

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**FORTY FOURTH BOARD OF DIRECTORS MEETING**  
**MAY 23-24, 2016**  
**ATLANTA, GEORGIA**

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**SUBJECT:** Negotiations Policy - Tips from Onboard Sales (Section VI.C.35.)

**STATEMENT OF QUESTION:**

Should Section VI.C.35. be amended to include the practice of tipping for onboard sales?

**SOURCE AND DATE SUBMITTED:** Frontier MEC - March 11, 2016

**BACKGROUND INFORMATION:**

In the fall of 2015, Frontier Airlines introduced a new credit card sales device for the purpose of maintaining a cashless cabin for all on-board sales. The device includes the ability for passengers to add a tip on top of their purchase. The tips are shared by all Flight Attendants working that leg of the flight, and each Flight Attendant's accumulated tips for the month will be paid in their paychecks approximately 50 days later.

Although performing on-board sales is a required duty, there is no ability (at this time) for a flight attendant to opt out of receiving tips. No other airline in the United States provides a means for passengers to add a tip to their on-board purchase using a credit card device. Frontier is the first, and will most likely not be the last.

There is no language in the Constitution and By-Laws that gives the Association of Flight Attendants-CWA a position on this issue.

**PROPOSED RESOLUTION:**

WHEREAS, receipt of “tips” from sales of onboard products or services is a new factor within the airline industry that could provide additional income to members; and,

WHEREAS, AFA-CWA would adamantly oppose a management approach that lowers hourly wages by imposing a compensation package based upon tips;

THEREFORE BE IT RESOLVED, that Section VI.C.35. of the AFA-CWA Policy Manual be amended as follows:

35. AFA-CWA shall adamantly oppose any management effort to lower hourly wage rates by imposing a compensation package requiring a flight attendant to make up for lost wages through income earned by commission **or tips** from sales of on board products and services. AFA-CWA shall also oppose any management attempt to propose future pay raises based ~~exclusively~~ on commission **or tip**-based sales of on board products and services. **AFA-CWA shall further adamantly oppose any management effort to require sales quotas for on board sales as a means of punitive action toward a flight attendant.** Commission **and tip** income that is earned in addition to contractual hourly wages and which benefit our members is acceptable.