AFA Compass

Dues/Agency Fee Explanation for New Hire Flight Attendants

Under the Federal Railway Labor Act (which governs airlines and railroads) a Compass flight attendant does not have to become a registered member.

Registered Members: Comprise over 98% of all Compass flight attendants. These flight attendants have the ‘say’ in AFA Compass. Registered members can vote, set the priorities of the union, serve on committees, initiate agenda items, run for office and participate in member meetings. They also are eligible to use benefits offered by the union that are outside the printed pages of the contract.

Agency Fee Payees: Comprise 1.5% of all Compass flight attendants. Agency fee payees are covered by the benefits and protections that AFA Compass negotiated in the contract. Items such as pay scale, vacation, per diem, Just Cause discipline protections, etc. However, agency fee payees CAN NOT vote, set the priorities of the union, serve on committees, initiate agenda items, run for office and participate in member meetings. They also do not have access to any benefits offered by the union that are outside the printed pages of the contract. Such as AFA Compass communications, UnionsPlus discount programs, etc.

- All Compass flight attendants are obligated to pay an equal monthly amount to be employed at Compass as defined by the Railway Labor Act. For Registered Members it is called dues. For Agency Fee payees it is called an agency fee.
- Dues or the Agency Fee equivalent are the same amount, $50.00 a month.
- Flight attendants begin paying their monthly dues/agency fee obligation starting the 5th month after the completion of their initial class room training.
- There is NO initiation fee.
- New hire registered members can vote starting the fifth month after completing their initial training.
- Following the successful completion of their IOE, New Hires have all of the of the contract and participation rights as spelled out above, except for one.
- The exception: Full grievance protections are limited as out lined by the contract’s probation sections. The company can let a probationary flight attendant go without ‘Just Cause’ protection. However, if a flight attendant is terminated (let go by Compass InFlight) during their probation period, and that flight attendant did not choose to leave Compass on their own accord, the flight attendant can request a dues reimbursement from the union for any dues paid while on probation.