

- _____ **Adopted** **Date: 5/23/16** **Time: 6:02 pm**
- _____ **Adopted as Amended**
- _____ **X** **Not Adopted**
- _____ **Tabled**
- _____ **Recommitted to Agenda Committee**
- _____ **Withdrawn**

(Office-2016)
Date: 5/23/16
Time: 5:36 p.m.

2016 COMMITTEE RECOMMENDATION FORM

Agenda Item 9
Committee 8
Subject: Authority to Establish Local Councils
 (Articles III.A.3. & VI.B.1.i.)

The Committee recommends the following substitute referral:

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.~~

THEREFORE BE IT RESOLVED, that the Strategic Planning Committee (SPC) be tasked with reviewing Article III.A. and bring forth any recommendations to the 45th Board of Directors meeting. These recommendations should address all necessary criteria and structure needed to establish a new local council.

Signature: Robert Barrow
 Committee Chairperson

Action Taken by the Board: Voice X Division of the House Roll Call

 Adopted

Date: 5/24/16

Time: 9:06 am

 X Adopted as Amended

 Not Adopted

 Tabled

 Recommitted to Agenda Committee

 Withdrawn

(Office-2016)
Date 5/24/16
Time: 9:20 a.m.

2016 COMMITTEE RECOMMENDATION FORM

Agenda Item **10**
Committee **1**
Subject: **Flight Pay Loss (FPL) Accountability (Section IV.D.1.)**

The Committee recommends the resolution be amended as follows:

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 **and Recording** Procedures
 - 1. ~~Flight Pay Loss Reimbursement Procedure~~ **Union business-related Compensation Procedures**
 - 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, including company paid flight pay loss,~~ Documentation of all compensation received from all sources while in the conduct of Union business is necessary. Whether processed as lost flight time, a Flight Pay Loss (FPL) reimbursement or paid directly by the company, these hours are to be documented and recorded in Union records. This is the responsibility of the person receiving the ~~FPL compensation,~~ 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.

Signature: Jeffrey Heisey
Committee Chairperson

Action Taken by the Board: Voice X Division of the House _____ Roll Call _____

_____ Adopted Date: 5/24/16 Time: 10:46 am
X Adopted as Amended
 _____ Not Adopted
 _____ Tabled
 _____ Recommitted to Agenda Committee
 _____ Withdrawn

(Office-2016)
Date: 5/23/16
Time: 4:11 p.m.

2016 COMMITTEE RECOMMENDATION FORM

Agenda Item **11**
Committee **2**
Subject: **Negotiations Policy - Tips from Onboard Sales**
 (Section VI.C.35.)

The Committee recommends the resolution be adopted as proposed.

Signature: **Tim Hopkins**
 Committee Chairperson

Action Taken by the Board: Voice **X** Division of the House Roll Call

X **Adopted** **Date: 5/23/16** **Time: 4:45 pm**
 Adopted as Amended
 Not Adopted
 Tabled
 Recommitted to Agenda Committee
 Withdrawn

(Office-2016)
Date: 5/24/16
Time: 12:26 p.m.

2016 COMMITTEE RECOMMENDATION FORM

Agenda Item **12**
Committee **3**
Subject: **Negotiations Policy – Preamble & First Contracts**
 (Section VI.)

The Committee recommends the resolution be amended as proposed.

Signature: **Chris Black**
 Committee Chairperson

Action Taken by the Board: Voice **X** Division of the House Roll
Call

 X **Adopted** **Date: 5/24/16** **Time: 3:36 pm**
 Adopted as Amended
 Not Adopted
 Tabled
 Recommitted to Agenda Committee
 Withdrawn

Note: The Agenda Committee recommended the words “International President” be removed from the proposed agenda item language; that recommendation was ruled Out of Order; the agenda item was then adopted by the Board as originally proposed.

(Office-2016)
Date: 5/23/16
Time: 3:35 p.m.

2016 COMMITTEE RECOMMENDATION FORM

Agenda Item **13**
Committee **4**
Subject: **Never Forget 9/11 Honor Guard**

The Committee recommends the resolution be amended as follows:

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 **comprised of one or two flight attendants per memorial event** 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.

Signature: Laura Masserant
Committee Chairperson

Action Taken by the Board: Voice X Division of the House _____ Roll Call _____

_____ Adopted Date: 5/23/16 Time: 5:01 pm
X Adopted as Amended
_____ Not Adopted
_____ Tabled
_____ Recommitted to Agenda Committee
_____ Withdrawn

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

SUBJECT: Agency Fee Requirement for Members of Management

STATEMENT OF QUESTION:

Should members who transfer into management status be required to pay an Agency Fee for the privilege of retaining and accruing F/A seniority?

SOURCE AN DATE SUBMITTED: Council 60, May 23, 2016

BACKGROUND INFORMATION:

PROPOSED RESOLUTION:

WHEREAS, members who transfer from active status to management status continue to enjoy the benefit of returning to active status, and this is an important and valuable provision within many collective agreements; and,

WHEREAS, these members in management enjoy this valuable benefit at no cost to themselves; and,

THEREFORE BE IT RESOLVED, that the Strategic Planning Committee (SPC) be tasked with determining the feasibility of establishing a requirement for an Agency Fee for the privilege of retaining and accruing F/A seniority; and,

BE IT FURTHER RESOLVED, that the SPC explore possible solutions; report to the Executive Board; and, submit pertinent advanced agenda items to accomplish this.

(Office-2016)
Date: 5/23/16
Time: 4:38 p.m.

2016 COMMITTEE RECOMMENDATION FORM

Agenda Item 15

Committee 6

Subject: Agency Fee Requirement for Members of Management

The Committee recommends the resolution be adopted as proposed.

Signature: Heather Coleman
Committee Chairperson

Action Taken by the Board: Voice X Division of the House _____ Roll Call_____

X Adopted Date: 5/23/16 Time: 5:16 pm
____ Adopted as Amended
____ Not Adopted
____ Tabled
____ Recommitted to Agenda Committee
____ Withdrawn

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

Floor Resolution #1 – Remembrance of United Flight Attendant Cami Barletta

WHEREAS, our Flight Attendant community tragically and suddenly lost a beloved new AFA member Cami Barletta; and,

WHEREAS, Cami was a person everyone knew because her positive outlook, brilliant smile, and her new found joy for our profession, which inspired everyone around her; and,

WHEREAS, Cami's love of life and compassionate zest for living made you feel as though she brought a breath of fresh air to every sunrise; and,

WHEREAS, the members of JFK, the members of her training class and her local representatives in New York will miss her inspiration and pure soul; and,

WHEREAS, Cami lived her life to the fullest and encourage others to do the same,

THEREFORE BE IT RESOLVED that the AFA-CWA Board of Directors supports the members who love and miss Cami by encouraging every member to follow the example she left for us; and,

THEREFORE BE IT FINALLY RESOLVED, that Cami Barletta has inspired all of us to live life to the fullest every single moment and in her memory we rededicate ourselves and always honor our Flight Attendant community.

Adopted Unanimously by the Board of Directors, May 23, 2016

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY THIRD BOARD OF DIRECTORS MEETING
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Floor Resolution #2 – Resolution to Restore Travel Benefits to Flight Attendants Flying Under the American Eagle Brand

WHEREAS, US Airways and American Airlines agreed to merge in February 2013 with US Airways CEO Doug Parker to assume the position of CEO of the merged airline; and,

WHEREAS, that merger affected not only AFA members at US Airways but also AFA members at Envoy, Piedmont, PSA, Air Wisconsin, Mesa and Compass Airlines who fly under the American Eagle brand; and,

WHEREAS, prior to the merger with American Airlines, employees for the regional airlines flying as US Airways Express who qualified for retirement received retiree benefits on mainline US Airways; and,

WHEREAS, in addition to retiree benefits, those employees received travel benefits for employee plus spouse and 8 buddy passes per year at an annual cost of \$75 for a single employee and \$125 for a family; and,

WHEREAS, the new American Airlines, under the direction of Doug Parker, implemented changes to the travel policy, eliminating retiree and buddy passes for non-wholly owned Regional carriers; and,

WHEREAS, they continue to charge the same annual amount and, in addition are charging an additional per usage fee for access to these reduced benefits; and,

WHEREAS, this disparity between benefits available to those Regional Flight Attendants who are representing the American brand and their mainline counterparts is an ongoing example of why we must Bridge the Gap,

NOW THEREFORE BE IT RESOLVED, that the 2016 AFA-CWA Board of Directors calls on Doug Parker to restore the retiree and buddy pass travel benefits that have been lost by the Flight Attendants serving within the American Eagle brand.

Adopted Unanimously by the Board of Directors, May 24, 2016

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

Floor Resolution #3 – Remembrance of Spirit Founder Ned Homfeld

WHEREAS, the Spirit Airlines Flight Attendants would like to pay special tribute and recognition to our founder Ned Homfeld who passed away earlier this year from leukemia; and,

WHEREAS, Spirit Airlines call letters are “NK” and we are affectionately known as “Ned’s Kids”; and,

WHEREAS, he started our airline and often went into his own pocket to meet payroll; and,

WHEREAS, in 2003 when we had 354 Flight Attendants, he signed off on our incredible original contract that has value and recognition to our Flight Attendants; and,

WHEREAS, under his leadership, our airline was a family,

THEREFORE BE IT RESOLVED, we want to take this moment to recognize this loss to the airline community.

Adopted Unanimously by the Board of Directors, May 24, 2016