

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

SUBJECT: Constitution and Bylaws, Article XI, Section A, Dues, Initiation Fee and Assessments

STATEMENT OF QUESTION:

Should the AFA-CWA Constitution and Bylaws be amended to require all active members pay monthly dues in the amount equal to their hourly pay?

SOURCE AND DATE SUBMITTED: Northwest Councils 97, 99, January 29, 2009

BACKGROUND INFORMATION:

Currently AFA-CWA members pay forty-three (\$43.00) in monthly dues. Continuing through the aftermath of airline bankruptcy “restructurings” and concessionary contracts forged through that process by unscrupulous executives, our members often struggle to make ends meet. While recognizing that our Union needs reliable funding to sustain daily operations to serve our members, we must also recognize that many of our members have limited funds to cover basic living expenses.

PROPOSED RESOLUTION:

WHEREAS concessionary contracts, born of greedy and cynical manipulation of bankruptcy laws by airline executives in the post 9-11 era and aided by the complicity of various government officials and agencies, have drastically reduced the average standard of living of U.S. flag carrier Flight Attendants, and

WHEREAS ultimately, we seek to realize all general objectives of the Union as expressed in the Constitution and Bylaws, Article 1, Section C, including subsection 2., “To negotiate working conditions, rates of pay and rules for all members that are the best in the industry and farsighted in scope,” and

WHEREAS until, on a fairer playing field, we have restored through collective bargaining the living standards eroded and pilfered by the agents of corporatism, and

WHEREAS because of the reasons above, we seek to provide interim relief to members,

THEREFORE BE IT RESOLVED that the AFA-CWA Constitution and Bylaws Article XI, Section A. be amended as follows: “Effective June 1, ~~2008~~ **2009**, all active members shall be required to pay monthly dues in the amount equal to ~~the CWA Dues Average, which is currently forty three dollars (\$43.00)~~ **their hourly rate** effective the first day of the calendar month succeeding their acceptance to active membership status, provided that in cases of late application for active membership, the provisions of Article II.D. shall apply.”

Agenda Item #13