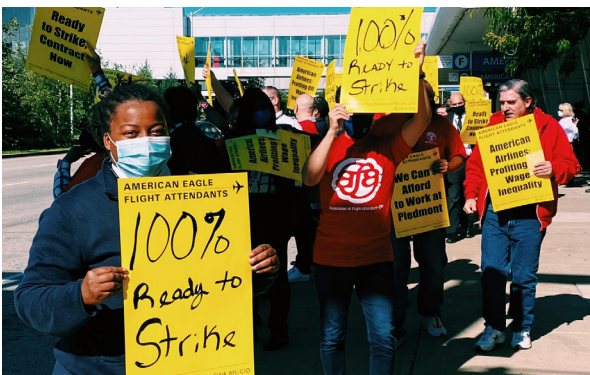




Letter from the Secretary Treasurer Kevin P. Creighan

“Let the workers organize. Let the toilers assemble. Let their crystallized voice proclaim their injustices and demand their privileges. Let all thoughtful citizens sustain them, for the future of Labor is the future of America.”
- John L. Lewis

Looking back, May 2022 marks 26 months into the global pandemic. None of us could have envisioned this, however, similar to other Unions, we continue to face and deal with the challenges. Our members on the front lines continue to ensure safe travels and provide exemplary service to the public, despite the seesaw of issues that plagued our industry. We should be extremely proud of the dedication and commitment of our members, leaders, and staff, who continually find creative and innovative solutions as the pandemic continues to impact our Union.



Looking forward, the financial future of a Union is never more certain than when the priorities of the membership and leadership align. We achieve these priorities by setting realistic goals, planning necessary actions, and allocating resources to make it happen. We have been following this model of allocating resources amongst the many priorities for quite a few years, and we have been successful in building the financial strength of the Union.

We have faced uncertainty many times in the past, with the pandemic period being one of the most extreme. The nation and the world may be turning a corner, so we should be planning accordingly. Businesses and tourists will be getting back on aircraft, and the airlines will develop plans to keep the airlines running. We must be able to take full advantage for our members.

Budget 2021-2022 – What Worked

The budget is one way to allocate resources as part of a plan, and in 2021, the Board approved a budget with a resolution for a mid-year review. It was not optimal, but we faced considerable uncertainty. A patient approach that was fiscally prudent shored up our Union during the extended pandemic. This approach using a mid-year review was a positive move, since changes in the aviation industry, pandemic and membership were occurring monthly. In December 2021, the Finance Committee recommendation to restore all budgets to constitutional levels beginning in January 2022 was endorsed by the Executive Board. These levels had not been in effect for about 10 years, no less in the middle of a pandemic. Fiscally speaking, this year has been very successful given good stewardship by leaders, and your trust in the financial strategy presented by the Finance Committee that constantly monitored the finances to ensure the plan was working. The mechanisms were in place to ensure that all needs were met.



Budget 2022-2023 – Budget Proposal

The 2023 Budget Proposal projects revenue based on April membership numbers and showcases budget allocations at constitutional limits: LECs at 20%; MECs are fully funded; smaller Councils are funded at \$2,500 per month. The carryovers are increased, and International Office budgets allow for return of in person meetings for the BOD and Executive Board, and associated new leader trainings that follow the Category I and II elections. Staffing adjustments are noted, and new staff will be added as necessary. We have learned the value of virtual meetings to stay connected, and note the reduction of travel costs to our budgets.

Perspectives

As our Union moves forward, leading the way for all flight attendants, we should be ever mindful of our predecessors. Our union has celebrated over 80 years of togetherness and we want to ensure that we will have another 80-plus years to carry our message and unity.

In January 2004, in a financial crisis, AFA merged with CWA, and set a foundation for a strong and viable flight attendant union to lead the way for aviation. Over the years of the merger, we have found that financial stability is a core strategy to achieve Union stability. Ensuring this merger evolves to the betterment of both partners is critical to this long-term marriage.

Given uncertainty and volatility, my message to all is to be Aware, be Flexible, and be Adaptable; be AFA. This is a time to look deep into what decisions have made this Union successful. Take ownership, develop a strategy, focus on the long game, and stick to your plan. As Covid variants continue to dominate the news cycle, we see a roller coaster ride of changes in the airline industry. Focusing on the big picture, our Union has weathered many storms of change and is financially stronger than we were two years ago, even 20 years ago. We should stick to what we know best – cost containment, bolstering our reserve fund, and keeping our eyes on the long view.



As my term of office comes to an end, I can only be proud of the success our Union has had financially.

We are well poised to carry the profession for the next 50 years. My highest priority as your Secretary-Treasurer has been to safeguard our union's assets and ensure we have the resources necessary to fight another day, negotiate and defend more contracts, advocate for our profession, and work to unite all flight attendants. I am pleased to report that, despite all the setbacks of a pandemic and attacks that may have undermined our union and all worker organizations, and thanks to careful financial planning by our leadership, AFA is in a strong financial position. Our Reserve Fund is in the best shape ever. Each of you should take ownership of that success.

In Solidarity,

A handwritten signature in black ink that reads "Kevin P. Creighan".

Kevin P. Creighan
International Secretary-Treasurer