

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA

SUBJECT: AFL-CIO Affiliation Fees (Section IV.C.2)

STATEMENT OF QUESTION: Should Section IV.C.2 be amended to reflect the current payment practices related to the AFL-CIO National Affiliation Fee Program (NAFP) ?

SOURCE AND DATE SUBMITTED: Strategic Planning Committee (SPC), April 13, 2022

BACKGROUND INFORMATION:

There has been extensive discussion and decision-making pertaining to AFL-CIO affiliations at the National, State Federation, and the Central Labor Council levels.

A significant decision was made at the CWA Convention in June 2019, which included the AFA-CWA Delegates. The Resolution at the Convention decided that the entire Union would affiliate 100% of all members with both the National AFL-CIO as well as the AFL-CIO State Federations. In essence, the Union had decided to participate in the AFL-CIO National Affiliation Fee Program (NAFP).

In July 2019, the Convention Resolution was implemented, and all CWA Locals were affiliated with the State Federation in the State in which the Local is located. This included affiliation of all AFA-CWA Locals with their respective State Fed. Since this time, the International Office has funded the payment at both the National and the State Fed levels. This entitles every AFA Local to participate at their respective State Fed, and to send voting delegates to their meetings and conventions.

The purpose of affiliating all members of the Union at the State Federations was to build power within AFA by participating at the State level within the AFL-CIO. AFA recently achieved a major win for members in Illinois while working in conjunction with the IL State Fed. AFA Councils in Illinois along with other Unions, successfully lobbied at the State House. Lawmakers were convinced to reverse an unfavorable provision that would have excluded aviation workers from eligibility for paid FMLA that other workers in Illinois receive.

AFA learned of the pending legislation because the Locals in IL are affiliated and active in their State Fed. In conducting the fight, the State Fed was instrumental in assisting all of the unions that took part in the lobbying activities. This political victory achieved what has been near impossible to achieve in bargaining.

While this background was provided to explain the rationale of affiliating 100% of the members at each Council, the agenda item in question pertains to the funding of these affiliations.

For the most part, the proposed changes related to the National AFL-CIO and State Feds will align the Policy Manual Section IV.C.2 with the existing practice whereby the International Office funds 100% of per capita costs. The current 2022-2023 Proposed Budget has line items of \$275,362 (National AFL-CIO) and \$360,000 (State Feds).

While the International Office has traditionally funded the National AFL-CIO, payment of the State Feds per capita is new, and will reduce costs for any LEC that was previously affiliated.

An additional change pertained to the Local Councils located outside the US. The current constitutional provision is that 50% of their fees are covered by the International. The proposed change to increase the percentage to 100% will keep all Councils on an equal footing.

Finally, this agenda item will have no effect on the payment of fees related to the AFL-CIO Central Labor Councils (CLC's). The current provision that 50% is funded by the International remains as is.

The SPC had reviewed the discussions and decisions made in 2019, and was prepared to present this agenda item at the 2020 BOD Meeting, but that meeting was canceled due to the pandemic.

PROPOSED RESOLUTION:

WHEREAS, AFA-CWA decided to participate in the AFL-CIO National Affiliation Fee (NAFP) as this will help AFA build power in the Labor Movement; and,

WHEREAS, participation in the NAFP began in July of 2019 and the International Office has funded 100% of the per capita costs of affiliating 100% of the members at all Locals since that time;

THEREFORE BE IT RESOLVED, that AFA-CWA Policy Manual Section IV.C.2 be amended as follows:

C. Local Council Expenses

1. This section remains unchanged
2. AFL-CIO Affiliation Fees Allowable

AFA has a long tradition of working closely with the AFL-CIO. This participation at the National, State, and Local levels, is consistent with the AFA Mission Statement and core values, and enables the Union to better achieve its Objectives.

- a. **National AFL-CIO: All AFA-CWA members are affiliated with the National AFL-CIO and the per capita fees for this affiliation are paid by the International Office.**

- b.** **State Federations (State Feds): As all State Feds are included within the AFL-CIO National Affiliation Fee Program (NAFP), one hundred percent (100%) of the membership at each Local Council is affiliated with the respective State Fed where the Council is located. The participation in NAFP is paid by the International Office.**
 - c.** Councils outside the United States may also apply for fifty percent (50%) **one hundred (100%)** of the cost of affiliation with a National/Regional Trade Union Board within their geographical area. Any non-U.S. affiliation must have the prior approval of the International President of AFA-CWA.
 - d.** **Central Labor Councils (CLC's): All Locals are encouraged to affiliate members at CLC's and in coalitions where members are based.** Local Councils may apply for fifty percent (50%) of a Council's cost of affiliating with an AFL-CIO Central **Labor Council (CLC)** or State body, **Labor Coalition**, or for Councils located outside the United States, with an ITF affiliate or a coalition of ITF affiliates. **When approved, the International Office will pay for the remaining fifty percent (50%).** Councils outside the United States may also apply for fifty percent (50%) of the cost of affiliation with a National/Regional Trade Union Board within their geographical area. Any non-U.S. affiliation must have the prior approval of the International President of AFA-CWA. Councils must have assumed the first year's fees and be active members.
 - e.** Nothing shall prohibit a Local Council from **participating or joining with** other affiliations or absorbing the entire cost of any affiliation. The allowances will be reviewed by the International Secretary-Treasurer of the Union in consultation with the Local Council President. **In New Alliance States fifty percent (50%) of a Local Council's cost of affiliating with an AFL-CIO Central and State Body will be paid by the International Office budget.** Local Councils may apply for reimbursement of the full cost of affiliating with New Alliance State and Central bodies, however, full **The reimbursement of affiliation fees** will be approved only upon demonstration that the Local Council participates in the **State and** Central body to which affiliated. The demonstration of participation by the Local Council will be established through consultation between the Local Council President and the International President, allowing for the uniqueness in size of the Local Council and frequency of meetings in the **State and** Central body. Allowances will be reviewed by request of the Local Council President to the International Secretary-Treasurer of the Union.