Membership

AFA Compass

A Brochure Provided to New Hires
Being a flight attendant employed by Compass Airlines does not automatically make you an AFA member — you must fill out an AFA application form.

The Association of Flight Attendants (AFA) is the world’s largest labor union organized by flight attendants for flight attendants. AFA represents nearly 60,000 flight attendants at 19 airlines, serving as a voice for flight attendants at their workplace, in the industry, in the media and on Capitol Hill. Simply put, the goal of flight attendants who become part of AFA is to negotiate better pay, benefits, and working conditions at their airline, and to improve their safety on the job. These goals are achieved through member unity. That is Power in Numbers.

Members Decide the Future
Only those flight attendants who fill out an application form and become a member of AFA are considered members and thereby entitled to all the rights and privileges of the union, including:

- the right to vote
- hold elected and appointed office
- attend AFA local council meetings
- receive union newsletters, publications
- participate in surveys and questionnaires
- serve on committees
- have their voice heard

If you do not fill out an application to join AFA, you are considered a non-member ‘Agency Fee’ flight attendant. This means that you have chosen to have no voice or the ability to participate in the union. An AFA Compass - Association of Flight Attendants core belief is that it is extremely important to have all flight attendants’ input. Gains in collective bargaining are only made through the solidarity of every flight attendant.

It is through our flight attendant union and the active efforts of our membership, volunteer committees and volunteer elected officers that we are able to better our work lives. AFA Compass is committed to advocating for improvements for the flight attendants. We need the input and participation of every Compass flight attendant to reach that goal. Being a member strengthens our union... we need your voice! By all of us working together, we can forge a future that is productive and prosperous for all.

Membership - Frequently Asked Questions

When do I start paying dues?
The dues obligations begin the fifth month after your graduation date from Initial Training.

Do I still have to pay dues if I do not join AFA as a member?
Yes. Monthly dues are a requirement for being employed as a Compass Airline flight attendant once the probationary period is completed. If choosing to be a non-member, you will be required to pay a dollar amount equal to the dues in the form of an administrative agency fee. However, in doing so, you will not be eligible to hold elected or appointed office, vote in elections, attend council meetings, participate in surveys or vote on contracts. This short-changes yourself as well as your fellow flight attendants.

Can a non-member be in ‘Bad Standing’?
Yes. Any flight attendant required by their contract to pay dues or an administrative agency fee can be placed into Bad Standing.
What should I do if I have paid for dues/service charges for which I am being invoiced?
If you believe that dues or service charges were payroll deducted, you will need to send a copy of the appropriate pay stub to the International Office, Attn: Membership Services. They will research the problem and adjust the amount accordingly if appropriate, or they will contact you and explain why you are being billed. If you paid via personal check, Member Services will need a copy of the front and back of the canceled check to assist them in tracing the payment. If a copy of the canceled check is not available, the endorsement date, dollar amount, and date of the check would be necessary. For additional information or problem resolution you can call: AFA Membership Services: 1-800-424-2401 Ext. 707.

Does a member owe dues/service charges when they are on leave?
Yes (Up to 90 days). Every flight attendant owes dues for the first three months (90 days) of any leave of absence except military & involuntary furlough. AFA does not consider the leave status to be in effect until such time that the flight attendant is no longer receiving sick bank and/or vacation. In other words at the time they are in a non-pay status is when the 90-day financial obligation for dues while on leave begins.

Can dues be waived?
No. The AFA-CWA Constitution & Bylaws state: Article XI A.6. “Payment of dues shall be required of all members that are on active status during a month or any portion thereof. There is no provision to “waive” or “forgive” dues.

What are Dues Check-Off Forms?
(Payroll Deduction Authorization Forms)
The Dues Check-Off Form (DCO) authorizes the company to deduct dues/agency fee charges from a flight attendant’s paycheck. It is the easiest way to pay those charges. The DCO is often confused with the Membership Application. Filling out a DCO does not make flight attendants members. And filling out a membership form does not sign you up for dues check off.

When a probationary flight attendant signs a DCO form, AFA Membership Services submits the form to the company with the first charge effective the month after the flight attendant completes probation.

Voting and Balloting
The Membership Services Department, under the auspice of the International Secretary-Treasurer, has the overall responsibility for carrying out the administrative details associated with the Nomination, Election, and Contract Ratification processes. This includes establishing mailing, postmark and count dates for each process in compliance with any Constitutional guidelines.

Questions and Answers about Balloting

Who or what is the Ballot Certification Committee?
The Ballot Certification Committee (B.C.C.) is comprised of staff members of the Union authorized to serve by the Executive Board, and is constitutionally charged with responsibility of overseeing and certifying all ballot counts. The BCC consists of AFACWA employees. Most counts (Nominations, Elections or Contract Ratifications) are tallied in the morning on the specified count date. Results are usually known by the close of business on that day.
How long must a ballot be in the field?
Nomination and Election ballots must be in the field for a minimum of 28 days from mail date to count date. Contract Ratification ballots must be in the field for at least 18 days.

What can I do to ensure that I am able to vote?
- Does AFA Compass have a current address for you? The company does not provide AFA Compass with any flight attendant address changes.
- Are you actively flying and in Good Standing?
- Are you a registered member?

Can a flight attendant on leave vote?
Varies. Flight attendants who are in the 90-day commencing period of their leave during the count would be eligible to vote. If a flight attendant is currently on leave, is beyond the 90 days, and wishes to vote, they will have to contact the International Office and advise that they wish to “Leave and Remain Active”. They will then have to pay dues beyond the 90-day leave obligation up through the month in which the count takes place.

Are flight attendants on a Promissory Agreement considered to be in Good Standing?
Yes. Promissory flight attendants are considered in Good Standing and do receive a ballot.

Do flight attendants in Bad Standing receive ballots?
Paper Ballot:
Yes. If a flight attendant is in Bad Standing at the time the ballot is mailed, the ballot will be stamped “VERIFY STANDING ON COUNT DATE”. On the day of the count, their standing will be checked to see if the flight attendant has cleared the delinquency. If the flight attendant has returned to Good Standing, the ballot will be counted. If the flight attendant has not returned to Good Standing, the ballot will be voided.

Electronic Ballot:
Yes. A flight attendant in bad standing will receive a copy of the voting notice & instructions along with an activation code. These flight attendants will be able to vote however they MUST correct their delinquency before the ballot count or their vote will be voided.

Can Probationary Flight Attendants vote?
Varies. Probationary flight attendants who have begun paying dues will be able to vote if they are registered as a member.

Who do flight attendants contact if they need assistance with voting?
AFA has a Ballot Help Line. The number is 800-424-2401 extension 706. Flight attendants can obtain a new 16-digit authorization code (electronic ballot) or a duplicate paper ballot.

Who To Contact for Questions or Assistance:
Flight attendants with questions about their dues or membership can write or call:

    Email  www.afanet.org/dues_questions
    Call   Membership Services: 1-800-424-2401 extension 707
    Fax    202-434-1456

Association of Flight Attendants – Member Services
501 3rd Street NW
Washington, DC 20001

AFA Compass: membership@afacompass.org