

Association of Flight Attendants – CWA, AFL-CIO
Executive Board Meeting
February 17, 2021

RESOLUTION

SUBJECT: 2021 BOD Meeting

STATEMENT OF QUESTION: In order to protect and safeguard the health and well-being of AFA Leaders and Staff, should the Regular Meeting of the AFA Board of Director's be conducted via online means for 2021 ?

BACKGROUND: At the present time, the pandemic is in its most deadly phase since it began. COVID positivity rates continue to increase and are predicted to accelerate further with the onset of a new variant of the virus that spreads easily and quickly and has now been broadly detected in the United States.

The roll out of the vaccine has been slower than originally anticipated, therefore, AFA Leaders, Staff, and/or Members may not be able to receive a two-dose immunization in advance of the constitutionally mandated dates of our Board between February and May 15, 2021.

Regardless of immunizations, an in-person AFA BOD Meeting would be categorized by CDC as "Highest Risk" given it is difficult for individuals to remain spaced at least six feet apart and attendees are required to travel from outside the local areas. Social distancing policies make it all but impossible for a group as large as the AFA Board Meeting (approx. 125-150) to meet in one room.

Many state and local regulations and applicable guidance documents prohibit businesses, like hotels, from conducting large scale meetings such as an AFA Board Meeting, so site location options are extremely limited. Presently, the latest state-by-state protocols for in-person gatherings include not only normal social distancing, mask requirements, etc., but also include occupancy limits and in some cases, travel protocols such as quarantines before and after travel or documentation of negative COVID test results. As additional background, research into state-by-state protocols are provided (<https://www.meetingsmeanbusiness.com/reopening-tracker>). Careful monitoring of this site reveals the states have varied their restrictions and have tended to become more restrictive of late.

While present conditions within the hotel industry make it almost impossible to schedule a large in-person meeting, a possibility of a large-scale lockdown across the United States cannot be ruled out should COVID positivity rates continue to climb. As additional background, the AFA Air Safety, Health and Security Department has provided a Memo addressing pandemic conditions that can be expected through May 2021 and beyond. The Department recommends that an "...in-person meeting not be planned for May 2021. Possible planning for an in-person meeting in late 2021 or early 2022 could be reconsidered this summer or at a virtual BOD

meeting in May 2021 when we should have more information about the safety risks of in-person meetings.

This recommendation is based primarily upon considerations for the health and safety of the 125-150 participants. From an operational perspective, a meeting could be planned (with great difficulty) in a location that currently permits meetings of our size to take place. If an in-meeting were to be scheduled for mid-May2021, pandemic conditions at that location could deteriorate and the state or local jurisdiction could revise its protocols, as we have seen them do over the past few months. This could have the effect of cancelling a scheduled meeting.

If the Board decides to conduct the meeting as a virtual video conference, measures would be taken to ensure business could be conducted. The Secretary-Treasurer has participated in an AFL-CIO conference that focused on the experience of other labor unions that have conducted constitutional meetings by virtual means. The meeting would be structured over a number of days, but hours per day would be limited. This would afford the ability to hear reports, as well as meet in in Agenda Committees to discuss potential agenda items.

PROPOSED RESOLUTION:

WHEREAS, the AFA Mission Statement sets Safety & Health as one of highest priorities of the Union; and,

WHEREAS, the CDC states that “rigorous and increased compliance with public health mitigation strategies, such as vaccination, physical distancing, use of masks, hand hygiene, and isolation and quarantine, will be essential to limiting the spread of SARS-CoV-2 and protecting public health;” and,

WHEREAS, a review of the current state and local regulations and procedures indicate that the availability of suitable locations is almost nonexistent, and may become less available or not available in the near future; and,

WHEREAS, significant resources and time for pre-planning are required to organize and conduct an AFA Board Meeting that may not be allowed to take place; and,

WHEREAS, the essential functions, strategies, goals and priorities of the Union can all be addressed using an online meeting space;

THEREFORE BE IT RESOLVED, that the Regular Meeting of the AFA Board of Directors for 2021 will be planned and conducted using an online platform for the purpose of conducting the business of the Union, fulfilling our constitutional and fiduciary responsibilities and to safeguard the health of our leaders, members and staff.

Adopted February 17, 2021