

Compilation of Actions

Forty Eighth Board of Directors Meeting



*May 13-14, 2021
Virtual Meeting Conducted via Zoom*

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

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY EIGHTH BOARD OF DIRECTORS MEETING
MAY 13-14, 2021
Zoom Meeting

Voting Delegates in attendance at this meeting of the Board of Directors:

<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	Steven Maller	
AMR 51	Shane Spillman	
AMR 52	Robert Barrow	
ARW 03	Jaime Martinez	
ARW 29	Juli Biggar	
ATI 02	Kristen Hillman	
EDV 45	Tanya Clarke	
EDV 46	Oscar Ochomogo	
EDV 48	Jason Ostrowski	
FA9 71	Kathie Weis	
FA9 79	Lisa Brooks	
FA9 85	Michael Rice	
FA9 86	Rachel Dunhoff	
FA9 87	Theresa Owens	
GJS 31	Brittany Smith	
HAL 43	Jaci-Ann Chung	
HAL 47	Joshua Aoki	
HZN 16	Joelle Jaeger	
HZN 17	Kirk Hansen	
MSA 56	Maggie Fox	
MSA 88	Traci Hagans	

<u>AIRLINE</u>	<u>VOTING DELEGATE</u>	<u>REPRESENTING</u>
OAI 72	John Reise	
PED 61	Keturah Johnson	
PSA 75	Lee Wilkes	
SIL 83	Shannya Peralta	
SPR 37	Liza Sanchez	
SPR 73	Jasmine Lopez	
SPR 74	David Bedene	
SPR 76	Deb Crowley	
SPR 77	Dan Glasson	
SPR 78	Teri Davison	
UAL 06	Kim Montgomery	
UAL 07	Michael-Eric Schwaabe	
UAL 08	Scott Pejas	
UAL 09	Ken Kyle	
UAL 11	Kaitlin White	
UAL 12	Dante Harris	
UAL 14	Kevin Batey	
UAL 21	Jill Collins	
UAL 25	William Carico	
UAL 27	Andrew Fahy	
UAL 42	Elizabeth Hibbard	
UAL 63	Melinda Beal	
UAL 65	Rsei Isim	

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

ALA	Jeff Peterson
ARW	Doris Millard
EDV	Jatawne Wells
FA9	Joslynn Weise
HAL	Joni Kashiwai
HZN	Lisa Davis-Warren
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
ATI	Samantha Byrd
EDV	Kerry Huebbers
FA9	Andrew Kothlow
HAL	Scott Henton
MSA	Cathy Lindig
PED	Sheila Hubbard
SPR	Don Intreglia
UAL	Adam Novish

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

ALA	Linda Christou
AMR	Elizabeth Vindhurst
ARW	Ruthanna Jenkins
HAL	Chasity Theno
MSA	Melissa England
OAI	Debbie Parker
PSA	Alicia Brockers
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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2020-2021 AWARD RECIPIENTS

Edith Lauterbach Merit Award – Doris Millard, Air Wisconsin MEC President

Terri Owen Government Affairs Activist Award – Rick Schwabauer, Hawaiian Airlines

Peggy Price LEC EAP Award – UAL Council 11 EAP Committee

Air Safety Award – Elizabeth Mullins, Endeavor Air MEC Safety Chair

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AGENDA ITEMS

Agenda Item #1 **2021-2022 AFA-CWA Annual Budget**

Resolution:

WHEREAS the AFA-CWA Board of Directors sets and reaffirms our priorities each year; and,

WHEREAS, together we build our annual budget to support our priorities based upon available resources, including our projected income; and,

WHEREAS, today our country is remains in the midst of a pandemic due to COVID-19, and the airline industry continues to be affected resulting in reduced flights throughout the industry; and,

WHEREAS, AFA was part of history making legislation that supported all classifications of airline workers through Payroll Grants to airlines for direct payment to workers through September 30, 2021; and,

WHEREAS, this pandemic injects uncertainty in the dues revenue projections for the coming fiscal year; and,

WHEREAS, AFA remains fully committed to ensuring adequate Members of Staff are in the appropriate positions as the industry emerges from the effects of the pandemic; and,

WHEREAS, maintaining a solid and well-funded Reserve Fund (RF) has been a high priority of the Finance Committee and the Board of Directors, and contributions to the Reserve Fund have been made in 2017, 2018 and 2019; and due to good ongoing fiscal constraint by each Local and MEC, the AFA is well prepared for these times of change in the airline industry, such that the current proposed budget maintains the Reserve Fund; and,

WHEREAS, cyclical variations in constitutional services such as elections, trainings, and negotiations cause significant spending fluctuations, the adopted approach of prefunding these activities through the Future Funding Commitment has been an improvement to our budgeting process; and,

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 2021-2022 Budget for the fiscal year beginning June 1, 2021 through May 31, 2022; and,

BE IT FURTHER RESOLVED, that the Board of Directors in session on May 13, 2021, for the purpose of passing a balanced budget, adopt the following adjustments:

- Section IV.C.1.: Effective June 1, 2021, 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.
- Section IV.G.2.: The value of the MEC budget allocation will be reduced by 15%.
- An allocation of \$1,600,000 from the Future Funding Commitment (FFC) will be utilized, as needed.
- Article XI.G.2.: At end of each fiscal year, whenever total income exceeds total expenses, such net income may be credited to the Union reserves whenever it is net worth is less than two (2) times the annual income. In 2021, an allocation of \$600,000 from the prior year AFA Surplus will be utilized, as needed, and all remaining surplus will be credited to the AFA Reserve Fund.

BE IT FURTHER RESOLVED, that as the industry recovers from the pandemic and the Union grows, the International Officers will ensure that the previously approved new positions for a Staff Attorney, Staff Attorney/Negotiator, IT Specialist, Mobilization Specialist, and Finance Specialist will remain as high priorities, as well as the previous position in Air Safety, Health and Security and an International Staff Representative; and,

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 during the fiscal year, an explanation will be provided, and a ballot of the Board will be conducted.

AGENDA ITEMS

Agenda Item #2 Mutual Respect Policy

Resolution:

WHEREAS, there is an internal inconsistency between the Mutual Respect Policy and AFA's primary objective; and,

WHEREAS, this Agenda Item will eliminate that inadvertent inconsistency;

THEREFORE BE IT RESOLVED, the first sentence of the AFA Mutual Respect Policy will be changed as follows:

The Association of Flight Attendants-CWA is opposed to any discrimination based on age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, and gender expression.”

BE IT FINALLY RESOLVED, the remainder of the Mutual Respect Policy remains unchanged.

AGENDA ITEMS

Agenda Item #3 Human Rights & Equity Committee (Section XIV)

Resolution:

WHEREAS, the AFA Mission Statement defines our core value “To promote economic and social justice for all workers through education and action” and the “commitment to equal treatment of all individuals, regardless of race, color, creed, sexual orientation, gender identity and gender expression;” and,

WHEREAS, existing LEC & MEC Human Rights Committees have worked to increase the strength of our LECs and MECs by working to educate members and create safe spaces for people to share their personal experiences so that we better understand each other and are able build our union’s strength through recognition of our common struggles and goals, rather than allowing others to divide us; and,

WHEREAS, it is only fitting that the AFA Board of Directors further its existing commitment to providing the broadest possible representation for members by establishing a new and Continuing Committee of the Board of Directors to support and make recommendations for our Union’s work on the topic of human rights and equity;

THEREFORE BE IT RESOLVED, Section XIV.A.1. will be amended to add the following:

8. Human Rights and Equity Committee

BE IT FURTHER RESOLVED, a new Section XIV.J. will be added as follows:

J. Human Rights and Equity Committee

1. The committee is charged with responsibility for ongoing study of matters related to the strengthening of our union through the promotion of and support for economic, racial and social justice equity for all workers.
2. Committee Activity shall include:
 - a. Recommendations for participation by our MECs and LECs in their community, minority, and women’s organizations and coalitions which aim to eliminate discrimination and racism.
 - b. Recommendations related to the support for work on union campaigns and programs to include the following: collective bargaining, organizing, voter registration information and get out the vote drives, informing members on legislation that impacts working men and women, and community service and outreach programs.

- c. Recommendations for creating safe spaces within our union for people to share their personal experiences in relation to age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, gender, gender expression and political orientation so that we better understand each other and build our union through our common struggles and goals, rather than allowing union busters to divide us by differences.
- d. Recommendations for educational materials relevant to civil and human rights issues that affect our members and communities.
- e. Recommendations on how to facilitate training around issues of Human Rights and Equity.

BE IT FINALLY RESOLVED, the four members of the first Human Rights and Equity Committee will be elected at the 2021 BOD Meeting.

AGENDA ITEMS

Agenda Item #4 Continuing Committees - Elections (Section XIV)

Resolution:

A. Finance – 6/1/2021 – 5/31/2022

WHEREAS, the Finance Committee consists of five members with at least one from each of the following groups of carriers: under 500 members; over 500 but under 3,000 members; over 3,000 members; and, two members from any carrier regardless of size;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions in each airline group:

under 500 members	Ruthanna Jenkins	ARW MEC S-T
501-2,999 members	Vilija Telycenas	SPR 76 LEC VP
over 3,000 members	Terry Taylor	ALA 19 LECP
	Dante Harris	UAL 12 LECP
	Jeff Heisey	UAL MEC S-T

B. Negotiations Policy - 6/1/2021 - 5/31/2022

WHEREAS, the Negotiations Policy Committee consists of four members;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions:

Kelle Wells	ALA 19 Member
Greg Davidowitch	UAL 06 Member
Denny Wheeling	UAL 42 Member
Theresa Owens	FA9 87 LECP

C. International Affairs - 6/1/2021 - 5/31/2022

WHEREAS, the International Affairs Committee consist of four members;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions:

Valentin Lorien	AFA Lifetime Member
Lisa Brooks	FA9 79 LECP
Marielena Rodríguez	FA9 87 LEC VP
Michael Schwaabe	UAL 07 LECP

D. Leadership Development - 6/1/2021 - 5/31/2022

WHEREAS, the Leadership Development Committee consists of four members;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions:

Krystle Berry	ALA 39 LEC VP
Dermaly Flores	AMR MEC VP
Brittany Smith	GJS 31 LECP
Adam Novish	UAL MEC VP
Kaitlin White	UAL 11 LECP [Alt.]

E. Political / Legislative – 1/1/2021-12/31/2022

WHEREAS, the Political / Legislative Committee consists of four members;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions:

Jean Machak	EDV 46 Member
Cher Taylor	FA9 MEC GA Chair
Rick Schwabauer	HAL MEC GA Chair
Mary Garton	UAL 12 Member
Krystle Berry	ALA 39 LEC VP [Alt.]

F. Strategic Planning - 6/1/2021 - 5/31/2022

WHEREAS, the Strategic Planning Committee consists of five members with at least one from each of the following groups of carriers: under 500 members; over 500 but under 3,000 members; over 3,000 members; and, two members from any carrier regardless of size;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions in each airline group:

under 500 members	Doris Millard	ARW MEC P
501-2,999 members	Robert Barrow	AMR MEC P
over 3,000 members	Brian Palmer	ALA MEC VP
	Kevin Batey	UAL 14 LECP
	Dante Harris	UAL 12 LECP

G. Crew Accommodation and Transportation Policy Committee – 6/1/2021 - 5/31/2022

WHEREAS, the Crew Accommodation and Transportation Policy Committee consists of five members with at least one from each of the following groups of carriers: under 500 members; over 500 but under 3,000 members; over 3,000 members; and at least one from a charter carrier;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions in each airline group:

under 500 members	Jaime Martinez	ARW 03 LECP
	Debbie Parker	OAI 72 Secretary
501-2,999 members	Heather McClay	FA9 87 Scheduling Chair
	Katie Franc	FA9 87 Hotel Chair
	Judi Harrison-Gould	HZN MEC Hotel Chair
over 3,000 members	Jodi Snow	ALA MEC Hotel Vice Chair

H. Human Rights and Equity Committee – 6/1/2021 - 5/31/2022

WHEREAS, the Human Rights and Equity Committee consists of four members;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions:

Shane Spillman	AMR 51 LECP
Andrew Kothlow	FA9 MECVP
Traci Hagans	MSA 88 LECP
Kimberly Johnson	UAL 11 HRC Chair
Derric McDaniel	ARW MEC VP [Alt.]
F. “Junior” Avei Jr.	HAL MEC HRC Chair [Alt.]

Agenda Items Ruled Out of Order:

Agenda Item # **Subject**

None

##

Agenda Items Not Accepted as Agenda Items by the Board of Directors:

Agenda Item # **Subject**

None

##

Agenda Items Not Adopted by the Board of Directors:

Agenda Item # **Subject**

None

##

Agenda Items Withdrawn:

Agenda Item # **Subject**

None

##

REPORTS

Reports were presented by each of the three International Officers.

Reports from the Finance Committee and Leadership Development Committee were presented.

RESOLUTIONS

Floor Resolution #1 – Support Flight Attendant Organizing at Delta Air Lines

WHEREAS, Delta Air Lines Flight Attendants are organizing to gain legal standing to have a voice and rights on the job at the airline; and,

WHEREAS, Delta Air Lines remains the only major U.S.-based carrier where Flight Attendants are still denied the security of a union contract; and,

WHEREAS, Our industry is interconnected and our safety, security, job security, and working conditions are linked across all carriers; and,

WHEREAS, Any effort to undercut or weaken Flight Attendant careers creates a threat for all Flight Attendants; and,

WHEREAS, the COVID-19 pandemic and the fight for our aviation Payroll Support Program (PSP) showed the clear importance of aviation workers speaking together as one and taking action near every airline base to achieve our shared goals; and,

WHEREAS, The organizing campaign at Delta played a key role in our ability to reach, engage and mobilize Delta Flight Attendants, especially in key locations like Atlanta, Detroit, and Minneapolis, to secure and extend PSP; and,

WHEREAS, Delta Air Lines management was the least engaged of any major carrier in securing and extending PSP, but quick to cut hours for ground employees and refuse a minimum guarantee for Flight Attendants because the lack of union contracts gave management unilateral authority to balance the books on the backs of workers; and,

WHEREAS, Delta executives agreed to cap their own compensation under the terms of PSP but fought ferociously to prevent Congress from requiring them to simply follow current labor law by agreeing not to interfere in their employees' free right to join a union; and,

WHEREAS, we have seen in previous union drives that Delta management is willing to go to extreme lengths to maintain unilateral control over the workforce and speak for them on Capitol Hill; and,

WHEREAS, Flight Attendants at Delta Air Lines have requested our material support for their campaign to achieve certified legal standing as a Flight Attendant union with AFA-CWA;

THEREFORE BE IT RESOLVED, AFA-CWA commits to supporting Delta Flight Attendant organizing at all levels of our union as part of our mission to unite all Flight Attendants; and,

BE IT FURTHER RESOLVED, the AFA-CWA Board of Directors commits to selecting an outreach coordinator from each AFA-CWA Local to use the current structure of our union to promote and assist in Delta organizing efforts; and,

BE IT FURTHER RESOLVED, organizing at Delta Air Lines is a top priority of our union because we must always work to build a stronger voice in legislative and regulatory efforts, stop outsourcing and gigification of our work and negotiate strong contracts that uplift conditions for all Flight Attendants in our industry; and,

BE IT FINALLY RESOLVED, Delta Air Lines Flight Attendants are already a part of our AFA family and we will never stop fighting for our family.

RESOLUTIONS

Floor Resolution #2 –Focus on the People

WHEREAS, Americans already faced runaway economic, racial, social and environmental inequality prior to the COVID-19 pandemic; and,

WHEREAS, our foundational values are based on the idea that injustice anywhere is a threat to justice everywhere; and,

WHEREAS, the economic and human toll of the pandemic further exacerbated existing inequality; and,

WHEREAS, we know from our own experience that corporate interests will use any crisis to further their control over our economy and democracy; and,

WHEREAS, the Biden administration has committed to Build Back Better with real investments in working families and our futures - and it's our job to keep our demands at the forefront of this process; and,

WHEREAS, pending legislation, if enacted, has the potential to radically realign the balance of power so that working people are no longer fighting against both corporations and our own laws as we work to secure the changes we need to thrive; and,

WHEREAS, as a democratic organization AFA-CWA fully supports the spirit of negotiation in a democratic process where every voice is heard; and,

WHEREAS, AFA-CWA has long experience negotiating against corporate interests who refuse to bargain in good faith and seek to derail or delay progress by imposing a minority's will on the majority when the very first few words of the preamble of the constitution make clear this country was built for all of us, for "We the people;"

THEREFORE BE IT RESOLVED, AFA-CWA supports efforts to invest in working people, including by rebalancing our laws to make it easier to build power at work, in our democracy and our futures; and,

BE IT FURTHER RESOLVED, that AFA-CWA supports President Biden's American Jobs Plan and American Families Plan, which will invest billions to restore our critical physical and economic infrastructure while creating millions of good, union jobs; and,

BE IT FURTHER RESOLVED, AFA-CWA support passage of the Protecting the Right to Organized (PRO) Act, which would fix historical injustices created in previous labor laws, especially in regards to immigrant worker rights, and extend new rights to all workers to rebalance our economy by building solidarity in our workplaces without interference; and,

BE IT FURTHER RESOLVED, AFA-CWA supports the For The People Act, to restore the right to vote for every American citizen and beat back cynical efforts to deny Americans our most foundational exercise of power in our society; and,

BE IT FURTHER RESOLVED, AFA-CWA supports such procedural reforms as may be necessary to end the practice of minority obstruction in the United States Senate, including abolition of the filibuster rule; and,

BE IT FINALLY RESOLVED, AFA-CWA commits to making sure our voices are now and always a strong foundation for our democracy.

RESOLUTIONS

Floor Resolution #3 – Support for Recall Rights for UNITE HERE and Safety in Hotels Now

WHEREAS, Flight Attendants and our union the Association of Flight Attendants-CWA, AFL-CIO, are committed to ensuring all hospitality workers have good jobs with fair compensation, benefits and the dignity of a voice on the job through strong union contracts; and,

WHEREAS, Flight Attendants have worked for decades to ensure that one job is enough for workers in our profession and all professions; and,

WHEREAS, millions of hospitality workers were laid off or furloughed during the pandemic; and,

WHEREAS, many hospitality employers are attempting to exploit the crisis caused by the pandemic to rehire workers at lower pay, with fewer benefits, without respect for seniority, and to bust unions; and,

WHEREAS, union busting and exploitation of workers in any industry is a threat to all workers in every industry; and,

WHEREAS, in the course of our duties, Flight Attendants work directly with members of UNITE HERE and our members and unions have long acted in solidarity together. If UNITE HERE members can't do their jobs, we can't do our jobs either; and,

WHEREAS, our union siblings at UNITE HERE Local 11 are fighting to ensure management at Chateau Marmont in Los Angeles is held accountable for their shameful mistreatment of workers before and during the pandemic as well as demand management reinstate the workers who made the hotel successful for decades;

THEREFORE BE IT RESOLVED, AFA-CWA joins UNITE HERE Local 11's pledge "to only return to the Chateau Marmont when the hotel has demonstrated a commitment to respecting its workers' years of service by rehiring them in accordance with their legal rights and to ensuring that all workers--regardless of their race, sex, or background--feel treated with dignity and respect"; and,

BE IT FURTHER RESOLVED, AFA-CWA affirms our commitment to ensure our employers make all due efforts to place Flight Attendants in hotels that meet UNITE HERE's FairHotel standards; and,

BE IT FURTHER RESOLVED, AFA-CWA affirms our commitment to act in solidarity with our UNITE HERE siblings to ensure hospitality workers return to work with the same or better compensation, benefits, union contracts and seniority status they earned prior to the pandemic; and,

BE IT FINALLY RESOLVED, AFA-CWA affirms our commitment to all our union siblings throughout the hospitality industry and all hospitality industry employees make sure one job is enough!

RESOLUTIONS

Floor Resolution #4 – Ordering of AFA Designated Pins

WHEREAS, the Association of Flight Attendants - CWA has recognition pins to celebrate membership diversity during designated months; and,

WHEREAS, AFA - CWA Master Executive Council and Local Executive Presidents must place orders for these pins when the AFA - CWA International Office requests orders; and,

WHEREAS, AFA includes Local Executive Councils with multiple domiciles making distribution challenging; and,

WHEREAS, distribution of these pins should be made in a timely manner in order to truly celebrate and support the designated month;

THEREFORE BE IT RESOLVED, the AFA - CWA International Office will send email requests for orders no less than two (2) months prior to the month each pin designates.

Floor Resolution #5 – 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-CWA Constitution and Bylaws and Policy Manual consistent with the actions of the Board of Directors; and,

BE IT FURTHER RESOLVED that the Budget and all other actions will take effect June
1, 2021.

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