

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
Executive Board Zoom Meeting
January 31, 2022

AGENDA ITEM: #2

SUBJECT: Establishment of a Local Council for Frontier Airlines Miami (MIA)

SUBMITTED: Frontier, January 31, 2022

STATEMENT OF QUESTION:

Should the AFA-CWA Executive Board approve the establishment of a new Frontier Local Council for MIA?

BACKGROUND INFORMATION:

The Flight Attendant group at Frontier Airlines has experienced steady growth this past year, in spite of the Pandemic and thanks the airlines participation in the government funded Cares Act, specifically the Payroll Protection Program (PSP) in 2020-2021. Frontier continues to move forward with plans to strategically serve new routes and incorporate new fleet with their commitment to purchase 143 A320neo family aircraft by the end of 2028. Since our industry is a labor intensive, growth within the Flight Attendant population at Frontier is inevitable since we represent 53% of Frontier's workforce. There are currently over 2800 Flight Attendants on the master seniority list.

Representation under the AFA-CWA Constitution and Bylaws allows for establishment of new Local Councils in domiciles where the membership in that location is over 100 active members in good standing. In addition, the total membership of the airline must exceed 400 active members in good standing.

The MIA base was established on March 2020, when it became part of Council 85 (TTN, PHL & MIA). It is now well over the minimum of 100 Flight Attendants. The current total number of AFA-CWA active members in good standing in MIA is 168 of the 241 Flight attendants in MIA, which is part of the overall Council 85 population of 533. The total Membership at Frontier over 2800.

Establishing a new Frontier Council in MIA will facilitate the proper representational needs of our members domiciled in MIA and will build greater membership involvement across our carrier to help strengthen our Union. The goal of Council 85 has been to train volunteers in preparation for establishing this new Council. We are happy to report our success in the amount of volunteerism at the Miami base. The MIA base currently has four (4) active grievance reps. In addition to the grievance reps, MIA currently has committee members serving on Council 85 committees (Mentor, Membership Engagement, Safety and Scheduling).

Currently, there are two members who have been volunteering for Council 85, as well as our current Council 85 Vice President, Mikayla Diaz, who are all committed to be Temporary Local Officers. Mikayla recently attended a New Officer Training in Chicago and has hit the ground running, attending and participating in meetings with management, the Local and the MEC.

The FA9 MEC is also unanimously in support.

PROPOSED RESOLUTION:

WHEREAS, Article III.A.3. of the AFA-CWA Constitution and Bylaws vests the Executive Board with the authority to establish new Councils as well as make assignments to election categories; and,

WHEREAS, Article III.A.4. vests the Executive Board with the authority to appoint Temporary Local Council Officers to provide initial representation in newly established Councils; and,

WHEREAS, the requirements of Section I.J.1. will be met in that the total Membership of the airline exceeds 400 Active Members in Good Standing and the Council to be established would have in excess of the required 100 Active Members in Good Standing;

THEREFORE BE IT RESOLVED, that the AFA-CWA Executive Board approves the establishment of Frontier Local Council 84; and,

BE IT FURTHER RESOLVED, that this Council will be placed in Election Category II; and,

BE IT FURTHER RESOLVED, that pursuant to Article III.A.4., based upon recommendations of the Frontier Master Executive Council, the Executive Board shall appoint Temporary Local Council Officers:

- Temporary Local President Mikayla Diaz,
- Temporary Local Vice President Uniqua Francis,
- Temporary Local Secretary Brandon Readus, and

These Officers shall serve until successors are elected; and,

BE IT FINALLY RESOLVED, that this new Local Council will be established with an effective date of March 1, 2022.

ADOPTED Unanimously on January 31, 2022