

Compilation of Actions

Special Board of Directors Meeting



*May 20, 2020
Conducted via Zoom*

**Association of Flight Attendants – CWA
AFL-CIO**

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
SPECIAL BOARD OF DIRECTORS MEETING
MAY 20, 2020
Zoom Meeting

Voting Delegates in attendance at the Special Board of Directors meeting conducted on Zoom on May 20, 2020:

<u>AIRLINE</u>	<u>VOTING DELEGATE</u>	<u>REPRESENTING</u>
ALA 15	Brice McGee	
ALA 18	Tim Green	
ALA 19	Terry Taylor	
ALA 30	Matthew Cook	
ALA 35	Melissa Osborne	
ALA 39	Mario de'Medici	
AMR 51	Shane Spillman	
AMR 52	Robert Barrow	
ARW 03	Jaime Martinez	
ARW 28	Malana Reeves	Not Represented
ARW 29	Juli Biggar	
ATI 02	Kristen Hillman	
CXA 32	Jennifer Lee	Jason Chang
EDV 45	Tanya Clarke	
EDV 46	Oscar Ochomogo	
EDV 48	Jason Ostrowski	
FA9 71	Kathie Weis	
FA9 79	Daniel Sandberg	Lisa Brooks
FA9 85	Michael Rice	
FA9 86	Grant Alden	
FA9 87	Theresa Owens	
GJS 31	Joanne Churchill	
HAL 43	Jaci-Ann Chung	
HAL 47	Joshua Aoki	

AIRLINE

VOTING DELEGATE

REPRESENTING

HZN 16
HZN 17

Joelle Jaeger
Kirk Hansen

MIA 80

Natasha Glasper

MSA 56
MSA 88

Maggie Fox
Traci Hagans

OAI 72

John Reise

PED 61

Keturah Johnson

PSA 75

Lee Wilkes

SIL 83

Shannya Peralta

SPR 37
SPR 73
SPR 74
SPR 76
SPR 77
SPR 78

Liza Sanchez
Jasmine Lopez
David Bedene
Deb Crowley
Dan Glasson
Teri Davison

UAL 06
UAL 07
UAL 08
UAL 09
UAL 11
UAL 12
UAL 14
UAL 20
UAL 21
UAL 25
UAL 26
UAL 27
UAL 38
UAL 42
UAL 63
UAL 65

Kim Montgomery
Michael-Eric Schwaabe
Scott Pejas
Ken Kyle
Kaitlin White
Dante Harris
Kevin Batey
Michael Warner
Jill Collins
William Carico
Kimberly Johnson
Andrew Fahy
Tony Wetter
Elizabeth Hibbard
Melinda Beal
Rsei Isim

Not Represented

##

MEC Presidents in attendance as “Ex-Officio” Members of the Board of Directors:

ALA	Jeff Peterson
EDV	Jatawne Wells
FA9	Joslynn Weise
HZN	Lisa Davis-Warren
NCC	Valentin Lorien
SPR	Jason Kachenmeister
UAL	Ken Diaz

##

MEC Vice Presidents in attendance as “Ex-Officio” Members of the Board of Directors:

ALA	Brian Palmer
AMR	Dermaly Flores
ARW	Derric McDaniel
EDV	Kerry Huebbers
FA9	Andrew Kothlow
MSA	Cathy Lindig
PSA	Terri Rogers
SPR	Don Intrglia
UAL	Adam Novish

##

MEC Secretary-Treasurers in attendance as “Ex-Officio” Members of the Board of Directors:

ALA	Linda Christou
AMR	Elizabeth Vindhurst
ARW	Michael Bounds
CXA	Leo Manuel
FA9	Brandon Sweeper
GJS	Brittany Smith
HAL	Joni Kashiwai
HZN	Aimee Baird
OAI	Katherine Taylor
PSA	Alicia Brockers
SPR	Vilija Telycenas
UAL	Jeffrey Heisey

AFA International Officers in attendance as “Ex-Officio” Members of the Board of Directors:

President	Sara Nelson, United Airlines
Vice President	Debora Sutor, Envoy Air, Inc.
Secretary-Treasurer	Kevin P. Creighan, United Airlines

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ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
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ADVANCED AGENDA ITEMS

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AGENDA ITEMS

Agenda Item #1 **2020 – 2021 Annual Budget**

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 AFA-CWA Proposed 2020-2021 Budget for the fiscal year beginning June 1, 2020 to May 31, 2021; and,

BE IT FURTHER RESOLVED, that the Board of Directors in session on May 20, 2020 for the purpose of passing a balanced budget, adopt the following adjustments:

- Section IV.C.1.: Effective June 1, 2020, each Local Council will be allowed a regular monthly allowance based on seventeen percent (17%) of the total monthly dues including service charge monies of the Council affected. However, in no event shall the monthly allowance be no less than \$2,250 or an amount equal to twenty percent (20%) of a total of 100 members and service charge payers dues.
- ~~Fifty percent (50%) of any funds remaining at the end of the 2019-2020 fiscal year to be carried over into the succeeding year's local budget along with any remaining funds to be returned to the Airline Master Executive Council Administration fund. will be waived.~~
- Section IV.G.2.: The value of the MEC budget allocation will be reduced by 15%.
- ~~Section IV.B.7.: The MEC budget carry over will be waived.~~
- Trainings will be conducted in a virtual format where possible, and the Advanced Leader Training will be rescheduled to the Fall of 2021.
- The annual 2021 Board of Directors meeting will be funded at a virtual meeting level.
- Any affiliation fees will be allocated at 50% of their normal value.
- An allocation of \$400,000 \$1,375,000 from the Future Funding Commitment (FFC) will be contributed, as needed.

BE IT FURTHER RESOLVED, that during this time of uncertainty with the COVID-19 pandemic, the Finance Committee, in consultation with the International President, will monitor the monthly dues revenue and expenses, and should there be a substantial change in the net balance, a reassessment of the annual budget will be made; and appropriate budgetary changes made to ensure a solid foundation is maintained for our Union; and,

BE IT FINALLY RESOLVED, that should budget changes affecting the LEC or MEC budgets be required, a ballot of the Board will be conducted.

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RESOLUTIONS

Floor Resolution #1 – Recognition of Miami Air International (MIA) Local Officers

WHEREAS, Miami Air International (MIA) has been an Airline represented by AFA for 20 years; and,

WHEREAS, Miami Air International (MIA) has operated as a premier Charter Airline for the past 30 years; and,

WHEREAS, the demise of MIA was due to the failure of Steven Mnuchin, Secretary of the Department of the Treasury, to respond to the MIA request for assistance through CARES Act grant funding; and,

WHEREAS, this failure of the Department of the Treasury has directly led to the Chapter 11 situation being converted to a Chapter 7 closure of the Airline; and,

WHEREAS, the three Local Officers of AFA-CWA Council 80 have been long-standing Local Officers serving the Membership and providing quality representation for many years;

THEREFORE BE IT RESOLVED, the AFA Board of Directors, in recognition of exemplary dedication and representation of the Membership, bestows Life Time Membership on Council President Natasha Glasper, Council Vice President Tashana Brown, and Secretary- Treasurer Franz Decordova.

Unanimously Adopted by the Board of Directors on May 20, 2020

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RESOLUTIONS

(cont.)

Floor Resolution #2 – Recognition of Compass Airlines (CPZ) Elected Officers

WHEREAS, Compass Airlines (CPZ) Flight Attendants organized with AFA immediately after the airline first took off; and,

WHEREAS, Compass Airlines (CPZ) operated first as a regional for Northwest Airlines and then as a carrier under the umbrella of Delta Air Lines; and,

WHEREAS, the demise of CPZ was due to the movement of flying among competing regional airlines and the onset of COVID-19; and,

WHEREAS, the three Local Officers of AFA-CWA Councils 81 and 84 and the MEC Officers have served the Membership and provided quality representation for many years and achieved real results for Flight Attendants and our families – raising the industry standard for our careers; and,

WHEREAS, The elected Leadership of CPZ assisted members through the arduous process of closing the Airline and ensuring members had the best possible representation.

THEREFORE BE IT RESOLVED, the AFA Board of Directors, in recognition of exemplary dedication and representation of the Membership, bestows Life Time Membership on the following elected LEC & MEC Officers:

Local Executive Council 81 Officers:
President Dorothy Traxler
Vice President Janalee Carstedt
Secretary Traci Pettit

Local Executive Council 84 Officers:
President Heather Harris
Secretary Dorothy Schwiesow

Master Executive Council Officers:
President Mike Nelson
Vice President Shannon Kelly
Secretary-Treasurer Mary Terry Kiernan

Unanimously Adopted by the Board of Directors on May 20, 2020

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RESOLUTIONS

(cont.)

Floor Resolution #3 – Horizon Safety Recognition – Janine De Jong Jacobs

WHEREAS, Horizon AFA member Janine De Jong Jacobs noticed that a gentleman next to her had collapsed in the aisle of her local Costco; and,

WHEREAS, Janine immediately reacted in her capacity as an Aviation First Responder, requesting the customer be placed in the recovery position and then in to position for active CPR once no signs of life were evident while she went to locate the AED; and,

WHEREAS, Janine instructed those around her to begin compressions without rescue breaths given the current COVID-19 pandemic contamination concerns; and,

WHEREAS, Janine aided in life saving efforts and instruction to those around her; and,

WHEREAS, unfortunately, her efforts were not successful in reviving the customer;

THEREFORE BE IT RESOLVED, that AFA-CWA recognizes Janine De Jong Jacobs for her heroic efforts in the midst of the COVID-19 Pandemic to save the life of a fellow Costco customer; and,

BE IT FURTHER RESOLVED, that AFA-CWA presents its Safety Certification of Recognition to Janine De Jong Jacobs for her quick reaction as an Aviation First Responder.

Unanimously Adopted by the Board of Directors on May 20, 2020

##

Enabling Resolution

WHEREAS, in view of the amendments to the Constitution and Bylaws and policies adopted by the Board of Directors it is necessary that conforming changes in language and corrections be made to the Constitution and Bylaws and Association Policy;

THEREFORE BE IT RESOLVED, that the International Secretary-Treasurer is authorized to review the proceedings of the Board of Directors and prepare conforming language for the AFA Constitution & Bylaws and Policy Manual consistent with the actions of the Board of Directors.

BE IT FURTHER RESOLVED that the Budget and all other actions will take effect June 1, 2020.