Greetings all,

During the first week of January 2018, all AFA Compass Registered Members should receive nominating instructions from AFA International regarding our upcoming LEC 81 and LEC 84 officer nominations. If you do not receive this information, it is probably because you have changed your address since being hired and the ballot was sent to an old address you provided AFA that is still on file with us.

To ensure that you receive your nominations ballot, please update or confirm your postal address ASAP by going to www.afacompass.org. Here you can use the update address form provided or you can email mnelson@afacompass.org with your address. If you still do not receive the nominating information you can call the AFA Members help line at: Membership Services Line 800-424-2401 Ext 707 M-F East Coast Office Hours.

**Which Councils Will be Holding LEC Elections and Why?**

Both AFA Compass Councils will be holding elections for most of the LEC Officer positions. Council 84 is made up of LAX based flight attendants. The newly relocated Council 81 is made up of SEA and PHX Flight Attendants. As you might recall, the closing of MSP would have made AFA Compass a one Council Airline if we had not been allowed to relocate Council 81 to serve SEA and PHX flight attendants. If we had not moved Council 81 by the time MSP closed, we would have become a single Council. The LAX LEC would have become the only AFA Compass Council if that happened. Its LEC Officers would have become both the LEC and MEC Officers for all of AFA Compass. They would have been charged with representing all 700 Compass Flight Attendants. That would have created an extreme work load and limited AFA Compass’s ability to fairly represent all Compass Flight Attendants.

To keep AFA Compass a two council airline, the transition west of Council 81 was orchestrated. With the shift, new elections at both Councils are now required. The reason is to ensure that the members of each Council have officers that are elected of their choosing and are based within their Council.

The nomination information that will be sent to the membership provides every Compass Registered Member In Good Standing the ability to nominate candidates or become a candidate for each open LEC Officer position in their respective Council.

**Which LEC Officer positions are open for nominations and Why Not All?**

- **LAX - Council 84**: Vice President and Secretary
- **SEA/PHX - Council 81**: President, Vice President and Secretary
Council 84 (LAX): There are two LEC 84 Officer Positions that will be up for election. The third is already filled from the previous election. Heather Harris (Wiseman), LAX based and the previous LEC84 Vice President, assumed the role of LEC 84 President when Brandon Stone resigned after accepting a position at Southwest. Heather is based in LAX and has always been a part of Council 84 and elected to the LEC by her peers. That leaves her previous LEC 84 Vice President Position Open along with the Secretary Position being open. Troy Adams who was Council 84 Secretary is SEA based. Troy could not keep his LEC Secretary position because his domicile, SEA, is now part of Council 81 (SEA/PHX). Flight Attendants cannot serve as an LEC Officer outside of their own Council.

Council 81 (SEA/PHX): With the shift of Council 81 to SEA and PHX, all of the LEC Council 81 Officer Positions are open for nominations. One of the basic tenets for AFA is local representation by fellow flight attendants for fellow flight attendants. This election allows SEA and PHX based flight attendants to elect who they want representing them.

Why All Compass Registered AFA Members should participate in the LEC nominating process:

With Compass’s move west to LAX, SEA and PHX, and the closing of MSP, DTW and MEM; AFA Compass has seen its membership swell with the hiring of a large number of relatively new flight attendants. At the same time, long term flight attendants that were based in the middle part of the country have left Compass for other opportunities. With this shift, over 75% of all Compass Flight Attendants have been here three years or less. Who among this group wishes to become part of the next generation of AFA Compass leadership? These upcoming LEC Elections will allow for that opportunity to take place.

Achieving our first contract in 2013 gave us our first job protections and a wage that took us from the very bottom of the airline industry pay scale to the middle. That was a major achievement by the Compass Flight Attendant group that was on the property at the time. Most of the flight attendants that comprised that group are no longer with us. In order for Compass Flight Attendants to continue improving upon their careers and improve the work environment at Compass, new leadership is needed to step forward, when Council leadership positions, such as these, come open for elections.

Each Compass LEC comprises the strength of flight attendant representation. The LEC gives every member of a Council a voice to address and debate their specific needs or concerns. These needs are addressed through the voting power of each LEC at every AFA represented airline.

If you, or someone you know, are interested in running for an LEC Officer Position at your Council and wishes to represent your fellow Compass Flight Attendants, consider this LEC nomination as your opportunity. If a potential nominee has concerns regarding a lack of training or experience needed to be successful in an elected LEC Officer position, AFA International offers New Leadership Training that will provide the foundation to get started with your new duties. In addition, existing LEC Officers, MEC Officers, and Committee Members are great resources for answering questions and for mentoring.

Potential candidates should give consideration to the following points if they have a sincere interest in being nominated for an LEC Officer position and appear on the election ballot as a candidate for office:

- Nominees must be AFA Registered Members in good standing.
• Nominees require at least two registered member nominations to appear on the LEC Officer Election ballot. One nomination can come from you.
• Nominees will be required to work within the AFA structure.
• Nominees need to recognize that these are working positions and not ceremonial.
• Nominees need to recognize that much of their work will be accomplished thru their volunteerism.
• Nominees need to recognize that a significant number of hours will be required each week to full fill the duties of their office.
• Nominees need to recognize that they are agreeing to serve in an LEC Officer Position that has a three year term.
• Nominees must sign a ‘Willing to Serve’ statement if nominated.
• Nominees must adhere to the rules spelled out in the AFA Constitution and By Laws. These rules have been created and amended over the years by the working flight attendants that you will be representing. A copy of the AFA Constitution and By Laws can be found at https://www.afacompass.org/1305-2/
• Nominees, if elected, must adhere to all Federal Laws that govern union activity.
• Nominees, if elected, must abide by the rules set forth by the Department of Labor that govern union activity.
• Nominees, if elected, need to possess a working understanding of the contract.
• Nominees, if elected, should have an interest in representing AFA and advocating on behalf of all Compass Flight Attendants as an Officer in any face to face meetings (or other communications) with the company.
• Nominees, if elected, should have the desire to work collaboratively and respectfully with other AFA Compass Officers and Committee members.
• Nominees, if elected, should have the desire to work collaboratively and respectfully with AFA International, its various departments and other Officers at AFA represented carriers.

Order of Events for the LEC Elections:

The following is the Order of Events for the Compass LEC Elections. Specific open and close dates will be provided by AFA International Member Services in the nomination and election information that you will receive.

1. Nominations Open
2. Nominations Close
3. Nominations are Counted and Verified
4. Officer Elections Open
5. Officer Elections Close
6. Election Votes are Counted and Winners Announced

A recap of the Nomination Process:

• The first step of the LEC Officer Election process is the nomination of candidates. Each registered member in good standing may nominate one candidate for each open LEC Officer position in their Council. They can nominate themselves as well.
Each active member in ‘Good Standing’ who wishes to run for an LEC Office must complete a “Commitment to Serve Statement”.

All registered member flight attendants in Good Standing that received at least two nominating votes and who have signed a ‘Commitment to Serve Statement’ will be placed on the election ballot in alphabetical order.

The nomination process will be conducted online. Just like the election process, Compass Flight Attendants will receive an official notice of the nomination process along with a personal onetime use activation code that allows the member to create credentials for voting. A link to the online Commitment to Serve form can be found on the voting site in the instructions panel.

A Flight Attendant must receive at least 2 nominations and complete a Commitment to Serve in order to appear on the election ballot.

Posting of nomination results: All Flight Attendants receiving at least 2 nominations will appear on the posted results on the AFA Election website. If the candidate completed a Commitment to Serve for a specific office the results will reflect their choice however the results will also show all other votes for this candidate.

Flight Attendants will have 14 calendar days to determine if they are committed to run and accept the LEC Office, once this 14-day period ends the final results will be posted online showing the official candidates for office.

Additional Information such as job duties, working committees, and other can be found at www.afacompass.org.

If you have questions please do not hesitate to ask.

Thank you. Please fly safe.