

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

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.