



**48th Annual Board of Directors Meeting**

**May 13-14, 2021**

Association of Flight Attendants-CWA, AFL-CIO

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
FORTY EIGHTH BOARD OF DIRECTORS MEETING  
MAY 13-14, 2021  
(Conducted Virtually)**

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**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

501 Third Street, NW, Washington, DC 20001-2797

afacwa.org | PHONE 202 • 434 • 1300

April 13, 2021

**OFFICIAL NOTICE**

**ADVANCED AGENDA MAILING  
FORTY EIGHTH AFA-CWA BOARD OF DIRECTORS MEETING**

Dear Board of Directors Member:

The Board of Directors Meeting will take place this year on **13-14 May 2021** and will be conducted virtually as a video conference. Enclosed are the advanced agenda items and other related information for the meeting.

Incorporated in this packet is the program of activities, committees and committee assignments, and a numerical index of agenda items. We urge you to review the entire agenda and to familiarize yourself with the issues.

It is important that you become well acquainted with the mechanics of the meeting. We have scheduled sessions for New Delegate Orientation and Parliamentary Procedures Training, and we encourage everyone to attend. Also, please take some time before the meeting to review certain parts of the AFA-CWA Constitution and Bylaws (C&B). Article V identifies the constitutional parameters and Appendix B describes parliamentary procedures. Unless otherwise provided for in the C&B, all questions of parliamentary law and rules of order will be decided on under procedures contained in "The Standard Code of Parliamentary Procedure," which is mandated by Article I.N. of the C&B. Jim Lochrie will be the parliamentarian at the Board meeting this year.

In the event you are unable to attend the meeting as a regular delegate, please complete the enclosed form for "Representation at BOD Meetings," and return it via email ([kcreighan@afanet.org](mailto:kcreighan@afanet.org)) at the International Office as soon as possible. A completed form must be received by the Credentials Committee prior to the meeting, in order for your Council to be represented.

For the duration of this Board meeting, the term "active member in good standing" in Article V.G.2. of the C&B is defined as those members in good standing as of the close of business on **Friday, April 30, 2021**. If you wish to verify the roll call determination of your Council, **please do so before the meeting**. You are encouraged to review these numbers and take care of any discrepancies in advance of the meeting. Bob Kenia will be available to discuss any inaccuracies.

We look forward to seeing on the screen on the first day of the meeting, **Thursday, May 13**.

In solidarity,

Kevin P. Creighan  
International Secretary-Treasurer

Enclosures

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
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**As Stated in the 2007 BOD Compilation of Actions**

THEREFORE BE IT RESOLVED that the AFA-CWA Official Policy will be as follows:

**Mutual Respect Policy**

The Association of Flight Attendants-CWA is opposed to any discrimination based on age, color, disability, gender identity and gender expression.

Among trade unionists there is a very high degree of appreciation of the need to respect the dignity of every individual. Nevertheless in all organizations there should be vigilance to ensure that all participants feel they are able to operate in an atmosphere in which they feel comfortable and safe.

AFA-CWA is committed to creating and maintaining a working environment based on dignity and mutual respect. AFA-CWA will neither condone nor tolerate behavior that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile, abusive or offensive environment. This commitment applies to all officers, members, and staff in AFA-CWA work places, meetings, activities and social gatherings whenever they may take place around the world.

As an employer, the AFA-CWA has a legal as well as moral responsibility to protect its employees from any form of harassment, abuse or similarly unacceptable behavior. This applies to the working environment in all AFA-CWA offices and to AFA-CWA meetings wherever they are held.

What is unacceptable behavior?

Unacceptable behavior includes unwelcome physical, verbal or non-verbal conduct including the use of electronic communication and any behavior that ridicules, intimidates, or is physically abusive or disruptive.

This may have as its focus such things as:

- Race, ethnic origin, nationality, and skin color
- Gender and sexual orientation
- Disabilities or sensory impairments
- Age, health, or physical characteristics
- Religious or political beliefs

This may involve such forms of unwanted behavior as:

- Unwanted physical contact and/or advances
- Physical or sexual assault
- Sexual or compromising propositions
- Racists, sexist or religious jokes
- Offensive language, insults and obscene gestures
- Unwelcome gifts
- Intrusion by pestering or stalking

These lists are not all-inclusive.

## Guidelines – AFA Mutual Respect Policy

AFA-CWA is committed to creating and maintaining a working environment based on dignity and mutual respect. This should apply to meetings, socializing and all the events around AFA-CWA activities.

What we ask of you

- To treat everybody, including all AFA-CWA members, leaders and activists, as well as AFA-CWA staff members and meeting guests, with respect and dignity.
- To make absolutely sure your own behavior does not cause offense or misunderstanding and be open to comments from others that you may have caused offense.
- To think before you make personal remarks.
- To accept responsibility for challenging all forms of unacceptable and offensive behavior, and for upholding personal dignity.

Leadership Responsibility

It is the responsibility of the senior AFA officer or representative at a Union meeting or event to:

- Lead by example, setting a proper tone and maintaining an appropriate level of decorum for the meeting or event.
- Bring violations of this policy to the attention of the person(s) involved and ask them to cease and desist or to leave the meeting or event.

We welcome your cooperation in our practical efforts for making AFA-CWA meetings, activities and work places a positive experience for everyone.

##

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**FORTY EIGHTH BOARD OF DIRECTORS MEETING**  
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**REPRESENTATION AT BOARD OF DIRECTORS MEETINGS**

**AFA Constitution and Bylaws**  
**Article V.H.**

If a Local Council President is unable to attend for any reason, the Vice President shall attend. If neither the Local Council President nor Vice President is able to attend, the Secretary shall attend. If none of the foregoing is able to attend, the Local Council President shall designate, in writing, another elected delegate, being a member of the Board of Directors from that member's airline, to attend and act as that member's representative. In the event that no such other elected delegate, being a member of the Board of Directors, from that member's airline, is available to act as that member's representative, that member may designate, in writing, any other elected delegate, being a member of the Board of Directors, to attend and act as that member's representative who would then have all the rights and privileges of the original representative. No Council shall have more than one (1) elected delegate as a member of the Board of Directors. Where all members on an airline are furloughed, the last Master Executive Council President or designee on the airline may attend Board of Directors meetings held within one (1) year of the total furlough as an observer with floor speaking privileges, but not as a delegate or voting member.

\_\_\_\_\_ [DATE] \_\_\_\_\_ [TIME]

I, \_\_\_\_\_ / \_\_\_\_\_, ASSIGN  
MY [NAME] [AIRLINE/COUNCIL]

PROXY TO: \_\_\_\_\_ / \_\_\_\_\_, TO SERVE AS  
[NAME] [AIRLINE/COUNCIL]

MY REPRESENTATIVE AT THE FORTY EIGHTH AFA-CWA BOD MEETING.

\_\_\_\_\_ [SIGNATURE]

***NOTE: This must be completed if someone other than the Local President, Vice President, or Secretary will attend as the representative of a Council. If the Local Vice President or Secretary will attend, this should be completed to assist with correct booking of accommodations and other administrative matters.***

**(PLEASE RETURN THIS COMPLETED FORM  
TO THE INTERNATIONAL OFFICE)**



**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**FORTY EIGHTH BOARD OF DIRECTORS MEETING**  
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**PROGRAM**

**Tuesday, May 11, 2021**

3:00 pm - 3:30 pm	New Leader Orientation
3:30 pm - 4:30 pm	Parliamentary Procedures Review

**Wednesday, May 12, 2021**

3:00 pm - 4:00 pm	Executive Board Meeting
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**Thursday, May 13, 2021**

12:30 pm - 1:00 pm	Credentials Registration
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**1:00 pm**

**48<sup>th</sup> BOARD OF DIRECTORS MEETING**

Call to Order by International President

- Oath of Office
- Roll Call of Delegates and Vote Determination
- Announcement of Unrepresented Councils
- Communications
- International Officer Reports
  - International President
  - International Vice President
  - International Secretary-Treasurer
- Ratification of Agenda Committee Assignments

First Call for Late Agenda Items

2:00 pm - 2:15 pm	In Memoriam
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2:15 pm - 2:30 pm	BREAK
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**PROGRAM**

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**Thursday, May 13, 2021** (cont.)

2:30 pm - 4:00 pm	Budget Approval
	Action on Agenda Items
4:00 pm	RECESS
5:00 pm - 7:00 pm	Agenda Committee Meetings ( <i>if necessary</i> )

**Friday, May 14, 2021**

<b>1:00 pm - 4:00 pm</b>	<b>Continuation of Meeting</b>
1:00 pm - 1:45 pm	Last Call for Late Agenda Items
	Action on Agenda Items
1:45 pm - 2:00 pm	Break
2:00 pm - 3:30 pm	<b>AWARDS AND RECOGNITIONS</b>
	<ul style="list-style-type: none"><li>▪ <i>Ada Brown Greenfield Lifetime Achievement</i></li><li>▪ <i>Peggy Price LEC EAP Award</i></li><li>▪ <i>Terri Owen Government Affairs Activist Award</i></li><li>▪ <i>Air Safety Award</i></li><li>▪ <i>Edith Lauterbach Merit Award</i></li></ul>
3:30 pm - 4:00 pm	Good and Welfare
<b>4:00 pm</b>	<b>ADJOURNMENT</b>

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**COMMITTEES OF THE**  
**BOARD OF DIRECTORS AND EXECUTIVE BOARD**  
**June 2018 – May 2020**

**Board of Directors**

**Continuing Committees**

**Finance – 6/1/2018-5/31/2020**

VACANCY [under 500]  
VACANCY [500-2,999]  
Terry Taylor, ALA 19 LECP [over 3,000]  
Dante Harris, UAL 12 LECP [over 3,000]  
Jeff Heisey, UAL MEC S-T [over 3,000]

**Negotiations Policy – 6/1/2018-5/31/2020**

Kelle Wells, ALA 19 Member  
Greg Davidowitch, UAL 06 Member  
Denny Wheeling, UAL 42 Member  
VACANCY

**International Affairs – 6/1/2018-5/31/2020**

John Reise, OAI MECP  
VACANCY  
VACANCY  
VACANCY

**Leadership Development – 6/1/2018-5/31/2020**

Krystle Berry, ALA 39 LEC VP  
Thomas Burton, EDV Member  
Todd Failla, UAL 21 Member  
Adam Novish, UAL MEC VP

**Political Legislative Policy Committee –  
1/1/2019 – 12/31/2020**

Beverly Bullock, ALA 19 GA Chair  
Ginny McDavid, UAL 42 GA Chair  
Mary Garton, UAL 12 GA Chair  
Jean Machak, EDV MEC GA Chair

**Strategic Planning Committee – 6/1/18-5/31/20**

VACANCY [under 500]  
Robert Barrow, AMR MECP [500-2,999]  
Heather Coleman, HZN 16 LECS [500-2,999]  
Kevin Batey, UAL 14 LECP [over 3,000]  
Brian Palmer, ALA MEC VP [over 3,000]  
Dante Harris, UAL 12 LECP [over 3,000]

**Crew Accommodations and Transportation**

**Policy Committee – 6/1/2018 – 5/31/20**

VACANCY [under 500, Charter]  
Jaime Martinez, ARW 03 LECP [under 500]  
Matt Mitchell, HAL MEC Hotel Chair [500-2,999]  
Jodi Snow, ALA MEC Hotel Vice Chair [over 3,000]  
VACANCY

**Executive Board Committees**

**Organizing Committee**

Ken Diaz, UAL MECP  
Lee Wilkes, PSA 75 LECP  
VACANCY

**Constitutional Review Committee**

Tim Evenson, EDV LECVP 48  
VACANCY

**Ethical Practices 1/1/2019-12/31/2020**

Ken Diaz, UAL MECP  
Jeffrey Peterson, ALA MECP  
VACANCY

**National Safety Committees**

**Health Committee**

Adam Novish, UAL MEC VP

**Society of Automotive Engineers**

Ronda Ruderman, ALA 19 Member

**Aircraft Technical Committee**

Ronda Ruderman, ALA 19 Member  
Melissa Madden, UAL 08 Member

**Flight Security Committee**

John Black, UAL 11 Member

\* Denotes Chairperson

**As of 13 April 2021**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
FORTY EIGHTH BOARD OF DIRECTORS MEETING  
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**CREDENTIALS and STEERING COMMITTEES**

**CREDENTIALS COMMITTEE**

Bob Kenia, Director of AFA Membership Services

Cory Dykstra, AFA Membership Services

**STEERING COMMITTEE**

Doris Millard, ARW MEC President

Jatawne Wells, EDV MEC President

Joslynn Wiese, FA9 MEC President

Lisa Davis-Warren, HZN MEC President

# **MEMORANDUM** - Association of Flight Attendants-CWA, AFL-CIO

To: Board of Directors

cc: Executive Board, International Officers

From: Kevin P. Creighan, International Secretary-Treasurer

Subject: **Advanced Agenda Items and Agenda Committee Assignments**

Date: April 13, 2021

In accordance with Article V.J.1.c. of the AFA-CWA Constitution and Bylaws, the International Officers are charged with making advanced agenda item assignments and determining the number of Agenda Item Committees required at the Board of Directors meeting.

In reviewing the advanced agenda items for this meeting, we tried to assign items of a similar nature to the same committee.

Further, the Committee assignments were made using a rotational system according to Airline and Council order, except that the Budget Committee was selected in accordance with Article V.J.1.d. of the Constitution and Bylaws.

# MEMORANDUM - Association of Flight Attendants-CWA, AFL-CIO

To: Board of Directors

cc: Executive Board, International Officers

From: Kevin P. Creighan, International Secretary-Treasurer

Subject: **BOD Meeting 2021 – Agenda Item and Budget Reviews**

Date: April 13, 2021

Dear Board Members:

This memo is to provide you with the information you should know in order to prepare for our BOD Meeting on May 13-14, 2021. The Board Packet sent electronically today contains the Agenda Items and Proposed Budget.

To help you better understand the agenda items and the budget ahead of your Local Council Meetings, we will conduct the following: (1) video conference calls for the entire Board; and, (2) additional meetings for individual LEC's and/or MEC's upon request.

- Scheduled video conference calls will provide a high-level overview of the proposed budget, as well as a review of the advanced agenda items.

**Join Zoom Meeting for April 15 & April 20, both at 3:00 PM (EDT)**

<https://us02web.zoom.us/j/86166052335?pwd=Ylo3RDIVeTlzUHFTbTJZZ1NsaDZrZz09>

Meeting ID: 861 6605 2335

Passcode: 045739

**Join Zoom Meeting for April 21 at 5:00 PM (EDT)**

<https://us02web.zoom.us/j/81736547315?pwd=QnoyTVEwZXBvVStVWGIyTE1Cb1d0QT09>

Meeting ID: 817 3654 7315

Passcode: 047929

- For any LEC and/or MEC that is interested in this type of review, or a tailored to your specific interests, please contact me to make arrangements. We can make this as detailed as you wish.
- NOTE: There will **not** be a Budget Review at the BOD Meeting on May 13-14.

If there is any information we can provide to you to help you prepare for your Council Meetings or for the discussion to take place at the Board Meeting, please let us know.

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**SUBJECT:**

**STATEMENT OF QUESTION:**

**SOURCE AND DATE SUBMITTED:**

**BACKGROUND INFORMATION:**

**PROPOSED RESOLUTION:**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**FORTY EIGHTH BOARD OF DIRECTORS MEETING**  
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**AGENDA ITEM COMMITTEE INSTRUCTIONS**

Each delegate has been assigned to an Agenda Item Committee. When the meeting is recessed for committee meetings, all delegates should go to their sessions in the assigned meeting rooms.

The International Officers have designated a Temporary Chairperson for each committee. The first order of business will be the election of a permanent Committee Chairperson.

Committee Review of Assignments

Your Committee Chairperson will read the Agenda Item. The Committee should:

Determine the exact issue of each agenda item.

Combine items of the same general subject to be dealt with as a single agenda item.

Carefully review items involving current AFA policy, the ability to implement them, and the relationship of the proposal to the existing policy on the subject.

Solicit viewpoints available from delegates or staff with specialized knowledge on the subject.

Developing Committee Recommendations

Once the Committee agrees on the general tenor of the recommendation, the Chairperson will assign several members to draft a recommendation including the actual language to be acted on, where a change in either the Constitution and Bylaws or Policy Manual is necessary to carry out the recommendation.

Recommendations involving current policy should contain a provision to revoke, modify or affirm present policy or any prior Board action on the subject.

*One area of question that comes up year after year is the difference between an amendment and an amendment by substitution. When the wording or effect of a motion as proposed is not satisfactory, it is sometimes better to reword the motion and propose it as an amendment by substitution. The amendment must be germane to the subject of the original motion, but it may differ completely from the original motion in wording, purpose and effect.*

*Here is an example:*

*The main motion is to increase the dues by \$10.*

*An amendment is made to increase the dues by \$6.*

*A substitute amendment would be to increase dues with a sliding scale that retains \$48 as the floor for income levels \$18,000 - \$23,000 and so on. The subject remains that of increasing dues, but the method is distinctly different and therefore considered a substitution.*

When the Committee adopts a recommendation on the agenda item, the Chairperson will complete the Committee Recommendation Form in the agenda item file folder and return the entire folder to the Steering Committee.

#### Follow-Up

The Board cannot act on an agenda item until your Committee recommendation is:

Drafted, adopted by the Agenda Item Committee, and returned to the Steering Committee.

Typed and distributed to the delegates by the meeting office.

Scheduled for floor action by the Steering Committee.

The resolution drafted, as finally agreed upon in the Agenda Item Committee, should be placed in the agenda item file folder and given to the Steering Committee Chairperson without delay. Do not wait until action on all subject assignments has been completed. Should your committee experience difficulty in completing its workload, the Steering Committee will assist you or reassign an item to another committee.



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**INSTRUCTIONS FOR CHAIRPERSONS OF AGENDA ITEM COMMITTEES**

1. The Temporary Committee Chairperson shall obtain all agenda item file folders assigned to her/his committee from the Steering Committee, and then determine if all assigned delegates are present.
2. Elect a permanent Chairperson of your committee when you meet in the assigned meeting room.
3. You may combine one or more agenda items on the same general subject and address them as a single agenda item.
4. Read the agenda item to your committee. It is very important that the question to be decided is perfectly clear to the committee. If there is any doubt, the Steering Committee should be consulted.
5. Review the pertinent AFA policy on the agenda item. Solicit viewpoints available to the committee from delegates or staff with specialized knowledge on the subject. If present AFA policy is involved, the committee recommendation should specifically contain a provision revoking, modifying or affirming present policy.
6. Assign several committee members to draft the exact language of the recommendation once the committee has agreed upon the general tenor of its recommendation on a particular subject.
7. When your committee adopts a recommendation on the agenda item, fill out the committee recommendation form, noting Agenda Item Number, Committee Number, Subject, and Recommendation.
8. Deliver the complete agenda item file folder (containing agenda item, background information, and committee recommendation form) to the Steering Committee as soon as possible. Do not wait until you have completed all of your subject assignments.
9. The Steering Committee will arrange for your recommendation to be typed in the meeting office. You will be periodically asked by the Steering Committee to review and sign proposed resolutions for Board action.

Instructions for Agenda Item Committee Chairperson  
Page Two

10. During the floor session you will be called to report to the rostrum. You will be given the completed agenda item file folders which contain your committee's proposed resolution for Board action.  
Read the following to the delegates:  
State: Agenda Item Number  
State: "The Committee Recommendation is" (and read the entire resolution starting with the first WHEREAS clause)

11. At the conclusion of the recommendation you should sponsor the resolution by stating,  
"And I So Move"

A Committee recommendation needs no second to the motion.

12. When speaking to the Committee Recommendation, briefly state for the record the main points that were debated in Committee and the prime reasons the Committee selected one position over another.
- If the committee **FAVORS** the resolution, say "the committee recommends that the resolution be adopted as proposed."
  - If the committee recommends **AMENDING** the motion, say "the committee recommends that the resolution be amended as follows (explain what changes the committee proposes). And I so move."
  - If the committee recommends a **SUBSTITUTE**, say "the committee recommends the following substitute (read the substitute motion). And I so move."
  - If the committee is **OPPOSED** to the motion, say "the committee recommends that you 'Vote No' on this resolution."  
**NOTE: This is a change from the previous procedures.**
  - If the committee is **UNDECIDED** as to what action should be taken, say "the committee sends this motion to the Board without recommendation."
13. After Board action, return the agenda item file folder to the Steering Committee Coordinator before you leave the rostrum.

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**AGENDA ITEM INDEX**

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**AGENDA COMMITTEE #1 - BUDGET**

Ruthanna Jenkins – ARW MEC Secretary-Treasurer

Michael Rice – FA9 87 LEC President

Chasity Theno – HAL MEC Secretary-Treasurer

Jasmine Lopez – SPR 73 LEC President

**FINANCE COMMITTEE**

Terry Taylor – ALA 19 LEC President

Dante Harris – UAL 12 LEC President

\* Jeffrey Heisey – UAL MEC Secretary-Treasurer

**o Doris Millard – ARW MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

**SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENTS**

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**AGENDA COMMITTEE #1 - BUDGET**

<b><u>ITEM #</u></b>	<b><u>SUBJECT</u></b>	<b><u>COMMITTEE #</u></b>
1	2021-2022 AFA-CWA Annual Budget	1

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**AGENDA COMMITTEE #2**

Brice McGee – ALA 15  
Melissa Osborne – ALA 39  
Robert Barrow – AMR 52  
Kristin Hillman – ATI 2  
Jason Ostrowski – EDV 48  
Rachel Dunhoff – FA9 86  
Jaci-Ann Chung – HAL 43  
Kirk Hansen – HZN 17  
John Reise – OAI 72  
Shannya Peralta – SIL 83  
Deb Crowley – SPR 76  
\*Kim Montgomery – UAL 6  
Ken Kyle – UAL 9  
Jill Collins – UAL 21  
Elizabeth Hibbard – UAL 42

**o Lisa Davis Warren – HZN MEC President**

**\* Denotes Temporary Chairperson  
o Denotes Steering Committee Member**

**SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENTS**

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**AGENDA COMMITTEE #2**

<b><u>ITEM #</u></b>	<b><u>SUBJECT</u></b>	<b><u>COMMITTEE #</u></b>
2	Mutual Respect Policy	2

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**AGENDA COMMITTEE #3**

Timothy Green – ALA 18

Steven Maller – ALA 39

Jaime Martinez – ARW 03

Tanya Clarke – EDV 45

Kathryn Weis – FA9 71

Theresa Owens – FA9 87

\*Joshua Aoki – HAL 47

Maggie Fox – MSA 56

Keturah Johnson – PED 61

Liza Sanchez – SPR 37

Dan Glasson – SPR 77

Michael Schwaabe – UAL 7

Kaitlin White – UAL 11

William Carico – UAL 25

Melinda Beal – UAL 63

**o Joslynn Wiese – FA9 MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

**SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENTS**



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**AGENDA COMMITTEE #3**

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**AGENDA COMMITTEE #4**

Matthew Cook – ALA 30

Shane Spillman – AMR 51

Julia Biggar – ARW 29

Oscar Ochomogo – EDV 46

\*Lisa Brooks – FA9 79

Brittany Smith – GJS 31

Joelle Jaeger – HZN 16

Traci Hagans – MSA 88

Lee Wilkes – PSA 75

David Bedene – SPR 74

Teri Davison – SPR 78

Scott Pejas – UAL 8

Kevin Batey – UAL 14

Andrew Fahy – UAL 27

Rsei Isim – UAL 65

**o Jatawne Wells – EDV MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

**SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENTS**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
FORTY EIGHTH BOARD OF DIRECTORS MEETING  
MAY 13-14, 2021  
(Conducted Virtually)**

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**AGENDA COMMITTEE #4**

<b><u>ITEM #</u></b>	<b><u>SUBJECT</u></b>	<b><u>COMMITTEE #</u></b>
4	Continuing Committees – Elections (Section XIV)	4

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**FORTY EIGHTH BOARD OF DIRECTORS MEETING**  
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**SUBJECT:** AFA-CWA Proposed 2021-2022 Annual Budget

**STATEMENT OF QUESTION:**

Should the AFA-CWA Proposed 2021-2022 Annual Budget be adopted as proposed?

**SOURCE AND DATE SUBMITTED:** International President – April 13, 2021

**BACKGROUND INFORMATION:**

See attached Agenda Item from the International Secretary-Treasurer and the Proposed Budget.

**PROPOSED RESOLUTION:**

WHEREAS the AFA-CWA Board of Directors sets and reaffirms our priorities each year; and,

WHEREAS, together we build our annual budget to support our priorities based upon available resources, including our projected income; and,

WHEREAS, today our country is remains in the midst of a pandemic due to COVID-19, and the airline industry continues to be affected resulting in reduced flights throughout the industry; and,

WHEREAS, AFA was part of history making legislation that supported all classifications of airline workers through Payroll Grants to airlines for direct payment to workers through September 30, 2021; and,

WHEREAS, this pandemic injects uncertainty in the dues revenue projections for the coming fiscal year; and,

WHEREAS, maintaining a solid and well-funded Reserve Fund (RF) has been a high priority of the Finance Committee and the Board of Directors, and contributions to the Reserve Fund have been made in 2017, 2018 and 2019; and due to good ongoing fiscal constraint by each Local and MEC, the AFA is well prepared for these times of change in the airline industry, such that the current proposed budget maintains the Reserve Fund; and,

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WHEREAS, cyclical variations in constitutional services such as elections, trainings, and negotiations cause significant spending fluctuations, the adopted approach of prefunding these activities through the Future Funding Commitment has been an improvement to our budgeting process; and,

WHEREAS, the Budget Committee has met and submitted a balanced budget recommendation to the Board of Directors;

THEREFORE BE IT RESOLVED, that the CWA Dues Average of \$50 was used in the construction of the AFA-CWA Proposed 2021-2022 Budget for the fiscal year beginning June 1, 2021 through May 31, 2022; and,

BE IT FURTHER RESOLVED, that the Board of Directors in session on May 13, 2021, for the purpose of passing a balanced budget, adopt the following adjustments:

- Section IV.C.1.: Effective June 1, 2021, each Local Council will be allowed a regular monthly allowance based on seventeen percent (17%) of the total monthly dues including service charge monies of the Council affected. However, in no event shall the monthly allowance be no less than \$2,250 or an amount equal to twenty percent (20%) of a total of 100 members and service charge payers dues.
- Section IV.G.2.: The value of the MEC budget allocation will be reduced by 15%.
- An allocation of \$1,600,000 from the Future Funding Commitment (FFC) will be utilized, as needed.
- Article XI.G.2. At end of each fiscal year, whenever total income exceeds total expenses, such net income may be credited to the Union reserves whenever it is net worth is less than two (2) times the annual income. In 2021, an allocation of \$600,000 from the prior year AFA Surplus will be utilized, as needed, and all remaining surplus will be credited the AFA Reserve Fund.

BE IT FURTHER RESOLVED, that during this time of uncertainty with the COVID-19 pandemic, the Finance Committee, in consultation with the International President, will monitor the monthly dues revenue and expenses, and should there be a substantial change in the net balance, a reassessment of the annual budget will be made; and appropriate budgetary changes made to ensure a solid foundation is maintained for our Union; and,

BE IT FINALLY RESOLVED, that should budget changes affecting the LEC or MEC budgets be required during the fiscal year, an explanation will be provided, and a ballot of the Board will be conducted.

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**SUBJECT:** Mutual Respect Policy

**STATEMENT OF QUESTION:**

Should the Mutual Respect Policy be updated to reflect consistency with Article I.C.1. of the AFA-CWA Constitution and Bylaws (C&B) and the Mission Statement?

**SOURCE AND DATE SUBMITTED:** International President – April 13, 2021

**BACKGROUND INFORMATION:**

This is merely a technical correction to update a portion of the Mutual Respect Policy so that it mirrors the language in Article I.C.1. of the Constitution and the Mission Statement.

Currently, the first sentence of the Mutual Respect Policy states the following:

“The Association of Flight Attendants-CWA is opposed to any discrimination based on age, color, disability, gender identity, and gender expression.”

Article I.C.1. states the following:

“To unite all cabin crew members in the airline industry regardless of age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, and gender expression who are eligible for membership.”

The intent is to bring consistency to these three areas of the Constitution and Bylaws.

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**PROPOSED RESOLUTION:**

WHEREAS, there is an internal inconsistency between the Mutual Respect Policy and AFA's primary objective; and,

WHEREAS, this Agenda Item will eliminate that inadvertent inconsistency;

THEREFORE BE IT RESOLVED, the first sentence of the AFA Mutual Respect Policy will be changed as follows:

The Association of Flight Attendants-CWA is opposed to any discrimination based on age, color, disability, **marital status, national origin, race, religion, sex, sexual orientation**, gender identity, and gender expression.”

BE IT FINALLY RESOLVED, the remainder of the Mutual Respect Policy remains unchanged.

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**SUBJECT:** Human Rights and Equity Committee (Section XIV.)

**STATEMENT OF QUESTION:**

Should AFA establish a Continuing Committee to focus on Human Rights & Equity?

**SOURCE AND DATE SUBMITTED:** International President – April 13, 2021

**BACKGROUND INFORMATION:**

During the 2017 CWA Convention, AFA delegates took part in unanimously adopting the CWA Fight Forward Resolution.

In order to successfully build power for bargaining, we must continually work to engage all members, organize new members, and gain community allies. It is for this reason that on April 11, 2018, the Forty-Sixth AFA Board of Directors unanimously adopted the floor resolution that “Workers’ Rights are Human Rights: The Fight Forward.” This resolution recognized the need for our AFA LEC & MEC Human Rights Committees to actively partner with community allies to build activism and power through training, organizing, and political action while our whole Union commits to the broader struggles for justice, democracy, dignity, and respect for all.

**PROPOSED RESOLUTION:**

WHEREAS, the AFA Mission Statement defines our core value “To promote economic and social justice for all workers through education and action” and the “commitment to equal treatment of all individuals, regardless of race, color, creed, sexual orientation, gender identity and gender expression;” and,

WHEREAS, existing LEC & MEC Human Rights Committees have worked to increase the strength of our LECs and MECs by working to educate members and create safe spaces for people to share their personal experiences so that we better understand each other and are able build our union’s strength through recognition of our common struggles and goals, rather than allowing others to divide us; and,

WHEREAS, it is only fitting that the AFA Board of Directors further its existing commitment to providing the broadest possible representation for members by establishing a new and Continuing Committee of the Board of Directors to support and make recommendations for our Union’s work on the topic of human rights and equity;



THEREFORE BE IT RESOLVED, Section XIV.A.1. will be amended to add the following:

**8. Human Rights and Equity Committee**

BE IT FURTHER RESOLVED, a new Section XIV.J. will be added as follows:

**J. Human Rights and Equity Committee**

1. **The committee is charged with responsibility for ongoing study of matters related to the strengthening of our union through the promotion of and support for economic, racial and social justice equity for all workers.**
2. **Committee Activity shall include:**
  - a. **Recommendations for participation by our MECs and LECs in their community, minority, and women's organizations and coalitions which aim to eliminate discrimination and racism.**
  - b. **Recommendations related to the support for work on union campaigns and programs to include the following: collective bargaining, organizing, voter registration information and get out the vote drives, informing members on legislation that impacts working men and women, and community service and outreach programs.**
  - c. **Recommendations for creating safe spaces within our union for people to share their personal experiences in relation to age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, gender, gender expression and political orientation so that we better understand each other and build our union through our common struggles and goals, rather than allowing union busters to divide us by differences.**
  - d. **Recommendations for educational materials relevant to civil and human rights issues that affect our members and communities.**
  - e. **Recommendations on how to facilitate training around issues of Human Rights and Equity.**

BE IT FINALLY RESOLVED, the four members of the first Human Rights and Equity Committee will be elected at the 2021 BOD Meeting.

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**SUBJECT:** Continuing Committees – Elections (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, 2021

**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 12, 2021.

The Executive Board directed that a list of nominated names be finalized and provided to the Board of Directors for consideration and final approval.

**PROPOSED RESOLUTION:**

**A. Finance – 6/1/2021 – 5/31/2022**

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 - 6/1/2021 - 5/31/2022**

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

**C. International Affairs - 6/1/2021 - 5/31/2022**

WHEREAS, the International Affairs Committee consist of four members;

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

Lisa Brooks	FA9 87 LECP
Cher Taylor	FA9 MEC GA Chair
Valentin Lorien	AFA Lifetime Member
Michael Schwaabe	UAL 07 LECP

**D. Leadership Development - 6/1/2021 - 5/31/2022**

WHEREAS, the Leadership Development Committee consists of four members;

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

Krystle Berry	ALA 39 LEC VP
Dermaly Florez	AMR MEC VP
Brittany Smith	GJS 31 LECP
Adam Novish	UAL MEC VP

**E. Political / Legislative – 1/1/2021-12/31/2022**

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 GA Chair
Cher Taylor	FA9 MEC GA Chair
Rick Schwabauer	HAL MEC GA Chair
Mary Garton	UAL 11 GA Chair
Krystle Berry	ALA 39 LEC VP [Alt]

**F. Strategic Planning - 6/1/2021 - 5/31/2022**

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	Robert Barrow	AMR MECP
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 –  
6/1/2021 - 5/31/2022**

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	Jaime Martinez	ARW 03 LECP
501-2,999 members	Heather McClay	FA9 87 Scheduling Chair
	Katie Franc	FA9 87 Member
	Judi Harrison-Gould	HZN MEC Hotel Chair
over 3,000 members	Jodi Snow	ALA MEC Hotel Chair