



Letter from the Vice President Debora Sutor

*"I am no longer accepting the things I cannot change...
I'm changing the things I cannot accept."
— Angela Davis, political activist, Women's March 2017*

Advanced Leadership Training – May 21, June 2 and June 23, 2021

We will be conducting an Advanced Leadership Training consisting of three consecutive workshops with a specific focus on labor, race and connecting with members. The workshops are interconnected and designed to build upon the knowledge learned in each previous module. They should be taken in the chronological order as they are listed below.



Each workshop will be between 2 ½ and 3 hours in duration and will be conducted from 2-5 EST . All workshops will be conducted via Zoom.

Class sizes will be limited due to the nature of the interactive portions of the workshops. Therefore, one training slot has been reserved for each Local Council and MEC. Should your LEC or MEC like to send additional participants, the LEC/MEC President must complete a registration form. Additional attendees will be put on a wait list in order of the date the LEC/MEC President remits the registration form.

April 27th – Registration Opens

May 7th – Registration Closes

May 10th – Zoom links for workshops emailed to participants

May 21, 2021 – Democratic Participation Under Attack: Labor and Civil Rights in the US and our Workplaces - Dr. Ericka Wills and Josh Young

The right to democratic participation at work, in the legal system, and in politics at large, is crucial to a free society. The right to basic participation without regard to economic status, skin color, or gender was at the core of the New Deal, the Civil Rights Movement of the 1960s, and the push for LGBTQ rights over the last few decades. When workers fought, bled, and died to win those battles, they secured not only gains for themselves; they secured the right to stand on an equal footing at the ballot box, at the lunch counter, and on the factory floor. However, those rights are increasingly under attack: from voter suppression bills in the states, to anti-union



campaigns by companies like Amazon that mislead and threaten workers when they want to join together, to forcing low-wage workers out of court and into a system of private “justice” when they receive less than the minimum wage.

Objectives: To investigate:

- Rollbacks to labor, civil, and voting rights;
- Increased economic and related inequalities;
- Challenges to enforcing your workplace and democratic rights.
- Why the labor movement must ultimately be a social movement

June 2, 2021 – Unconscious Bias and Creating Solidarity Within Our Union - Lisa Jordan; Director of Education for United Steelworkers (USW)

Our second workshop will explore:

- Defining bias and understanding the difference between explicit vs. implicit/unconscious bias
- Impact of bias on interpersonal interactions and group dynamics
- How do we begin to build bridges and create solidarity within our union given our differences
- Strategies for intentional inclusion. Reaching out to those different than us, or not in our immediate circle, to create diverse representation.

June 23, 2021 - Panel Presentation - Highlighting the work of our Human Rights Committees - Moderators Guy Bosworth and Toni Higgins

Hear directly from Human Rights Committee leaders at Alaska, Hawaiian and Frontier Airlines about the work that they are doing at their airlines and with their members to address Human Rights issues.

Objectives:

- Highlight the positive work being done by MEC's across the union
- Identify possible activities for HRE committees to participate in or conduct to engage members – in communities, bases or online.
- Identify messages that work or are resonating with members.
- Understanding the importance of having the conversation and how to initiate.
- Explore ways for the committee and members to connect with community groups around diversity.
- Develop goals at each of the carriers as to how they will involve their members.

Human Rights Community Outreach Webinars

As a follow on to our Advanced Leadership workshops, we are looking into hosting a series of short and interactive webinars during which we will explore community outreach opportunities that further our work on human rights and equity. We already partner with groups such as Pride at Work, Asian Pacific Labor Alliance, The Labor Heritage Foundation and State and Local Labor Councils. Participants can learn of the good work already being done by AFA members and how to get more involved in community outreach and support.

It's All About AFA - New Online Trainings

The ISR's and I are excited to provide you with two new online learning opportunities for our members and committee volunteers. These courses are hosted on the AFA-CWA website (click the tab marked Departments and then Education) and in our Online Learning Academy (OLA). These are both asynchronous, self-directed trainings that can be conducted at any time. They are comprised of multiple short modules which can be taken in one session or spread out over multiple sessions. There are also periodic knowledge checks throughout each course and a final knowledge check designed to allow the learner to gauge their understanding of the material. Individual results of the final knowledge check can be provided to you if the course is taken through the OLA site. These informative modules have multiple applications which can include use at membership meetings or committee trainings.

AFA 101

This course is designed to familiarize members and potential members to our Union - The Association of Flight Attendants-CWA. This course could be used in a variety of ways. Because it is a self-directed, asynchronous course, you could provide the link to any member who has questions about AFA-CWA. You could also use portions of it at New Hire presentations or in Local meetings with members. Walking through the course, or portions of the course, together will allow leaders to immediately answer and address questions. Not only will you be able to reach and inform members in a whole new way, this is an excellent tool to identify and recruit new Union volunteers. After this course participants will be able to:

1. Recount the history of AFA and the past events that shaped our union into what it is today.
2. Describe each level of the AFA organizational structure and how they are interrelated.
3. Explain how dues are allocated and used throughout our Union for direct member representation.
4. Explain why we use committees as well as how they are established and function.
5. Explain guidelines for the use of email, and social media in Union communications.

Introduction to Union Volunteering

Volunteers play an integral part in defending our members and promoting our career as aviation's first responders. This course is designed for use by members who have expressed a desire to become involved in union committee work and will prepare them as they begin their new role as a an AFA Volunteer. Building on the AFA 101 course, it provides greater detail around the roles of committee volunteers and their interaction with the Local Council officers, chairs and International Departments. This course could be offered as an advance assignment prior to finalizing a volunteer's committee assignment. It will assist you as leaders, in determining if the volunteer has shown a sufficient level of commitment and whether or not you feel it a good use of the LEC/MEC funding to move forward with incurring expenses such as providing training, meal expenses or FPL. If the course is taken through the Online Learning Academy, the individual performance of the volunteer can be tracked to identify comprehension and opportunities for further follow up.



After completing this course participants will be able to:

- Recount the history of AFA and the past events that shaped our union into what it is today.
- Describe each level of the AFA organizational structure and how they are interrelated.
- Explain how AFA committees are established and function.
- Explain best practices for interacting and working with Members.
- Explain guidelines for communication, email, and use of social media in conducting AFA business.
- Understand AFA policies, procedures, and standards on scheduling, pay reimbursement, and travel.

Online Learning Academy (OLA)

We have added the following courses to the OLA since 2019:

Building Union Power - Membership Engagement Conversations

The objectives of this course are to instruct the learner:

- To explain the Union's Mission
- To prepare for a membership engagement conversation
- How to overcome obstacles to membership engagement
- To utilize the standard structure for a membership engagement conversation
- To be able to evaluate the appropriate action to be taken by the flight attendant to address their issue or in support of Union solidarity

Onboard Fume Events - How to Recognize and Respond:

The objectives of this course are to instruct the learner:

- How to identify a fume event
- How to react in the event of a fume event

Implicit Bias - Diversity

We have included links to several videos regarding Implicit Bias and Diversity as well as a Yale College Course on African American History: From Emancipation to the Present. The Yale Course is a semester long course that was conducted on campus twice a week and recorded. We will continue to update this section of the online learning academy with additional materials as they are identified.

Bloodborne Pathogens

The objectives of this course are to instruct the learner:

- How to identify bloodborne pathogen hazards
- How to identify airborne pathogen hazards
- How to describe exposure controls:
 - exposure control plan and training
 - engineering and work practice controls
 - personal protective equipment
- List actions to take if an exposure incident occurs

New Officer Orientation & Training

Due to the COVID pandemic and need to offer virtual training for our last round of election cycle training, we created a blended learning path on the OLA with advance activities, both existing and new, with live zoom sessions as a follow up. These tracks can be reused for advance work prior to in-person training allowing for more variety of use of in-person class time.

Linkdin Learning – Free Learning

Our partnership with CWA entitles AFA members to take advantage of a complimentary online learning opportunity. CWA/NETT provides access to hundreds of training courses via Linkdin Learning. This might be the perfect time to brush up on existing skills or learn new ones.

Examples of Learning Titles include:

- Zoom Meetings
- Microsoft Collaboration
- Microsoft Excel
- Sharepoint
- Courses on diversity, unconscious bias and inclusion
- Final Cut Pro
- Premiere
- Photography Dreamweaver

1. Linkdin Learning offers services independently of our union’s agreement with them. Members could receive email advertising from them directly. That offer should not be confused with ours. The independent version is a 30 day free trial version but one must pay thereafter. The only way to receive the completely free service is to use the following link: <https://cwanett.weebly.com/linkedin-learning--free.html>

2. Once members click on the form, they will see a CWA/NETT screen. They will be asked to complete a form and an e-mail confirming their registration will follow. Part of this process requires them to remit their local number. They’ll need to use their CWA local number which is a five digit number.

Sector + District number + 0 + AFA Local Council number. For example, I am an Envoy Flight Attendant based in Chicago so my five digit number is: 24051.
The AFA sector number is always number 2.

3. Once the form has been remitted, CWA/NETT Staff will validate you as a member in good standing and enrolls individuals every Monday (or Tuesday following a holiday). You will receive log-in info from Linkdin Learning and a reminder from our staff when enrolled. (check your spam folder) Enjoy complimentary access throughout the year - (access expires December 30, 2021).

Our Successes

We’ve developed a booklet for use in training, new hire orientation and general member education. We call the booklet “Our Successes.”

Issues are identified by our members and brought to AFA leaders, who then utilize the professional

resources of AFA to build and execute strategies to address the problem. These winning strategies involve members through documenting abuses, filing grievances, contacting their Members of Congress, and, most importantly, through member engagement activities such as targeted outreach and informational picketing. When our members collectively take action, we are able to accomplish great things.

The booklet highlights some of the many successes we have been able to achieve together. We encourage you to learn about the work of AFA-CWA and share this information with all Flight Attendants.

You play an important role in shaping our union. Each success builds upon the next as we continually shape our Union. Our work is never finished. Attached to this report, you will find the most recent and updated version of the booklet.



New Hire Presentation

After receiving several requests for assistance with AFA New Hire Presentations, we went to work and created an updated and branded presentation. Our presentation was constructed in a generic type format giving leaders the ability to insert and/or edit portions to meet the needs of your specific carrier. The initial roll out of the presentation was given to the Board in September 2019.

I am very excited that several of our airlines have now begun hiring again. As such, I wanted to put this presentation back on your radar.



Each MEC was sent previously sent an airline specific "Welcome Video" from Sara but if you need us to resend yours, please let me know.

The link to the new hire presentation power point presentation and its corresponding videos is:

<https://drive.google.com/drive/folders/1jMHyb3ZnYRtfwciVg6PC1FrsAyLktmJr>

Goals

- Updating online grievance training
- Preparations for New Leader Orientation and New Leader training for the upcoming category election cycle
- Exploration into hosting an in-person Advanced Leadership training in late autumn or next Spring