

# YOUR AFA

## AFA-CWA Reference Handbook for United Airlines Flight Attendants

### Get Involved

Flight Attendants joined together to represent only Flight Attendants; every Member has the ability to set an agenda in motion, compete for a position on the highest governing body of our Union, hold leadership accountable and volunteer to represent their peers. The power of our Union rests with each Member of AFA-CWA. Our AFA-CWA Constitution and Bylaws defines a Union structure and policy that is often recognized as one of the most democratic in the labor movement.

We recognize that not every Member is able or willing to attend every Union meeting or can be informed about every issue affecting United Flight Attendants. Therefore, we have a representative democracy that ensures we have peers who can represent us in every issue.

Every three years we elect our Local Officers. You elect your Local AFA-CWA Officers including your Local President, Vice President, Secretary and Council Representatives. They are your peers as United Flight Attendants and based in your domicile. These are the people you go to when you have a question, when you need some assistance or when you want to suggest change. They could easily be you.

### AFA-CWA Structure

Our AFA-CWA Constitution and Bylaws starts everything with the Member, and a single Member has the power to bring forward ideas to change the course of our Union, to elect the leaders of our Union and to hold any position within our leadership.

#### United Flight Attendant (AFA-CWA Member), elects

##### Local Executive Council (LEC)

consisting of:

- > **Local Executive Council President (LECP)**
- > **Local Executive Vice President (LECVP)**
- > **Secretary**
- > **Council Representatives**

The leadership at the LEC is comprised of the Members' peers as United Flight Attendants, in the same domicile location. These are the people a Member goes to when there is a question, when needing assistance or when the Member wants to suggest change.

##### Master Executive Council (MEC)

consisting of:

- > **Local Executive Council President (LECP) from each Local Council**

*who elect:*

Master Executive Council President, Master Executive Council Vice President, Master Executive Council Secretary-Treasurer and Master Executive Council Committees

*Note: An MEC President who is not also a Local Council President shall vote only in the event of a tie, otherwise MEC Officers only have a vote as individual AFA-CWA Members in their Local Council, but do not have a voting role as Members of the MEC.*

## International Officers

consisting of:

- > **International President**
- > **International Vice President**
- > **International Secretary-Treasurer**

*elected by:*

The AFA-CWA Board of Directors

consisting of:

Local Executive Council President (LECP) at all 21 airlines where AFA-CWA represents Flight Attendants.

The International Office is also staffed with experts such as attorneys, professional negotiators, Congressional advocates, mental health professionals, communication specialists, a safety, health and security department, organizing and others.

## Committees

There is plenty of work to go around. Our Union was built with the passionate work of volunteers and we continue to operate through the work of volunteers throughout our Union. Elected Officers are not the only important positions within our Union. We need to have volunteers who become experts in each of the areas that affect our jobs. For this reason, each AFA MEC and LEC forms committees to address specific issues of our jobs. Volunteering for a committee is one of the best ways to contribute to our Union and it is a fantastic opportunity for you to become an expert in a specific component of our job and Contractual rights.

**Asian/European Affairs** – These elected MEC Committees identify and investigate legal and social problems for their specific jurisdiction.

**Benefits Committee\*** – This MEC Committee is known as the Benefits Committee and acts as a resource on current insurance, retirement and occupational provisions of our Contract. The Committee provides guidance and answers questions regarding questions of retirement, insurance disability and other benefits provided under our Contract. The Committee also reviews Flight Attendant reports regarding claims of occupational injury and acts as a resource to ensure that Flight Attendants receive the proper benefits in the event of injuries on the job.

**Central Schedule Committee\*** – The Committee is responsible for meeting at least twice a month with the company to review and discuss schedules, and verify the company's compliance with established rules and procedures. The Committee also monitors staffing requirements, understaffing statistics and moved flying. This Committee is responsible for assisting Local Central Schedule Committees in resolving problems, as well as working with the MEC Grievance Committee to resolve system-wide Schedule violations. The Local Committee is responsible for building lines specific for their Domicile.

**Communication\*** – Responsible for internal and external communications including [www.unitedafa.org](http://www.unitedafa.org), Dear AFA, AFA E-lines and media relations. Works with MEC Officers and Committees to communicate and educate Members while supporting the Union's strategic goals.

**Employee Assistance Program (EAP)/Professional Standards (PS)\*** – Specially trained AFA Members who assist Flight Attendants and their families seeking care in various areas such as alcohol/drug abuse, marital or family problems and/or other emotional and stress related situations. Professional Standards assists Flight Attendants in working out difficult work related situations and Flight Attendant job performance.

**Government Affairs\*** - Keeps Flight Attendants informed on legislative actions that could affect income, working conditions

and job security. AFA has lobbied for protection of benefits, safety concerns, the domestic no smoking ban, child restraint seats, and Flight Attendant flight/duty time provisions.

**Grievance\*** - The Grievance Committee protects you from arbitrary and unjust disputes and pursues the best avenue for resolving grievances. The Grievance Committee “enforces” what has been negotiated and helps Flight Attendants understand their Contractual rights.

**Hotel & Transportation\*** – Responsible for inspecting hotels and transportation in layover cities and surveys potential facilities and inspects crew lounges. The Hotel Committee ensures layover accommodations comply with Contractual language on safety, cleanliness, food availability and check cashing. Also, this Committee investigates Flight Attendant issues reported in TVLLOG.

**Membership Engagement\*** – The Committee shall be responsible to systematically engage AFA Members on issues pertaining to the Flight Attendant profession and achieve a high level of participation from the AFA Membership.

**Reserve Committee\*** – The Committee is responsible for meeting at least twice a month with the company to review and discuss schedules, and verify the company’s compliance with established rules and procedures. The Committee also monitors staffing requirements, understaffing statistics and moved flying. This Committee is responsible for assisting Local Reserve Committees in resolving problems, as well as working with the MEC Grievance Committee to resolve system-wide Reserve violations.

**Safety, Health & Security\*** – Works with UAL, the Federal Aviation Administration, and AFA-CWA International Air Safety, Health & Security Department to maintain and improve Flight Attendant safety, health, and cabin safety standards.

**System Board of Adjustment** – MEC Committee is the final step in the Grievance process.

Two AFA Members and two company representatives sit with a neutral arbitrator for the purpose of arbitrating disputes or grievances, which may arise under the terms of the Contract.

**Uniform** – This Elected MEC Committee makes recommendations to the company regarding Flight Attendant concerns with unsafe or uncomfortable styles, flammability of fabrics and/or any demeaning aspects of style.

\*These Committees are found both at the Local and the MEC level. Committee positions at the MEC level are elected by the LEC Presidents from feedback they receive by their Local Membership.