

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FIFTY-THIRD BOARD OF DIRECTORS CONVENTION
MARCH 9, 2026
PORTLAND, OREGON**

SUBJECT: AFA-CWA Proposed 2026-2027 Annual Budget

STATEMENT OF QUESTION:

Should the AFA-CWA Proposed 2026-2027 Annual Budget be adopted as proposed?

SOURCE AND DATE SUBMITTED: International President – January 8, 2026

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, the airline industry continues to face new and existing challenges in the economic and regulatory landscapes; and,

WHEREAS, AFA has the obligation to responsibly utilize our resources for the efficient conduct and execution of the Union's business; and,

WHEREAS, the negotiation of new contracts across the Union increases operating costs; and,

WHEREAS, these Collective Bargaining successes in all industries across the country have raised the CWA Dues Average, triggering our obligation to comply with the AFA and CWA Merger Agreement paragraph 9.a. as ratified by AFA members; and,

WHEREAS, the AFA and CWA Merger agreement requires that AFA-CWA dues be equal to the CWA dues average; and,

WHEREAS, AFA's core objectives are to unite all Flight Attendants, create the power necessary to negotiate the best Collective Bargaining Agreements, as well as secure and maintain safety regulations for our workplace and passenger travel space, supported by sufficient funding for both Negotiations, Legal and other department budgets; and,

WHEREAS, AFA will continue to vigorously defend our contracts and support that process by budgeting sufficient resources for our System Board of Adjustment at each airline; and,

WHEREAS, the continued growth and expanding scope of AFA-CWA's work requires sustaining the operational capacity necessary to carry out the Union's core functions effectively; and,

WHEREAS, the Union must ensure its administrative and operational resources remain appropriately aligned with the scale and complexity of its work; and,

WHEREAS, maintaining a solid and sufficient Reserve Fund (RF) is prioritized by our Constitution to ensure our Union can maintain strong representation through times of challenge and instability; and,

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

WHEREAS, the CWA Dues Average is currently \$65.36 but union-wide software challenges delayed dues average reports for several years.

THEREFORE BE IT RESOLVED, the BOD directs the International Secretary-Treasurer to implement the required dues adjustment by dividing \$15.36 over a period of three fiscal years, beginning with the 2026-2027 fiscal year dues being \$55.12 in order to account for this one-time delay in dues average adjustment; and,

BE IT FURTHER RESOLVED, that the Board of Directors in session on March 9, 2026, for the purpose of passing a balanced budget, adopts the following:

- Article XI.G.2. At the end of each fiscal year, whenever total income exceeds total expenses, such net income may be credited to the Union reserves whenever the net worth is less than two (2) times the annual income. In 2026, an allocation of \$7,268,816 from the prior years' AFA Surplus will be utilized, as needed, and all remaining surplus will be credited to the AFA Reserve Fund.

BE IT FURTHER RESOLVED, that as the Union grows, the top priority for AFA Leadership is ensuring we continue fighting to raise the bar for all Flight Attendants in the industry; and,

BE IT FINALLY RESOLVED, that the Finance Committee, in consultation with the International President and International Secretary-Treasurer, will continue to monitor the monthly dues revenue and expenses to maintain a sound means to advance the objectives of our union.