



AFA-CWA, AFL-CIO

Association of Flight Attendants-CWA, AFL-CIO  
51st Annual Board of Directors Convention  
Atlanta, Georgia  
May 20, 2024



**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
FIFTY FIRST BOARD OF DIRECTORS CONVENTION  
MAY 20-22, 2024  
ATLANTA GEORGIA**

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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 11, 2024

**OFFICIAL NOTICE  
ADVANCED AGENDA MAILING  
FIFTY FIRST AFA-CWA BOARD OF DIRECTORS CONVENTION**

Dear Board of Directors Member:

The Board of Directors Convention will take place this year on **20-22 May 2024**, at the Hilton Atlanta, 255 Courtland Street NE, Atlanta, GA 30303. The hotel may be reached by phone at (404) 659-2000. Enclosed are the advanced agenda items and other related information for the convention.

It is important that you become well acquainted with the mechanics of the convention. 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 convention 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 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 Convention this year.

In the event you are unable to attend the convention as a regular delegate, please complete the enclosed form for "Representation at BOD Conventions," and return it to the International Office as soon as possible. A completed form must be received by the Credentials Committee prior to the convention, in order for your Council to be represented.

For the duration of this Board convention, the term "active member in good standing" in Article V.G.3. of the C&B is defined as those members in good standing as of the close of business on **Monday, May 14, 2024**. If you wish to verify the roll call determination of your Council, you are encouraged to review these numbers and take care of any discrepancies before this deadline. Bob Kenia will be available to discuss any inaccuracies.

We look forward to seeing you **in uniform** on the first day of the convention, **Monday, May 20**, representing every airline and signifying our profession. Pictures of the MEC's and a group photo will be taken.

In solidarity,

Dante Harris  
International Secretary-Treasurer

DH:st  
Enclosures



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**Mutual Respect Policy**

**As Stated in Appendix D of the AFA-CWA Constitution & Bylaws**

THEREFORE BE IT RESOLVED that the AFA-CWA Official Policy will be 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.

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**  
**FIFTY FIRST BOARD OF DIRECTORS CONVENTION**  
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**PROGRAM**

**NOTE:**

**This is a PRELIMINARY Program**  
**Times & events are subject to change**

**Saturday, May 18, 2024**

8:00 am – 5:00 pm                      AFA Office Open  
*MEC Meetings*

**Sunday, May 19, 2024**

8:00 am– 6:30 pm                      AFA Office Open

8:30 am– 11:00 am                      Executive Board Meeting  
*(Continental Breakfast provided)*

11:00 am– 11:30 am                      Agenda Item Steering Committee Meeting

12:00 pm– 1:00 pm                      Agenda Committee #1 – Budget Meeting  
*(Lunch provided)*

12:00 pm– 4:00 pm                      Credentials Registration

2:00 pm – 3:00 pm                      Parliamentary Procedures Training  
*Jim Lochrie, CPP-T Parliamentarian*

3:00 pm – 4:00 pm                      New Delegate Orientation

4:00 pm – 5:00 pm                      Budget Review

**6:00 pm – 8:00 pm                      RECEPTION**

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**PROGRAM**

**Monday, May 20, 2024**

7:30 am – 9:00 pm

AFA Office Open

8:00 am – 9:00 am

Credentials Registration

8:00 am – 9:00 am

***BREAKFAST (Provided)***

**9:00 am – 12:30 pm**

**FIFTY FIRST BOARD OF DIRECTORS CONVENTION**

Call to Order by International President  
Oath of Office

Roll Call of Delegates and Vote Determination

Announcement of Unrepresented Councils

Communications

Reports of International Officers

*International President*  
*International Vice President*  
*International Secretary-Treasurer*

Ratification of Agenda Committee Assignments

12:30 pm – 1:15 pm

BOD & MEC Leaders Group Photo  
*(In Uniform)*

**1:30 pm – 2:15 pm**

**AFA-CWA ACTION**

2:15 pm – 3:00 pm

***LUNCH (Provided)***

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**PROGRAM**

**Monday, May 20, 2024 (continued):**

|                          |   |
|--------------------------|---|
| <b>3:00 pm – 6:15 pm</b> | <b>MEETING CONTINUES</b>  |
| 3:00 pm – 3:15 pm        | First Call for Late Agenda Items  |
| 3:15 pm – 3:45 pm        | <i>REPORT: Finance &amp; Budget Committee</i>                                 |
| 3:45 pm – 4:45 pm        | Agenda Committee Meetings   |
| 4:45 pm – 5:15 pm        | Action on Agenda Items  |
| 5:15 pm – 6:15 pm        | <b>Awards Presentation</b>  |
| <b>6:15 pm</b>           | <b>RECESS</b>   |
| 6:30 pm – 8:30 pm        | Agenda Committee Meetings<br><b><i>DINNER (Provided – Delegates Only)</i></b> |

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**PROGRAM**

**Tuesday, May 21, 2024**

|                          |  |
|--------------------------|--|
| 7:30 am – 9:30 pm        | AFA Office Open                                  |
| 8:00 am – 9:00 am        | <b><i>BREAKFAST (Provided)</i></b>               |
| <b>8:30 am – 7:00 pm</b> | <b>MEETING CONTINUES</b>                         |
| 8:30 am – 8:45 am        | Last Call for Late Agenda Items                  |
| 8:45 am – 9:45 am        | Action on Agenda Items                           |
| 9:45 am – 10:00 am       | <i>REPORT – Strategic Planning Committee</i>     |
| 10:00 am – 10:15 am      | <i>REPORT – Leadership Development Committee</i> |
| 10:15 am – 10:25 am      | In Memoriam                                      |
| 10:25 am – 10:45 am      | BREAK  |
| 10:45 am – 1:00 pm       | Agenda Committee Meetings                        |
| 1:00 pm – 2:00 pm        | <b><i>LUNCH (Provided)</i></b>                   |
| 2:00 pm – 4:00 pm        | Action on Agenda Items                           |
| 4:00 pm – 7:00 pm        | Agenda Committee Meetings                        |
| <b>7:00 pm</b>           | <b><i>DINNER (On Own)</i></b>                    |

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**PROGRAM**

**Wednesday, May 22, 2024**

7:30 am – 5:00 pm

AFA Office Open

8:00 am – 9:00 am

***BREAKFAST (Provided)***

**8:30 am – 12:00 pm**

**MEETING CONTINUES**

8:30 am – 12:00 pm

Action on Agenda Items

Agenda Committee Meetings

12:00 pm – 1:30 pm

***LUNCH (Provided)***

**1:30 pm – 5:00 pm**

**MEETING CONTINUES**

Agenda Committee Meetings

Action on Agenda Items

Good and Welfare

**5:00 pm**

**ADJOURNMENT**



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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  
[NAME] [AIRLINE/COUNCIL]

AS MY REPRESENTATIVE AT THIS BOARD OF DIRECTORS 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.***

***(PRESENT THIS COMPLETED FORM TO THE CREDENTIALS COMMITTEE)***





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**PROXY – REMAIN AT MEETING**

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

If for any reason a member of the Board of Directors can show cause why that member is unable to remain at a meeting of the Board of Directors, that member may designate, in writing, any other member of the Board of Directors, or another officer of the Local Executive Council, in attendance, to act as that member's proxy, with all the rights and privileges of the original representative. A proxy may not be transferred when a proxy holder finds it necessary to depart a meeting. Should the original representative return to the meeting, s/he resumes all of the rights and privileges and the transference of the proxy becomes null and void.

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

I, \_\_\_\_\_ [NAME] \_\_\_\_\_ [AIRLINE]

ASSIGN MY PROXY TO

\_\_\_\_\_ [NAME] \_\_\_\_\_ [AIRLINE]

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

***(PRESENT THIS COMPLETED FORM TO THE CREDENTIALS COMMITTEE)***



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**Board of Directors**

**Continuing Committees**

**Finance – 6/1/2022-5/31/2024**

Ruthanna Jenkins, ARW MEC S-T [under 500]  
Vilija Telycenas, SPR 76 Member [over 3000]  
Jasmine Lopez, MEC S-T/73 LECP [over 3000]  
Terry Taylor, ALA 19 Member [over 3,000]  
\*Jeff Heisey, UAL 21 Member [over 3,000]

**Negotiations Policy – 6/1/2022-5/31/2024**

Kelle Wells, ALA 19 Member  
Theresa Owens, FA9 71 Member  
Greg Davidowitch, UAL 06 Member  
Denny Wheeling, UAL 42 Member

**International Affairs – 6/1/2022-5/31/2024**

Valentin Lorian, AFA Lifetime Member  
Lisa Brooks, FA79 LECP  
Ka'imi Lee, HAL 47 Member  
Michael Schwaabe, UAL 07 LECP

**Leadership Development – 6/1/2022-5/31/2024**

Dermaly Flores, AMR 59 LECP  
Kahea Ching, HAL 43 LEC VP  
Kim Montgomery UAL 06 LECP  
Adam Novish, UAL MEC VP  
Kaitlin White, UAL 12 Member [Alt.]

**Political Legislative Policy Committee –  
1/1/2023 – 12/31/2024**

Jean Machak, EDV 46 LEC GA Chair  
Cher Taylor, FA9 MEC GA Chair  
Rick Schwabauer, HAL MEC GA Chair  
Mary Garton, UAL 11 GA Co-Chair  
Jennifer Ritter, UAL 06 LEC VP MEC GA Chair [Alt.]

**Strategic Planning Committee – 6/1/22-5/31/24**

Doris Millard, ARW MEC [under 500]  
Maggie Fox, MSA MEC [500-2,999]  
Brian Palmer, ALA MEC VP [over 3,000]  
Kevin Batey, UAL 14 LECP [over 3,000]  
\*Elizabeth Hibbard, UAL 42 LECP [over 3,000]

**Crew Accommodations and Transportation Policy  
Committee – 6/1/2022 5/31/24**

Malana Reeves [under 500]  
Heather McClay, FA9 87 Sched Chair [500-2,999]  
Katie Franc, FA9 87 Hotel Chair [500-2,999]  
Jodi Snow, ALA MEC Hotel Chair [over 3,000]  
Michael DesRosier, UAL 06 Member [over 3,000]  
Judi Harrison-Gould, HZN MEC Hotel Chair [Alt.]

**Human Rights & Equity Committee**

**– 6/1/2022-5/31/2024**

Shane Spillman, AMR 51 LECP  
Andrew Henderson FA9 MECVP  
Traci Hagans, MSA MEC VP  
Kimberly Johnson, UAL 11 HRC Chair  
Derric McDaniel, ARW MEC VP [Alt.]

**Executive Board Committees**

**Organizing Committee**

VACANCY  
Lee Wilkes, PSA MECP  
Ken Diaz, UAL MECP

**Constitutional Review Committee**

Tim Evenson, EDV LECVP 48  
VACANCY

**Ethical Practices 1/1/2023-12/31/2024**

Jeff Peterson, ALA MECP  
Joni Kashiwai, HAL MECP  
Ken Diaz, UAL MECP

**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 25 July 2022**

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**CONVENTION COMMITTEES**

**CREDENTIALS COMMITTEE**

William Hennessy, EDV 49 LEC President

\*Ronald Bowman, FA9 81 LEC President

Dan Glasson, SPR 77 LEC President

**STEERING COMMITTEE**

Ken Diaz, UAL MEC President

Jeffrey Peterson, ALA MEC President

Tim Kipka, EDV MEC President

Maggie Fox, MSA MEC President

Jen Sala, FA9 MEC President

Lee Wilkes, PSA MEC President

Lisa Davis-Warren, HZN MEC President

\*Joni Kashiwai, HAL MEC President

\* Denotes Temporary Chairperson

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**SUBJECT:**

**STATEMENT OF QUESTION:**

**SOURCE AND DATE SUBMITTED:**

**BACKGROUND INFORMATION:**

**PROPOSED RESOLUTION:**



# Memo

- Association of Flight Attendants-CWA, AFL-CIO

**TO:** Members of the Board of Directors  
**FROM:** Dante Harris, International Secretary-Treasurer  
**SUBJECT:** Advanced Agenda Items and Committee Assignments  
**RE:** 2024 Board of Directors Convention  
**DATE:** April 11, 2024

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.

The Budget Committee was selected in accordance with Article V.J.1.d. of the Constitution and Bylaws.

:st





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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.

Completed 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, 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.
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**

| <b><u>ITEM #</u></b>                | <b><u>SUBJECT</u></b>                                | <b><u>COMMITTEE #</u></b> |
|-------------------------------------|--|---------------------------|
| <b><u>Advanced Agenda Items</u></b> |  |                           |
| 1                                   | 2024-2025 AFA-CWA Annual Budget                      | 1                         |
| 2                                   | Direct Membership Elections – MEC Officers           | 2                         |
| 3                                   | Direct Membership Elections – International Officers | 2                         |
| 4                                   | Recalls – MEC Officers                               | 4                         |
| 5                                   | Elections – Reduce Timeframes                        | 5                         |
| 6                                   | International Officer Eligibility                    | 6                         |
| 7                                   | Hearing Board  | 7                         |
| 8                                   | Continuing Committees                                | 8                         |
| 9                                   | Electronic BOD Notices                               | 8                         |
| 10                                  | Local Council Meetings                               | 3                         |
| 11                                  | Master Executive Council Meetings                    | 4                         |
| 12                                  | Trusteeship  | 5                         |
| 13                                  | Local Council – Establishment                        | 6                         |
| 14                                  | Nomination Process                                   | 7                         |
| 15                                  | Appeal Procedures                                    | 8                         |
| 16                                  | Holding Dual LEC/MEC President                       | 3                         |



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**ITEM #**

**SUBJECT**

**COMMITTEE #**

**Late Agenda Items**

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**AGENDA COMMITTEE #1 - BUDGET**

Toi Scott – FA9 MEC Secretary-Treasurer

Josh Aoki – HAL 47 President

Aimee Baird – HZN MEC Secretary-Treasurer

Kimberly Burckhalter – UAL 12 LEC President

**FINANCE COMMITTEE**

Terry Taylor – ALA 19 Member

Ruthanna Jenkins – ARW MEC Secretary-Treasurer

Vilija Telycenas – SPR 76 Member

\* Jasmine Lopez – SPR MEC Secretary-Treasurer/73 LEC President

\* Jeffrey Heisey – UAL 21 Member

**o Ken Diaz – UAL MEC President**

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

**SEE FACING PAGE FOR AGENDA ITEM ASSIGNMENTS**



**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
FIFTY FIRST BOARD OF DIRECTORS CONVENTION  
MAY 20-22, 2024  
ATLANTA GEORGIA**

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**AGENDA COMMITTEE #1 - BUDGET**

| <b><u>ITEM #</u></b> | <b><u>SUBJECT</u></b>           | <b><u>COMMITTEE #</u></b> |
|----------------------|---------------------------------|---------------------------|
| 1                    | 2024-2025 AFA-CWA Annual Budget | 1                         |

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**AGENDA COMMITTEE #2**

Timothy Green – ALA 18

Jodi Elam – AMR 52

\* Michael Rice – FA9 85

Shannon Harris – MSA 44

Francie Gillis – PSA 57

Dwight Blackman – SPR 78

Christopher Bruton – UAL 9

Elizabeth Hibbard – UAL 42

Selina Curtis – VXP 50

**o Jeff Peterson – ALA MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

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**AGENDA COMMITTEE #2**

| <b><u>ITEM #</u></b> | <b><u>SUBJECT</u></b>                                | <b><u>COMMITTEE #</u></b> |
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| 2                    | Direct Membership Elections – MEC Officers           | 2                         |
| 3                    | Direct Membership Elections – International Officers | 2                         |

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**AGENDA COMMITTEE #3**

Brice McGee – ALA 15

\* Dermal Flores – AMR 39

Billy Hennessey – EDV 49

Brianna Whelan – FA9 86

Rosanna Scollo – MSA 56

Sean Griffin – PSA 75

Kevin Batey – UAL 14

Randy Hatfield – UAL 22

**o Tim Kipka – EDV MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

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**AGENDA COMMITTEE #3**

| <b><u>ITEM #</u></b> | <b><u>SUBJECT</u></b>          | <b><u>COMMITTEE #</u></b> |
|----------------------|--------------------------------|---------------------------|
| 10                   | Local Council Meetings         | 3                         |
| 16                   | Holding Dual LEC/MEC President | 3                         |

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**AGENDA COMMITTEE #4**

\* Paula Isla-McGill – ALA 19

Doris Millard – ARW 3

Trina Johnson – EDV 48

Ethan Clark – FA9 87

Kelley Thomson – MSA 88

Maria Salinas – SIL 83

Michael Schwaabe – UAL 7

William Carico – UAL 25

**O Maggie Fox – MSA MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

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**AGENDA COMMITTEE #4**

| <b><u>ITEM #</u></b> | <b><u>SUBJECT</u></b>             | <b><u>COMMITTEE #</u></b> |
|----------------------|-----------------------------------|---------------------------|
| 4                    | Recalls – MEC Officers            | 4                         |
| 11                   | Master Executive Council Meetings | 4                         |

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**AGENDA COMMITTEE #5**

LeiLauni Schneideman – ALA 30

Gadiel Israel – ARW 29

Kathleen O'Brien – FA9 71

\* Melissa Higgins – GJS 31

Katarzyna Mroczek – NAA 1

Michael Harris – SPR 37

Scott Pejas – UAL 8

Andrew Fahy – UAL 27

**o Jen Sala – FA9 MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

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**AGENDA COMMITTEE #5**

| <b><u>ITEM #</u></b> | <b><u>SUBJECT</u></b>         | <b><u>COMMITTEE #</u></b> |
|----------------------|-------------------------------|---------------------------|
| 5                    | Elections – Reduce Timeframes | 5                         |
| 12                   | Trusteeship                   | 5                         |

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**AGENDA COMMITTEE #6**

Melissa Osborne – ALA 35

Nicole Apple – ATI 2

Oscar Ochomogo – EDV 46

Taufaanuu Ware – FA9 79

\* Martin Gusman – HAL 43

Patricia Huber – OAI 72

David Bedene – SPR 74

Lois Breece – UAL 21

**o Lee Wilkes – PSA MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

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**AGENDA COMMITTEE #6**

| <b><u>ITEM #</u></b> | <b><u>SUBJECT</u></b>             | <b><u>COMMITTEE #</u></b> |
|----------------------|-----------------------------------|---------------------------|
| 6                    | International Officer Eligibility | 6                         |
| 13                   | Local Council – Establishment     | 6                         |

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**AGENDA COMMITTEE #7**

Steven Maller – ALA 39

Nadra McCalla – EAL 36

Ronald Bowman – FA9 81

Jennifer Levkun – HZN 16

\* Alicia Hendrix – PED 61

Ian Woodcock – SPR 76

Melinda Beal – UAL 63

Rsei Isim – UAL 65

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

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

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**AGENDA COMMITTEE #7**

| <b><u>ITEM #</u></b> | <b><u>SUBJECT</u></b> | <b><u>COMMITTEE #</u></b> |
|----------------------|-----------------------|---------------------------|
| 7                    | Hearing Board         | 7                         |
| 14                   | Nomination Process    | 7                         |

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**AGENDA COMMITTEE #8**

Shane Spillman – AMR 51

Marco Perez – EDV 45

Wilmer Wynn – FA9 84

Kirk Hansen – HZN 17

Mary Guerrero – PSA 54

Dan Glasson Jr. – SPR 77

Kim Montgomery – UAL 6

\* Kristie Rivera – UAL 11

**o Joni Kashiwai – HAL MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

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**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
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**AGENDA COMMITTEE #8**

| <b><u>ITEM #</u></b> | <b><u>SUBJECT</u></b>  | <b><u>COMMITTEE #</u></b> |
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| 9                    | Electronic BOD Notices | 8                         |
| 15                   | Appeal Procedures      | 8                         |







AFA-CWA, AFL-CIO

# Agenda Items

Association of Flight Attendants-CWA, AFL-CIO  
51st Annual Board of Directors Convention  
Atlanta, Georgia  
May 20, 2024



**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
FIFTY-FIRST BOARD OF DIRECTORS MEETING  
MAY 20-22, 2024  
ATLANTA, GEORGIA**

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**SUBJECT:** AFA-CWA Proposed 2024-2025 Annual Budget

**STATEMENT OF QUESTION:**

Should the AFA-CWA Proposed 2024-2025 Annual Budget be adopted as proposed?

**SOURCE AND DATE SUBMITTED:** International President March 20, 2024

**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, AFA is committed to providing equity in the compensation formula to align with comparable positions within CWA and bargained/non-bargained AFA Staff, as well as the International Vice-President and Secretary-Treasurer positions; and,

WHEREAS, fifteen of nineteen AFA Carriers are or will be in Section 6 Negotiations during this budget year and over 50% will be, or are currently in mediation; and,

WHEREAS, AFA stands committed to supporting our members in achieving the best possible Collective Bargaining Agreement, requiring increased funding in both Negotiations and Legal budgets; 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 status quo dues amount of \$50 was used in the construction of the AFA-CWA Proposed 2024-2025 Budget for the fiscal year beginning June 1, 2024, through May 31, 2025; and,

BE IT FURTHER RESOLVED, that the Board of Directors in session on May 20, 2024, for the purpose of passing a balanced budget, adopts the following adjustments:

- Article XI.G.2. At the end of each fiscal year, whenever total income exceeds total expenses, such net income may be credited to the Union reserves whenever its net worth is less than two (2) times the annual income. In 2024, an allocation of \$4,489,547 from the prior years AFA Surplus will be utilized, as needed, and all remaining surplus will be credited to the AFA Reserve Fund.
- An allocation of \$1,600,000 from the Future Funding Commitment (FFC) will be utilized, as needed.

BE IT FURTHER RESOLVED, that Section IV.I.2 of the AFA-CWA Policy Manual be amended to reflect the following: Total compensation for the International Vice President and the International Secretary-Treasurer will be ~~80%~~ 90% of the International President's compensation (calculated at 2.25 times 68 hours annualized at the highest AFA-CWA Flight Attendant's hourly pay (to include negotiated overrides, i.e., purser/lead, international rates, COLA, et al) before application of the 11% override) plus an additional 11% (eleven percent) override of this ~~80%~~ 90% figure, and allocation of this total amount for salary, retirement benefits, and/or deferred compensation will be determined upon consultation with the respective Officers subject to approval of the International President.

BE IT FURTHER RESOLVED, that as the Union grows, the International Officers will ensure the fight for better, stronger contracts remains a top priority; and,

BE IT FINALLY RESOLVED, that the Finance Committee, in consultation with the International President, will continue to monitor the monthly dues revenue and expenses. Should there be a substantial change in the net balance, a reassessment of the annual budget will occur. If necessary appropriate budgetary changes will be made to ensure a solid foundation is maintained for our Union.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**FIFTY FIRST BOARD OF DIRECTORS CONVENTION**  
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**SUBJECT:** Direct Membership Election (DME) of MEC Officers (Article VII.D.5.a., Article VIII.B; Article IX.B, Section IX.H.4, Section IX.O, Section X.E.1.b, and new paragraph Section IX.P)

**STATEMENT OF QUESTION:**

Should the various Articles & Sections of the AFA-CWA Constitution and Bylaws be amended so that MEC Officers will be elected directly by the members?

**SOURCE AND DATE SUBMITTED:** International President – January 30, 2024

**BACKGROUND INFORMATION:**

In our union we have reviewed Direct Membership Elections (DME) for all officers of the union at 21 of the 50 meetings of the AFA Board of Directors. Both members and leaders have brought the issue forward for consideration many times in our union's history. While DME was often a popular idea among members and leaders, after careful review by the voting delegates of the AFA Board of Directors, real concerns over cost and equal access for all candidates to share their platform prevented passage. Delegates ultimately determined in each case that Local Councils should continue to be where DME takes place. But conditions have changed. Technology advancements have made it possible to provide an equal platform for all candidates. Technology coupled with thoughtful provisions for nomination of candidates can mitigate cost concerns. These modern realities make it possible to seriously reconsider DME for passage this year.

Direct membership elections can increase the level of democracy and member participation within AFA-CWA. DME would ensure that every member has an equal say in who leads our union and would help to create a more inclusive and representative organization. It can also solve recent issues with decision-making to ensure our union can act efficiently with membership mandates. For example, directly elected MEC and International Officers would be empowered under the law to break tie votes because they are elected by the members. Further, DME would help to increase member participation and engagement. When members feel that they have a real stake in the direction of our union, they are more likely to get involved in union activities and campaigns. This, in turn, can lead to greater solidarity and better outcomes for Flight Attendants as we build power together. DME can be conducted efficiently and quickly using modern technology, leading to more streamlined decision-making processes in the long run.

The issue of Direct Membership Elections (DME) for International Unions is a current hot topic as the Labor Movement overall is back on attack for working people and unions are at the center of the discussion about making democracy work for the people, not just the corporations and Wall Street. Without a direct membership election at a union like UAW, we wouldn't have seen the successful Stand Up Strike with big demands and big gains for working people. UAW traditionally set the standard for workers across the country but its 40 year decline along with the rest of the labor movement hurt all of us. The only way that changed was introducing DME for international and regional representatives so their members had the vote in who their leadership would be at every level of the union. Across the country, DME is considered an attribute of a truly democratic and fighting union. AFA has a proud history as a democratic, fighting union. Our policies and procedures should reflect that and ensure we continue to build power to win with our democracy in the hands of the rank and file at every turn.

**PROPOSED RESOLUTION:**

WHEREAS, at 21 of the 50 AFA-CWA Board of Directors Meetings there has been discussion of Direct Membership Election (DME) of MEC Officers; and,

WHEREAS, there is leader and membership interest in a process whereby members elect their MEC officers through direct membership election; and,

WHEREAS, the Strategic Planning Committee (SPC) has undertaken an extensive review of implementation concerns as identified by Board Members at previous Board Meetings;

THEREFORE BE IT RESOLVED, that the following information and prospective changes to the C&B be presented to the 2024 AFA Board of Directors for their review and consideration.

BE IT FURTHER RESOLVED, that Article VII.D.5.a. be amended as follows:

5. Voting

a. A majority vote shall be required for election of ~~Officers~~, System Board members and elected Master Executive Council committees with each member of the Master Executive Council having one (1) vote.

THEREFORE BE IT RESOLVED, that Article VIII.B be amended as follows:

**ARTICLE VIII.B – NOMINATION AND ELECTION OF MEC OFFICERS**

**B. Master Executive Council Officers**

**1. Nomination Procedures**

**a. No later than one hundred eighty (180) days prior to the new term of MEC Officers, a notification of open positions including instructions for nominations, shall be mailed to all members and posted on the Union’s website.**

**b. ~~The representative of each Local Council on the Master Executive Council shall have the privilege of nominating one (1) candidate for the office of President, Vice President, and Secretary-Treasurer of the Master Executive Council. In order to appear on the ballot, a candidate must be nominated by at least thirty (30%) percent of the Local Presidents of the Master Executive Council. Alternatively, a member may be placed on the ballot after properly registering a petition and obtaining signatures from five (5%) of active members in good standing of their airline, pursuant to Article III.D.10.~~**

**c. All nomination petitions must be submitted to the Ballot Certification Committee no later than one hundred twenty (120) days prior to the start of the term.**

**d. The Ballot Certification Committee shall certify the properly nominated candidates as soon as practicable and no later than (100) days prior to the start of the term of office.**

**e. In the event there is only one candidate nominated for a position, the nominee shall be deemed elected.**

**2. Election Procedures**

~~A majority vote shall be required for the election of Officers with each member of the Master Executive Council having one (1) vote. The Secretary-Treasurer of the Master Executive Council shall notify the International Secretary-Treasurer of the Union of the names of newly elected Officers and the date upon which their terms of office commenced.~~

**a. For regular Category Elections only, no later than ninety (90) days before the start of the term of office, the International Secretary-Treasurer of the Union shall cause election ballots to be mailed to all active members. The election mailing shall list the names of the nominees for each office in alphabetical order and instructions for how the member may cast their vote. Each active member in good standing may vote for one (1) candidate for each office and the successful candidate for each office shall be the eligible candidate receiving the greatest number of election votes. The election shall be conducted by secret ballot.**



**b. Master Executive Council Officer election ballots executed by the active members in good standing of each Local Council at the airline shall be returned to the International Office no later than forty-five (45) days before the start of a term of office. Ballots shall be validated and tallied under the supervision of the Ballot Certification Committee. It shall certify the election results and notify the International Secretary-Treasurer of the Union, who shall promptly telephone and e-mail, if available, a copy of such certification to the successful candidates and post this certification on a page of the International Office website. The International Secretary-Treasurer will also ensure that the current Master Executive Council President receives a copy of this information for posting on bulletin boards and websites, as applicable. Additionally, the International Secretary-Treasurer will arrange for an e-mail to be sent to all members of the respective airline who have an email on file with the union. All election ballots and the transmittal envelopes in which they were received, or electronic ballot results, shall be retained at the International Office for at least one (1) year.**

**c. In cases where top vote getters receive a tie vote, the two (2) or more candidates who are tied shall participate in a runoff election by a mail or electronic ballot that will be held as soon as practicable after the initial balloting is completed, and with a balloting timeframe that is concluded prior to the new term of office.**

**d. In the event no eligible member is elected as President, Vice President or Secretary-Treasurer, the International Secretary-Treasurer of the Union shall immediately arrange for additional balloting for such office.**

**e. The election of Master Executive Council Officers shall be completed and the successful candidates notified of their election by the International Secretary-Treasurer of the Union immediately.**

BE IT FURTHER RESOLVED, that Article VIII.B.3.b. be amended as follows:

b. No later than ~~sixty (60)~~ **one hundred fifty (150)** days prior to the end of an existing Master Executive Council term in each Election Category, or as soon as a vacancy exists, said vacancy, including job description, shall be posted at each domicile of the Master Executive Council **and on the union's website.**

BE IT FURTHER RESOLVED, that Article IX.B. be amended as follows:

## **ARTICLE IX.B - RECALL OF MEC OFFICERS**

### **B. Master Executive Council Officers**

- ~~1. Any Officer of the Master Executive Council may be removed from office at any time, either with or without cause, by a majority vote of the Master Executive Council conducted on a roll call basis, provided that in the case of a single Council airline, a Master Executive Council Officer may only be removed as prescribed in Section C. of this Article.~~
- ~~2. A member of the Master Executive Council may be removed from membership on the Master Executive Council as a result of action taken pursuant to Section C. of this Article.~~
- ~~3. An affirmative vote for removal of an Officer of the Master Executive Council shall not remove the Officer from membership on the Master Executive Council if this Officer is still qualified for membership thereon as an Officer of a Local Council.~~
- ~~4. When a Master Executive Council President is removed from office, the Master Executive Council may elect a new President at that meeting or apply Article VII.C.3~~

**Recall of an MEC Officer may be accomplished in the following manner: If twenty-five percent (25%) of the active members in good standing at that airline petition the International Secretary-Treasurer of the Union in accordance with Article III.D.10 requesting a recall of any said Officers, it shall be the duty of the International Secretary-Treasurer to circulate such recall ballot to all active members at that airline. Such ballots shall be returned to the Ballot Certification Committee within twenty-one (21) days and a count date shall be specified thereon. Recall shall require a two-thirds (2/3) vote of all active members in good standing voting in such recall election. The Ballot Certification Committee shall certify the results of such election to the International Officers, the Master Executive Council, and the membership. When such recall is accomplished, such recalled Officers shall immediately be divested of all authority, prestige, and rights commensurate with that office.**

BE IT FURTHER RESOLVED, that the title for Section IX.H.4 be amended as follows:

**SECTION IX  
UNION VOTING PROCEDURES**

H. Additional Procedures for Local Council, MEC, and International Officer Elections

4. Electronic balloting will be used to conduct Local Officer, MEC, and International Elections.

BE IT FURTHER RESOLVED, that Section IX.O. shall be amended as follows:

Additional Procedures for Master Executive Council Elections Pursuant to Article VII.C.3 –  
Filling of vacancies

The procedures outlined in this Section are applicable to the filling of vacancies of ~~to~~ Master Executive Council Officers ~~Elections~~ when a vote of a multi-council MEC results in a deadlocked tie.

1. The AFA-CWA International Secretary-Treasurer's Office must be notified that the MEC is in a deadlocked tie,
2. Only in the event of a deadlocked tie will the vote advance to a rank choice ballot. Each voting member of the MEC will be asked to cast their votes - ranking their election choice in order on a numbered ballot.
3. The MEC Secretary-Treasurer or Ballot Certification Committee will tally all voting MEC members' first choice. If there is still a tie, the second choices of the voting MEC members will be counted and added to the primary vote ballot. This will continue until there is a successful candidate.
4. If the count still results in a tie, a roll call vote will be conducted. The MEC President/ Designee or Ballot Certification Committee will circulate a ballot that contains roll call numbers for the MEC. Each voting member of the MEC will cast their respective roll call votes. After the votes are tallied, the MEC President/Designee or Ballot Certification Committee will announce the results to the Master Executive Council and International Officers.

BE IT FURTHER RESOLVED, that Section X.E.1.b. be amended as follows:

**SECTION X  
MERGER AND RELATED EMPLOYEE PROTECTIVE PROVISIONS**

**E. Merger of Master Executive Councils**

1.b. The International President or International President's designee shall ensure this process is completed no later than ~~ninety (90)~~ one hundred eighty (180) days after the financial close of the merger.

BE IT FURTHER RESOLVED, that all other language within Section E remains unchanged.

BE IT FURTHER RESOLVED, that Section IX be amended to add a new paragraph (P.) that reads:

**P. Additional Procedures for Master Executive Council Recall Petitions**

**Step 1: A petition must be registered with the International Secretary-Treasurer's office, along with the official statement of the petitioner, while always adhering to the AFA-CWA Mutual Respect Policy. The statement from the petitioner will be distributed to the members.**

**Step 2: The International Secretary-Treasurer will promptly notify the officer(s) who are the subject of the petition(s) and provide them with a copy of the petitioner's statement. The subject(s) of the petition will also be given an opportunity to provide a statement for distribution to the members.**

**Step 3: The petitioner shall have 30 days from the date the petition is recorded to submit the final petition to the International Secretary-Treasurer pursuant to the provisions of Article III.D.10.**

**Step 4: After the petition is returned, validated, and authenticated, the International Secretary-Treasurer shall circulate the official recall ballot to all active members at that airline. The statements from both the petitioner and the subject(s) of said petition will be included with the balloting information.**

BE IT FINALLY RESOLVED, that the International Secretary-Treasurer will identify any inconsistencies and make changes that may be necessary to ensure consistency.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**FIFTY FIRST BOARD OF DIRECTORS MEETING**  
**MAY 20-22, 2024**  
**ATLANTA, GEORGIA**

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**SUBJECT:** Direct Membership Election (DME) of International Officers (Article VIII.A.)

**STATEMENT OF QUESTION:**

Should the various Articles & Sections of the AFA-CWA Constitution and Bylaws be amended so that the members elect International Officers directly?

**SOURCE AND DATE SUBMITTED:** International President – January 30, 2024

**BACKGROUND INFORMATION:**

In our union we have reviewed Direct Membership Elections (DME) for all officers of the union at 21 of the 50 meetings of the AFA Board of Directors. Both members and leaders have brought the issue forward for consideration many times in our union's history. While DME was often a popular idea among members and leaders, after careful review by the voting delegates of the AFA Board of Directors, real concerns over cost and equal access for all candidates to share their platform prevented passage. Delegates ultimately determined in each case that Local Councils should continue to be where DME takes place. But conditions have changed. Technology advancements have made it possible to provide an equal platform for all candidates. Technology coupled with thoughtful provisions for nomination of candidates can mitigate cost concerns. These modern realities make it possible to seriously reconsider DME for passage this year.

Direct membership elections can increase the level of democracy and member participation within AFA-CWA. DME would ensure that every member has an equal say in who leads our union and would help to create a more inclusive and representative organization. It can also solve recent issues with decision-making to ensure our union can act efficiently with membership mandates. For example, directly elected MEC and International Officers would be empowered under the law to break tie votes because they are elected by the members. Further, DME would help to increase member participation and engagement. When members feel that they have a real stake in the direction of our union, they are more likely to get involved in union activities and campaigns. This, in turn, can lead to greater solidarity and better outcomes for Flight Attendants as we build power together. DME can be conducted efficiently and quickly using modern technology, leading to more streamlined decision-making processes in the long run.

The issue of Direct Membership Elections (DME) for International Unions is a current hot topic as the Labor Movement overall is back on attack for working people and unions are at the center of the discussion about making democracy work for the people, not just the corporations and Wall

Street. Without a direct membership election at a union like UAW, we wouldn't have seen the successful Stand Up Strike with big demands and big gains for working people. UAW traditionally set the standard for workers across the country but its 40 year decline along with the rest of the labor movement hurt all of us. The only way that changed was introducing DME for international and regional representatives so their members had the vote in who their leadership would be at every level of the union. Across the country, DME is considered an attribute of a truly democratic and fighting union. AFA has a proud history as a democratic, fighting union. Our policies and procedures should reflect that and ensure we continue to build power to win with our democracy in the hands of the rank and file at every turn.

**PROPOSED RESOLUTION:**

WHEREAS, at 21 of the 50 AFA-CWA Board of Directors Meetings there has been discussion of Direct Membership Election (DME) of International Officers; and,

WHEREAS, there is leader and membership interest in a process whereby members elect their International officers through direct membership election; and,

WHEREAS, the Strategic Planning Committee (SPC) has undertaken an extensive review of implementation concerns as identified by Board Members at previous BOD meetings;

THEREFORE BE IT RESOLVED, that the following information and prospective changes to the C&B be presented to the 2024 AFA Board of Directors for their review and consideration.

THEREFORE BE IT RESOLVED, that Article VIII be amended as follows:

ARTICLE VIII – NOMINATION AND ELECTION OF OFFICERS

A. International Officers

- ~~1. The nomination and election of the International Officers, when required, shall be held at 10:00 a.m. on the second day of the regular meeting of the Board of Directors.~~
- ~~2. Candidates for International Office are encouraged to announce their candidacy sixty (60) days prior to the election.~~
- ~~3. At all meetings of the Board of Directors at which International Officers are to be elected, the Election Committee appointed pursuant to Article V.K.1.d. shall nominate candidates for the offices to be filled. Nothing in this Section shall prevent any members of the Board of Directors from making additional nominations from the floor.~~
- ~~4. During the nomination and election of International Officers, the Chairperson of the Election Committee shall act as Chairperson of the session.~~
- ~~5. When required, representatives in attendance at a Board of Directors meeting shall nominate and shall elect the International President.~~
- ~~6. Election
  - ~~a. A simple majority of the total votes cast shall determine the outcome of the election.~~
  - ~~b. In the event that no one candidate receives a majority of the votes cast on the first roll call ballot, a runoff roll call ballot will be conducted between the two (2) candidates receiving the highest number of votes.~~
  - ~~c. In the event that there is a tie for second place in the ballot, a runoff election shall be conducted between the two (2) candidates who are tied to determine which candidate will be on the next roll call ballot.~~
  - ~~d. Should there be only one candidate nominated for any office, the Election Committee Chair will entertain a motion that the candidate be declared by acclamation of the Board. When the motion is made and seconded, this motion will be put to a voice vote.~~~~
- ~~7. Delegates will be provided with ballots, and once a vote is cast and recorded, it may not be changed.~~

**Regular International Officer Elections shall be accomplished by a direct membership vote.**

**1. Nomination Procedures**

- a. No later than two hundred ten (210) days prior to the new term for International Offices, a notification of open positions including instructions for nominations, shall be mailed to all members and posted on the Union's website.**
- b. All nomination petitions must be submitted to the Ballot Certification Committee no later than one hundred fifty (150) days prior to the start of the term of office.**
- c. The Ballot Certification Committee shall certify the properly nominated candidates as soon as practicable and no later than one hundred thirty (130) days prior to the start of the term of office.**
- d. In order to appear on the ballot, a candidate must be nominated by at least ten percent (10%) of the Local Council Presidents. Alternatively, a member may be placed on the ballot after properly registering a petition and obtaining signatures from five percent (5%) of the active members in good standing (pursuant to Article III.D.10.)**
- e. In the event there is only one candidate nominated for a position, the nominee shall be deemed elected.**

**2. Regular Election Procedures**

- a. For regular International Officer Elections, no later than one hundred twenty (120) days before the start of the term of office, the International Secretary-Treasurer of the Union shall cause election ballots to be mailed to all active members. The election mailing shall list the names of the nominees for each office in alphabetical order and instructions for how the member may cast their vote. Each active member in good standing may vote for one (1) candidate for each office and the successful candidate for each office shall be the eligible candidate receiving the greatest number of election votes. The election shall be conducted by secret ballot.**
- b. International Officer election ballots executed by the active members in good standing shall be returned to the International Office no later than seventy-five (75) days before the start of a term of office. Ballots shall be validated and tallied under the supervision of the Ballot Certification Committee. It shall certify the election results and notify the International Secretary-Treasurer of the Union, who shall promptly telephone and e-mail, if available, a copy of such certification to the successful candidates and post this certification on a page of the International Office website. Additionally, the International Secretary-Treasurer will arrange for an e-mail to be sent to all members with an email on file with the union. All nomination and election materials shall be retained at the International Office for at least one (1) year.**



**c. In cases where top vote getters receive a tie vote, the two (2) or more candidates who are tied shall participate in a runoff election by a mail or electronic ballot that will be held as soon as practicable after the initial balloting is completed, and with a balloting timeframe that is concluded prior to the new term of office.**

**3. Elections Due to Vacancies (Renumbered/Lettered)**

**As soon as a vacancy exists, all positions, including job descriptions, shall be posted on the Union's website.**

**a. Vacancies are filled by the AFA-CWA Board of Directors pursuant to Article IV.G. When required, representatives in attendance at a Board of Directors meeting shall nominate and shall elect the International Officer(s).**

**b. At all special meetings of the Board of Directors at which International Officers are to be elected to fill the remainder of a term of office, the Election Committee appointed pursuant to Article V.K.1.d. shall nominate candidates for the offices to be filled. Nothing in this Section shall prevent any members of the Board of Directors from making additional nominations from the floor.**

**c. During the nomination and election of International Officers, the Chairperson of the Election Committee shall act as Chairperson of the session.**

**d. A simple majority of the total votes cast shall determine the outcome of the election.**

**e. In the event that no one candidate receives a majority of the votes cast on the first roll call ballot, a runoff roll call ballot will be conducted between the two (2) candidates receiving the highest number of votes.**

**f. In the event that there is a tie for second place in the ballot, a runoff election shall be conducted between the two (2) candidates who are tied to determine which candidate will be on the next roll call ballot.**

**g. Should there be only one candidate nominated for any office, the Election Committee Chair will entertain a motion that the candidate be declared by acclamation of the Board. When the motion is made and seconded, this motion will be put to a voice vote.**

**h. Delegates will be provided with ballots, and once a vote is cast and recorded, it may not be changed.**

BE IT FURTHER RESOLVED, that Article IX.A. be amended as follows:

## ARTICLE IX - RECALL OF OFFICERS

### A. International Officers

~~1. Any Officer of the Union, either with or without cause, may be recalled and removed from office by action of the Board of Directors.~~

~~a. For the purpose of recall, Members of the Board of Directors representing seventy-five percent (75%) of the members in good standing shall constitute a quorum.~~

~~b. Recall shall require the affirmative vote of the members of the Board of Directors representing a majority of the members in good standing who are represented by the Directors voting.~~

~~c. Such recalled Officers upon recall shall be divested immediately of all authority, prestige, rights and responsibilities pertaining to that office. A recalled Officer shall be entitled to thirty (30) days pay provided the recall is not for federal or criminal violations.~~

2. **1.** Recall of any Officer may also be accomplished in the following manner:

If twenty-five (25%) of the active members in good standing petition the International Secretary-Treasurer of the Union requesting a recall **ballot** of any said Officers, it shall be the duty of the International Secretary-Treasurer to circulate such a recall ballot to all active members. If the International Secretary-Treasurer is the Officer whose recall is being requested, it shall be the duty of the International President to circulate such a recall ballot. Such ballots shall be returned to the Ballot Certification Committee within ~~twenty-eight (28)~~ **twenty-one (21)** days and a count date shall be specified thereon. Recall shall require a two-thirds (2/3) vote of all active members in good standing voting in such recall election. The Ballot Certification Committee shall certify the results of such election to the Officers, the Board of Directors, and the membership. When such recall is accomplished, such recalled Officer shall immediately be divested of all authority, prestige and rights commensurate with that office. A recalled Officer shall be entitled to thirty (30) days pay provided the recall is not for federal or criminal violations.

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**SUBJECT:** Recall of Master Executive Council Officers (Article IX.B.)

**STATEMENT OF QUESTION:**

Should the provisions of Article IX and Section IX be amended to give members the ability to initiate a recall of MEC Officers?

**SOURCE AND DATE SUBMITTED:** Strategic Planning Committee – January 31, 2024

**BACKGROUND INFORMATION:**

The purpose of this agenda item is to add the ability for members to recall MEC Officers. Currently, the members have the ability to initiate a recall for Local and International Officers but not Master Executive Council Officers.

This agenda item should be considered in the event the Direct Membership Election agenda item [which includes recall language] is not adopted.

**PROPOSED RESOLUTION:**

WHEREAS, in an effort to be consistent throughout the AFA-CWA Constitution & Bylaws in providing the members the same recall abilities for LEC and International Officers and;

WHEREAS, providing additional ability for membership involvement and increasing accountability in the Union is welcomed,

THEREFORE BE IT RESOLVED, that Article IX.B. be amended to add a new Article IX.B.:

B. Master Executive Council Officers

1. Any Officer of the Master Executive Council may be removed from office at any time, ~~either~~ with or without cause, by **a written MEC Resolution detailing specific reasons and requires** a majority vote of the Master Executive Council conducted on a roll call basis, provided that in the case of a single Council airline, a Master Executive Council Officer may only be removed as prescribed in Section C. of this Article. **The written MEC Resolution shall be electronically distributed to all members at that airline, along with a statement from the**

**recalled officer(s) if they choose to provide one within 48 hours. This resolution and all statements shall comply with the AFA-CWA Mutual Respect Policy.**

2. A member of the Master Executive Council may be removed from membership on the Master Executive Council as a result of action taken pursuant to Section C. of this Article.

**3. Recall of any Master Executive Council Officer may also be accomplished in the following manner:**

**If thirty percent (30%) of the active members in good standing petition the International Secretary-Treasurer of the Union requesting a recall of any MEC Officer(s), it shall be the duty of the International Secretary-Treasurer to circulate such recall ballot to all active members. All petitions shall follow the standards set forth in Article III.D.10, except that upon receipt of required signatures, the International Secretary-Treasurer will move directly to the circulation of the recall ballot. Such ballots shall be returned to the Ballot Certification Committee within twenty-one (21) days, and a count date shall be specified thereon. A Recall shall require a majority vote of the valid ballots returned in favor of such recall. The Ballot Certification Committee shall certify the results of such ballot to the Officers, the Board of Directors, and the membership. When such recall is accomplished, the recalled Officer shall immediately be divested of all authority, prestige, and rights commensurate with that office. A recalled MEC Officer may be provided a maximum of one (1) bid period of Flight Pay Loss (provided the recall is not for federal or criminal violations) and only for the purpose of regaining qualifications or transition, if necessary.**

BE IT FURTHER RESOLVED, that the remaining paragraphs of Article IX.B. be amended renumbered accordingly:

~~3.~~ **4.** An affirmative vote for removal of an Officer of the Master Executive Council shall not remove the Officer from membership on the Master Executive Council if this Officer is still qualified for membership thereon as an Officer of a Local Council.

~~4.~~ **5.** When a Master Executive Council President is removed from office, the Master Executive Council may ~~shall~~ elect a new President at that meeting or apply ~~by applying~~ Article VII.C.3.

BE IT FINALLY RESOLVED, that Section IX be amended to add a new paragraph (P.) that reads:

**P. Additional Procedures for Master Executive Council Recall Petitions**

**Step 1: A petition must be registered with the International Secretary-Treasurer's office, along with the official statement of the petitioner. The statement from the petitioner will be distributed to the members. This statement shall comply with the AFA-CWA Mutual Respect Policy.**

**Step 2: The International Secretary-Treasurer will promptly notify the officer(s) who are the subject of the petition(s) and provide them with a copy of the petitioner's statement. The subject(s) of the petition will also be given an opportunity to provide a statement for distribution to the members.**

**Step 3: The petitioner shall have 60 days from the date the petition is recorded to submit the final petition to the International Secretary-Treasurer pursuant to the provisions of Article III.D.10.**

**Step 4: After the petition is returned, validated, and authenticated, the International Secretary-Treasurer shall circulate the official recall ballot to all active members at that airline. The statements from both the petitioner and the subject(s) of said petition will be included with the balloting information.**



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**SUBJECT:** Length of Time for Elections (Section IX.B.4 & G.2.b.)

**STATEMENT OF QUESTION:**

Should the provisions of Section IX.B.4 & G.2.b. be amended to reduce the window for voting from 21 days to 14 days and to reduce the window required for a commitment to serve from 14 days to 7 days?

**SOURCE AND DATE SUBMITTED:** Strategic Planning Committee – January 31, 2024

**BACKGROUND INFORMATION:**

This agenda item aims to reduce the time it takes for the election of local officers. Many leaders in the field have expressed a desire to shorten the time frames as electronic communications have simplified the process exponentially. This proposal maintains the rights of all candidates and affords a reasonable time frame for candidates to campaign and members to cast their electronic ballots.

**PROPOSED RESOLUTION:**

WHEREAS, in an effort to maintain and abide by the Labor Management Reporting and Disclosure Act of 1959, as amended (29 U.S.C. 481), Section 401.e, to ensure reasonable opportunity for the nomination of candidates and members in good standing to run for office and cast their vote; and,

WHEREAS, AFA-CWA is committed to a safe and fair election of officer(s) while reducing the time that nominated candidates and members in good standing must wait on the final results.

THEREFORE BE IT RESOLVED, that Section IX.B.4 be amended as follows:

B. Membership Balloting

4. All mail ballots shall be out not less than twenty-eight (28) calendar days from the date the ballots are mailed until the count date except as otherwise specified. All electronic ballots shall be out not less than twenty-one (21) calendar days from the date the ballot is started until the close of the polling period except as otherwise specified. **for election ballots in accordance with Article**

**VIII C. & Article III C.5 which shall be out not less than 14 days from the date the ballot starts until the close of the polling period.**

THEREFORE BE IT FURTHER RESOLVED, that Section IX.G.2.b. be amended as follows:

G. Additional Ballot Procedures for Local Council Nominations

2. Nominations by Mail Nominating Ballot – Notice of nominations, nominating ballot, commitment to serve card, and cover letter (explaining election procedures, information regarding the commitment to serve card and procedures for distribution of campaign literature) shall be sent to all active members of Local Councils scheduled for elections. Such mailing shall be made using each member's last known address as shown on the latest membership roster. Ballots will be mailed in envelopes marked appropriately to identify them as containing a ballot.

b. Active members casting nominating ballots shall return the commitment to serve card and the marked ballots in the transmittal envelope provided for that purpose. The Ballot Certification Committee shall tally and certify the results of the nomination ballot in accordance with Article VIII.C.1. of the Constitution and Bylaws. Candidates receiving nominations for each office will be contacted by telephone and/or e-mail in order to seek a commitment to serve statement in the event the candidate has not already provided such a statement. A copy of the e-mail will be sent to the Local Council President. The nominee shall have ~~fourteen (14)~~ **seven (7) days** to respond to indicate a commitment to serve.



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**SUBJECT:** International Officers – Eligibility (Article. IV.B)

**STATEMENT OF QUESTION:**

Should the AFA-CWA Board of Directors amend Article IV.B to clarify eligibility to hold elected International Office.

**SOURCE AND DATE SUBMITTED:** Strategic Planning Committee – January 31, 2024

**BACKGROUND INFORMATION:**

More than a decade ago, the AFA-CWA Board of Directors amended the Constitution and Bylaws to clarify the eligibility of International Officers holding office in circumstances such as their airline permanently ceasing operations or other events that might put their eligibility into question. Since then, more questions have come up that require additional clarification in the Constitution & Bylaws.

**PROPOSED RESOLUTION:**

**WHEREAS**, the AFA-CWA Constitution & Bylaws contemplate individuals being “active” members upon initial election; and,

**THEREFORE BE IT RESOLVED**, that Article IV – International Officers be amended to reflect the following:

**B. Eligibility**

Active and executive active members who have been active or executive active members in continuous good standing for at least two (2) years immediately preceding nomination shall be eligible to hold the offices of International President, International Vice President, and International Secretary-Treasurer; provided that active and executive active members who have been furloughed at any time during the two (2) years immediately preceding nomination shall be eligible if in continuous good standing as active or executive active members immediately prior to and after furlough for a total of at least two (2) years immediately preceding nomination with the only break in such continuous good standing caused by the furlough; provided further that an active or executive active member on an airline where the Union has been the bargaining representative for less than twenty-six (26) months shall be eligible if they have at least two (2) years seniority on the airline and has been in continuous

good standing as an active or executive active member since sixty (60) days after the Union became bargaining representative. Any person holding International Office shall thereafter be eligible to ~~hold any elective office in the Union by election or reelection~~ **complete any elected term of office. In addition, any person holding International Office shall be eligible to hold any elective office in the Union by election or reelection, provided that the individual remains an active member in good standing.**

**BE IT FINALLY RESOLVED**, that this amendment will take effect immediately and any International Officer currently serving shall be eligible to remain in office for the remainder of the current term as contemplated by the amended language of Article IV.B of the AFA-CWA Constitution & Bylaws.

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**SUBJECT:** Hearing Board (Article X.A.1.)

**STATEMENT OF QUESTION:**

Should the provisions for Hearing Board charges be expanded?

**SOURCE AND DATE SUBMITTED:** Strategic Planning Committee – January 30, 2024

**BACKGROUND INFORMATION:**

This agenda item aims to expand and clarify actions that could be subject to hearing board charges. The strategic planning committee met with a hearing board member in addition to the AFA-CWA Legal Department to discuss ways the language could be clearer and more defined.

**PROPOSED RESOLUTION:**

WHEREAS, Clarity can prevent misunderstandings when it comes to the Constitution and Bylaws of the Union; and,

WHEREAS, expanding the provisions of Article X.A.1 will provide additional guidance within the Union.

THEREFORE BE IT RESOLVED, that Article X.A.1. be amended as follows:

A. Hearing of Membership Cases

1. Any member, regardless of membership status, may be fined, suspended, expelled or otherwise disciplined for any of the following acts:
  - a. Willful violation of this Constitution and Bylaws.
  - b. Making a false statement or withholding material information when applying for membership.
  - c. Disobeying or failing to comply with a decision of the Board of Directors, the Executive Board, that member's Master Executive Council or Local Council.
  - d. Misappropriating money or property of the Union.

- e. Performing work for or assisting an airline during a period when the members of this Union are on strike against such airline, or when the members are respecting the picket lines of another Union on strike against the airline.
- f. Entering into an employment agreement, or any contract which might injure the Union.
- g. Improperly disclosing confidential matter of the Union.
- h. Refusing or willfully neglecting to pay dues, initiation fee, assessments, fines or financial obligations to the Union.
- i. Acting in any manner to circumvent, defeat or interfere with collective bargaining between the Union and an employer or with existing collective bargaining agreements.
- j. Willfully supporting or assisting any other labor organization in connection with a claim of jurisdiction in conflict with the jurisdiction of the Union; or willfully supporting or assisting any person, group of persons or organization in any act or activities for the purpose of seeking or obtaining the replacement of the Union as the collective bargaining representative.
- k. Doing any act contrary to the best interests of the Union or its members.
- l. Failing to give timely notice of transfer to Management Status under Article II.C.4.
- m. Acting in any manner disloyal to the Union.
- n. **Publishing or distributing verifiably false information in union forums/publications.**
- o. **Deliberate election/campaign violation(s).**
- p. **Acting in a manner to circumvent the established structure of the Union (LEC, MEC, and International).**
- q. **Violation(s) of the AFA-CWA Mutual Respect Policy.**
- r. **Failure to provide the International Office with access credentials to AFA electronic accounts, websites, email, social media, etc.**
- s. **Failure to return or purchase AFA property when leaving elected office or appointed position(s) upon request of the International Office.**
- t. **Publishing, sharing, or discussing internal AFA emails, documents, or other information not intended for public consumption.**

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**SUBJECT:** Continuing Committees (Section XIV)

**STATEMENT OF QUESTION:**

Who will be appointed to fill the positions available on the Continuing Committees?

**SOURCE AND DATE SUBMITTED:** International President – March 4, 2024

**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 March 4, 2024.

In discussing the process, the maximum number of final selectees per committee is the number of committee members specified in Section XIV.B. of the AFA-CWA Policy Manual. In situations where the number of nominees exceeded the number of constitutional positions the direction was to place the names of the nominated incumbents on the advanced agenda item, and provide the names of all nominees to the Agenda Committee. If the number of nominees were less than the number of positions, then there should be “vacancies” reflected. The Agenda Item Committee will then be charged with determining the final nominees to present to the Board.

**PROPOSED RESOLUTION:**

WHEREAS, the terms of office of all Continuing Committees is approaching their end dates, and all positions for all committees are open for election; and,

WHEREAS, the process to secure nominations as defined in Policy Manual XIV.B. has been followed, and final selected nominees are presented in Sections A through H of this Agenda Item; and,

WHEREAS, the requirement to include members from various size airlines is sometimes difficult to achieve due to the limited number of nominees expressing a commitment to serve; and,

WHEREAS the Executive Board provided additional guidance and direction that the Strategic Planning Committee (SPC) conduct a review and provide recommendations to the Board in the form of an Advanced Agenda Item at the BOD Meeting in 2024;

WHEREAS the Strategic Planning Committee (SPC) conducted a review and their recommendation is to keep the committee composition the same as stated in the Constitution and Bylaws;

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

**A. Finance – 6/1/2024 – 5/31/2026**

WHEREAS, the Finance Committee consists of five members;

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  |                  |                     |
| over 3,000 members | Terry Taylor     | ALA 19 Member       |
| any carrier        | Jasmine Lopez    | SPR MEC S-T/73 LECP |
| any carrier        | Jeff Heisey      | UAL 21 Member       |
| any carrier        | Vilija Telycenas | SPR 76 Member       |

**B. Negotiations Policy - 6/1/2024 - 5/31/2026**

WHEREAS, the Negotiations Policy Committee consists of four members;

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

|                  |  |               |
|------------------|--|---------------|
| VACANT           |  |               |
| Timothy Green    |  | ALA 18 LECP   |
| Greg Davidowitch |  | UAL 06 Member |
| Denny Wheeling   |  | UAL 42 Member |

**C. International Affairs - 6/1/2024 - 5/31/2026**

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  |  | NAA 01 Member |
| Michael Schwaabe |  | UAL 07 LECP   |
| VACANT           |  |               |
| VACANT           |  |               |

**D. Leadership Development - 6/1/2024 - 5/31/2026**

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 MECP/59 LECP |
| Kahea Ching    | HAL 43 Member    |
| Kim Montgomery | UAL 06 LECP      |
| Adam Novish    | UAL MECVP        |

**E. Political / Legislative – 1/1/2025-12/31/2026**

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 LECS/GA Chair |
| Cher Taylor        | FA9 MEC GA Chair     |
| Martin Monteblanco | ALA MEC GA Chair     |
| Mary Garton        | UAL 12 GA Chair      |

**F. Strategic Planning - 6/1/2024 - 5/31/2026**

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/03 LECP |
| 501-2,999 members  | Maggie Fox        | MSA MECP         |
| over 3,000 members | Brian Palmer      | ALA MECVP        |
|                    | Kevin Batey       | UAL 14 LECP      |
|                    | Elizabeth Hibbard | UAL 42 LECP      |



**G. Crew Accommodation and Transportation Policy Committee – 6/1/2024 - 5/31/2026**

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  | Derric McDaniel   | ARW MECVP/03 LECVP    |
| 501-2,999 members  | VACANT            |                       |
| over 3,000 members | Michael Desrosier | UAL Council 06 Member |
| over 3,000 members | James Bozanich    | ALA MEC Hotel Chair   |
| any carrier        | VACANT            |                       |

**H. Human Rights and Equity Committee – 6/1/2024 - 5/31/2026**

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:

|                    |                        |
|--------------------|------------------------|
| Bruni Agosto-Pinal | HAL 47 Member          |
| Chip Hestle        | ALA 19 Member          |
| Jhenelle Jacas     | NAA 01 Member          |
| Tara Cattell       | UAL MEC HRE Vice Chair |



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**SUBJECT:** Electronic Notices for BOD Meetings (Article V.D.2)

**STATEMENT OF QUESTION:**

Should the provisions of Article V.D.2 be amended to eliminate the requirement to mail the BOD notice and materials to each board member by way of USPS First Class?

**SOURCE AND DATE SUBMITTED:** Strategic Planning Committee – January 30, 2024

**BACKGROUND INFORMATION:**

This agenda item aims to reduce the time it takes for the BOD to receive the official meeting packet due to what many call “snail mail.” Additionally, many board members already use electronic means to conduct much Union business in the field. Elimination of the use of a professional printer/mailing house would garner significant savings for our organization.

**PROPOSED RESOLUTION:**

WHEREAS, in an effort to move toward a more paperless environment; and,

WHEREAS, AFA-CWA is committed to finding additional ways of going “green.”

THEREFORE BE IT RESOLVED, that Article V.D.2 be amended as follows:

**D. Regular and Special Meetings**

2. Notice of annual Board of Directors meetings shall be sent ~~by USPS First Class Mail~~ **electronically** to each member of the Board of Directors at least thirty (30) days prior to the beginning date of said annual meeting.

THEREFORE BE IT FURTHER RESOLVED, that this shall take effect immediately.



**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**FIFTY FIRST BOARD OF DIRECTORS MEETING**  
**MAY 20-22, 2024**  
**ATLANTA, GEORGIA**

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**SUBJECT:** Local Councils Meetings (Article III.D.2.a.)

**STATEMENT OF QUESTION:**

Should the minimum number of Local Council Meetings be increased?

**SOURCE AND DATE SUBMITTED:** Strategic Planning Committee – January 30, 2024

**BACKGROUND INFORMATION:**

Since the COVID-19 pandemic, we have significantly changed how we communicate and do union business. As part of these changes, there are fewer in-person meetings than ever before. As a means to ensure we are increasing communication and providing members more access to their union, we are proposing to increase the minimum number of local meetings required under the Constitution and Bylaws.

**PROPOSED RESOLUTION:**

WHEREAS, AFA-CWA is committed to increasing membership engagement and,

WHEREAS, Increasing the minimum number of local membership meetings per year will encourage additional participation, and;

WHEREAS, Online meeting software such as Zoom, Google Meet, and Microsoft Teams have made meetings more accessible and cost effective.

THEREFORE BE IT RESOLVED, that Article III.D.2.a. be amended as follows:

2. Regular Local Council Meetings

- a. A regular ~~in-person~~ meeting of the Local Council shall be called at least ~~two (2)~~ **four (4)** times per calendar year by the President or by other elected Officers of the Council at the direction of the President. At least one (1) of these meetings will be held prior to the Board of Directors meeting to discuss and solicit agenda items from Local Council members. **All efforts shall be made to have a Local Council Meeting prior to an MEC Meeting.**



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**SUBJECT:** Master Executive Council Meetings (Article VII.D.)

**STATEMENT OF QUESTION:**

Should the provisions for MEC Meetings be amended?

**SOURCE AND DATE SUBMITTED:** Strategic Planning Committee – January 30, 2024

**BACKGROUND INFORMATION:**

The purpose of this agenda item is to address several provisions pertaining to MEC Meetings. These provisions include the frequency of meetings, the requirement to conduct an MEC Meeting at the International Office, the required notice provisions if that meeting concerns recall activity, and the accessibility to telephonic and/or electronically conducted meetings.

Since the COVID-19 pandemic, we have significantly changed how we communicate and do union business. As part of these changes, there are fewer in-person meetings than ever before. As a means to ensure we are increasing communication and providing members more access to their union, we are proposing to increase the minimum number of MEC meetings required under the Constitution and Bylaws.

**PROPOSED RESOLUTION:**

WHEREAS, Many MECs meet more frequently than two times per year in an effort to accomplish the important work of the members, and AFA-CWA is committed to increasing membership engagement and,

WHEREAS, There has not been any practice of conducting MEC meetings at the International Office over the past 30 years and we should revise the Constitution & Bylaws to reflect such, and,

WHEREAS, The meeting notice for recalling MEC Officers is often 24 hours in advance as required by the Constitution and Bylaws and should have more notification and input from the membership, and

THEREFORE BE IT RESOLVED, that Article VII.D.1.a. be amended as follows:

1. Regular Meetings

- a. A Master Executive Council shall hold at least ~~two (2)~~ **four (4)** meetings a year. It is suggested that **at least two of** these meetings be held ~~within forty-five (45) days following~~ **between** January 1 and July 1 of each year ~~and that one (1) of these meetings shall be held at the International Office.~~

BE IT FURTHER RESOLVED, that Article VII.D.2.c be amended as follows:

2. Special Meetings

- c. The International President and all members of the Master Executive Council shall be notified in writing at least twenty-four (24) hours in advance of such special meeting, and the notice shall set forth the agenda for the meeting. Special meetings called for the purpose of electing **or initiating the recall of** Master Executive Council Officers shall require ten (10) days prior written notice to the Master Executive Council.

BE IT FINALLY RESOLVED, that Article VII.D.3. be amended as follows:

3. Teleconference and Electronic Meetings

Meetings of the MEC and its committees may be held by telephone and other means by using other electronic platforms provided all **MEC** members participating can hear and speak with each other simultaneously. Teleconferences and other electronic meetings are not subject to requirements to be open to all active members. ~~However,~~ **however, consideration to open the meeting should be made by the MEC for each meeting held electronically.** However, meeting records and minutes shall be maintained and distributed in accordance with Article VII.D.8.



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**SUBJECT:** Trusteeships (Article XIII.A)

**STATEMENT OF QUESTION:**

Should the AFA-CWA Board of Directors update Article XIII – Trusteeships for additional clarity?

**SOURCE AND DATE SUBMITTED:** Strategic Planning Committee – March 11, 2024

**BACKGROUND INFORMATION:**

The language in the AFA-CWA Constitution and Bylaws, as related to Trusteeships, needs to be updated for clarity and to reinforce the Executive Board’s authority to protect the membership and representation at a Local Executive Council or Master Executive Council.

The International President and the Executive Board will be able to review a potential issue and provide direction to swiftly take action in order to protect the interest of Flight Attendants at 20 airlines under the AFA-CWA umbrella.

Many unions have similar language, and it is imperative that we review our policies, especially as we continue to grow.

**PROPOSED RESOLUTION:**

WHEREAS, there is a need to clarify the procedures for placing a Local Council and/or Master Executive Council into Trusteeship.

THEREFORE BE IT RESOLVED that Article XIII.A be amended as follows:

A. Trustee Action to Protect the Union

1. The International President, with the concurrent approval of the Executive Board, is authorized to **place a Master Executive Council or Local Executive Council into Trusteeship or** take corrective action against a Master Executive Council or Local Executive Council, or any Officer or representative thereof **in order to maintain and protect the representation at a carrier or local council. Reasons for Trusteeship or corrective action include but are not limited to** ~~if any~~ such **MEC**, Council, Officer or other representative, in the judgment of the International President and the Executive Board, violates or fails to comply with any of the provisions of this Constitution and Bylaws, ~~or~~ policies, or engages in financial malpractice ~~or~~ corruption, ~~or~~ embezzlement, or misappropriation of funds.
2. Such corrective action may include, in the case of a Master Executive Council or Local Executive Council, the suspension or revocation of recognition of such Master Executive Council or Local Executive Council, its dissolution, the suspension or removal of any of its Officers or committees or representatives, **In the case of and the designation of a Trustee or Trustees over the affairs and property of the Master Executive Council or Local Executive Council: Trusteeship shall cease when in the judgement of the International President and the Executive Board, the issues affecting representation have been resolved. Upon termination of a trusteeship, the International Secretary-Treasurer shall cause an election for any vacant offices. The Trustee(s) will remain until new officers are duly elected.**
3. The Master Executive Council or Local Executive Council or Officer or representative thereof involved, before any corrective action is taken, shall be given written notice of the charges and a reasonable time to prepare a defense and shall be afforded a full and fair hearing before the Executive Board on no less than twenty (20) days written notice.
4. The International President may cause written charges to be served, notice to be given and the Executive Board to be convened in order to initiate the procedures herein provided.

THEREFORE BE IT FINALLY RESOLVED that these changes be effective immediately.

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**SUBJECT:** Local Councils – Establishment (Section I.J.1.a.b. & 2)

**STATEMENT OF QUESTION:**

Should the minimum number of members required to establish a Local Council be increased?

**SOURCE AND DATE SUBMITTED:** Strategic Planning Committee – January 30, 2024

**BACKGROUND INFORMATION:**

The purpose of this agenda item is to focus on the minimum size of 100 active members at the prospective Council, as well as the minimum size of 400 active members at the airline.

Constitutional research revealed that the provisions to establish Local Councils were placed in the Constitution and Bylaws at the BOD Meeting in 1985. The minimum number to establish a council was over 50 active members in good standing at the prospective council, and over 150 at the airline. In 1987, these numbers were amended to increase the respective minimums to 100 and 400. This was reviewed at the BOD Meeting in 2018, but no action was taken.

In reviewing this topic in both 2018 and 2023-2024, the SPC focus was to ensure the level of representation would be maintained or enhanced before any change could be recommended.

A key focus is whether there is a sufficient pool of member leaders with only 100 active members from which to find committed union reps. This would include not only the three Local Officers but volunteers for committee positions as well.

Experience, especially concerning Local Officer elections, is that we have conducted more Special Elections at small councils. Many times, there are insufficient candidates in the nomination process, so ballots are sent without candidates for each open officer position.

Representation depends on the quality of volunteers, which makes it more difficult when the pool of members is too small to generate a sufficient number of volunteers.

**PROPOSED RESOLUTION:**

WHEREAS, providing exceptional representation is the goal of all AFA-CWA Local Councils, and this exceptional representation is dependent upon committed volunteers from the Local Council; and,

WHEREAS, each Local Council must have a sufficient pool of members in order to fill not only the three Local Officers but volunteers for committee positions; and,

WHEREAS, experience, as it relates to Local Officer elections, is that more Special Elections are required at small councils, and many times, there are insufficient candidates in the nomination process, so ballots are sent without candidates for each open officer position; and,

WHEREAS, this experience indicates that a minimum size of 100 active members in good standing may not be sufficient to provide an adequate number of union representatives for all Local Officer and Committee Volunteer positions and,

WHEREAS, this section of the Constitution and Bylaws and the applicable change does not apply in the situation of a Single Council Airline; and,

WHEREAS, the Executive Board continues to be empowered to establish a Local Council outside of the size parameters if special circumstances exist;

THEREFORE BE IT RESOLVED, that Section I.J. be amended as follows:

J. Establishment of Local Councils

1. For the purpose of establishing more than one (1) Local Council on an airline or establishing a new Local Council, the membership on the carrier in the Local Councils should meet both of the following criteria:
  - a. Total membership on the airline should exceed ~~four hundred (400)~~ **six hundred (600)** active members in good standing.
  - b. Each Local Council should have over ~~one hundred (100)~~ **two hundred fifty (250)** active members in good standing.
2. In accordance with Article III.C.1.c., and Article III.C.3.d., each domicile with less than ~~one hundred (100)~~ **two hundred fifty (250)** members in good standing, shall be encouraged to elect a Local Council Representative: **and/or appoint Base Representatives.**

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**SUBJECT:** Election - Nomination Process (Article VIII.C.)

**STATEMENT OF QUESTION:**

Should Article VIII.C. be modified to provide for a more simplified and cost-effective procedure for nominations?

**SOURCE AND DATE SUBMITTED:** Strategic Planning Committee – January 30, 2024

**BACKGROUND INFORMATION:**

The current process of nominating candidates for Local Officer positions is costly and complex. Given a prospective candidate needs only one other Active Member in Good Standing to provide a nomination, the process can be made much simpler and achieve this same result.

A simplified process would be for any Active Member in Good Standing to complete a Commitment to Serve as a self-nomination, and secure one other member to second the nomination. This can be achieved without the unnecessary expense of a secret ballot.

The savings for this change would be about \$85,000 (and increasing) over the course of an election cycle.

**PROPOSED RESOLUTION:**

WHEREAS, many members and leaders have expressed a desire to move toward green initiatives, specifically saving paper and the environment; and,

WHEREAS, significant savings can be achieved by simplifying the process to nominate candidates for Local Officer positions; and,

WHEREAS, the agenda will allow the union to explore other electronic means in the future to simplify the process further; and,

THEREFORE BE IT RESOLVED, Article VIII.C.1. be changed as follows:

**C. Local Council Officers and CWA Convention Delegates**

1. Nomination Procedures

- a. No later than one hundred and fifty (150) days before the start of the term of office, the International Secretary-Treasurer of the Union shall cause ~~nominating ballots,~~ **notifications of** commitment to serve statements ~~and cover letters~~ to be ~~mailed~~ sent to all active members of all Local Councils within the United States scheduled for election as provided in Paragraph 3. of this Section. For all Local Councils located outside of the United States the time frame shall be two hundred and ten (210) days before the start of the term of office. The International Secretary-Treasurer of the Union shall notify the Local Council President thirty (30) days prior to distributing said ~~nominating ballots~~ **notification.** For newly organized carriers, the ~~nominating ballots,~~ **notifications of** commitment to serve statements ~~and cover letters~~ shall be ~~mailed~~ **sent** to all active members of Local Councils no later than sixty (60) days following the appointment of Temporary Local Council Officers.
- b. Nomination procedures shall be ~~conducted by secret ballot~~ **by self-nomination with the requirement of securing the support of one additional active member in good standing.**
- c. (1) Each active member in good standing may ~~nominate one (1)~~ **self-nominate to be** a candidate for the office of President, Vice President, Secretary, or Council Representative.
- (2) The ~~member shall be responsible for determination of that member's nominee's~~ **prospective candidate is responsible for securing the support of at least one additional active member in good standing from their Local and identifying the member(s) on the commitment to serve statement.**

**(3) Any member who wishes to support a member as a candidate for office must contact that member to determine their Commitment to Serve.**

- d. ~~Nominating ballots, executed by active members in good standing,~~ Commitment to Serve statements shall be sent to the International Secretary-Treasurer of the Union prior to the count date specified on said nominating ballot **and received by the announced close of nominations.**
- e. ~~Nominating ballots~~ Commitment to serve statements of active members in good standing shall be certified ~~and tallied~~ under the supervision of the Ballot Certification Committee at the International Office.
- f. (1) The Ballot Certification Committee shall determine legitimacy of a candidate's ~~commitment to serve as an elected Officer~~ supporter by any one (1) of the following:
- (a) ~~Receipt of a commitment to serve card with the nomination ballot~~ **At least one phone call and email to the supporter's designated phone and email address.**
  - (b) ~~W~~**Receipt of** written notification **from the** supporter prior to the ~~count~~ **election** mail date.
  - ~~(c) Checking the indicated block on the transmittal envelope.~~
- (2) If a commitment to serve has not been indicated as outlined in C.1.f.(1) above, the AFA-CWA Membership Services Department will contact the nominee through email, phone call(s), and regular mail letter requesting a commitment to serve statement ~~with the exception that no email, phone call(s), and regular mail letter will be sent to a candidate with less than two (2) nomination votes.~~ Verbal confirmation upon receipt of email, phone call(s), and regular mail letter, confirmed in writing, may also serve as notification of a candidate's commitment to serve.
- (3) The International Secretary-Treasurer of the Union shall cause the names of all nominees who received at ~~least two (2)~~ **one (1)** nomination ballots and who have indicated their commitment to serve to be placed on the official Local Council election ballot.

BE IT FURTHER RESOLVED, Section IX.G. be changed as follows:

**G. Additional Ballot Procedures for Local Council Nominations**

1. ~~Ballet Construction~~ **Commitment to Serve Notification** – The Committee will cause to be constructed standard **self**-nomination and election ballots as follows:
  - a. ~~Standard nomination ballot form~~ **Commitment to Serve Notice shall include:**
    - (1) Identification of ballot
    - (2) Instructions for marking and return completing and returning the self-nomination form
    - (3) Space for listing nominees the name of the member in support of the candidate
    - (4) Deadline date
2. ~~Nominations~~ **Commitment to Serve** by Mail Nominating Ballot – Notice of **self**-nominations, ~~nominating ballot, commitment to serve card, and cover letter (explaining election procedures, information regarding the commitment to serve card and procedures for distribution of campaign literature)~~ shall be sent to all active members of Local Councils scheduled for elections. Such mailing shall be made using each member's last known address as shown on the latest membership roster. ~~Ballots~~ **Commitment to Serve notices** will be mailed in envelopes and marked appropriately to identify them as containing a ballot **an election notice**.
  - a. ~~The ballot transmittal envelope for any nominating ballots going to members who are in bad standing as of the date the nominating ballots are mailed shall have "VERIFY STANDING ON COUNT DATE" prominently displayed.~~
  - b. ~~Active members casting nominating ballots shall return the commitment to serve card and the marked ballots in the transmittal envelope provided for that purpose. The Ballot Certification Committee shall tally and certify the results of the **self**-nomination **submission** ballot in accordance with Article VIII.C.1. of the Constitution and Bylaws. Candidates receiving nominations for each office will be contacted by telephone and/or e-mail in order to seek a commitment to serve statement, in the event candidate has not already provided such a statement. A copy of the e-mail will be sent to the Local Council President. The nominee shall have fourteen (14) days to respond to indicate a commitment to serve.~~
3. ~~Commitment To Serve~~ – A commitment to serve card **notice** to be filled in by the member completing the nomination ballot will be included in the transmittal envelope **shall include:** "I recognize that in running for AFA local office, I commit to the highest ideals of the Union, its ethical practices and the AFA Constitution and Bylaws." ~~The order of preference may be indicated after each office.~~



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**SUBJECT:** Appeal Procedures (Article X.F.3)

**STATEMENT OF QUESTION:**

Should the AFA-CWA Board of Directors update Article X.F.3 – Appeal Procedures to amend the timeframe for decisions of the board?

**SOURCE AND DATE SUBMITTED:** Strategic Planning Committee – March 11, 2024

**BACKGROUND INFORMATION:**

With multiple individuals involved, such as the charging party, accused party, staff, and the board, it has become extremely difficult to meet the timeline of 120 days from when the charges were initially filed.

The initial hearing is usually conducted within 60 days. The accused member or the party making the charge may appeal to the Appeal Board within 15 days of that decision. This takes the time frame to 75 days. The Appeal Board may wish to hold a hearing which involves additional scheduling. This leaves very little time to complete the process, especially if the accused party does not cooperate in the scheduling of such hearing.

The more appropriate timeframe to complete the process including the decision would be 120 days from the appeal being filed rather than from the initial charges being filed.

**PROPOSED RESOLUTION:**

WHEREAS, there is a need to update the timeframe for issuing decisions of the Appeal Board to allow better flexibility for all parties involved.

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

F. Appeal Procedures

1. The accused member or the party making the charge, being aggrieved by the decision, may appeal therefrom to the Appeal Board. This appeal shall be by written request within fifteen (15) days from the date of receipt of the written decision from which such appeal is taken.
2. When the Appeal Board receives an appeal request, they shall obtain a copy or resume of the evidence and the decision rendered from the previous hearing body.
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~~ **appeal** was initially filed.
4. The decision of the Appeal Board shall be final and binding, and any penalties or disciplinary action, including fines ordered, shall be legal obligations of the member upon whom imposed and enforceable in a court of law. The decision shall be in writing, sent certified mail, return receipt requested, and shall be furnished to the accused member and to the person or body making the charge, and a copy also furnished to the International Secretary-Treasurer of the Union for the permanent records at the International Office. All Appeal Board decisions shall be distributed to all members of the Executive Board as soon as they are available.

THEREFORE BE IT FINALLY RESOLVED that these changes be effective immediately.

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**SUBJECT:** Holding Dual LECP/MECP Offices (Article VII.C.1 & Article VII.D.5.c)

**STATEMENT OF QUESTION:**

Should the AFA-CWA Board of Directors amend Article VII.C to disallow a Local President from also holding the office of Master Executive Council President simultaneously?

**SOURCE AND DATE SUBMITTED:** HZN 16 – March 11, 2024

**BACKGROUND INFORMATION:**

This amendment resolves election-related concerns related to the election of the MEC President. This amendment will prohibit the holding of LECP and MECP offices simultaneously due to both offices having considerable authority. The AFA-CWA Board of Directors amended the Constitution and Bylaws to address MEC election-related concerns and changed the process for electing and appointing MEC officers and other MEC offices/positions.

If adopted, this proposed amendment will primarily benefit two council carriers and carriers with 3 or more councils where one council has more members than all other councils combined. Two council carriers consist of Air Wisconsin, Hawaiian, & Horizon; and Alaska, Envoy, Mesa, & PSA are carriers that currently, or have recently, encountered the latter. Above all else, this amendment affirms there are checks & balances on positions that have considerable authority at all AFA-CWA carriers.

With the exception of LECP and MECP, this proposed amendment will not prohibit one from holding multiple elected/appointed offices simultaneously; this is because there may be advantages at some carriers of one holding certain offices concurrently—although ideally elected through consensus.

Due to the benefits this amendment will have for at least the identified carriers, the AFA-CWA Board of Directors is once again asked to consider approving an amendment pertaining to MEC elections.

**PROPOSED RESOLUTION:**

WHEREAS, The Association of Flight Attendants – CWA (AFA-CWA) was founded in 1945 as a democratic member driven union, and

WHEREAS, This amendment resolves election-related concerns related to the election of the MEC President,

WHEREAS, This amendment affirms there are checks & balances on positions that have considerable authority at all AFA-CWA carriers.

THEREFORE BE IT RESOLVED that Article VII.C.1 be amended as follows:

#### C. Officers

Each Master Executive Council shall have the following elected Officers: President, Vice President, and Secretary-Treasurer.

##### 1. Eligibility

All Officers of the Master Executive Council must be active members in good standing from that airline, provided that in the case of an airline with only one (1) Council, the Local Executive Council officer shall also hold that office on the Master Executive Council. ~~Nothing in this Section shall prevent a Local Council President from holding any Master Executive Council office.~~ **A Local Council President may not also hold the office of Master Executive Council President concurrently with the exception of a single council airline.**

THEREFORE BE IT FURTHER RESOLVED that Article VII.D.5.c be amended as follows:

#### D. Master Executive Council Meetings

##### 5. Voting

c. A Master Executive Council President ~~who is not also a Local Council President~~ shall vote only in the event of a tie, except this does not apply in elections.

THEREFORE BE IT FURTHER RESOLVED that those who currently hold both the positions of LECP & MECP shall be “grandfathered” and remain in those positions until vacating either office.

THEREFORE BE IT FINALLY RESOLVED that this change will go into effect for the next regular MEC election cycle (7/1/25-6/30/28) and thereafter.



