

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

SUBJECT: Contract Implementation, Enforcement and Education Section (Section VI.E.1.)

STATEMENT OF QUESTION: Should an electronic searchable version of a Collective Bargaining Agreement be made available for Membership use?

SOURCE AND DATE SUBMITTED: MSA MEC- May 14, 2022

PROPOSED RESOLUTION:

WHEREAS, many AFA carriers incur a significant expense associated with maintaining a sufficient supply of printed Collective Bargaining Agreements due to high turnover and it is important that all Members have access to their Collective Bargaining Agreement; and,

WHEREAS, an electronic version of a Collective Bargaining Agreement is a preferred option for many Members; and,

WHEREAS, there remains a need for printed (hard) copies of a Collective Bargaining Agreement;

THEREFORE, BE IT RESOLVED, that Section VI.E.1. of the AFA Constitution and Bylaws be amended to add a new paragraph E.1.c., which provides for an option for each Master Executive Council (MEC) to decide on electronic version of Collective Bargaining Agreement, in addition to printed (hard) copies being made available to the Membership:

E. Contract Implementation, Enforcement and Education

1. Education

- a. All contracts and side letters should be available to the membership on-line.
- b. Negotiating committees and staff negotiators will work with the AFA-CWA Communications and Research Department to ensure prompt printing and distribution of the agreement and side letters, if possible, in a format which permits inclusion in the contract booklet. Note: Some contracts have the Company entirely responsible for the printing and others the responsibility, or cost, is divided between AFA-CWA and the Company.
- c. **Each Master Executive Council (MEC) shall determine if an electronic, searchable version of their Collective Bargaining Agreement for the Membership will be the primary method of distribution. In the event an MEC chooses to utilize an electronic Collective Bargaining Agreement, a supply of printed (hard) copies shall be made available, upon request, for Members who prefer a printed (hard) copy.**