



Association of Flight Attendants-CWA, AFL-CIO
45th Annual Board of Directors Meeting
Phoenix, Arizona
June 24, 2017

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
JUNE 24, 2017
PHOENIX, ARIZONA**

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May 19, 2017

OFFICIAL NOTICE
ADVANCED AGENDA MAILING
FORTY FIFTH AFA-CWA BOARD OF DIRECTORS MEETING

Dear Board of Directors Member:

The Board of Directors Meeting will take place this year on 24 June 2017 at the Sheraton Grand Phoenix, 240 North Third Street, Phoenix AZ 85004. The hotel may be reached by phone at (602-262-2500). 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.**

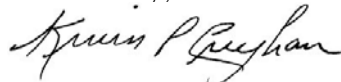
It is important that you become well acquainted with the mechanics of the meeting. We have scheduled sessions for New Delegate Orientation and Parliamentary Procedures Training, and we encourage everyone to attend. Also, please take some time before the meeting to review certain parts of the AFA-CWA 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, PRP 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, June 19, 2017**. 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 to discuss any inaccuracies.

In closing, we look forward to seeing you **in uniform** on the first day of the meeting, **Saturday, June 24**, 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

Association of Flight Attendants-CWA

As Stated in the Compilation of Actions

Thirty-Fourth Board of Directors Meeting

October 16-18, 2007

Phoenix, Arizona

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.

##

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
JUNE 24, 2017
PHOENIX, ARIZONA**

REPRESENTATION AT BOARD OF DIRECTORS MEETINGS

**AFA Constitution and Bylaws
Article V.H.**

If a Local Council President is unable to attend for any reason, the Vice President shall attend. If neither the Local Council President nor Vice President is able to attend, the Secretary shall attend. If none of the foregoing is able to attend, the Local Council President shall designate, in writing, another elected delegate, being a member of the Board of Directors from that member's airline, to attend and act as that member's representative. In the event that no such other elected delegate, being a member of the Board of Directors, from that member's airline, is available to act as that member's representative, that member may designate, in writing, any other elected delegate, being a member of the Board of Directors, to attend and act as that member's representative who would then have all the rights and privileges of the original representative. No Council shall have more than one (1) elected delegate as a member of the Board of Directors. Where all members on an airline are furloughed, the last Master Executive Council President or designee on the airline may attend Board of Directors meetings held within one (1) year of the total furlough as an observer with floor speaking privileges, but not as a delegate or voting member.

_____ [DATE] _____ [TIME]
I, _____ / _____, ASSIGN MY
[NAME] [AIRLINE/COUNCIL]
PROXY TO: _____ / _____, TO SERVE
[NAME] [AIRLINE/COUNCIL]

AS MY REPRESENTATIVE AT THE FORTY FIFTH BOARD OF DIRECTORS MEETING.

_____ [SIGNATURE]
NOTE: This must be completed if someone other than the Local President, Vice President, or Secretary will attend as the representative of a Council. If the Local Vice President or Secretary will attend, this should be completed to assist with correct booking of accommodations and other administrative matters.

(PLEASE PRESENT THIS COMPLETED FORM TO THE CREDENTIALS COMMITTEE)

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
JUNE 24, 2017
PHOENIX, ARIZONA**

PROXY – REMAIN AT MEETING

**AFA Constitution and Bylaws
Article V.I.**

If for any reason a member of the Board of Directors can show cause why that member is unable to remain at a meeting of the Board of Directors, that member may designate, in writing, any other member of the Board of Directors, or another officer of the Local Executive Council, in attendance, to act as that member's proxy, with all the rights and privileges of the original representative. A proxy may not be transferred when a proxy holder finds it necessary to depart a meeting. Should the original representative return to the meeting, s/he resumes all of the rights and privileges and the transference of the proxy becomes null and void.

_____ [DATE] _____ [TIME]

I, _____ [NAME] _____ [AIRLINE]

ASSIGN MY PROXY TO

_____ [NAME] _____ [AIRLINE]

_____ [SIGNATURE] _____ [DATE]

***(PLEASE PRESENT THIS COMPLETED FORM TO THE CREDENTIALS
COMMITTEE)***

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
COMMITTEES OF THE
BOARD OF DIRECTORS AND EXECUTIVE BOARD
June 2016 – May 2018**

Board of Directors

Continuing Committees

Finance – 6/1/2016-5/31/2018

Ed Hawes, HZN MECP [under 500]
Sherrie Thompson, FA9 MEC S-T [500-2,999]
Terry Taylor, ALA 19 Member [over 3,000]
Jeff Heisey, UAL MEC S-T [over 3,000]
Dante Harris, UAL LECP 12 [over 3,000]

Negotiations Policy – 6/1/2016-5/31/2018

Kelle Wells, ALA 19 Member
John Grace, AMR 52 Member
Charlie Hromjah-Black, UAL06 Member
Greg Davidowitch, UAL 06 Member

International Affairs – 6/1/2016-5/31/2018

Steve Brooks, UAL 06 Member
Natasha Glasper, MIA 80 LECP
Jorge Buchelli, SPR 78 Member
Rick Gonzalez, UAL 38 LECP

Leadership Development – 6/1/2016-5/31/2018

Laura Masserant, ALA 19 LECP
Krystle Berry, ALA 19 Member
Jaci-Ann Chung, HAL 43 LECP
Anita Jwanouskos, PED 61 LECP
Thomas Burton, EDV MEC S-T [Alternate]
Todd Failla, UAL LECP 21 [Alternate]

Strategic Planning Committee – 6/1/16-5/31/18

Heather Coleman, HZN 16 LECP [under 500]
Robert Barrow, AMR 52 LECP [500-2,999]
Angie Piller, FA9 71 Member [500-2,999]
Brian Palmer, ALA MEC VP [over 3,000]
Dante Harris, UAL 12 LECP [over 3,000]

**Political Legislative Policy Committee –
1/1/2017 – 12/31/2018**

Beverly Bullock, ALA MEC GA Chair
Mary Oswald, AMR MEC GA Chair
Ginny McDavid, UAL 42 GA Chair
Mary Garton, UAL 11 Member
Andrew Fahy, UAL 27 LECP [Alternate]

* Denotes Chairperson

**Crew Accommodations and Transportation
Policy Committee – 6/1/2016 – 5/31/18**

Jaime Martinez, ARW 03 Member [under 500]
Franz DeCordova, MIA MEC S-T [under 500, Charter]
Matt Mitchell, HAL MEC Hotel Chair [500-2,999]
Jodi Snow, ALA 19 Hotel Chair
Marian Drabosenik, UAL MEC Hotel Chair
Tim Hopkins, SPR 74 LECP [Alternate]
Julie Miller, UAL 9 Member [Alternate]

Executive Board Committees

Organizing Committee

Ken Diaz, UAL MECP
Natasha Glasper, MIA MECP
Sharon Soper, HAL MECP
Heather Stevenson, MSA MECP
Lee Wilkes, PSA MECP [Alternate]

Constitutional Review Committee

Tim Evenson, EDV LECVP 48
Vacancy

Ethical Practices Committee

Ken Diaz, UAL MECP
Sharon Soper, HAL MECP
Jeffrey Peterson, ALA MECP
Ernie Lazernick, ARW MECP [Alternate]

National Safety Committees

Health Committee

Adam Novish, UAL MEC VP

Society of Automotive Engineers

Ronda Ruderman, ALA 19 Member

Aircraft Technical Committee

Ronda Ruderman, ALA 19 Member
Melissa Madden, UAL 08 Member

Flight Security Committee

John Black, UAL 11 Member

Updated 21 April 2017

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
JUNE 24, 2017
PHOENIX, ARIZONA**

MEETING COMMITTEES

CREDENTIALS COMMITTEE

Timothy Green, ALA 18 LEC President

Andy Ferguson, MSA 56 LEC President

*Kaitlin White, UAL 11 LEC President

STEERING COMMITTEE

Jeffrey Peterson, ALA MEC President

Jatawne Wells, EDV MEC President

Jennifer Sala, FA9 MEC President

Sharon Soper, HAL MEC President

Heather Stevenson, MSA MEC President

Ken Diaz, UAL MEC President

Scott Henton, HAL MEC Vice President

* Denotes Temporary Chairperson

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
JUNE 24, 2017
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BUDGET REVIEW CONFERENCE CALL SCHEDULE

Wednesday, June 1, 2017 - 12 noon

Thursday, June 2, 2017 – 12 noon

Tuesday, June 6, 2017 – 3pm

Wednesday, June 7, 2017 – 3pm

Friday, June 9, 2017 – 12 noon

NOTE: All calls are Eastern Daylight Time.

PROGRAM

Friday, June 23, 2017

9:00 am - 5:00 pm	AFA Office Open
4:00 pm – 5:00 pm	Credentials Registration
5:00 pm – 5:30 pm	New Delegate Orientation
5:30 pm – 6:15 pm	Parliamentary Procedures Training
7:00 pm	MSA Solidarity Action – <u>Bus Departure</u>
7:30 pm – 8:30 pm	Solidarity Action for Mesa
8:30 pm – 8:45 pm	Bus Departure to Hotel
8:45 pm – 9:45 pm	<i>WELCOME RECEPTION</i>

Saturday, June 24, 2017

7:00 am - 5:30 pm

AFA Office Open

7:30 am - 8:30 am

Executive Board Meeting
(Continental Breakfast provided)

7:30 am - 8:30 am

Credentials Registration

8:30 am - 12:00 pm

**FORTY FIFTH BOARD OF DIRECTORS
MEETING**

Pledge of Allegiance

National Anthem

*Elizabeth Maben
Mesa LEC 88 Member*

Call to Order by International President

- Welcome
- 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

10:30 am - 10:45 am

Break

10:45 am - 11:00 am

First Call for Late Agenda Items

11:00 am - 12:00 pm

2017 Budget Approval

12:00 pm 12:30 pm

BOD & MEC Leaders Group Photo
(In Uniform)

Saturday, June 24, 2017 (continued)

1:00 pm - 2:00 pm	<i>LUNCH BUFFET (provided upon return from photo)</i>
2:00 pm - 5:00 pm	MEETING CONTINUES
2:15 pm - 2:30 pm	Last Call for Late Agenda Items
2:30 pm - 2:45 pm	In Memoriam
2:45 pm - 3:00 pm	Action on Agenda Items
3:30 pm - 4:30 pm	Future of Our Union
4:45 pm - 5:00 pm	Good and Welfare
5:00 pm	ADJOURNMENT
5:15 pm - 6:00 pm	<i>AWARDS AND RECOGNITIONS</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>

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

TO: Members of the Board of Directors
FROM: Kevin P. Creighan, International Secretary-Treasurer
SUBJECT: Advanced Agenda Items and Committee Assignments
RE: 2016 Board of Directors Meeting
DATE: 19 May 2017

In accordance with Article V.J.1.c. of the AFA-CWA Constitution and Bylaws, the International Officers are charged with making advanced agenda item assignments and determining the number of Agenda Item Committees required at the Board of Directors meeting.

In reviewing the advanced agenda items for this meeting, we tried to assign items of a similar nature to the same committee.

Further, the Committee assignments were made using a rotational system according to Airline and Council order, except that the Budget Committee was selected in accordance with Article V.J.1.d. of the Constitution and Bylaws.

KPC:bt

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
JUNE 24, 2017
PHOENIX, ARIZONA**

SUBJECT:

STATEMENT OF QUESTION:

SOURCE AND DATE SUBMITTED:

BACKGROUND INFORMATION:

PROPOSED RESOLUTION:

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
JUNE 24, 2017
PHOENIX, ARIZONA**

AGENDA ITEM INDEX

<u>ITEM #</u>	<u>SUBJECT</u>	<u>COMMITTEE #</u>
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Advanced Agenda Items

1	2017-2018 AFA-CWA Annual Budget	1
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ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
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**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
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PHOENIX, ARIZONA**

AGENDA ITEM INDEX

ITEM #

SUBJECT

COMMITTEE #

Late Agenda Items

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
JUNE 24, 2017
PHOENIX, ARIZONA**

AGENDA COMMITTEE #1 - BUDGET

Laura Masserant – ALA 19 LEC President

Ernie Lazernick – ARW 28 LEC President

Marilyn Drew – EDV 45 LEC President

Nicole Prince – SPR MEC President

FINANCE COMMITTEE

Terry Taylor – ALA 19 Member

Sherrie Thompson – FA9 MEC Secretary-Treasurer

Ed Hawes – HZN MEC President

Dante Harris – UAL 12 LEC President

* Jeffrey Heisey – UAL MEC Secretary-Treasurer

o Jeffrey Peterson – ALA MEC President

*** Denotes Temporary Chairperson**

o Denotes Steering Committee Member

SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENTS

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
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PHOENIX, ARIZONA**

AGENDA COMMITTEE #1 - BUDGET

<u>ITEM #</u>	<u>SUBJECT</u>	<u>COMMITTEE #</u>
1	2017-2018 AFA-CWA Annual Budget	1

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
JUNE 24, 2017
PHOENIX, ARIZONA**

AGENDA COMMITTEE #2

Brice McGee – ALA 15

Melissa Osborne – ALA/VX 35

Barbara Drucker – ARW 3

Kathleen O'Brien – FA9 71

*Heather Coleman – HZN 16

Anita Jwanouskos – PED 61

Kathryn Ayala – SPR 77

Kaitlin White – UAL 11

Andrew Fahy – UAL 27

o Jatawne Wells – EDV MEC President

*** Denotes Temporary Chairperson**

o Denotes Steering Committee Member

SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENTS

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
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PHOENIX, ARIZONA**

AGENDA COMMITTEE #2

ITEM #

SUBJECT

COMMITTEE #

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
JUNE 24, 2017
PHOENIX, ARIZONA**

AGENDA COMMITTEE #3

Timothy Green – ALA 18

Julie Biggar – ARW 29

Colleen Fulton – FA9 86

Kirk Hansen – HZN 17

Valentin Lorein – NCC 04

Lee Wilkes – PSA 75

Teri Davison – SPR 78

*Kevin Batey – UAL 14

Ricardo Gonzalez – UAL 38

o Jennifer Sala – FA9 MEC President

*** Denotes Temporary Chairperson**

o Denotes Steering Committee Member

SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENTS

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
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AGENDA COMMITTEE #3

ITEM #

SUBJECT

COMMITTEE #

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
JUNE 24, 2017
PHOENIX, ARIZONA**

AGENDA COMMITTEE #4

Lisa Pinkston – ALA 30

Deberah Miller – ATI 2

Joslyn Garcia – FA9 87

*Natasha Glasper – MIA 80

Kate Britt – SIL 83

Shawn McNulty – UAL 06

Michael Blake – UAL 20

Denny Wheeling – UAL 42

o Sharon Soper - HAL MEC President

*** Denotes Temporary Chairperson**

o Denotes Steering Committee Member

SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENTS

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
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AGENDA COMMITTEE #4

ITEM #

SUBJECT

COMMITTEE #

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
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PHOENIX, ARIZONA**

AGENDA COMMITTEE #5

Catherine Gwynn – ALA 39

*Mike Nelson – CPZ 81

Oscar Ochomogo – EDV 46

Emily Stiegemeyer – GJS 31

Andy Ferguson – MSA 56

Melody Melendez – SPR 73

Anthony King – UAL 7

Todd Failla – UAL 21

Jayson Jarrell – UAL 63

o Heather Stevenson - MSA MEC President

*** Denotes Temporary Chairperson**

o Denotes Steering Committee Member

SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENT

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
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PHOENIX, ARIZONA**

AGENDA COMMITTEE #5

ITEM #

SUBJECT

COMMITTEE #

5

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
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AGENDA COMMITTEE #6

Shane Spillman – AMR 51

Heather Wiseman – CPZ 84

Jaci-Ann Chung – HAL 43

Traci Hagans – MSA 88

Timothy Hopkins – SPR 74

Erica Levy – UAL 8

William Carico – UAL 25

*Kathleen Domondon – UAL 65

o Ken Diaz – UAL MEC President

*** Denotes Temporary Chairperson**

o Denotes Steering Committee Member

SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENT

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
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AGENDA COMMITTEE #6

ITEM #

SUBJECT

COMMITTEE #

6

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
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PHOENIX, ARIZONA**

AGENDA COMMITTEE #7

Robert Barrow – AMR 52

Cindy Wu – CXA 32

Jason Ostrowski – EDV 48

*Melissa Hooper – HAL 47

Hamilton Kaopua – OAI 72

Ramona Rios-Wiencek – SPR 76

Kenneth Kyle – UAL 9

Kimberly Johnson – UAL 26

o Scott Henton – HAL MEC Vice President

*** Denotes Temporary Chairperson**

o Denotes Steering Committee Member

SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENT

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY FIFTH BOARD OF DIRECTORS MEETING
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AGENDA COMMITTEE #7

ITEM #

SUBJECT

COMMITTEE #

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 2017-2018 Budget – Agenda Item #1**

DATE: 19 May 2017

Dear Board Members:

The Proposed AFA-CWA Annual 2017-2018 Budget, which is Agenda Item #1, is provided in a separate document.

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 four 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 ATI, Cathay Pacific, GoJet, Norwegian, Omni or Silver, as they are still in first contact negotiations.

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 39-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 FIFTH BOARD OF DIRECTORS MEETING
JUNE 24, 2017
PHOENIX, ARIZONA

SUBJECT: AFA-CWA Proposed Annual Budget

STATEMENT OF QUESTION:

Should the 2017 - 2018 AFA-CWA Annual Budget be adopted as proposed?

SOURCE AND DATE SUBMITTED: International President – May 19, 2017

BACKGROUND INFORMATION:

See attached Memo from the International Secretary-Treasurer and the 39-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, maintaining a solid and well-funded Reserve Fund (RF) is a high priority of the Finance Committee and the Board of Directors, and a contribution to the RF was made in 2017, the current proposed budget maintains the Reserve Fund and commits to rebuilding the Fund to previous levels; and,

WHEREAS, cyclical variations in our services and activities cause significant funding fluctuations, a new approach of prefunding these activities is an improvement to our budgeting process that enables the BOD to allocate funds for future C&B requirements and will cover Category III Elections, associated New Leader Training, and the next UAL Negotiations; 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 2017-2018 AFA-CWA Budget for the fiscal year beginning June 1, 2017 to May 31, 2018; and,

BE IT FINALLY RESOLVED, that the Board of Directors in session on June 24, 2017, for the purpose of passing a balanced budget, waive the provisions of Section IV.C.1. and Section IV.G.2. for this upcoming fiscal year. Further action includes: the MEC and LEC budgets will be maintained comparable to the 2016-2017 budget allocation amounts; and, the Advanced Leader Training will be scheduled in Fall 2018.

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

	APPROVED	APPROVED	Projected	PROPOSED	\$ Change	% Change
INCOME	2015-2016	2016-2017	2016-2017	2017-2018	From Approved	From Approved
	\$50.00	\$50.00		\$50.00		
Revenue	19,123,800	19,857,000	19,200,000	22,639,800	2,782,800	14.0%
Other Income	-	-	1,000,000	-	0	#DIV/0!
AFA Reserve Fund	739,298	-	(1,500,000)	-	0	#DIV/0!
Other Union Income	356,000	-	-	-	0	#DIV/0!
Other Reimbursement	2,000,000	1,500,000		-	(1,500,000)	(100.0%)
Future Funding Commitment				(400,000)		
AFA Strategic Industry Fund	(191,238)	(198,570)	(175,000)	(226,398)	(27,828)	14.0%
Affiliation Fees (AFL/TTD/ITF)	(410,382)	(444,985)	(487,500)	(497,598)	(52,614)	11.8%
CWA National Programs	(1,147,428)	(1,191,420)	(1,132,148)	(1,358,388)	(166,968)	14.0%
Dues Not Collected	(343,476)	(356,496)	-	(361,549)	(5,053)	1.4%
Total Revenue	20,126,574	19,165,530	16,905,352	19,795,866	630,337	3.3%
EXPENSES						
Airlines	11,227,339	10,473,622	7,883,847	10,698,541	224,919	2.1%
LEC (068)	3,823,949	3,919,189	2,997,791	4,626,849	707,660	18.1%
MEC (070)	2,311,390	2,455,433	1,935,201	3,093,692	638,259	26.0%
SBA (067)	1,801,000	1,497,000	1,124,000	1,322,000	(175,000)	(11.7%)
NEG (069)	2,516,000	1,889,000	1,108,000	916,000	(973,000)	(51.5%)
Airlines/Contingency	200,000	138,000	110,445	150,000	12,000	8.7%
LEC Carryover	350,000	350,000	341,760	360,000	10,000	2.9%
MEC Carryover	225,000	225,000	266,650	230,000	5,000	2.2%
Training	101,250	292,250	272,250	188,250	(104,000)	(35.6%)
Committees/Meetings	339,500	390,300	313,900	365,300	(25,000)	(6.4%)
International Office	7,744,183	7,252,977	7,572,179	7,877,175	624,198	8.6%
Programs & Services	355,300	397,380	454,700	286,600	(110,780)	(27.9%)
Affiliations (State & Local)	59,000	59,000	81,000	80,000	21,000	35.6%
External Legal	300,000	300,000	200,000	300,000	0	0.0%
Total Expenses	20,126,573	19,165,530	16,777,877	19,795,866	630,336	3.3%
Surplus (Deficit)	0	0	127,476	0	(0)	