

Compilation of Actions

Forty Ninth Board of Directors Meeting



*May 13-15, 2022
Las Vegas, NV*

**Association of Flight Attendants – CWA
AFL-CIO**

**FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS, NEVADA**

Voting Delegates in attendance at this meeting of the Board of Directors:

<u>AIRLINE</u>	<u>VOTING DELEGATE</u>	<u>REPRESENTING</u>
ALA 15	Brice McGee	
ALA 18	Tim Green	
ALA 19	Melissa Osborne	Terry Taylor
ALA 30	Matthew Cook	
ALA 35	Melissa Osborne	
ALA 39	Steven Maller	
AMR 51	Shane Spillman	
AMR 52	Robert Barrow	
AMR 59	Dermaly Flores	
ARW 03	Derric McDaniel	
ARW 29	Juli Biggar	
ATI 02	Kristen Hillman	
EDV 45	Tanya Clarke	
EDV 46	Oscar Ochomogo	
EDV 48	Jason Ostrowski	
FA9 71	Michael Rice	Kathie Weis
FA9 79	Lisa Brooks	
FA9 84	Mikayla Diaz	
FA9 85	Michael Rice	
FA9 86	Rachel Dunhoff	
FA9 87	Theresa Owens	
GJS 31	Melissa Higgins	Joanne Churchill
HAL 43	Jaci-Ann Chung	
HAL 47	Joshua Aoki	
HZN 16	Jennifer Levacun-Pitarys	Joelle Jaeger
HZN 17	Jamie Moore	Kirk Hansen

<u>AIRLINE</u>	<u>VOTING DELEGATE</u>	<u>REPRESENTING</u>
MSA 44	Shannon Harris	
MSA 56	Maggie Fox	
MSA 88	Traci Hagans	
OAI 72	John Reise	
PED 61	Keturah Johnson	
PSA 75	Lee Wilkes	
SIL 83	Maria Salinas	
SPR 37	Liza Sanchez	
SPR 73	Jasmine Lopez	
SPR 74	David Bedene	
SPR 76	Deb Crowley	
SPR 77	Dan Glasson	
SPR 78	Teri Davison	
UAL 06	Kim Montgomery	
UAL 07	Michael-Eric Schwaabe	
UAL 08	Scott Pejas	
UAL 09	Ken Kyle	
UAL 11	Kaitlin White	
UAL 12	Dante Harris	
UAL 14	Kevin Batey	
UAL 21	Michael Simpson	Jill Collins
UAL 25	William Carico	
UAL 27	Andrew Fahy	
UAL 42	Elizabeth Hibbard	
UAL 63	Melinda Beal	
UAL 65	Rsei Isim	
VXP 50	Matt Lessall	

##

MEC Presidents in attendance as “Ex-Officio” Members of the Board of Directors:

ALA	Jeff Peterson
EDV	Kerry Huebbers
FA9	Joslynn Weise
HAL	Joni Kashiwai
HZN	Lisa Davis-Warren
UAL	Ken Diaz

MEC Vice Presidents in attendance as “Ex-Officio” Members of the Board of Directors:

ALA	Brian Palmer
AMR	Elizabeth Vindhurst
ATI	Samantha Byrd
EDV	Tahja Roberts
FA9	Andrew Kothlow
HAL	Scott Henton
HZN	Todd Anderson
MSA	Cathy Lindig
PED	Sheila Hubbard
SPR	Don Intreglia
UAL	Adam Novish

##

MEC Secretary-Treasurers in attendance as “Ex-Officio” Members of the Board of Directors:

ALA	Linda Christou
ARW	Ruthanna Jenkins
EDV	Elizabeth Mullins
FA9	Constance McCorckle
HAL	Chasity Theno
HZN	Amelia Baird
MSA	Melissa England
OAI	Debbie Parker
UAL	Jeffrey Heisey

##

AFA International Officers in attendance as “Ex-Officio” Members of the Board of Directors:

President	Sara Nelson, United Airlines
Vice President	Debora Sutor, Envoy Air, Inc.
Secretary-Treasurer	Kevin P. Creighan, United Airlines

##

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
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INTERNATIONAL OFFICER ELECTION RESULTS

(Term of Office: June 1, 2022 through May 31,2026)

International President: Sara Nelson
International Vice President: Keturah Johnson
International Secretary-Treasurer: Dante Harris

Candidates for International President

Sara Nelson, United AFA Council 27

Candidates for International Vice President

Kathryn Ayala, Spirit AFA Council 76
Jaci-Ann Chung, Hawaiian AFA Council 43
Keturah Johnson, Piedmont AFA Council 61
Andrew Kothlow, Frontier AFA Council 85

Candidates for International Secretary-Treasurer

Dante Harris, United AFA Council 12
Jack Kande, United AFA Council 06
Kaitlin White, United AFA Council 11

2021-2022 AWARD RECIPIENTS

Edith Lauterbach Merit Award – Beth Fortner Rodgers, UAL Council 42 Vice President

Terri Owen Government Affairs Activist Award – Jennifer Ritter, UAL Council 06

Peggy Price LEC EAP Award – ALA Council 19 EAP Committee

##

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

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AGENDA ITEMS

Agenda Item #1 2022-2023 AFA-CWA Annual Budget

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 while improving, the airline industry remains in a tenuous position; and,

WHEREAS, AFA remains fully committed to ensuring adequate Members of Staff are in the appropriate positions as the industry emerges from the effects of the pandemic; 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 all years since 2017; 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 2022-2023 Budget for the fiscal year beginning June 1, 2022, through May 31, 2023; and,

BE IT FURTHER RESOLVED, that the Board of Directors in session on May 13, 2022, for the purpose of passing a balanced budget, adopt the following adjustments:

- 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 2022, an allocation of \$2.5M from the prior year AFA Surplus will be utilized, as needed, and all remaining surplus will be credited the AFA Reserve Fund.
- An allocation of \$850K from the Future Funding Commitment (FFC) will be utilized, as needed.

BE IT FURTHER RESOLVED, that as the industry recovers from the pandemic and the Union grows, the International Officers will ensure that the previously approved new positions for a Staff Attorney, Staff Attorney/Negotiator, IT Specialist, Mobilization Specialist, and Finance Specialist will remain as high priorities, as well as the previous position in Air Safety, Health and Security and an International Staff Representative; and,

BE IT FINALLY RESOLVED, that during this ongoing time of uncertainty with the COVID-19 pandemic, the Finance Committee, in consultation with the International President, will continue to 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.

##

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

Agenda Item #2 Hearing Board (Article X.D.5 & F.3.)

Resolution:

THEREFORE BE IT RESOLVED, that Article X.D.5. be amended as follows:

5. If in the opinion of the Hearing Board good cause is shown for accepting jurisdiction to hear the case in the first instance, the hearing shall be held not later than sixty (60) days after receipt by the accused of the Hearing Board's decision to hear the charges against such member and a decision published as soon as possible thereafter, but not later than fifteen (15) days from the date of the hearing. **Hearings, at the discretion of the Hearing Board, may be conducted in-person, by telephone, by videoconference or by other electronic means.**

BE IT FURTHER RESOLVED, that Article X.F.3. be amended as follows:

3. The Appeal Board may hear appeals solely upon the evidence and decision submitted to it. Upon application of any party, or upon its own motion, the Appeal Board may take additional evidence as it deems proper. The Appeal Board shall designate a time and place and any adjournments for the hearing of charges, with notice of the hearing sent certified mail, return receipt requested. **At the discretion of the Appeals Board, hearings may be conducted in-person, by telephone, by videoconference or by other electronic means.** The Appeal Board shall issue its decision no later than one hundred twenty (120) days from the date the charges were initially filed.

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AGENDA ITEMS

Agenda Item #3 **Dues Obligations while on Leave (Article XI.A.6.)**

Resolution:

THEREFORE BE IT RESOLVED, that Article XI.A.6. be amended as follows:

6. Payment of dues shall be required of all members that are on active status during a month or any portion thereof. ~~After~~ **A member is responsible for dues payments for** the first ninety (90) days of ~~removal from service and~~ **any unpaid leave and who is** no longer receiving compensation through the carrier for disability leave, payment of dues shall not be required. **This compensation includes, but is not limited to, contractually negotiated sick leave, vacation, or** disability. If a member is on a leave of absence for a full month or longer due to military service and is no longer receiving compensation through a carrier, that member will not be required to continue payment of dues.

##

Agenda Item #4 **AFA Scholarship (Section I.N.1.)**

Resolution:

THEREFORE BE IT RESOLVED, that AFA-CWA Policy Manual Section I.N.1 be amended as follows:

N. Scholarships

1. The Association of Flight Attendants-CWA Scholarship Fund was established in 1994 to provide financial assistance to dependents of flight attendants as our commitment to education, **and within AFA-CWA will be referred to as the AFA Dee Maki Scholarship.** A \$5,000 contribution is made to the fund on the first day of business of January each year beginning in 1997. See Scholarship Brochure for further details.

##

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AGENDA ITEMS

Agenda Item #5 Continuing Committees (Section XIV)

Resolution:

THEREFORE BE IT RESOLVED, that the provisions of AFA-CWA Policy Manual Sections XIV.B.1.b and B.1.c will be amended as follows:

- b. The Finance Committee and the Strategic Planning Committee shall consist of five (5) members. ~~One~~ **Every effort will be made to ensure one** committee member will be elected from the following groups:
 - One (1) member from carriers of under 500 members
 - One (1) member from carriers of over 500 and under 3,000 members
 - One (1) member from carriers of over 3,000 members
 - Two (2) members can be elected from any carrier regardless of member size.

- c. The Crew Accommodations and Transportation Policy Committee shall consist of five (5) members. ~~One~~ **Every effort will be made to ensure one** committee member will be elected from the following group (s) with at least one (1) of these members being from a charter carrier.
 - One (1) member from carriers of under 500 members
 - One (1) member from carriers of over 500 and under 3,000 members
 - One (1) member from carriers of over 3,000 members
 - Two (2) members can be elected from any carrier regardless of member size.

Agenda Item #5 **Continuing Committees (Section XIV)** – (continued)

Resolution:

BE IT FURTHER RESOLVED, that the Continuing Committees of the Board will be comprised of the following Members:

A. Finance – 6/1/2022 – 5/31/2024

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 Jasmine Lopez	SPR 76 LEC VP SPR MEC S-T/73 LECP
over 3,000 members	Terry Taylor Jeff Heisey	ALA 19 LECP UAL MEC S-T

B. Negotiations Policy - 6/1/2022 - 5/31/2024

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

Agenda Item #5 **Continuing Committees (Section XIV)** – (continued)

Resolution:

C. International Affairs - 6/1/2022 - 5/31/2024

WHEREAS, the International Affairs Committee consist of four members;

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

Valentin Lorien	AFA Lifetime Member (Norse)
Lisa Brooks	FA9 79 LECP
Ka’imi Lee	HAL 47 Member
Michael Schwaabe	UAL 07 LECP

D. Leadership Development - 6/1/2022 - 5/31/2024

WHEREAS, the Leadership Development Committee consists of four members;

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

Dermaly Flores	AMR MEC VP
Kahea Ching	HAL LEC 43 VP
Kim Montgomery	UAL 06 LECP
Adam Novish	UAL MEC VP
Kaitlin White	UAL 11 LECP (Alternate)

E. Political / Legislative – 1/1/2023-12/31/2025

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 46 Member
Cher Taylor	FA9 MEC GA Chair
Rick Schwabauer	HAL MEC GA Chair
Mary Garton	UAL 12 GA Chair
Jennifer Ritter	UAL 06 VP (Alternate)

Agenda Item #5 **Continuing Committees (Section XIV)** – (continued)

Resolution:

F. Strategic Planning - 6/1/2022 - 5/31/2024

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	Maggie Fox	MSA MECP
over 3,000 members	Brian Palmer	ALA MEC VP
	Kevin Batey	UAL 14 LECP
	Elizabeth Hibbard	UAL 42 LECP

G. Crew Accommodation and Transportation Policy Committee – 6/1/2022 - 5/31/2024

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	Malana Reeves	ARW 29 Hotel
501-2,999 members	Heather McClay	FA9 87 Scheduling Chair
	Katie Franc	FA9 87 Hotel Chair
over 3,000 members	Jodi Snow	ALA MEC Hotel Chair
	Michael DesRosier	UAL Member
	Judi Harrison-Gould	HZN MEC Hotel Chair (Alternate)

Agenda Item #5 **Continuing Committees (Section XIV)** – (continued)

Resolution:

H. Human Rights and Equity Committee – 6/1/2022 - 5/31/2024

WHEREAS, the Human Rights and Equity Committee consists of four members;

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

Shane Spillman	AMR 51 LECP
Andrew Kothlow	FA9 MECVP
Traci Hagans	MSA 88 LECP
Kimberly Johnson	UAL 11 HRC Chair
Derric McDaniel	ARW MEC VP (Alternate)
Don Reno Intreglia	SPR MEC VP (Alternate)

BE IT FURTHER RESOLVED, that the Strategic Planning Committee (SPC) will conduct a study of the operation of the Continuing Committees with an objective of improving the functioning of all committees;

BE IT FURTHER RESOLVED, that this study will specifically address matters such as the size of the committees, composition of the committees (e.g., from different size airlines and/or from different type airlines such as mainline, regional, charter, niche, low cost, etc.), use of alternates, and other matters that the SPC believes will be helpful.

##

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
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AGENDA ITEMS

Agenda Item #6 Allowable Expenses (Section IV.A.1)

Resolution:

WHEREAS, allowable meal expenses have not been increased since 2008; and,

WHEREAS, these modest increases will add flexibility to assist those who travel to high cost areas and also codify that LEC's and MEC's can set specific amounts below these maximums;

THEREFORE BE IT RESOLVED, the AFA-CWA Policy Manual Section IV.A.1. should be amended as follows:

A. Allowable Expenses

1. Allowable Expenses When Properly Substantiated

- a. The most economical transportation should be used while on Union business. Rental cars may be used with approval of the appropriate Local Council President or Master Executive Council President. Taxi fares in excess of five dollars (\$5.00) must be accompanied by a receipt.
- b. Automobile expenses will be allowed at the current maximum IRS rate per mile. For **2022** that rate is **\$0.585** per mile.
- c. Allowable meal expenses for all locations are as follows: breakfast up to ~~ten~~ **fifteen** dollars (~~\$10.00~~) **(\$15.00)**; lunch up to ~~fifteen~~ **twenty** dollars (~~\$15.00~~) **(\$20.00)**; dinner up to ~~twenty-three~~ **thirty** dollars (~~\$23.00~~) **(\$30.00) for costs incurred, up to a maximum of \$65.00 per day, inclusive of tipping. When a meal is provided to an individual, the allowable reimbursement should be reduced accordingly.**
- d. Reasonable and adequate hotel accommodations, in the form of single rooms, will be provided, unless otherwise specified. If price, availability, location and amenities are comparable, preferred lodging is at a union hotel.
- e. Reasonable telephone and telegraph expenses, installation charges, necessary to conduct Union business.

Agenda Item #6 **Allowable Expenses (Section IV.A.1)** – (continued)

Resolution:

- f. Reasonable expenses, such as tipping (not to exceed 20%) and laundry expenses for meetings of five (5) days duration or more.
- g. Reasonable expenses for porter tipping.
- h. Allowable expenses up to ten dollars (\$10.00) per hour for child care with receipt and approval of Local Council or Master Executive Council President.
- i. While the above sections identify maximum allowable expenses, individual LEC's or MEC's may establish local policies to pay lesser amounts.**

##

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AGENDA ITEMS

Agenda Item #7 AFL-CIO Affiliation Fees (Section IV.C.2)

Resolution:

WHEREAS, AFA-CWA decided to participate in the AFL-CIO National Affiliation Fee (NAFP) as this will help AFA build power in the Labor Movement; and,

WHEREAS, participation in the NAFP began in July of 2019 and the International Office has funded 100% of the per capita costs of affiliating 100% of the members at all Locals since that time;

THEREFORE BE IT RESOLVED, that AFA-CWA Policy Manual Section IV.C.2 be amended as follows:

C. Local Council Expenses

1. This section remains unchanged
2. AFL-CIO Affiliation Fees Allowable

AFA has a long tradition of working closely with the AFL-CIO. This participation at the National, State, and Local levels, is consistent with the AFA Mission Statement and core values, and enables the Union to better achieve its Objectives.

- a. **National AFL-CIO: All AFA-CWA members are affiliated with the National AFL-CIO and the per capita fees for this affiliation are paid by the International Office.**
- b. **State Federations (State Feds): As all State Feds are included within the AFL-CIO National Affiliation Fee Program (NAFP), one hundred percent (100%) of the membership at each Local Council is affiliated with the respective State Fed where the Council is located. The participation in NAFP is paid by the International Office.**
- c. Councils outside the United States may also apply for ~~fifty percent (50%)~~ **one hundred (100%)** of the cost of affiliation with a National/Regional Trade Union Board within their geographical area. Any non-U.S. affiliation must have the prior approval of the International President of AFA-CWA.

Agenda Item #7 **AFL-CIO Affiliation Fees (Section IV.C.2)** – (continued)

Resolution:

- d. **Central Labor Councils (CLC's): All Locals are encouraged to affiliate members at CLC's and in coalitions where members are based.** Local Councils may apply for fifty percent (50%) of a Council's cost of affiliating with an AFL-CIO Central **Labor Council (CLC)** ~~or State body,~~ **Labor Coalition,** or for Councils located outside the United States, with an ITF affiliate or a coalition of ITF affiliates. **When approved, the International Office will pay for the remaining fifty percent (50%).** ~~Councils outside the United States may also apply for fifty percent (50%) of the cost of affiliation with a National/Regional Trade Union Board within their geographical area. Any non-U.S. affiliation must have the prior approval of the International President of AFA-CWA. Councils must have assumed the first year's fees and be active members.~~
- e. Nothing shall prohibit a Local Council from **participating or joining with** other affiliations or absorbing the entire cost of any affiliation. The allowances will be reviewed by the International Secretary-Treasurer of the Union in consultation with the Local Council President. ~~In New Alliance States fifty percent (50%) of a Local Council's cost of affiliating with an AFL-CIO Central and State Body will be paid by the International Office budget. Local Councils may apply for reimbursement of the full cost of affiliating with New Alliance State and Central bodies, however, full~~ **The reimbursement of affiliation fees** will be approved only upon demonstration that the Local Council participates in the ~~State and~~ Central body to which affiliated. The demonstration of participation by the Local Council will be established through consultation between the Local Council President and the International President, allowing for the uniqueness in size of the Local Council and frequency of meetings in the ~~State and~~ Central body. Allowances will be reviewed by request of the Local Council President to the International Secretary-Treasurer of the Union.

##

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
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AGENDA ITEMS

Agenda Item #8 Budget Preparation (Section IV.G.1.)

Resolution:

WHEREAS, AFA-CWA takes pride in a budgeting process that is strategically oriented to allocate resources to satisfy the priorities of the Membership; and,

WHEREAS, this change will provide financial guidance in future years if and when there are economic down turns;

THEREFORE BE IT RESOLVED, that AFA-CWA Policy Manual Section IV.G.1 be amended as follows:

G. Budget Preparation and Administration

1. The AFA-CWA budget preparation process shall be considered a strategic planning process and part of the annual international program of the Union, with consideration for allocating resources to Union priorities.
 - a. Budget preparation shall include (1) preparation by each Master Executive Council, for use by the Master Executive Council and LECs, of proposed Master Executive Council budget allocations and Master Executive Council action plans consistent with the international program, and (2) preparation by the International Office of proposed budget allocations and action plans consistent with the international program.
 - b. Revenue Scalability: During periods of reduced or declining dues revenues, the Union must remain solvent and sufficiently flexible to scale back expenditures in proportion to changes in revenue. If a significant reduction in membership or revenue (e.g., 5%) were to occur, the International President would direct the International Secretary Treasurer to take prompt action unionwide to defer activities and/or adjust levels of spending or budgets within the purview of the International Office in proportion to the change in revenue. In preparation of the next annual budget, the International Secretary-Treasurer will prepare a balanced budget relying upon projected income and proportionate reductions across the Union.

##

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AGENDA ITEMS

Agenda Item #9 Retiree Association of Flight Attendants – CWA (Article II.J.3 & J.4)

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.

##

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AGENDA ITEMS

Agenda Items Ruled Out of Order:

<u>Agenda Item #</u>	<u>Subject</u>
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None

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Agenda Items Not Accepted as Agenda Items by the Board of Directors:

<u>Agenda Item #</u>	<u>Subject</u>
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None

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Agenda Items Not Adopted by the Board of Directors:

<u>Agenda Item #</u>	<u>Subject</u>
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10

Contract Implementation, Enforcement & Education (Section VI.E.1.)

##

Agenda Items Withdrawn:

<u>Agenda Item #</u>	<u>Subject</u>
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None

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REPORTS

Reports were presented by each of the three International Officers.

Reports from the Finance Committee and Leadership Development Committee were presented.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
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LAS VEGAS, NEVADA**

RESOLUTIONS

Floor Resolution #1 – AFA-CWA Presidential Solidarity Award to Julie Hedrick

WHEREAS, Julie Hedrick on her first day as APFA President immediately cut through eight years of pernicious and persistent attacks on Flight Attendant solidarity to instead focus on fighting management with all of our strength together; and,

WHEREAS, on this first day in office Julie also signed an historic letter with AFA International President Sara Nelson and TWU 556 President Lyn Montgomery to Secretary Mnuchin setting demands from a powerfully aligned and resolute force of Flight Attendants that Treasury maintain the integrity of the CARES Act Payroll Support Program as grants, ultimately providing \$63 billion in #WorkersFirst Relief for aviation workers while requiring continuation of commercial air service to all communities and put a check on corporate greed with a ban on stock buybacks and dividends through September 30, 2022 and a cap on executive compensation through March 2023; and,

WHEREAS, Julie, alongside her dynamic officer team that includes Larry Salas, Josh Black, and Erik Harris, immediately worked to promote tight coordination between AFA and APFA in Government Affairs, Communications, and continued to promote coordination with our unions' EAP work, FADAP, Safety and Health, and every area that affects our jobs; and,

WHEREAS, Julie promoted tight coordination of negotiations, working with Sara to build a bargaining summit during this crisis that resulted in a public declaration of NO CONCESSIONS and told management "don't even think about it!" so that through our solidarity we would ensure this crisis was not put on our backs; and,

WHEREAS, Julie stood up to American management to demonstrate our solidarity and demand they fix disparate benefits for Flight Attendants at Piedmont and walked our picketlines at every turn including the most recent "Stranded by Spirit" picketing; and,

WHEREAS, our unions have achieved more together in the past two years than in the decades of history of our proud independence from sexist, bigoted, homophobic, patriarchal unions that undercut our issues and sought, but failed, to keep us on the margins of the Labor Movement; and,

Floor Resolution #1 – AFA-CWA Presidential Solidarity Award – (continued)

WHEREAS, today AFA and APFA are closer than ever, set to lead the Labor Movement forward, strengthen our systemwide network of union aviation workers to help Delta Flight Attendants gain the rights we have as union members, route out any attempt to undercut or undervalue aviation’s first responders; and

WHEREAS, Julie Hedrick leads with the knowledge and conviction that “solidarity is a force stronger than gravity; it lifts us up.”

THEREFORE BE IT RESOLVED, the AFA-CWA Board of Directors recognizes Julie Hedrick with the AFA-CWA Presidential Solidarity Award to be delivered to the APFA Office in honor of Julie and all of our strong union siblings at American as we continue our work to promote powerful Flight Attendant solidarity, route out discrimination wherever it exists, and lift our careers to the highest standard so that the dignity of work is a demand of Capital for all working people evermore.

Unanimously adopted on May 13, 2022

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

RESOLUTIONS

Floor Resolution #2 – Delta Flight Attendants Will Win

WHEREAS, Delta Flight Attendants are organizing to form their union at Delta Air Lines with AFA-CWA and while the pandemic made it difficult to physically collect the majority of signed authorization cards required to call for an election under the Railway Labor Act, organizing is now taking off much like we're seeing at world-wide brand corporations like Starbucks and we are on track to file for an election this year; and,

WHEREAS, Delta management must be getting nervous when they announce raises and new pay factors like boarding pay that only pushes the foundation of a first contract higher and spurs organizing as Flight Attendants demand more than pay announced at the sole discretion of Delta management, but a real voice on the job and a union contract that extracts industry leading pay, benefits, and work rules at the carrier that has profited from the work of Flight Attendants in billions of dollars more than any other airline; and,

WHEREAS, Time Magazine recently wrote, "Delta is the Only Major U.S. Airline Without a Flight Attendant's Union. That May Soon Change" and Delta Flight Attendants have captured the attention of the union hungry public as noted in news outlets from Wall Street's CNBC to the New Yorker, and even Comedy Central on the Daily Show with Trevor Noah; and,

WHEREAS, our organizing has always forced Delta to improve conditions, which then helps our bargaining at every other airline. But the problem remains that Delta can give and take away at any time – until Delta Flight Attendants vote for the union.

WHEREAS, Flight Attendants cannot tolerate one more day of Delta management speaking for Flight Attendants in the media, on Capitol Hill, and with the traveling public.

THEREFORE BE IT RESOLVED, the AFA-CWA Board of Directors reaffirms our union's support of Delta Flight Attendants in forming their union with AFA and we will utilize the entire structure of AFA and all of the natural relationships of Flight Attendants across the industry to help achieve this decades-long goal so that the power of Flight Attendants standing together sets new standards for the dignity of work everywhere.

Unanimously adopted on May 13, 2022

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

RESOLUTIONS

Floor Resolution #3 – Proper use of Pronouns

WHEREAS, AFA-CWA has included anti-discrimination language in its first Objective in the AFA-CWA Constitution since 1978; and,

WHEREAS, AFA-CWA invited Pride at Work Executive Director Jerame Davis to speak and provide information on the appropriate use of gender inclusive pronouns, and this educational material was enlightening to many in attendance; and,

WHEREAS, AFA documents and practices could be updated to incorporate a more gender inclusive use of pronouns;

THEREFORE BE IT RESOLVED, that AFA will distribute this or similar educational material to all Local and Master Executive Councils so that it can be shared widely among AFA representatives; and,

BE IT FURTHER RESOLVED, that the Human Rights and Equity Committee (HR&E) will be tasked with examining use of pronouns in AFA documents, and making recommendations for changes; and,

BE IT FURTHER RESOLVED, that recommendations from the HR&E will be provided to the AFA Executive Board at their in-person 2022 Annual Meeting; and,

BE IT FURTHER RESOLVED, that policy or practice recommendations not involving constitutional change should be separated from those requiring Board action so the Executive Board will have an opportunity to adopt and implement changes; and,

BE IT FINALLY RESOLVED, that any recommendations requiring constitutional change should be provided in agenda item format for action at the next appropriate BOD Meeting.

Unanimously adopted on May 14, 2022

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

RESOLUTIONS

Floor Resolution #4 – Recognition of Union Service – Robert Barrow

WHEREAS, Robert has been a dedicated and faithful steward of our Union for nearly 20 years and,

WHEREAS, he has shepherded the Envoy Flight Attendants through the pain of bankruptcy, base closures, downsizing and the most recent pandemic and,

WHEREAS, no matter what obstacles have been thrown in his path he has risen to the challenge to champion Flight Attendants not only at Envoy but everywhere and,

WHEREAS, he has always made himself available to help and support any union siblings in their time of need and,

WHEREAS, this 49th annual Board of Director’s meeting will be his last as he has not sought re-election to AFA Office,

THEREFORE BE IT RESOLVED, That we acknowledge, recognize and honor his many years of service and devotion to our great Union and the members in his care.

Unanimously adopted on May 14, 2022

Floor Resolution #5 – Enabling Resolution

WHEREAS, in view of the amendments to the Constitution and Bylaws and policies adopted by the Board of Directors it is necessary that conforming changes in language and corrections be made to the Constitution and Bylaws and Association Policy;

THEREFORE BE IT RESOLVED, that the International Secretary-Treasurer is authorized to review the proceedings of the Board of Directors and prepare conforming language for the AFA-CWA Constitution and Bylaws and Policy Manual consistent with the actions of the Board of Directors; and,

BE IT FURTHER RESOLVED that the Budget and all other actions will take effect June 1, 2022.

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