

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
FIFTY SECOND BOARD OF DIRECTORS MEETING  
APRIL 5, 2025  
ORLANDO, FLORIDA**

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**SUBJECT:** AFA-CWA Proposed 2025-2026 Annual Budget

**STATEMENT OF QUESTION:**

Should the AFA-CWA Proposed 2025-2026 Annual Budget be adopted as proposed?

**SOURCE AND DATE SUBMITTED:** International President – February 24, 2025

**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, the airline industry continues to face new and existing challenges in the economic and regulatory landscapes; and,

WHEREAS, CWA has reclaimed office space at their headquarters building requiring AFA to secure other office accommodation; and,

WHEREAS, the negotiation of new contracts across the union will increase operating costs; and,

WHEREAS, AFA has an obligation to responsibly utilize our resources for the efficient conduct and execution of the Union's business; and,

WHEREAS, these Collective Bargaining successes in all industries across the country have raised the CWA Dues Average, triggering our obligation to comply with the AFA and CWA Merger Agreement paragraph 9.a.; and,

WHEREAS, the AFA and CWA Merger agreement requires that AFA-CWA dues be equal to the CWA dues average, with anticipated adjustment in the 2026-2027 fiscal year; and,

WHEREAS, AFA's primary objective is to unite all Flight Attendants in order to achieve the best possible Collective Bargaining Agreements supported by sufficient funding for both Negotiations and Legal budgets; and,

WHEREAS, AFA will continue to vigorously defend our contracts and support that process by budgeting sufficient resources for our System Board of Adjustment at each airline; and,

WHEREAS, together we build our annual budget to support Flight Attendant priorities on the foundation of all available resources, including our projected income; and,

WHEREAS, maintaining a solid and sufficient Reserve Fund (RF) is prioritized by our Constitution and resulted in contributions to this fund that have been made in all years since 2017; and,

WHEREAS, the Budget Committee has met and submitted a recommendation for a balanced budget to the Board of Directors.

THEREFORE BE IT RESOLVED, that the known CWA Dues Average of \$50 was used in the construction of the AFA-CWA Proposed 2025-2026 Budget for the fiscal year beginning June 1, 2025, through May 31, 2026; and,

BE IT FURTHER RESOLVED, the BOD directs the International Secretary-Treasurer to implement any required dues adjustment by spreading it over a period of up to three fiscal years, should the adjustment be more than 15%. This would begin with the 2026-2027 fiscal year.

BE IT FURTHER RESOLVED, that the Board of Directors in session on April 5, 2025, for the purpose of passing a balanced budget, adopts the following:

- 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 the net worth is less than two (2) times the annual income. In 2025, an allocation of \$5,698,388 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 to address actual expenses.

BE IT FURTHER RESOLVED, that as the Union grows, the top priority for AFA Leadership is ensuring we continue fighting to raise the bar for all Flight Attendants in the industry; 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 to maintain a sound means to advance the objectives of our union.