

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

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**SUBJECT:** Continuing Committees (Section XIV)

**STATEMENT OF QUESTION:**

Who will be appointed to fill the positions available on the Continuing Committees?

**SOURCE AND DATE SUBMITTED:** International President – April 13, 2022

**BACKGROUND INFORMATION:**

Filling positions on the Continuing committees of the Board of Directors is governed by Article V.L. and Section XIV.B.1. Members of the Board made recommendations to the International President, and these were discussed with the Executive Board on April 4, 2022.

In discussing the process, the maximum number of final selectees per committee is the number of committee members specified in Section XIV.B. of the AFA-CWA Policy Manual. In situations where the number of nominees exceeded the number of constitutional positions the direction was to place the names of the nominated incumbents on the advanced agenda item, and provide the names of all nominees to the Agenda Committee. If the number of nominees were less than the number of positions, then there should be “vacancies” reflected. The Agenda Item Committee will then be charged with determining the final nominees to present to the Board.

There was discussion about the size of the committees, noting that some have four members and others have five. Additional discussion pertained to the composition of the committees. Currently, composition of some committees is stipulated to include members from various sized airlines. There are some committees that require a member of an airline that conducts charter flights, but nothing specifying regional verse mainline verse low-cost carriers. Pertaining to these composition requirements, it was noted that these were at times difficult to satisfy. Finally, there was discussion pertaining to the usefulness of alternates.

As there were far more questions than answers, it was suggested that the Strategic Planning Committee (SPC) be formally tasked with these additional topics as well as more generally, make recommendations on how to improve the functioning of all Continuing Committees of the Board.

**PROPOSED RESOLUTION:**

WHEREAS, the terms of office of all Continuing Committees is approaching their end dates, and all positions for all committees are open for election; and,

WHEREAS, the process to secure nominations as defined in Policy Manual XIV.B. has been followed, and final selected nominees are presented in Sections A through H of this Agenda Item; and,

WHEREAS, the requirement to include members from various size airlines is sometimes difficult to achieve due to the limited number of nominees expressing a commitment to serve; and,

WHEREAS the Executive Board provided additional guidance and direction that the Strategic Planning Committee (SPC) conduct a review and provide recommendations to the Board in the form of an Advanced Agenda Item at the BOD Meeting in 2024;

THEREFORE BE IT RESOLVED, that the provisions of AFA-CWA Policy Manual Sections XIV.B.1.b and B.1.c will be amended as follows:

- b. The Finance Committee and the Strategic Planning Committee shall consist of five (5) members. ~~One~~ **Every effort will be made to ensure one** committee member will be elected from the following groups:
  - One (1) member from carriers of under 500 members
  - One (1) member from carriers of over 500 and under 3,000 members
  - One (1) member from carriers of over 3,000 members
  - Two (2) members can be elected from any carrier regardless of member size.
  
- c. The Crew Accommodations and Transportation Policy Committee shall consist of five (5) members. ~~One~~ **Every effort will be made to ensure one** committee member will be elected from the following group (s) with at least one (1) of these members being from a charter carrier.
  - One (1) member from carriers of under 500 members
  - One (1) member from carriers of over 500 and under 3,000 members
  - One (1) member from carriers of over 3,000 members
  - Two (2) members can be elected from any carrier regardless of member size.

BE IT FURTHER RESOLVED, that the Continuing Committees of the Board will be comprised of the following Members:

**A. Finance – 6/1/2022 – 5/31/2024**

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 - 6/1/2022 - 5/31/2024**

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
Theresa Owens	FA9 87 LECP
Greg Davidowitch	UAL 06 Member
Denny Wheeling	UAL 42 Member

**C. International Affairs - 6/1/2022 - 5/31/2024**

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 (Norse)
Lisa Brooks	FA9 79 LECP
Ka'imi Lee	HAL 47 Member
Michael Schwaabe	UAL 07 LECP

**D. Leadership Development - 6/1/2022 - 5/31/2024**

WHEREAS, the Leadership Development Committee consists of four members;

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

Dermaly Flores	AMR MEC VP
Kahea Ching	HAL LEC 43 VP
Kim Montgomery	UAL 06 LECP
Adam Novish	UAL MEC VP

**E. Political / Legislative – 1/1/2023-12/31/2025**

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 48 Member
Cher Taylor	FA9 MEC GA Chair
Rick Schwabauer	HAL MEC GA Chair
Mary Garton	UAL 12 GA Chair

**F. Strategic Planning - 6/1/2022 - 5/31/2024**

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 MECP
501-2,999 members	VACANT	
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 – 6/1/2022 - 5/31/2024**

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    VACANT

501-2,999 members    VACANT  
                                 Heather McClay        FA9 87 Scheduling Chair  
                                 Katie Franc                FA9 87 Hotel Chair

over 3,000 members    Jodi Snow                ALA MEC Hotel Chair

**H. Human Rights and Equity Committee – 6/1/2022 - 5/31/2024**

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

BE IT FURTHER RESOLVED, that the Strategic Planning Committee (SPC) will conduct a study of the operation of the Continuing Committees with an objective of improving the functioning of all committees;

BE IT FURTHER RESOLVED, that this study will specifically address matters such as the size of the committees, composition of the committees (e.g., from different size airlines and/or from different type airlines such as mainline, regional, charter, niche, low cost, etc.), use of alternates, and other matters that the SPC believes will be helpful.