



# Letter from the Vice President Debora Sutor

*"I am no longer accepting the things I cannot change. I am  
changing the things I cannot accept."  
— Angela Y. Davis*

## Report of the International Vice President AFA Board of Directors May 13, 2022

### Introduction:

It has been my distinct honor to serve as your International Vice President for the last eight years. Our mission statement speaks to the need to promote economic and social justice through education and action. Commensurate with the Vice President's responsibility for oversight and administration of our leadership development and training programs, I want to say that I am very proud of the advancements we've been able to achieve during my term of office. These were only possible with the help of our Leadership Development Committee and of course the invaluable dedication of our ISRs.



- We've updated the 2-part newly elected leader training syllabus and training binder. Something that hadn't been done for at least ten years prior.
- We've updated our initial and advanced grievance trainings.
- We've established an online training academy which includes subject matter ranging from initial grievance training, diversity and unconscious bias, human trafficking, bloodborne pathogens, onboard fume events, education about how our union works, mobilizing, introduction to AFA 101, union volunteering and so much more.
- We've created a standardized AFA New Hire Presentation
- We entered into the first partnership between **ANY** Union and the DHS in a collaborative effort to stop human trafficking
- We developed and introduced an agenda item to form AFA's first Human Rights and Equity Committee
- We developed and presented the first in an AFA series of trainings on cultural awareness and diversity
- We developed and hosted a first of its kind training for Parliamentary Procedure and conducting effective meetings
- And we were able to adapt a number of our existing trainings to that of a virtual format, within a short time frame during this pandemic.

## AFA 101

This course is designed to familiarize members and potential members to our Union - The Association of Flight Attendants-CWA. This course could be used in a variety of ways. Because it is a self-directed, asynchronous course, you could provide the link to any member who has questions about AFA-CWA. You could also use portions of it at New Hire presentations or in Local meetings with members. Walking through the course, or portions of the course, together will allow leaders to immediately answer and address questions. Not only will you be able to reach and inform members in a whole new way, but this is also an excellent tool to identify and recruit new Union volunteers. After this course participants will be able to:

- Recount the history of AFA and the past events that shaped our union into what it is today.
- Describe each level of the AFA organizational structure and how they are interrelated.
- Explain how dues are allocated and used throughout our Union for direct member representation.
- Explain why we use committees as well as how they are established and function.
- Explain guidelines for the use of email, and social media in Union communications.

## Introduction to Union Volunteering

Volunteers play an integral part in defending our members and promoting our career as aviation's first responders. This course is designed for use by members who have expressed a desire to become involved in union committee work and will prepare them as they begin their new role as a an AFA Volunteer. Building on the AFA 101 course, it provides greater detail around the roles of committee volunteers and their interaction with the Local Council officers, chairs and International Departments. This course could be offered as an advance assignment prior to finalizing a volunteer's committee assignment. It will assist you as leaders, in determining if the volunteer has shown a sufficient level of commitment and whether or not you feel it a good use of the LEC/MEC funding to move forward with incurring expenses such as providing training, meal expenses or FPL. If the course is taken through the Online Learning Academy, the individual performance of the volunteer can be tracked to identify comprehension and opportunities for further follow up. After completing this course participants will be able to:



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## Advanced Leadership Training (ALT):

Advanced Leadership Training has been rescheduled to October 10-12, 2022 in Los Angeles. The hotel has been booked, and we are excited to continue the format of a cafeteria-style training with multiple workshop blocks spread out over several days.

As part of the follow up from the last ALT in 2018 we had discussed how to expand our discussion around diversity. International VP Debora Sutor had begun to identify potential presenters to partner with and we have invited Lisa Jordan who facilitated our virtual workshop in May 2021. In addition, Rhonda Hilyer and Deb Wilk-Hasson will be offering a workshop on Communication Styles. We are also happy to report we will be also including the Parliamentary Procedures training we offered via Zoom on February 9, 2022 with Debra Kidney.

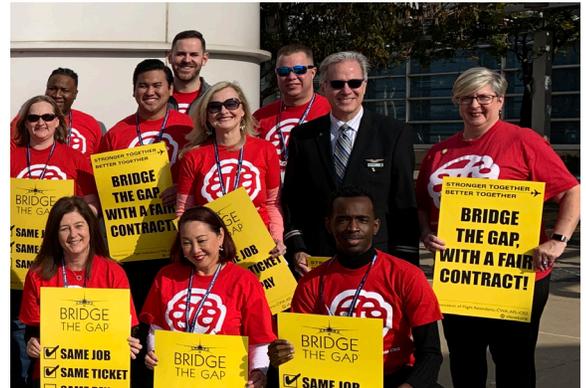
While our committee was hopeful to host this training in April, 2022 we understood the limitations based on the COVID-19 pandemic and the challenges many leaders would have had due to the timing of the BOD and the election Cycle. While several dates were initially proposed, we found October to be the best time frame for both the International officers and without conflicting with any previously planned LEC/MEC meetings.

### **New Leader Orientation/Training:**

We conducted three abbreviated out of cycle and in person new leader trainings. The first for Spirit in Dallas on September 29th the second for Envoy and Frontier in Chicago on November 9-10 and the most recent for Silver.

A review has been conducted of our training syllabus leader training in conjunction with the ongoing category election cycles. The Leadership Development Committee has reviewed our updates and provided input and feedback on the election cycle training.

AFA's Constitution and Bylaws directs that training be provided for one newly elected representative from each Local Executive Council and Master Executive Council. We continue to offer this training in 2 parts. The New Leader Orientation is offered prior to taking office. The agenda includes a general overview of AFA's structure, a familiarization of the resources available to assist leaders at the International Office, a review of responsibilities of a newly elected officer and guidance on transitioning successfully to the new term of office. We offer an optional additional day of in-person grievance training with the New Officer Orientation.



The New Leader Training is conducted approximately 6 weeks after taking office and incorporates initial experiences in office as a framework for instruction around the duties, responsibilities, and realities of leadership.

The following training events are planned:

### **Election Cycle III:**

June 20-23, 2022 – New Leader Orientation, Maritime Conference Center (MITAGS), BWI

August 22-25, 2022 – New Leader Training, Maritime Conference Center (MITAGS), BWI

### **Election Cycle I:**

November 14-17, 2022 – New Leader Orientation, MITAGS, BWI

February 2023 – New Leader Training, MITAGS, BWI

## **Election Cycle II:**

Will be coordinating with the incoming International Vice-President to finalize dates in June and August 2023.

## **Accomplished Trainings:**

June 23, 2021 - Panel Presentation - [Highlighting the work of our Human Rights Committees](#) - Moderators Guy Bosworth and Toni Higgins

## **Objectives:**

- Highlight the positive work being done by MEC's across the union
- Identify possible activities for Human Rights and Equity Committees (HRE) to participate in or conduct to engage members – in communities, bases or online.
- Identify messages that work or are resonating with members.
- Understanding the importance of having the conversation and how to initiate.
- Explore ways for the committee and members to connect with community groups around diversity.
- Develop goals at each of the carriers as to how they will involve their members

## **[Asian Pacific American Labor Alliance \(APALA\): September 30, 2021](#)**

APALA is the nation's first national organization of Asian American and Pacific Islander (AAPI) workers. It focuses on advancing worker, immigrant and civil rights. APALA envisions a society where economic and racial justice prevails, human rights and worker dignity are affirmed, and where a healthy, sustainable planet is able to offer a better life for Asian Americans and Pacific Islanders, Black, Brown, and Indigenous folks, and all communities fighting oppression. Featuring guest speaker Stan Kiino, a member of UAL Council 11. [View Here](#)

## **[Pride At Work: October 28, 2021](#)**

Pride@Work brings together the labor movement and the LGBTQ community in pursuit of social and economic justice.

Pride@Work is a nonprofit organization that represents LGBTQ union members and their allies. They are an officially recognized [constituency group of the AFL-CIO](#) (American Federation of Labor & Congress of Industrial Organizations) that organizes mutual support between the organized Labor Movement and the LGBTQ Community to further social and economic justice. From their national office in Washington, DC, we coordinate and support more than 20 Chapters across the country.



Pride@Work seeks full equality for LGBTQ Workers in our workplaces and unions. They work towards creating a Labor Movement that cherishes diversity, encourages openness, and ensures safety & dignity. They organize in the spirit of the union movement's historic motto, "An Injury to One is An Injury to All." and are opposed to all forms of discrimination on the job and in our unions based on sex, gender identity and expression, sexual orientation, race, national or ethnic origin, age, disability, religion or political views.

Our guest speaker was Jerame Davis, the executive director of Pride at Work, the nation's only organization that focuses on LGBTQ working people in unions. Davis got started in activism more than 20 years ago when he and two other men were fired from their jobs in a small southern Indiana city because they were gay. A rather new organization, Pride at Work, helped Davis and his coworkers fight back and win a settlement from the company in a state where there is still no law protecting LGBTQ working people from discrimination.

Davis' work from his lifetime in activism has been archived by the Smithsonian Museum of American History, including items currently on display. He lives in the Woodley Park neighborhood of Washington, DC with his husband, Bill.

[View here](#)

### **LLACA- Labor Council for Latin American Advancement: November 2021**

LCLAA is the leading national organization for Latino(a) workers and their families. LCLAA was born out of the need to educate, organize and mobilize Latinos in the labor movement and has expanded its influence to organize Latinos in an effort to impact workers' rights and their influence in the political process. LCLAA represents the interest of more than 2 million Latino workers in the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO), The Change to Win Federation, independent unions and all their affiliate unions.

Founded by a group of Latino trade unionists in 1973, the Labor Council for Latin American Advancement (LCLAA) has become the leading advocacy group for Latino working rights in the country.

[View Here](#)

### **Making Parliamentary Procedure Work for You: February 9, 2022**

In conversation with AFA leaders, several report feeling unclear about parliamentary procedure, when or whether they need to use it, a lack of control in the meetings, especially when controversy arises, and a lack of confidence in knowing what to do to maintain control. This workshop will focus on LEC and MEC Officers who are less practiced in or familiar with the use of parliamentary procedures in their meetings.

We partnered with Training & Education Consultant, Debra Kidney to conduct the workshop. After a multifaceted career which included working as a city employee, being an organizer and staff representative for a public employee union, and providing training and leadership development for a national union, Debra now independently does the work she loves most: social justice, racial equity, team building, facilitation, and program development and implementation. She is happiest with projects that use her communication and analysis skills and loves to engage with people to move individuals and groups forward.

#### **General Description:**

Who: This workshop focused on leaders who are less practiced in or familiar with the use of parliamentary procedures in their meetings.

## Agenda:

- Review the purpose of Parliamentary Procedure, when it must be used, when it is optional, and how to have discussions with and without a formal motion on the floor
- Examine DOL requirements and their tie to both the C&B provisions and the Standard code guidelines
- Discuss the role of the chair and when the chair can be an active participant in the decision-making process
- Questions and answers about basic motions including: making a motion, seconding a motion, amendments, calling the question, voting options, point of order, and personal privilege
- Practice in small groups with scenarios

[View Here](#)

## On-Line Learning Academy (OLA)

These courses are now fully accessible to our members at the Online Learning Academy, which can be accessed at [afacwa.org/education](http://afacwa.org/education)

- Building Union Power - Membership Engagement Conversations
- Onboard Fume Events - How to Recognize and Respond:
- Implicit Bias - Diversity
- Bloodborne Pathogens

## AFA 101 - How Our Union Works

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### **Blue Lightning**

This training is sponsored by DHS and has recently been updated. As a reminder, co-branded Human Trafficking educational materials are available for your use by contacting the office of the International Vice President.

### **Charter Carrier Zoom Meetings**

We continue to conduct monthly zoom meetings with our Charter Carriers. Because this flying is so unique, the leaders here expressed a desire to create a space where they could discuss issues specific to the charter industry.