

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA**  
**Forty-Fourth Board of Directors Meeting**  
**remarks of:**  
**International Secretary-Treasurer Kevin Creighan**  
**May 23, 2016**

Sisters and Brothers, good morning once again. Every year around about this time I struggle, how to say something that's a little bit less than, well dry as dirt. It's tough. It gets tough especially every year following two inspirational leaders, and I really have to thank Sara and Deb for their commitment, their dedication and truly their inspiration in leading our great Union every day.

Okay, so let me digress a bit. I will go back in time to a year or two after I started flying. I took a leave of absence in 1979 and I joined the Air Force. At that time, Jimmy Carter was President, there were hostages being held; and wasn't that movie a couple of years ago? So anyway, that's back in the days when I had my other blue suit. My current blue suit and I got separated earlier this week in some unexpected travel.

Anyway, what I can tell you is, there are some common traits between those other people that I used to work with in defending the country and those of you who are here defending employment rights of our members: Traits such as commitment and dedication. We are the ones negotiating a contract for improvements for an entire work group or defending one single individual's job or just helping one member who is having a little bit of a difficult time.

I see commitment and dedication of all of the leaders in this room as well as those representatives and committee people and volunteers that you have working with you. Now, one thought that sticks with me from those days when I was saluting smartly, a Master Sergeant. He said to me "Yo, LT" -- that's short for Good morning, Lieutenant -- "LT, what have we done for our country today?" That stuck with me. So fast-forward to 2016, I wake up sometimes and I say "Well, what am I going to do for the Membership today?" He left a mark.

So today this is what I'll do: I will speak to you about something that we can do jointly today, tomorrow and at this Board meeting, and then I'll mention a couple items that we can do over the upcoming fiscal year; and really it's just for our members. That's really the reason why we are here. For this meeting we can do collectively as a group, we can pass the budget promptly by 10 a.m. tomorrow morning.

A lot of you were on the conference calls, I've spoken to a lot of you and I've talked to a lot of you who have talked to a lot of others. You all know what we mean by status quo. So I am not going to go into that. But it's got to be a pretty good budget, because it's pretty much the same budget that you guys have passed for the past three years.

It's really just trying to take a plan that's working and keep it working. So that's one thing that we can do. If you do it by 10 a.m. then you can get onto the business of talking about other things that are more strategic and more directly connected to the members, and that's good.

So looking forward to July, what we can do again collectively, we can welcome our new officers as they come in to start their new terms. Last night I was introduced to quite a few new local and MEC officers so it was really good. You guys are starting the mentoring process of bringing on board your newly elected leaders, whether you're leaving office or staying in office, it's good to see that you're getting the process started to mentor these new people, to make them new union reps.

So what we'll do from my office over the next few months is to make sure that these new local officers and new MEC officers get the training related to financial matters and membership matters so that they can get on the job of representing members to the best of their abilities. For those of you who are experienced, we can also consider putting together another Advanced Secretary Treasurer Training or Secretary Treasurer's Conference to help continue the mentoring process of those who are already experienced.

Okay, finally something else that we can do over this coming fiscal year is we can work together to help keep the Union financially strong. Now for the vast majority of you, what that means is continue what you are doing. You're providing good representation and you're doing it well within budget. Not asking for anything more than that. Great job. For a few it's going to mean we have to talk and we have to act.

It involves relatively few people, a few councils, a few MECs, but relatively few. We are going to talk about Section 4.G.3. and that section -- this is not the pleasant part -- that section contains phrases such as "curtailment of activities," "denial of expenses," "notification to the company that no further releases are authorized." Now, it's just in the book. I know that, the Finance Committee knows that. The other International Officers know that. Now you all know that. It's in the book. It's page 84 on the bottom. It's a big paragraph but it's easy. It doesn't need a translation.

So getting back to where I began, tomorrow we will discuss, debate the proposed budget and hopefully we will expeditiously approve something, a budget -- that is a plan. It's a plan to help allocate our resources for the benefit of our members. In the coming months we will bring on new leaders and we will make sure that their role is going to be greatly assisted by making them good, strong Union reps like the rest of you are.

Finally what we will all do over the fiscal year is ensure that we maintain the fiscal strength of the Union so that resources can continue to be funneled directly into representing members and providing them those things that Sara and Deb have so eloquently discussed earlier.

So as always, I'm honored to serve you and assist you in representing AFA members. It's always a pleasure to be here, and thank you so much. In the words of our brother Larry, and as repeated by Ron this morning, Solidarity Forever.