

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY NINTH BOARD OF DIRECTORS MEETING
MAY 13-15, 2022
LAS VEGAS NEVADA**

SUBJECT: AFA-CWA Proposed 2022-2023 Annual Budget

STATEMENT OF QUESTION:

Should the AFA-CWA Proposed 2022-2023 Annual Budget be adopted as proposed?

SOURCE AND DATE SUBMITTED: International President – April 13, 2022

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, together we build our annual budget to support our priorities based upon available resources, including our projected income; and,

WHEREAS, today our country is remains in the midst of a pandemic due to COVID-19, and while improving, the airline industry remains in a tenuous position; and,

WHEREAS, AFA remains fully committed to ensuring adequate Members of Staff are in the appropriate positions as the industry emerges from the effects of the pandemic; and,

WHEREAS, maintaining a solid and well-funded Reserve Fund (RF) has been a high priority of the Finance Committee and the Board of Directors, and contributions to the Reserve Fund have been made in all years since 2017; and,

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

THEREFORE BE IT RESOLVED, that the CWA Dues Average of \$50 was used in the construction of the AFA-CWA Proposed 2022-2023 Budget for the fiscal year beginning June 1, 2022, through May 31, 2023; and,

BE IT FURTHER RESOLVED, that the Board of Directors in session on May 13, 2022, for the purpose of passing a balanced budget, adopt the following adjustments:

- Article XI.G.2. At end of each fiscal year, whenever total income exceeds total expenses, such net income may be credited to the Union reserves whenever it is net worth is less than two (2) times the annual income. In 2022, an allocation of \$2.5M from the prior year AFA Surplus will be utilized, as needed, and all remaining surplus will be credited the AFA Reserve Fund.
- An allocation of \$850K from the Future Funding Commitment (FFC) will be utilized, as needed.

BE IT FURTHER RESOLVED, that as the industry recovers from the pandemic and the Union grows, the International Officers will ensure that the previously approved new positions for a Staff Attorney, Staff Attorney/Negotiator, IT Specialist, Mobilization Specialist, and Finance Specialist will remain as high priorities, as well as the previous position in Air Safety, Health and Security and an International Staff Representative; and,

BE IT FINALLY RESOLVED, that during this ongoing time of uncertainty with the COVID-19 pandemic, the Finance Committee, in consultation with the International President, will continue to monitor the monthly dues revenue and expenses, and should there be a substantial change in the net balance, a reassessment of the annual budget will be made; and appropriate budgetary changes made to ensure a solid foundation is maintained for our Union.