



# Letter from the Secretary Treasurer Kevin P. Creighan

## 2018-2019 – Rock Steady!

A unions' strength comes from the courage of the leaders to maintain fiscal restraint in extraordinary times, and this results in a strong financial footing for our membership. Over the last three years, we have successfully built upon this foundation. This has been accomplished by dedicated leaders throughout the Union, who have provided outstanding representation, and have done so without overspending. The Board has made strategic decisions to create our Future Funding Commitment (FFC), which has enabled our Reserve Fund to grow. The flight plan for our Union is on the correct path, and working. AFA has been strengthened by the ability to grow and provide unsurpassed representation within budgetary constraints. Our Union is in the right place to achieve our goals.



## SQ – The “Sweet Spot,” known as the Status Quo

The LEC, MEC, and International Leadership have collectively found a budget that works. This budgeting “sweet spot” allows leaders to negotiate and defend contracts, and advance our profession. This budgeting frame work is the “Status Quo.” Financial reports from the past several years show that this well-crafted budget plan ensures we are well positioned and nimble for any uncertainty that lies ahead.



Ready for Action - The Proposed Annual Budget is balanced. All budgets have increased, and to an extent, this is because the Union membership has continued to grow. We see these increases not only for LEC and MEC Budgets, but for Negotiations, System Board, Training, and other categories – all while ensuring that we continue to focus resources on the highest priorities for the membership. We do know that we are in a good financial place with the “SQ” budget formula. It has worked for the past 4-5 years. It keeps the Union finances on a steady course, and it provides room for adjustment when and where needed.

This proposed budget showcases two new features. For three years we have set aside resources for our “Future Funding Commitment,” and now, this is coming to fruition as we have \$400,000 available to fund constitutionally required activities. Additionally, you will note there is a commitment to the Reserve Fund of \$600,000. This is only made possible by dedicated forward-thinking, to prepare the Union’s finances for the future.

*“Success isn’t just about what you accomplish in your life; it’s about what you inspire others to do.”*

*- Unknown*

## Looking Ahead

There will be many positive prospects in this upcoming budget year, but we must remain vigilant. We have enjoyed the benefits of an improving economy for the past several years, but are we nearing the top? Will it turn in this coming year, or perhaps the next?



Within the legal frame work, we know the “Janus” decision has been problematic. We have had fears that one day this could affect those of us under the Railway Labor Act. That day may be much closer given the first lawsuit has been filed and is currently working its way through the courts.

We know there are challenges ahead, but we also know that we are capable of meeting these challenges and at the same time improve representation of members. In simple terms, based on valuable lessons learned in prior years, AFA can transition, adapt and transform. We know that we can achieve results because we have built a strong financial footing. We’ve been there; done that!

By continuing to follow our strategic “SQ” plan, our budget for 2019-2020 meets the needs of the Union; it provides resources to satisfy all known priorities; it is balanced; it commits to growing our Reserve Fund.

Our journey with this Status Quo budget continues, because we know that it works.

A handwritten signature in black ink, which appears to read "Kevin P. Creighan".

Kevin P. Creighan  
International Secretary-Treasurer