

## **Where Do My Dues Go?**

As an AFA-CWA member, you can be assured that 100% of your dues dollars are allocated to priorities that provide Flight Attendant representation. There are four distinct areas where dues money is spent:

### **1. Locally and Carrier-wide**

Each domicile has a Local Executive Council (LEC) with elected Officers who provide direct representation and deal with local issues. These Local Officers will answer your phone calls and make sure your interests are represented in front of domicile management. For example, in the event of discipline or a contract violation, Local Officers will attempt to right the wrong. Additionally, all the Councils elect Master Executive Council (MEC) Officers that provide representation at the corporate level. At both the LEC and MEC there are committees that solve problems in such areas as safety, schedules, hotels, grievances, etc. These committees enforce the contract, produce newsletters, and conduct union meetings. The role of your LEC and MEC Officers and committee representatives is to represent you, and to negotiate with management and develop and maintain the relationship between the airline management and the Union.

### **2. Negotiations**

Bargaining for pay and working conditions is one of the core representation activities performed by the Union. We start with a membership survey, schedule meetings with management, conduct caucuses with the committee, work with AFA-CWA professional negotiators to develop contractual language, and directly negotiate with management. The end result is improved contractual language to provide members with higher pay, better working conditions, and improved benefits.

### **3. System Board (Grievances)**

The first step in any grievance is to try to resolve the matter locally. If that fails, then the final stage for resolution, whether disciplinary or contractual, is an appeal to a neutral arbitrator. When it comes to this, then an AFA-CWA attorney will work with our Grievance Committee to present our side to the neutral arbitrator. This is the way we protect your job security and defend the contracts we negotiate.

### **4. International Office Support**

While your LEC is the face of the Union to local management and the MEC to corporate management, the International Office is the face of the Union to Congress, governmental regulatory agencies, and the public. Additionally, the International Office maintains the professional staff of attorneys, negotiators, and other personnel that provide services to members and elected leaders.