

Compilation of Actions

Fifty-First Board of Directors Convention



May 20-22, 2024
Atlanta, GA

Association of Flight Attendants – CWA
AFL-CIO

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

**FIFTY-FIRSTBOARD OF DIRECTORS CONVENTION
MAY 20-22, 2024
ATLANTA, GEORGIA**

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

<u>AIRLINE</u>	<u>VOTING DELEGATE</u>	<u>REPRESENTING</u>
ALA 15	Brice McGee	
ALA 18	Tim Green	
ALA 19	Paula Isla-McGill	
ALA 30	LeiLauni Scheideman	
ALA 35	Melissa Osborne	
ALA 39	Steven Maller	
AMR 51	Shane Spillman	
AMR 52	Jodi Elam	
AMR 59	Dermaly Flores	
ARW 03	Doris Millard	
ARW 29	Gadiel Israel	
ATI 02	Nicole Apple	
EAL 36	Tonya Starks Powell	Nadra McCalla
EDV 45	Marco Perez	
EDV 46	Oscar Ochomogo	
EDV 48	Trina Johnson	
EDV 49	Billy Hennessey	
FA9 71	Kathleen O'Brien	
FA9 79	Taufaanuu Ware	
FA9 81	Ronald Bowman Jr.	
FA9 84	Wilmer Wynn	
FA9 85	Michael Rice	
FA9 86	Brianna Whelan	
FA9 87	Ethan Clark	
GJS 31	Melissa Higgins	
HAL 43	Martin Gusman	
HAL 47	Joshua Aoki	
HZN 16	Jennifer Levcun-Pitarys	
HZN 17	Kirk Hansen	
MSA 44	Shannon Harris	
MSA 56	Rosanna Scollo	
MSA 88	Kelley Thomson	

<u>AIRLINE</u>	<u>VOTING DELEGATE</u>	<u>REPRESENTING</u>
NAA 01	Theodore Pavlik	Katarzyna Mroczek
OAI 72	Patricia Huber	
PED 61	Alicia Hendrix	
PSA 54	Mary Guerrero	
PSA 57	Francie Gillis	
PSA 75	Sean Griffin	
SIL 83	Taufaanuu Ware	Amelia Joseph
SPR 37	Michael Harris	
SPR 73	Jasmine Lopez	
SPR 74	David Bedene	
SPR 76	Antonio Mancheno	Ian Woodcock
SPR 77	Dan Glasson	
SPR 78	Dwight Blackman	
UAL 06	Kim Montgomery	
UAL 07	Michael-Eric Schwaabe	
UAL 08	Scott Pejas	
UAL 09	Christopher Bruton	
UAL 11	Kristie Rivera	
UAL 12	Kimberly Burekhalter	
UAL 14	Kevin Batey	
UAL 21	Lois Breece	
UAL 22	Randy Hatfield	
UAL 25	William Carico	
UAL 27	Andrew Fahy	
UAL 42	Elizabeth Hibbard	
UAL 63	Melinda Beal	
UAL 65	Rsei Isim	
VXP 50	Ytchel “Chelly” Miranda-Saenz	Selina Curtis
	##	

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

ALA	Jeff Peterson
EDV	Tim Kipka
FA9	Jen Sala
HAL	Joni Kashiwai
HZN	Lisa Davis-Warren
MSA	Maggie Fox
PSA	Lee Wilkes
UAL	Ken Diaz

##

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

ALA	Brian Palmer
ARW	Derric McDaniel
EDV	Elizabeth Mullins
FA9	Andrew Henderson
GJS	Stephanie Beisel
HAL	Scott Henton
HZN	Jamie Moore
MSA	Traci Hagans
OAI	Jensine DeHitta
PED	Sheri Crain
SPR	Amy Drinkhouse
UAL	Adam Novish

##

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

ALA	Linda Christou
ARW	Ruthanna Jenkins
AMR	Elizabeth Vindhurst
EDV	Maureen Lyttle
FA9	Toi Scott
GJS	Joanne Churchill
HAL	Lea Sekimoto
HZN	Aimee Baird
MSA	Lisa Sowle
NAA	Ismael Gonzalez Ramos
OAI	Debbie Parker
PED	Jennifer Blake
PSA	Elizabeth Sagraves
UAL	Christopher Clarke

##

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

President	Sara Nelson, United Airlines
Vice President	Keturah Johnson, Piedmont Airlines
Secretary-Treasurer	Dante Harris, United Airlines

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2023-2024 AWARD RECIPIENTS

C.B. Lansing Award: Alaska 1282; Adam Fisher, Steve Maller, Michelle Hughes, Christine Vasconcellos

Air Safety Award: Horizon 2059; Terree Fiala, HZN 17, Correnna Schlosser, HZN 17

Peggy Price Award: HAL 43 LEC EAP Committee; ALA 39 LEC EAP Committee

Terri Owen Award: Mary Garton, UAL 11

EAP Presidential Award: Maria Ito, AMR 51

EAP Presidential Lifetime Achievement Award: Louis Robles, ALA 18

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AGENDA ITEMS

Agenda Item #1 2024-2025 AFA-CWA Annual Budget

Resolution:

WHEREAS the AFA-CWA Board of Directors sets and reaffirms our priorities each year; and,

WHEREAS, together we build our annual budget to support our priorities based upon available resources, including our projected income; and,

WHEREAS, 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,

Agenda Item #1 **2024-2025 AFA-CWA Annual Budget** (continued)

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.

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AGENDA ITEMS

Agenda Item #4 **Recalls - MEC Officers (Article IX.B.)**

Resolution:

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.

Agenda Item #4 **Recalls - MEC Officers (Article IX.B.) (continued)**

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 ~~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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AGENDA ITEMS

Agenda Item #5 Length of Time for Elections (Section IX.B.4 & G.2.b.)

Resolution:

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)~~ **ten (10) days** to respond to indicate a commitment to serve.

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Agenda Item #6 **International Officers - Eligibility (Article. IV.B)**

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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AGENDA ITEMS

Agenda Item #8 **Continuing Committees (Section XIV)**

Resolution:

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	Christopher Clarke	UAL MEC S-T
any carrier	Toi Scott	FA9 MEC S-T

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:

Maggie Fox	MSA MECP
Timothy Green	ALA 18 LECP
Greg Davidowitch	UAL 06 Member
Tonya Starks Powell	EAL MEC S-T

Agenda Item #8 **Continuing Committees (Section XIV)** (continued)

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
Melissa Osborne	ALA 35 LECP
Gadiel Israel	ARW 29 LECP

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
Kaitlin White (ALT)	UAL 12 Member
Autumn Cohen-Anderson (ALT)	FA9 85 LECS

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 46 LECS/GA Chair
Cher Taylor	FA9 MEC GA Chair
Mary Garton	UAL 11 GA Vice Chair
Jennifer Ritter	UAL MEC GA Chair
Martin Monteblando	ALA MEC GA Chair

Agenda Item #8 **Continuing Committees (Section XIV)** (continued)

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	Christopher Corona	AMR MEC Hotel Chair
over 3,000 members	Katie Franck	FA9 87 LECVP/Hotel Chair
over 3,000 members	James Bozanich	ALA MEC Hotel Chair
any carrier	Shannon Harris	MSA 44 LECP
	Judi Harrison-Goold (ALT)	HZN MEC Hotel Chair

Agenda Item #8 **Continuing Committees (Section XIV)** (continued)

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
Chip Hestle
Jhenelle Jacas
Tara Cattell

HAL MEC Human Rights Chair
ALA MEC Human Rights Chair
NAA 01 Member
UAL 06 Member

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AGENDA ITEMS

Agenda Item #9 **Electronic Notices for BOD Meetings (Article V.D.2)**

Resolution:

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. **Upon request the International Office shall reimburse the cost of printing one copy for each local council.**

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

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AGENDA ITEMS

Agenda Item #10 Local Council Meetings (Article III.D.2.a.)

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) 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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AGENDA ITEMS

Agenda Item #11 Master Executive Council Meetings (Article VII.D.)

Resolution:

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) meetings a year. It is suggested that these **one (1)** 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, 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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AGENDA ITEMS

Agenda Item #12 Trusteeships (Article XIII.A)

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.

Agenda Item #12 **Trusteeships (Article XIII.A)** (continued)

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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AGENDA ITEMS

Agenda Item #13 Local Councils – Establishment (Section I.J.1.a.b. & 2)

Resolution:

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) active members in good standing.
 - b. Each Local Council should have over ~~one hundred (100)~~ one hundred seventy-five (175) 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)~~ one hundred seventy-five (175) members in good standing, shall be encouraged to elect a Local Council Representative: and/or appoint Base Representatives.

##

AGENDA ITEMS

Agenda Item #14 Election - Nomination Process (Article VIII.C.)

Resolution:

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 notifications of commitment to serve statements to be 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. Every effort should be made to ensure that at least 50% of the Flight Attendants have become members.
- 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 commitment to serve prior to nomination~~ **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.**

Agenda Item #14 **Election - Nomination Process (Article VIII.C.)** (continued)

- 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) ~~Receipt of written notification~~ **from the supporter** prior to the count date ~~a date set by the International Secretary-Treasurer.~~
 - (c) ~~Checking the indicated block on the transmittal envelope.~~
- (2) ~~If a commitment to serve has not been indicated as outlined in C.I.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) (2) 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 ensuring that no member may occupy more than one (1) position on that election ballot.

Agenda Item #14 **Election - Nomination Process (Article VIII.C.)** (continued)

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

G. Additional Ballot Procedures for Local Council Nominations

1. ~~Ballot 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.~~

##

AGENDA ITEMS

Agenda Item #15 Appeal Procedures (Article X.F.3)

Resolution:

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)~~ seventy-five (75) days from the date the ~~charges~~ 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.

##

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

AGENDA ITEMS

Agenda Items Ruled Out of Order:

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

##

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

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

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Agenda Items Not Adopted by the Board of Directors:

<u>Agenda Item #</u>	<u>Subject</u>
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02	Elections DME MEC Officers (Articles VII.D.5.a., VIII.B; IX.B, Sections IX.H.4, IX.O, X.E.1.b, IX.P)
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03	Elections - DME of Intl Officers (Article VIII.A., IX.A)
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16	Holding Dual LEC/MEC President (Article VII.C.1 & Article VII.D.5.c)
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Agenda Items Withdrawn:

<u>Agenda Item #</u>	<u>Subject</u>
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07	Hearing Board (Article X.A.1.)
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REPORTS

Reports were presented by each of the three International Officers.

Reports from the Finance Committee, Leadership Development Committee, and Strategic Planning Committee were presented.

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

RESOLUTIONS

Floor Resolution #1 – Enabling Resolution

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

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

BE IT FURTHER RESOLVED that the Budget and all other actions will take effect June 1, 2024.

Unanimously adopted on May 22, 2024

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

RESOLUTIONS

Floor Resolution #2 – Janice Mathes

WHEREAS, the Frontier Master Executive Council stands in solidarity to acknowledge one of our retired Flight Attendants, Janice Mathes, our “Momma J”, for her years of service, leadership, and unwavering dedication to the Flight Attendant profession; and,

WHEREAS, Janice started her career in aviation in 1968, and celebrated nearly 50 years of service as a Flight Attendant with both Frontier Airlines, beginning her career with the original Frontier, pausing to raise three remarkable daughters, and retired in 2020 from the current Frontier Airlines; and,

WHEREAS, Janice is and has always been a trailblazer, she was one of very few Flight Attendants of color and the first married Flight Attendant at the original Frontier, her passionate advocacy of Flight Attendants began even before AFA was on property and her fight for organized representation paved the way for AFA-CWA at the current Frontier, as the first ever Council 71 Vice President, serving two terms; and,

WHEREAS, Janice is the soul of Frontier Airlines, she embodies the role of being a Flight Attendant, she is a hug in human form, she knows no stranger and is adored by all. Janice sets the standard of professionalism and continues to be a role model and mentor for countless young Flight Attendants; and,

WHEREAS, in her own words, “I feel it has been an honor and a privilege offered to only a select few.” Janice’s representation has inspired a new and diverse group of Flight Attendants at Frontier to step up and serve as leaders within this great Union. The bar is set high; and,

WHEREAS, even in retirement, Janice continues to walk the picket lines in support of all AFA-CWA and industry wide Flight Attendants showing solidarity and support to the fight for our profession; and

THEREFORE BE IT RESOLVED, it has been an honor and a privilege to have Janice Mathes as a mentor, leader and counselor for so many years, as well as a friend and advocate to all AFA-CWA Flight Attendants.

THEREFORE BE IT FINALLY RESOLVED; the Frontier Master Executive Council, AFA-CWA International and many Union siblings salute Janice Mathes, Momma J, with gratitude for her unending support and dedication to this profession. May we all stand in unity with her and honor her request to leave our Airlines better than we found them.

Unanimously adopted on May 22, 2024

