

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
FORTY NINTH BOARD OF DIRECTORS MEETING  
MAY 13-15, 2022  
LAS VEGAS NEVADA**

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**SUBJECT:** Retiree Association of Flight Attendants – CWA (Article II.J.3 & J.4)

**STATEMENT OF QUESTION:** Should the Structure of RAFA be Updated ?

**SOURCE AND DATE SUBMITTED:** Strategic Planning Committee (SPC), April 13, 2022

**BACKGROUND INFORMATION:**

After several years of experience, it has become impossible for RAFA to continue to organize efficiently with the current structure of RAFA (Local Councils). As flight attendants retire, they are increasingly relocating away from their AFA-CWA Local Executive Council locations and thus the number of retirees available is insufficient to form a Retiree Local Council. Yet there remains a need for a structure to share information of concern to retired flight attendants. The concept of “Chapters” is consistent with the CWA Retiree Members Council (RMC).

**PROPOSED RESOLUTION:**

J. Retiree Association of Flight Attendants-CWA (RAFA)

1. The RAFA shall serve as a constituent unit of the Association of Flight Attendants-CWA.
2. The RAFA shall adopt bylaws which are in compliance with the Constitution and Bylaws and programs of the Association of Flight Attendants-CWA.
3. The structure of the RAFA shall consist of:
  - a.** ~~b.~~ Retiree Governing Council
  - b.** ~~a.~~ Retiree Local Councils **Chapters**
4. The governance of the RAFA shall be vested in the ~~elected presidents of each RAFA Chapter who collectively form an Association of Flight Attendants-CWA Retirees Governing Council~~ **consisting of a President and Secretary-Treasurer elected by a vote of Chapter Presidents, with other representatives appointed as needed.**
5. Membership
  - a. Retiree membership in RAFA shall be governed by Article II.C.7.
  - b. Nonvoting Associate Membership in RAFA may be accepted from friends, family members and other supporters of flight attendants.
  - c. Membership records of the RAFA shall be kept in accordance with the Association of Flight Attendants-CWA record keeping requirements.