

International Vice President's Report Board of Director's Meeting, March 20, 2019

In 2013, the AFA Board of Directors, passed an agenda item directing the creation of a skills based Advanced Leadership Training. This cycle's session was conducted September 24-27, 2018 in Los Angeles and marked the third such training held since the Board initiated its creation.

This year's theme was "Building Union Power" and enrollment was filled to capacity with 59 attendees. Now, more than ever, we need to focus our attention on building and strengthening our Locals and MECs. Leader visibility, transparency and creating a safe and inclusive environment for members is vital to our continued success and to that of workers everywhere.



All workshop offerings included focus on ways to assist leaders in building power and support from within our Union. Over the course of the three-day training we offered 12 different workshops in 5 different scheduled blocks. Some of the more popular workshops were offered in multiple training blocks.

Our goal, in consultation with the Leadership Development Committee, was to make the learning interactive and fun. We also placed emphasis on highlighting the successful work done by our AFA Leaders at their LECs/MECs. It was also important that we create opportunities for "meet ups" during which leaders can interact and share ideas with each other. We believe that leaders can learn just as much from each other as from the teaching facilitators.

We began each day with an inspirational group session, before breaking out to workshops. Each day had a morning and afternoon workshop block. We finished each day as a group with a wrap up during which, leaders shared with each other the primary take-aways from each workshop. The workshops offered included:

- Building Locals, Building Power
- Conflict Management 1 – Interpersonal Conflict
- Conflict Management 2 – Group Conflict
- Digital Technologies
- Solidarity Through Diversity
- Facilitation Skills
- Fighting Apathy
- Leaders Choice Two Panel Discussions – CIRP Response and A Day in the Life of a Flight Attendant at Different AFA Carriers
- Modern Membership Engagement
- Money, Members, Operations
- Public Speaking

- Time Management – Finding Balance

Feedback from the attendees was overwhelmingly positive. Leaders particularly liked the opportunity to gather outside of a meeting environment to learn and share ideas together. A special thanks to Dante Harris, LECP from Council 12 UAL in LAX for acting as host and arranging for special entertainment for our opening dinner. We agreed that due to the upcoming election cycle training we should target fall of 2020 for our next Advanced Leadership Training.

We once again partnered with members of the University of Oregon Labor Education and Research Center to facilitate previously offered workshops. New workshops were developed by AFA Staff and International Officers. As previously reported the good work of AFA Leaders was highlighted throughout the training.

I'd like to thank the Leadership Development Committee and our amazing AFA Staff for their part in developing quality training for our Leaders.

Online Learning Academy

We reported out and provided a demonstration at last year's Board of Directors meeting on the implementation of our newest educational resource for both AFA Leaders and Members. Our new online learning academy (OLA) (training.afacwa.org) has been operational for over a year now. Our Basic Grievance Training continues to be used by many LECs and MECs to conduct basic grievance training. We continue to add offerings on the training site. It currently houses the following courses:

1. What is the AFA Board of Directors
2. How Our Union Works
3. E-mail Etiquette
4. Basics of Grievance Handling
5. Human Trafficking Awareness
 - a. What is Human Trafficking?
 - b. Human Trafficking Training – Blue Lighting Course
 - c. Recognize and Report Flyer
 - d. Hidden in Plain Sight – website link
 - e. Human Trafficking 101 Flyer
6. Newsletter Sending System Technical Training
 - a. Quickstart Guide
 - b. The Importance of Subject Lines
 - c. High Res Images
 - d. 3 I-phone Tips



Course content can be delivered using electronic devices such as computers, tablets or phones and will allow us to broaden our opportunities for training that will reach both leaders and members outside a traditional classroom setting. On-line education courses will further expand our ability to promote member engagement. The OLA also provides us with a way to identify who is accessing the academy and evaluate their proficiency with the training.

We recently partnered with Elearning Experts LLC who will work with us to keep our online learning running smoothly. Elearning Experts provides expert hosting and support for Moodle™, the open source platform on which our site is built. In addition to hosting, they will help us identify avenues to increase our online learning offerings.

Additional content will be developed or curated in the upcoming year thereby adding continued educational development opportunities for our leaders and members.

Leadership Training Manual

In anticipation of the current and upcoming Category Elections, we have begun the long overdue process of updating our Leadership Training Manual.

The first change I identified that needed to be accomplished was to create two different manuals; one for newly organized carriers with no first contract and those with existing contracts. The officer compliment is not the same nor is the committee structure. For example, we presently have an entire chapter devoted to Grievance work. For those still negotiating a first contract, this would not be necessary. Instead we concentrate on those areas vital to securing a first agreement and membership involvement and sign up.

After separating the manuals into two categories we then began the task of updating their content.



For example, there was little mention of any social media or any other forms of new technology that today we take for granted when communicating with members. The manual was also framed around the concept of all paper documents and did not contemplate the use of modern electronic methods of accepting information and filing it. The list goes on but I think you get the idea.

Once we complete the manual update we will turn our eye toward updating the actual training curriculum.

Attached to this report you will find a copy of a form. I'd like to ask each of you to submit a quote we can use and highlight in the updated manual. The quotes will be used to inspire and guide new leaders using the knowledge you've gained throughout the course of your stewardship of our Union.

Additionally, I'd like to ask that you send photos of you and your members including presence at LEC/ MEC meetings as well as any other union-related activities. These two things will assist us in populating the revised manual with fresh faces and ensure inclusion of the new carriers we've welcomed into our AFA family.

List of Upcoming Training. Mark Your Calendars!!!

Election Cycle III:

June 10-14, 2019 – New Leader Orientation, Washington, DC

August 12-15, 2019 – New Leader Training, Maritime Conference Center (MITAGS), BWI

Election Cycle I:

November 18–22, 2019 – New Leader Orientation, Washington, DC

February 3-6, 2020 – New Leader Training, MITAGS, BWI

Election Cycle II:

June 8-12, 2020 – New Leader Orientation, Washington, DC

August 10-13, 2020 – New Leader Training, MITAGS, BWI

Advanced Grievance Training/System Board/MEC Grievance Chair Roundtable

February 24-28, 2020

Advanced Leadership Training

September 21-24, 2020

List of Trainings Performed Since June 2018

Our department conducted the following activities/trainings since Last Board Meeting 2018:

- Mobilization/CHAOS: 11
- Advanced Leadership Training: 15 workshops over 3 days
- MEC & LEC committee building: 5
- MEC/LEC/LC Meetings: 15
- Online Grievance Final Assignments: 36
- In person Basic Grievance: 4
- Out of Cycle New Officer Orientation/Training: 1
- ISR/IVP department meetings: 4
- Pride at Work: 1

New Hire Presentation

Following requests from several MEC's we took on the project of creating a generic new hire presentation. The ISRs and I have completed an outline for a Power Point presentation including videos, a script and a recommended list of handouts for those conducting New Hire Union Orientations. All that remains is the formatting of the Power Point presentation and we will be able to send out the finished product. While it is generic in nature, it can be customized to your MEC and tailored to meet the various amount of time each of you have contractually to spend with our new members.

Swag

We are in the process of trying to streamline the ordering of swag items and moving the function to the Communications department. Ideally, leaders would be able to order items like t-shirts, can openers, pens etc. by simply going to the swag website and placing their order. Until such time as the new site is up and running all requests for swag should be directed to John Perry in the Communications Department: jperry@afacwa.org

Human Trafficking - BLI Panel Discussion & End Human Trafficking ATL Summit

As you know we have a partnership with DHS in our mission to identify and prevent events of Human Trafficking onboard our planes. As a result of this partnership, we participated in a BLI panel discussion on November 27, 2018, regarding our work on Human trafficking identification, prevention and reporting. The panel included representatives from Delta and JetBlue, CBP's National Targeting Center, and DOT.

Additionally, I was asked to participate in another panel discussion on "Safe Skies" at the "End Human Trafficking Summit" in Atlanta on March 11, 2019. The event was hosted by the Hartsfield-Jackson International Airport and included fellow panelists from Delta Airlines, American Airlines and APFA.



When speaking on your behalf at these gatherings, I'm always asked whether we have any specific and verified instances in which a Flight Attendant has been able to identify an incident of trafficking. I know that even when reported, the incident is handed off to Law Enforcement so we don't necessarily have knowledge of it, but in the oft chance you do, I wanted to ask for your help in sharing that information with

us. In speaking with Flight Attendants on this topic they repeatedly ask how many reports were submitted and of those reports, how many arrests were made. They just want to know if they've been able to make a difference. Any data you can provide is welcome.

Human Rights

Last year's Board of Directors unanimously adopted a resolution entitled "Workers Rights are Human Rights: The Fight Forward". It called for the enactment of Human Rights Committees that will "actively partner with progressive community allies to build activism and power through training, organizing, and political action while our whole union commits to include the broader community in our local struggles for justice, democracy, dignity and respect for all" The Board recognized that in order to successfully build power for bargaining we must continually work to engage all members, organize new members and gain community allies.



In keeping with the spirit of the resolution, the ISRs and I developed a Human Rights Committee Description which was broadly distributed to the Board. We are very proud to have worked with several MEC/LECs on the development and implementation of their Human Rights Committees.

We are also very proud to have offered a first of its kind workshop at last year's advanced Leadership Training entitled "Solidarity Through Diversity". In this workshop we began a dialogue about race and inequality. We explored the history and roots of racism and examined the impact of our own biases, individually and collectively that may stand in the way of our progress. These exercises were not always

within the comfort zone of some of our participants. Therefore, I want to acknowledge and commend everyone who participated in this important workshop. Above all else, the beauty and strength of our Union is the diversity of our membership.

Should any of you need help in launching your Human Rights Committees, the ISRs and I stand ready to assist in any way we are able.

Goal Planning

- Complete the revision of our current Leadership Manual and System Board Manual
- Create and curate new content for the Online Learning Academy
- Continued revision to our New Leader Training throughout the course of the present and upcoming election cycles
- Complete formatting updates to the AFA Successes Booklet, AFA Milestones and New Hire Booklet

International Staff Representatives and Staff

I am grateful for all the AFA Staff who work so hard every day to support and promote our Union's priorities and they have my thanks.

I am extremely thankful for the ISRs. Their continued dedication to our leaders and AFA remains unwavering. We would be lost without them. I don't know that the work they do is always recognized, so I wanted to publically thank them and express my gratitude for all that they do.

I'd like to ask that each of you take a minute to express your thanks to a member of our staff. It will mean a lot.