

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA  
THIRTY-SIXTH BOARD OF DIRECTORS MEETING  
MARCH 31 - APRIL 2, 2009  
MILWAUKEE, WISCONSIN**

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**SUBJECT:**

Budgets for Transitional MEC's (Section IV.B.13)

**STATEMENT OF QUESTION:**

Should the Budget formula for Transitional MEC's be revised to increase these budgets?

**SOURCE AND DATE SUBMITTED:** AFA-CWA Finance Committee, January 23, 2009

**BACKGROUND INFORMATION:**

AFA-CWA has not funded a Transitional MEC in quite some time. With the successful organizing drives conducted at Lynx and Ryan, the traditional MEC Budget formula yielded annual budgets of \$6,089 and \$9,986, respectively.

These stated amounts for the Transitional MEC's are expected to fund all activities at the respective airlines, with exception of Negotiations. A specific constitutional requirement is that these MEC Budgets are expected to provide up to 50% of this MEC budget to form an LEC Budget. (In this particular case, each airline is a Single Council Airline so the split is not as critical as would be the case in a Multi-Council Airline.)

Nevertheless, the Transitional MEC Budget and Negotiations Budget are the only two that apply. If a grievance process were negotiated ahead of the ratified collective bargaining agreement, then there would be consideration given to creating a System Board Budget to accommodate the anticipated level of potential arbitrations.

Existence of a formula-based LEC Budget, however, is not constitutionally allowed.

It is recognized that a Transitional MEC will have reduced expenses in comparison to other MEC's and LEC's, but some flexibility should be considered because the amounts generated for the Transitional MEC are not supplemented by LEC Budgets at these small size carriers. Changing the current language will introduce the necessary flexibility to address the need at newly organized carriers of this size.

**PROPOSED RESOLUTION:**

THEREFORE BE IT RESOLVED, that Section IV.B.13 be changed to delete the last line:

13. Funds will be allocated only to the Transitional Master Executive Council to be utilized by Transitional Master Executive Council and Local Executive Council representatives for purposes of furthering the goal of attaining a first collective bargaining agreement. The Transitional Master Executive Council shall decide the allocation of funds between each Local Council on the basis of relative per capita membership. Total funds allocated to the Transitional Local Executive Councils shall not exceed fifty (50%) percent of the Transitional Master Executive Council budget. For purposes of this provision, the Transitional Master Executive Council budget shall not include the amount budgeted for negotiations.

a. The following provisions of the Policy Manual shall not apply to a Transitional Local Executive Council or Master Executive Council:

Section IV.B.7. and 8.; Section IV.C.1., 1.a., and 1.b.

~~Section IV.C.3.a. and d.; Section IV.C.6.; Section IV.C.8.~~