

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

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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.**