

**Association of Flight Attendants – CWA, AFL-CIO**  
**Forty Third Executive Board Meeting**  
**November 14-15, 2018**  
**Washington DC**

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**SUBJECT:** Union Leave of Absence

**STATEMENT OF QUESTION:**

Should the AFA-CWA Executive Board approve the Policy & Procedures and the Notice of Leave to implement the Union Leave Program (Section I.H.) ?

**SOURCE AND DATE SUBMITTED:** International President – October 12, 2018

**BACKGROUND INFORMATION:**

At the 2018 AFA-CWA Board of Directors Meeting, a new Section I.H. providing for a Union Leave Program was approved. This provision is shown below:

H. Leave of Absence from Elected Office

1. Any LEC or MEC Officer, may, upon proper notice on the AFA Leave form provided to the Director of EAP, take a leave of absence from the duties and responsibilities of their respective elected position. Such leave of absence, available in thirty (30) day increments for up to ninety (90) days, will be taken on a voluntary basis. An Officer taking a Leave shall not be eligible to receive any Flight Pay Loss or reimbursement of personal expenses for the duration of the Leave. (Board 2018)

The agenda item adopting this provision directed the International Secretary-Treasurer to work with the Director of the EAP Department to define applicable procedures, and to submit these to the Executive Board for their approval.

These procedures incorporate the discussions that took place at the Board Meeting as well as the extended discussion by the Strategic Planning Committee.

**PROPOSED RESOLUTION:**

WHEREAS, the AFA Board of Directors approved the establishment of a Union Leave Program and directed the Secretary-Treasurer to develop procedures to implement this Program; and,

THEREFORE BE IT RESOLVED, that the attached Policies & Procedures and Notice of Leave be adopted, and distributed to the Board of Directors for immediate use.