

**THIRTY-NINTH  
BOARD OF DIRECTORS  
MEETING**

**Association of Flight Attendants – CWA**



**FEBRUARY 6-8, 2012  
LOS ANGELES, CALIFORNIA**



**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
THIRTY-NINTH BOARD OF DIRECTORS MEETING  
FEBRUARY 6-8, 2012  
LOS ANGELES, CALIFORNIA**

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January 6, 2012

**OFFICIAL NOTICE**

**ADVANCED AGENDA MAILING  
THIRTY-NINTH AFA-CWA BOARD OF DIRECTORS MEETING**

Dear Board of Directors Member:

The Board of Directors Meeting will take place this year on 6-8 February 2012, at the Westin Los Angeles Airport, 5400 West Century Boulevard, Los Angeles, California 90045, phone (310) 216-5858. Enclosed are the advanced agenda items and other related information for the meeting.

Incorporated in this packet is the program of activities, committees and committee assignments, and a numerical index of agenda items. We urge you to review the entire agenda and to familiarize yourself with the issues. **Please bring this BOD packet and a binder to the BOD meeting.**

It is important that you become well acquainted with the mechanics of the meeting. We have scheduled sessions for New Delegate Orientation and Parliamentary Procedures Training, and we encourage everyone to attend. Also, please take some time before the meeting to review certain parts of the AFA-CWA Constitution and Bylaws (C&B). Article V identifies the constitutional parameters and Appendix B describes parliamentary procedures. Unless otherwise provided for in the C&B, all questions of parliamentary law and rules of order will be decided under procedures contained in "The Standard Code of Parliamentary Procedure," which is mandated by Article I.N. of the C&B. Jim Lochrie will be the parliamentarian at the Board meeting again this year.

In the event you are unable to attend the meeting as a regular delegate, please complete the enclosed form for "Representation at BOD Meetings," and return it to the International Office as soon as possible. A completed form must be received by the Credentials Committee prior to the meeting, in order for your Council to be represented.

For the duration of this Board meeting, the term "active member in good standing" in Article V.G.2. of the C&B is defined as those members in good standing as of the close of business on **January 25, 2012**. If you wish to verify the roll call determination of your Council, **please do so before the meeting.** You are encouraged to review these numbers and take care of any discrepancies in advance of the meeting. Bob Kenia will also be available in Los Angeles to discuss any inaccuracies.

In closing, we look forward to seeing you **in uniform** on the first day of the meeting, Monday, February 6<sup>th</sup>, representing every airline and signifying our profession. Pictures of the MEC's and a group photo will be taken.

In solidarity,

Kevin P. Creighan  
International Secretary-Treasurer

KPC:bt  
Enclosures





# **Association of Flight Attendants-CWA**

## **As Stated in the Compilation of Actions**

**Thirty-Fourth Board of Directors Meeting  
October 16-18, 2007  
Phoenix, Arizona**

THEREFORE BE IT RESOLVED that the AFA-CWA Official Policy will be as follows:

### **Mutual Respect Policy**

The Association of Flight Attendants-CWA is opposed to any discrimination based on age, color, disability, gender identity and gender expression.

Among trade unionists there is a very high degree of appreciation of the need to respect the dignity of every individual. Nevertheless in all organizations there should be vigilance to ensure that all participants feel they are able to operate in an atmosphere in which they feel comfortable and safe.

AFA-CWA is committed to creating and maintaining a working environment based on dignity and mutual respect. AFA-CWA will neither condone nor tolerate behavior that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile, abusive or offensive environment. This commitment applies to all officers, members, and staff in AFA-CWA work places, meetings, activities and social gatherings whenever they may take place around the world.

As an employer, the AFA-CWA has a legal as well as moral responsibility to protect its employees from any form of harassment, abuse or similarly unacceptable behavior. This applies to the working environment in all AFA-CWA offices and to AFA-CWA meetings wherever they are held.

What is unacceptable behavior?

Unacceptable behavior includes unwelcome physical, verbal or non-verbal conduct including the use of electronic communication and any behavior that ridicules, intimidates, or is physically abusive or disruptive.

This may have as its focus such things as:

- Race, ethnic origin, nationality, and skin color
- Gender and sexual orientation
- Disabilities or sensory impairments
- Age, health, or physical characteristics
- Religious or political beliefs

This may involve such forms of unwanted behavior as:

- Unwanted physical contact and/or advances
- Physical or sexual assault
- Sexual or compromising propositions
- Racists, sexist or religious jokes
- Offensive language, insults and obscene gestures
- Unwelcome gifts
- Intrusion by pestering or stalking

These lists are not all-inclusive.

### Guidelines - AFA Mutual Respect Policy

AFA-CWA is committed to creating and maintaining a working environment based on dignity and mutual respect. This should apply to meetings, socializing and all the events around AFA-CWA activities.

What we ask of you

- To treat everybody, including all AFA-CWA members, leaders and activists, as well as AFA-CWA staff members and meeting guests, with respect and dignity.
- To make absolutely sure your own behavior does not cause offense or misunderstanding and be open to comments from others that you may have caused offense.
- To think before you make personal remarks.
- To accept responsibility for challenging all forms of unacceptable and offensive behavior, and for upholding personal dignity.

### Leadership Responsibility

It is the responsibility of the senior AFA officer or representative at a Union meeting or event to:

- Lead by example, setting a proper tone and maintaining an appropriate level of decorum for the meeting or event.
- Bring violations of this policy to the attention of the person(s) involved and ask them to cease and desist or to leave the meeting or event.

We welcome your cooperation in our practical efforts for making AFA-CWA meetings, activities and work places a positive experience for everyone.

##

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
THIRTY-NINTH BOARD OF DIRECTORS MEETING  
FEBRUARY 6-8, 2012  
LOS ANGELES, CALIFORNIA**

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**NOTIFICATION OF ATTENDANCE**

**AFA Constitution and Bylaws  
Article V.H.**

\_\_\_\_\_ I will attend the meeting as a regular delegate.

\_\_\_\_\_  
NAME

\_\_\_\_\_  
ADDRESS

\_\_\_\_\_  
PHONE NUMBER

\_\_\_\_\_  
AIRLINE/COUNCIL

\_\_\_\_\_  
OFFICE HELD

\_\_\_\_\_ I will send a representative in my place. The delegate representing our Council will be:

\_\_\_\_\_  
NAME OF DELEGATE

\_\_\_\_\_  
OFFICE HELD

***Note: If you will not be attending, please complete the enclosed representation form and fax back to the International Secretary-Treasurer at 202.434.1319.***

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
THIRTY-NINTH BOARD OF DIRECTORS MEETING  
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**REPRESENTATION AT BOARD OF DIRECTORS MEETINGS**

**AFA Constitution and Bylaws  
Article V.H.**

If a Local Council President is unable to attend for any reason, the Vice President shall attend. If neither the Local Council President nor Vice President is able to attend, the Secretary shall attend. If none of the foregoing is able to attend, the Local Council President shall designate, in writing, another elected delegate, being a member of the Board of Directors from that member's airline, to attend and act as that member's representative. In the event that no such other elected delegate, being a member of the Board of Directors, from that member's airline, is available to act as that member's representative, that member may designate, in writing, any other elected delegate, being a member of the Board of Directors, to attend and act as that member's representative who would then have all the rights and privileges of the original representative. No Council shall have more than one (1) elected delegate as a member of the Board of Directors. Where all members on an airline are furloughed, the last Master Executive Council President or designee on the airline may attend Board of Directors meetings held within one (1) year of the total furlough as an observer with floor speaking privileges, but not as a delegate or voting member.

\_\_\_\_\_ / \_\_\_\_\_  
[DATE] [TIME]

I, \_\_\_\_\_ / \_\_\_\_\_, ASSIGN MY  
[NAME] [AIRLINE/COUNCIL]

PROXY TO: \_\_\_\_\_ / \_\_\_\_\_, TO SERVE AS  
[NAME] [AIRLINE/COUNCIL]

MY REPRESENTATIVE AT THE THIRTY-NINTH AFA-CWA BOD MEETING.

\_\_\_\_\_  
[SIGNATURE]

***NOTE: This must be completed if someone other than the Local President, Vice President, or Secretary will attend as the representative of a Council. If the Local Vice President or Secretary will attend, this should be completed to assist with correct booking of accommodations and other administrative matters.***

***(PLEASE PRESENT THIS COMPLETED FORM TO THE CREDENTIALS COMMITTEE)***





**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**Thirty-Ninth Board of Directors Meeting**  
**February 6-8, 2012**  
**Los Angeles, California**

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**PROGRAM**

**MEC MEETINGS**

<b>AIR TRAN</b>	<b>No meeting</b>
<b>AIR WISCONSIN</b>	<b>February 4</b>
<b>ALASKA</b>	<b>February 4</b>
<b>AMERICAN EAGLE</b>	<b>No meeting</b>
<b>AMERICA WEST</b>	<b>No meeting</b>
<b>ATLANTIC SOUTHEAST</b>	<b>No meeting</b>
<b>COMPASS</b>	<b>No meeting</b>
<b>HAWAIIAN</b>	<b>February 4</b>
<b>HORIZON</b>	<b>February 4, 5</b>
<b>LYNX</b>	<b>No meeting</b>
<b>MIAMI</b>	<b>No meeting</b>
<b>MESA</b>	<b>February 3, 4</b>
<b>PIEDMONT</b>	<b>No meeting</b>
<b>PSA</b>	<b>No meeting</b>
<b>RYAN</b>	<b>No meeting</b>
<b>SPIRIT</b>	<b>February 4</b>
<b>UNITED</b>	<b>February 3, 4, 5</b>
<b>USA3000</b>	<b>No meeting</b>
<b>US AIRWAYS</b>	<b>February 5 and February 9</b>

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**Thirty-Ninth Board of Directors Meeting**  
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**PROGRAM**

**Thursday, February 2, 2012**

9:00 am - 5:00 pm

AFA Office Open

**Friday, February 3, 2012**

9:00 am - 5:00 pm

AFA Office Open

**Saturday, February 4, 2012**

9:00 am - 5:00 pm

AFA Office Open

6:00 pm - 7:30 pm

Finance Committee Meeting

Page 2.

**Sunday, February 5, 2012**

8:00 am - 5:00 pm	AFA Office Open
8:30 am - 11:00 am	Executive Board & Steering Committee Meetings
11:00 am - 12:00 pm	Meeting of the Continuing Committees <ul style="list-style-type: none"><li>- International Affairs</li><li>- Leadership Development</li><li>- Negotiations Policy</li><li>- Political/Legislative Policy</li><li>- Strategic Planning Committee</li><li>- Crew Accommodations &amp; Transportation Policy</li></ul>
12:00 pm - 1:30 pm	Agenda Committee #1 Meeting
12:00 pm - 1:30 pm	Credentials Registration
1:30 pm - 3:00 pm	Budget Review
3:30 pm - 4:30 pm	Parliamentary Procedures Training <ul style="list-style-type: none"><li>- <i>Jim Lochrie</i></li></ul>
4:30 pm - 5:30 pm	New Delegate Orientation

**Monday, February 6, 2012**

7:30 am - 7:30 pm

AFA Office Open

8:00 am - 9:00 am

Credentials Registration

8:00 am - 9:00 am

MEC Group Photo  
*(In Uniform)*

**9:00 am - 12:00 pm**

**THIRTY-NINTH BOARD OF DIRECTORS  
MEETING**

- Pledge of Allegiance
- Call to Order by International President

- Welcome

***Maria Elena Durazo***

*Executive Secretary Treasurer of the Los Angeles County Labor Federation*

***Hilda Solis***

*Secretary of Labor*

- Roll Call of Delegates and Vote Determination
- Announcement of Unrepresented Councils
- Communications
- Reports of International Officers:
  - International President
  - International Vice President
  - International Secretary-Treasurer
- Ratification of Agenda  
Committee Assignments

10:45 am - 11:30 am

***Larry Cohen***

*President*

*Communications Workers of America*

11:30 am - 12:00 pm

BOD Leaders Group Photo  
*(In Uniform)*

**12:00 pm - 2:30 pm**

**AIRPORT ACTIVITY**

*Lunch provided upon return*

**Monday, February 6, 2012 continued:**

**2:30 pm - 6:00 pm**

**MEETING CONTINUES**

3:00 pm - 3:15 pm

- First Call for Late Agenda Item Submission

3:15 pm - 4:00 pm

***Award Presentation:***

- *Ada Brown Greenfield  
Lifetime Achievement Award*

4:00 pm - 4:30 pm

***James C. Little***

*International President  
Transport Workers International  
Union of America (TWU)*

4:30 pm - 5:30 pm

Completion of the Business of the Day

**6:00 pm - 8:00 pm**

***RECEPTION***

*7:00 pm*

***Awards Presentation:***

- *Peggy Price LEC EAP Award*
- *Terri Owen Government  
Affairs Activists Award*
- *Air Safety Award*
- *Edith Lauterbach Merit Award*

8:00 pm - 9:30 pm

- Agenda Committee Meetings

**Tuesday, February 7, 2012**

7:30 am - 9:00 pm

AFA Office Open

**8:30 am - 11:30 am**

**MEETING CONTINUES**

8:30 am - 8:45 am

- Last Call for Late Agenda Items

8:45 am - 10:45 am

- Action on Agenda Items

10:45 am - 12:00 am

- Agenda Committee Meetings

12:00 pm - 1:30 pm

***LUNCH (ON OWN)***

**Tuesday, February 7, 2012 continued:**

**1:30 pm - 3:30 pm**

**MEETING CONTINUES**

1:30 pm - 3:30 pm

- Action on Agenda Items
- Agenda Committee Meetings

3:30 pm - 3:45 pm

***BREAK***

**3:45 pm - 5:30 pm**

**MEETING CONTINUES**

- Action on Agenda Items
- Agenda Committee Meetings

5:30 pm - 7:30 pm

***DINNER (ON OWN)***

7:30 pm - 9:00 pm

- Agenda Committee Meetings

**Wednesday, February 8, 2012**

7:30 am - 5:00 pm

AFA Office Open

**8:30 am - 12:00 pm**

**MEETING CONTINUES**

- Action on Agenda Items
- Agenda Committee Meetings

12:00 pm - 1:30 pm

***LUNCH (ON OWN)***

**1:30 pm - 5:00 pm**

**MEETING CONTINUES**

- Action on Agenda Items
- Good and Welfare

**5:00 pm**

**ADJOURNMENT**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
THIRTY-NINTH BOARD OF DIRECTORS MEETING  
FEBRUARY 6-8, 2012  
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**MEETING COMMITTEES**

**CREDENTIALS COMMITTEE**

Sandra Morrow, ALA 18 LEC President

Adam McDonald, AMR 53 LEC President

Joni Kashiwai, HAL 47 LEC President

\*Dante Harris, UAL 12 LEC President

**STEERING COMMITTEE**

Jeffrey Peterson, ALA MEC President

Sharon Soper, HAL MEC President

Kathleen Bruni, HZN MEC President

Chantil Huskey, MSA MEC President

Todd St. Pierre, SPR MEC President

Gregory E. Davidowitch, UAL MEC President

Michael Flores, USA MEC President

\* Denotes Temporary Chairperson

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
COMMITTEES OF THE  
BOARD OF DIRECTORS AND EXECUTIVE BOARD**

**Board of Directors Continuing  
Committees**

**Finance – 6/1/10-5/31/1012**

L.C. Acor, PSA MEC VP [under 500]  
Debbie Dieterich, MSA Member [501-2,999]  
Yvette Gesch, ALA MEC S-T [501-2,999]  
Jeff Heisey, UAL MEC S-T [over 3,000]  
[One vacancy]

**Negotiations Policy – 6/1/10-5/31/12**

Deb Sutor, AMR 51 Member  
Ed Hawes, HZN 16 LECVP  
Jill Littrel, MSA 56 Member  
Helen McArdle, UAL 10 Member

**International Affairs – 6/1/10-5/31/12**

Natasha Glasper, MIA 80 President  
Saad Bhatkar, UAL 07 Member  
[Two vacancies]

**Leadership Development – 6/1/10-5/31/12**

Chantil Huskey, MSA MEC President  
Anita Jwanouskos, PED 61 President  
Andreas Curlee, UAL 21 President  
[One vacancy]

**Strategic Planning Committee – 6/1/10-5/31/12**

Catriona Bagley, CPZ MEC President [under 500]  
Heather Coleman, HZN 16 President [501-2,999]  
Heather Stevenson, MSA 79 Member [501-2,999]  
T.J. Sesko, UAL 08 President [over 3,000]  
[One vacancy]

**Political Legislative Policy Committee – 1/1/11  
– 12/31/12**

\*Alin Boswell, USA 41 Member  
Mary Oswald, AMR MEC S-T  
Ken Diaz, UAL 05 President  
Steve Couckuyt, ALA 30 Member  
Justin Phillips, MSA 56 President [Alternate]

**Crew Accommodations and Transportation  
Policy Committee – 6/1/10– 5/31/12**

Alicia Hendrix, PED 61 Member [under 500]  
Franz Decordova, MIA 80 LECS [under 500, Charter]  
Amy Schulte, ATR 57 Member [501-2,999]  
Jody Compton, USA 89 Member [over 3,000]  
[One vacancy]

\* Denotes Chairperson

**Executive Board Committees**

**Organizing Committee**

Sharon Soper, HAL MEC President  
Natasha Glasper, MIA MEC President  
Chantil Huskey, MSA MEC President  
Greg Davidowitch, UAL MEC President

**Constitutional Review Committee**

Linda Farrow, UAL MEC VP

**Ethical Practices 1/1/2010 -12/31/2012**

Kathi Bruni, HZN MEC President  
Mary Lou Riley, RYN MEC President  
Greg Davidowitch, UAL MEC President  
[One vacancy - alternate]

**NATIONAL SAFETY COMMITTEES**

**Health Committee**

Charlene Oshiro-Yamagata, HAL 43 Member

**Society of Automotive Engineers**

Ronda Ruderman, ALA 19 Member

**Aircraft Technical Committee**

Ronda Ruderman, ALA 19 Member  
Melissa Madden, UAL 08 Member

**Flight Security Committee**

John Black, UAL 11 Member

# Memo

- Association of Flight Attendants-CWA, AFL-CIO

**TO:** Members of the Board of Directors  
**FROM:** Kevin P. Creighan, International Secretary-Treasurer  
**SUBJECT:** Advanced Agenda Items and Committee Assignments  
**RE:** 2012 Board of Directors Meeting  
**DATE:** 06 January 2012

In accordance with Article V.J.1.c. of the AFA-CWA Constitution and Bylaws, the International Officers are charged with making advanced agenda item assignments and determining the number of Agenda Item Committees required at the Board of Directors meeting.

In reviewing the advanced agenda items for this meeting, we tried to assign items of a similar nature to the same committee.

Further, the Committee assignments were made using a rotational system according to Airline and Council order, except that the Budget Committee was selected in accordance with Article V.J.1.d. of the Constitution and Bylaws.

KPC:bt

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
THIRTY-NINTH BOARD OF DIRECTORS MEETING  
FEBRUARY 6-8, 2012  
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**SUBJECT:**

**STATEMENT OF QUESTION:**

**SOURCE AND DATE SUBMITTED:**

**BACKGROUND INFORMATION:**

**PROPOSED RESOLUTION:**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
THIRTY-NINTH BOARD OF DIRECTORS MEETING  
FEBRUARY 6-8, 2012  
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**AGENDA ITEM COMMITTEE INSTRUCTIONS**

Each delegate has been assigned to an Agenda Item Committee. When the meeting is recessed for committee meetings, all delegates should go to their sessions in the assigned meeting rooms.

The International Officers have designated a Temporary Chairperson for each committee. The first order of business will be the election of a permanent Committee Chairperson.

**Committee Review of Assignments**

Your Committee Chairperson will read the Agenda Item. The Committee should:

Determine the exact issue of each agenda item.

Combine items of the same general subject to be dealt with as a single agenda item.

Carefully review items involving current AFA policy, the ability to implement them, and the relationship of the proposal to the existing policy on the subject.

Solicit viewpoints available from delegates or staff with specialized knowledge on the subject.

**Developing Committee Recommendations**

Once the Committee agrees on the general tenor of the recommendation, the Chairperson will assign several members to draft a recommendation including the actual language to be acted on, where a change in either the Constitution and Bylaws or Policy Manual is necessary to carry out the recommendation.

Recommendations involving current policy should contain a provision to revoke, modify or affirm present policy or any prior Board action on the subject.

***One area of question that comes up year after year is the difference between an amendment and an amendment by substitution. When the wording or effect of a motion as proposed is not satisfactory, it is sometimes better to reword the motion and propose it as an amendment by substitution. The amendment must be germane to the subject of the original motion, but it may differ completely from the original motion in wording, purpose and effect.***

*Here is an example:*

*The main motion is to increase the dues by \$10.*

*An amendment is made to increase the dues by \$6.*

*A substitute amendment would be to increase dues with a sliding scale that retains \$43 as the floor for income levels \$18,000 - \$23,000 and so on. The subject remains that of increasing dues, but the method is distinctly different and therefore considered a substitution.*

When the Committee adopts a recommendation on the agenda item, the Chairperson will complete the Committee Recommendation Form in the agenda item file folder and return the entire folder to the Steering Committee.

### Follow-Up

The Board cannot act on an agenda item until your Committee recommendation is:

Drafted, adopted by the Agenda Item Committee, and returned to the Steering Committee.

Typed and distributed to the delegates by the meeting office.

Scheduled for floor action by the Steering Committee.

The resolution drafted, as finally agreed upon in the Agenda Item Committee, should be placed in the agenda item file folder and given to the Steering Committee Chairperson without delay. Do not wait until action on all subject assignments has been completed. Should your committee experience difficulty in completing its workload, the Steering Committee will assist you or reassign an item to another committee.

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**INSTRUCTIONS FOR CHAIRPERSONS OF AGENDA ITEM COMMITTEES**

1. The Temporary Committee Chairperson shall obtain all agenda item file folders assigned to her/his committee from the Steering Committee, then determine if all assigned delegates are present.
2. Elect a permanent Chairperson of your committee when you meet in the assigned meeting room.
3. You may combine one or more agenda items on the same general subject and address them as a single agenda item.
4. Read the agenda item to your committee. It is very important that the question to be decided is perfectly clear to the committee. If there is any doubt, the Steering Committee should be consulted.
5. Review the pertinent AFA policy on the agenda item. Solicit viewpoints available to the committee from delegates or staff with specialized knowledge on the subject. If present AFA policy is involved, the committee recommendation should specifically contain a provision revoking, modifying or affirming present policy.
6. Assign several committee members to draft the exact language of the recommendation once the committee has agreed upon the general tenor of its recommendation on a particular subject.
7. When your committee adopts a recommendation on the agenda item, fill out the committee recommendation form, noting Agenda Item Number, Committee Number, Subject, and Recommendation.
8. Deliver the complete agenda item file folder (containing agenda item, background information, and committee recommendation form) to the Steering Committee as soon as possible. Do not wait until you have completed all of your subject assignments.
9. The Steering Committee will arrange for your recommendation to be typed in the meeting office. You will be periodically asked by the Steering Committee to review and sign proposed resolutions for Board action.
10. During the floor session you will be called to report to the rostrum. You will be given the completed agenda item file folders which contain your committee's proposed resolution for Board action. Read the following to the delegates:
  - State: Agenda Item Number
  - State: "The Committee Recommendation is" (and read the entire resolution starting with the first WHEREAS clause)
11. At the conclusion of the recommendation you should sponsor the resolution by stating,
  - "And I So Move"
  - A Committee recommendation needs no second to the motion.

12. When speaking to the Committee Recommendation, briefly state for the record the main points that were debated in Committee and the prime reasons the Committee selected one position over another.
  - If the committee **FAVORS** the resolution, say “the committee recommends that the resolution be adopted as proposed.”
  - If the committee recommends **AMENDING** the motion, say “the committee recommends that the resolution be amended as follows (explain what changes the committee proposes). And I so move.”
  - If the committee recommends a **SUBSTITUTE**, say “the committee recommends the following substitute (read the substitute motion). And I so move.”
  - If the committee is **OPPOSED** to the motion, say “the committee recommends that you ‘Vote No’ on this resolution.”  
**NOTE: This is a change from the previous procedures.**
  - If the committee is **UNDECIDED** as to what action should be taken, say “the committee sends this motion to the Board without recommendation.”
13. After Board action, return the agenda item file folder to the Steering Committee Coordinator before you leave the rostrum.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO  
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17	Direct Membership Election of International Officers #2 (Article VIII.A.)	4
18	Direct Membership Election of MEC Officers #1 (Article VII.B.)	4
19	Direct Membership Election of MEC Officers #2 (Article VII.B.)	4
20	Election Recounting and Re-Balloting Procedures (Sections IX.D. & IX.E.)	5
21	Elimination of Post Mark Dates (Various)	6
22	Executive Board Meeting Records (Article VI.C.11.)	7
23	Hearings and Appeals – Distribution of Decisions (Article X.D.9. and F.4.)	2
24	LEC and MEC Budgets Based on Dues (Sections IV.C.1. and IV.G.2.a.)	1
25	LEC and MEC Carry Overs (Sections IV.C.1. and IV.B.7.)	3
26	LEC Budget Formula (Section IV.C.1.)	1
27	LEC Budgets for Small Councils (Sections IV.C.1.)	1
28	Request for Local Council Nomination and Election Results (Article III.D.3.c)	5

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<b><u>ITEM #</u></b>	<b><u>SUBJECT</u></b>	<b><u>COMMITTEE #</u></b>
<b><u>Advanced Agenda Items (continued)</u></b>		
29	Request for Local Council Election Results including Voter Tally (Article VIII.C.2.a.)	5
30	MEC Budget Calculation (Section IV.G.2.a.)	6
31	MEC Budget Formula (Section IV.G.2.b. & c.)	1
32	Mobilization Fund (Article XI.A.3.)	7
33	Petitions (Article III.D.9.)	2
34	Reinstatement of AFA-CWA Membership to Veronica Tenerelli	3
35	Reserve Fund Recoup (Article XI.G.)	4
36	Salary of the Executive Assistant to the International President (Section IV.I.)	7
37	Union Assets (Section I.G.2.)	5
38	Union Oath of Office (Article VIII.)	6
39	Use of AFA-CWA Bulletin Boards (Article VIII.D.3.b.)	2
40	Use of Union Bulletin Boards for Local Council Election (Article VIII.D.3.b.)	2
41	Voting (Article I.L.2.)	3
42	2012-2013 Annual Budget	1

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**AGENDA COMMITTEE #1 - BUDGET**

Joe Oxendine – AMR 59 LEC President

Justin Phillips – MSA 56 LEC President

Jack Kande – UAL 26 LEC President

Randy Hatfield – CAL MEC Secretary-Treasurer

Glenda Talley – USA MEC Secretary-Treasurer

**FINANCE COMMITTEE**

Yvette Gesch, ALA MEC Secretary-Treasurer

Deb Dieterich – MSA 79 Member

L. C. Acor - PSA MEC Vice President

\*Jeff Heisey - UAL MEC Secretary-Treasurer

**o Todd St. Pierre – SPR MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

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**AGENDA COMMITTEE #1 - BUDGET**

<b><u>ITEM #</u></b>	<b><u>SUBJECT</u></b>	<b><u>COMMITTEE #</u></b>
24	LEC and MEC Budgets Based on Dues (Sections IV.C.1. and IV.G.2.a.)	1
26	LEC Budget Formula (Section IV.C.1.)	1
27	LEC Budgets for Small Councils (Sections IV.C.1.)	1
31	MEC Budget Formula (Section IV.G.2.b. & c.)	1
42	2012-2013 Annual Budget	1

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**AGENDA COMMITTEE #2**

Sandra Morrow – ALA 18

Robert Barrow – AMR 52

Julia Biggar – ARW 29

Catriona Bagley – CPZ 81

Natasha Glasper – MIA 80

Nicole Trupiano – SPR 76

\*Diane Tucker – UAL 10

Julie Morrissey – UAL 25

**o Jeffrey Peterson – ALA MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

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**AGENDA COMMITTEE #2**

<b><u>ITEM #</u></b>	<b><u>SUBJECT</u></b>	<b><u>COMMITTEE #</u></b>
1	Advanced Leadership Seminar	2
7	Bank Accounts (Article I.I.)	2
15	Decision Making in the Local Executive Council (LEC) (Article III.E.3.d.)	2
23	Hearings and Appeals – Distribution of Decisions (Article X.D.9. and F.4.)	2
33	Petitions (Article III.D.9.)	2
39	Use of AFA-CWA Bulletin Boards (Article VIII.D.3.b.)	2
40	Use of Union Bulletin Boards for Local Council Election (Article VIII.D.3.b.)	2

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**AGENDA COMMITTEE #3**

Laura Masserant – ALA 19

Adam McDonald – AMR 53

Alison Head – ATR 57

Kathryn Weis – FA9 71

Andy Ferguson – MSA 79

\*Jason Meyer – SPR 78

Christine Black – UAL 11

Andrew Fahy – UAL 27

**o Kathi Bruni – HZN MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

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**AGENDA COMMITTEE #3**

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2	ALA MEC Category Election Change (Article VII.B.3.)	3
8	BOD Meeting – Dates (Article V.D.1.)	3
9	BOD Meeting – Location (Article V.D.1.)	3
10	BOD Meeting – Schedule (Article V.D.)	3
25	LEC and MEC Carry Overs (Sections IV.C.1. and IV.B.7.)	3
34	Reinstatement of AFA-CWA Membership to Veronica Tenerelli	3
41	Voting (Article I.L.2.)	3

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**AGENDA COMMITTEE #4**

Melanie Buker – ALA 30

Luis Lopez – AMR 58

Joey Guider – CAL 62

Scott Akau – HAL 43

Eric Midnight – MSA 88

\*Ken Diaz – UAL 05

Dante Harris – UAL 12

Ricardo Gonzales – UAL 38

**o Michael Flores – USA MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

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**AGENDA COMMITTEE #4**

<b><u>ITEM #</u></b>	<b><u>SUBJECT</u></b>	<b><u>COMMITTEE #</u></b>
3	Allowable Expenses – Meals (Section IV.A.1.c.)	4
11	Continuing Committees – Elections (Section XIV.)	4
16	Direct Membership Election of International Officers #1 (Article VIII.A.)	4
17	Direct Membership Election of International Officers #2 (Article VIII.A.)	4
18	Direct Membership Election of MEC Officers #1 (Article VII.B.)	4
19	Direct Membership Election of MEC Officers #2 (Article VII.B.)	4
35	Reserve Fund Recoup (Article XI.G.)	4

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**AGENDA COMMITTEE #5**

Catherine Gwynn – ALA 39

\*Deborah Volpe – AMW 66

Marcus Valentino – CAL 63

Joni Kashiwai – HAL 47

Mya Grap – OAI 72

Chuck Einloth – UAL 07

Edward Kalahiki – UAL 14

Dianne Britton – USA 41

**o Chantil Huskey – MSA MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

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**AGENDA COMMITTEE #5**

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4	Allowable Expenses – Miles (Section IV.A.1.b.)	5
12	Continuing Committees – Procedures (Section XIV.b.1.)	5
20	Election Recounting and Re-Balloting Procedures (Sections IX.D. & IX.E.)	5
28	Request for Local Council Nomination and Election Results (Article III.D.3.c)	5
29	Request for Local Council Election Results including Voter Tally (Article VIII.C.2.a.)	5
37	Union Assets (Section I.G.2.)	5

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**AGENDA COMMITTEE #6**

Armando Ramos – AMR 49

Brenda Barrall – ARW 3

Manny Mireles – CAL 64

Heather Coleman – HZN 16

\*Anita Jwanouskos – PED 61

TJ Sesko – UAL 08

Merv Gordon – UAL 20

Terry Graf – USA 70

**o Greg Davidowitch – UAL MEC President**

**\* Denotes Temporary Chairperson**

**o Denotes Steering Committee Member**

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**AGENDA COMMITTEE #6**

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5	Allowable Expenses (Section IV.A.1.)	6
13	Corrections & Clarifications (Various)	6
21	Elimination of Post Mark Dates (Various)	6
30	MEC Budget Calculation (Section IV.G.2.a.)	6
38	Union Oath of Office (Article VIII.)	6

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**AGENDA COMMITTEE #7**

Deb McDougald – AMR 51

Ernie Lazernick – ARW 28

Suzanne Hendricks – CMI 65

Chad Hilman – HZN 17

\*Mary Lou Riley – RYN 67

Kenneth Kyle – UAL 09

Andreas Curlee – UAL 21

Cathy Campbell – USA 89

**o Sharon Soper - HAL MEC President**

- \* Denotes Temporary Chairperson
- o Denotes Steering Committee Member

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**AGENDA COMMITTEE #7**

<b><u>ITEM #</u></b>	<b><u>SUBJECT</u></b>	<b><u>COMMITTEE #</u></b>
6	Appointment of the Executive Assistant to the International President (Article IV.C.1.f.)	7
14	Cost of Representation at CWA District and State Meetings	7
22	Executive Board Meeting Records (Article VI.C.11.)	7
32	Mobilization Fund (Article XI.A.3.)	7
36	Salary of the Executive Assistant to the International President (Section IV.I.)	7