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  Date:  5/24/16  Time:  10:04 am
X  Adopted as Amended
_____ Not Adopted
_____ Tabled
_____ Recommitted to Agenda Committee
_____ Withdrawn
# AFA-CWA Annual Budget
## Revenue and Summary

### INCOME

<table>
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<tr>
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</thead>
<tbody>
<tr>
<td>Revenue</td>
<td>$48,00</td>
<td>$48,00</td>
<td>$50,00</td>
<td>$50,00</td>
<td>$733,200</td>
<td>3.8%</td>
</tr>
<tr>
<td>Other Income</td>
<td>22,856,832</td>
<td>22,991,292</td>
<td>19,123,800</td>
<td>19,857,000</td>
<td>733,200</td>
<td>3.8%</td>
</tr>
<tr>
<td>AFA Reserve Fund</td>
<td>518,463</td>
<td>625,000</td>
<td>-</td>
<td>-</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Other Union Income</td>
<td>600,000</td>
<td>432,795</td>
<td>739,298</td>
<td>-</td>
<td>(739,298)</td>
<td>(100.0%)</td>
</tr>
<tr>
<td>Other Reimbursement</td>
<td>356,000</td>
<td>-</td>
<td>356,000</td>
<td>-</td>
<td>(356,000)</td>
<td>(100.0%)</td>
</tr>
<tr>
<td>AFA Strategic Industry</td>
<td>(236,092)</td>
<td>(245,874)</td>
<td>(191,238)</td>
<td>(198,570)</td>
<td>(7,332)</td>
<td>3.8%</td>
</tr>
<tr>
<td>Affiliation Fees (AFL/TTD/ITF)</td>
<td>(491,908)</td>
<td>(429,310)</td>
<td>(410,382)</td>
<td>(444,985)</td>
<td>(34,602)</td>
<td>8.4%</td>
</tr>
<tr>
<td>CWA National Programs</td>
<td>(1,428,552)</td>
<td>(1,212,696)</td>
<td>(1,147,428)</td>
<td>(1,191,420)</td>
<td>(43,992)</td>
<td>3.8%</td>
</tr>
<tr>
<td>Dues Not Collected</td>
<td>(457,137)</td>
<td>(459,826)</td>
<td>(343,476)</td>
<td>(356,496)</td>
<td>(13,020)</td>
<td>3.8%</td>
</tr>
<tr>
<td>Total Revenue</td>
<td>21,359,606</td>
<td>21,701,381</td>
<td>20,126,574</td>
<td>19,165,530</td>
<td>(961,044)</td>
<td>(4.8%)</td>
</tr>
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### EXPENSES

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</tr>
</thead>
<tbody>
<tr>
<td>Airlines</td>
<td>12,161,829</td>
<td>12,474,900</td>
<td>11,227,339</td>
<td>10,473,622</td>
<td>(753,717)</td>
<td>(6.7%)</td>
</tr>
<tr>
<td>LEC (068)</td>
<td>4,704,236</td>
<td>4,736,454</td>
<td>3,823,949</td>
<td>3,919,189</td>
<td>95,240</td>
<td>2.5%</td>
</tr>
<tr>
<td>MEC (070)</td>
<td>2,837,593</td>
<td>2,861,446</td>
<td>2,311,390</td>
<td>2,455,433</td>
<td>144,043</td>
<td>6.2%</td>
</tr>
<tr>
<td>SBA (067)</td>
<td>1,823,000</td>
<td>1,865,000</td>
<td>1,801,000</td>
<td>1,497,000</td>
<td>(304,000)</td>
<td>(16.9%)</td>
</tr>
<tr>
<td>NEG (069)</td>
<td>1,806,000</td>
<td>2,119,000</td>
<td>2,516,000</td>
<td>1,889,000</td>
<td>(627,000)</td>
<td>(24.9%)</td>
</tr>
<tr>
<td>Contingency</td>
<td>446,000</td>
<td>318,000</td>
<td>200,000</td>
<td>138,000</td>
<td>(62,000)</td>
<td>(31.0%)</td>
</tr>
<tr>
<td>LEC Carryover</td>
<td>300,000</td>
<td>350,000</td>
<td>350,000</td>
<td>350,000</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>MEC Carryover</td>
<td>245,000</td>
<td>225,000</td>
<td>225,000</td>
<td>225,000</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Training</td>
<td>175,536</td>
<td>190,250</td>
<td>101,250</td>
<td>292,250</td>
<td>191,000</td>
<td>188.6%</td>
</tr>
<tr>
<td>Committees/Meetings</td>
<td>491,577</td>
<td>410,500</td>
<td>339,500</td>
<td>390,300</td>
<td>50,800</td>
<td>15.0%</td>
</tr>
<tr>
<td>International Office</td>
<td>7,735,106</td>
<td>7,974,430</td>
<td>7,744,183</td>
<td>7,252,977</td>
<td>(491,206)</td>
<td>(6.3%)</td>
</tr>
<tr>
<td>Programs &amp; Services</td>
<td>380,558</td>
<td>261,300</td>
<td>355,300</td>
<td>397,380</td>
<td>42,080</td>
<td>11.8%</td>
</tr>
<tr>
<td>Affiliations (State &amp; Local)</td>
<td>90,000</td>
<td>90,000</td>
<td>59,000</td>
<td>59,000</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>External Legal</td>
<td>325,000</td>
<td>300,000</td>
<td>300,000</td>
<td>300,000</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>21,359,607</td>
<td>21,701,381</td>
<td>20,126,573</td>
<td>19,165,530</td>
<td>(961,044)</td>
<td>(4.8%)</td>
</tr>
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### Surplus (Deficit)

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<tbody>
<tr>
<td>Surplus (Deficit)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
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
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
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
_____ Adopted as Amended
_____ Not Adopted
_____ Table
_____ 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.
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
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 HZN 16 LECP
  - Ed Hawes HZN MEC VP

- **501-2,999 members**
  - Justin Phillips MSA 56 LECP (ALT)
  - Sherrie Thompson FA9 MEC S-T

- **over 3,000 members**
  - Terry Taylor ALA 19 Member
  - Dante Harris UAL 12 LECP
  - Jeff Heisey 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

- **Thomas Burton**  EDV MEC S-T (ALT)
- **Todd Failla**  UAL 21 LECP (ALT)
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)
Andrew Fahy UAL 27 LECP (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
Brian Palmer ALA MEC VP
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 MIA MEC S-T
  - Jaime Martinez ARW 03 Member

- **501-2,999 members**
  - Matt Mitchell HAL MEC Hotel Chair

- **over 3,000 members**
  - VACANCY
  - Marian Drabosenik UAL MEC Hotel Committee Chair
  - **Jodi Snow** ALA 19 Hotel Chair
  - **Tim Hopkins** SPR 74 LECP (ALT)
  - **Julie Miller** UAL 9 Member (ALT)

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
- Recommitted to Agenda Committee
- Withdrawn
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.
Agenda Item #7 – Dues – Obligation at Two Month and Elimination of the Initiation Fee

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
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
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
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

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, is 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

X Adopted as Amended

____ Not Adopted

_____ Tabled

_____ Recommitted to Agenda Committee

_____ Withdrawn
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
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

Not Adopted

Adopted as Amended

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.
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
2016 COMMITTEE RECOMMENDATION FORM

Agenda Item    14
Committee      5
Subject:       Study by the Strategic Planning Committee (SPC)

The Committee recommends the resolution be adopted as proposed.

Signature:    Michael Blake
Committee Chairperson

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

X    Adopted       Date:  5/23/16       Time:  4:55 pm
____Adopted as Amended
____Not Adopted
____Tabled
____Recommitted to Agenda Committee
____Withdrawn
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.
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
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
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
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