



October 21, 2016

IMPORTANT ELECTION NOTICE

In response to several inquiries from AFA members, this notice is to reaffirm that “dual unionism” is prohibited by the Constitutions of the AFA and the CWA and that AFA members who are officers or designated representatives of a rival labor organization or who publically act to advance the interests of such organization (i.e., in the workplace, on websites, Facebook or other social media) are not eligible to run for AFA office and may be subject to internal union disciplinary charges.

1. “Dual unionism” is defined under the law as: a “punishable offense” by a union member who seeks or accepts membership or position in a rival union, or otherwise attempts to undermine a union by helping its rival.”

2. The AFA members’ federally protected right to engage in freedom of speech does not limit AFA’s ability under the law to protect itself by suspending or expelling a union member who has engaged in dual unionism.

3. For the same reason, the U.S. Department of Labor’s Union election regulations provide that, although the federal law governing union elections does not “prohibit a person from maintaining membership in more than one labor organization,” a union can lawfully “bar from candidacy for official office persons who hold membership in a rival labor organization.”

Accordingly, any AFA member who is an officer or representative of a rival labor organization or who has publically advocated for that organization regarding representation of flight attendants will be deemed ineligible for candidacy in the upcoming AFA elections. Please be advised that AFA also reserves the right to initiate internal union disciplinary charges against any AFA members who have attempted to advance the interests of such rival labor organization.

If this notice raises any questions, please address them in writing to: AFA Ballot Certification Committee, Attn: Bob Kenia (bkenia@afanet.org).

