

NATIONAL FLIGHT ATTENDANTS GUILD

FOUNDING MEMBER PACKET

For Flight Attendants. By Flight Attendants.

Founding Member Working Packet

Version: August 20, 2026

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FOUNDING MEMBER INSTRUCTIONS

This packet is for the founding members of the National Flight Attendants Guild.

Use the approved Guild language when discussing the organization.

Keep the message clear, factual, respectful, and consistent.

Do not make promises about outcomes, benefits, representation, elections, or timelines that have not been formally approved.

Do not distribute authorization cards until the agreed launch time.

Use only the current approved authorization card.

Do not alter the authorization card language.

Protect completed cards and personal information entrusted to you.

Direct legal questions, questions about the Railway Labor Act, and questions about the National Mediation Board process to counsel or the person designated to answer them.

Members should be encouraged to read the information, ask questions, and make their own informed decisions.

Founding members should communicate with professionalism and respect, including when there is disagreement.

Do not speak on behalf of another founding member without authorization.

Do not release internal drafts, personal resignation letters, private discussions, or confidential information.

Before distributing a document, confirm that it is the current approved version.

Our standard remains simple: leadership is service, authority comes with accountability, transparency builds trust, and the membership comes first.

WHY WE FORMED THE NATIONAL FLIGHT ATTENDANTS GUILD

The National Flight Attendants Guild was formed to create representation that is directly accountable to Flight Attendants.

Flight Attendants deserve clear information, meaningful participation, financial transparency, fair representation, and a real voice in decisions that affect their careers and future.

Leadership is service.

Authority must be clearly defined and accountable to the membership.

Seniority, job security, compensation, benefits, working conditions, retirement and pension security, health, safety, and quality of life must remain central to representation.

Members must be able to ask questions, raise concerns, and hold leadership accountable without fear of improper retaliation.

Union resources belong to the organization and must be managed with transparency, integrity, and fiduciary responsibility.

No individual, officer, committee, or administration should be greater than the membership it serves.

The National Flight Attendants Guild is being built around these principles.

For Flight Attendants. By Flight Attendants.

PREAMBLE

We, the Flight Attendants of the National Flight Attendants Guild, come together to build representation that belongs to Flight Attendants and serves Flight Attendants.

This Guild is built on trust, service, accountability, and respect.

The strength of this Guild comes from its members. Leadership serves the membership. Authority comes from the membership. Every person entrusted with responsibility must remain accountable to the people they represent.

We are creating a Guild where Flight Attendants are informed, heard, respected, and included in the decisions that shape their careers and their future.

We stand for fair representation, clear communication, financial transparency, strong job protections, seniority, compensation, benefits, working conditions, health, safety, retirement, pension security, and quality of life.

We believe members deserve a real voice.

We believe leadership should listen.

We believe questions should be welcomed.

We believe concerns should be heard.

We believe disagreement should never be treated as disloyalty.

We believe every member deserves dignity, fairness, due process, and representation free from favoritism, retaliation, or improper influence.

Leadership is service and stewardship.

Those entrusted with member funds, property, information, or authority must act with integrity, care, transparency, and fiduciary responsibility.

Guild resources belong to the organization and must always be used to serve the membership and strengthen the Flight Attendant profession.

No individual, office, committee, or administration is greater than the membership it serves.

We are building a Guild that members can trust today and future Flight Attendants can be proud to inherit.

We will protect what generations before us worked to achieve.

We will pursue meaningful improvements.

We will strengthen the profession.

We will protect the rights, careers, and future of Flight Attendants.

We are creating a Guild where members know their voice matters.

Where leadership remains accountable.

Where transparency is expected.

Where service is the standard.

Where the membership always comes first.

For Flight Attendants. By Flight Attendants.

Leadership is stewardship.

Transparency builds trust.

Accountability protects trust.

Learning is a privilege.

Service is an honor.

Gratitude is our response.

AFA-CWA RESIGNATION AND PERMANENT AGENCY FEE OBJECTION

[FULL NAME]

[STREET ADDRESS]

[CITY, STATE ZIP]

United Airlines Flight Attendant

United Airlines Employee/File No. [_____]

[DATE]

VIA EMAIL AND CERTIFIED MAIL - RETURN RECEIPT REQUESTED

CWA Agency Fee Administrator

Communications Workers of America, AFL-CIO, CLC

501 Third Street NW

Washington, DC 20001-2797

AND

AFA-CWA Membership Services

Association of Flight Attendants-CWA, AFL-CIO

501 Third Street NW

Washington, DC 20001

Dear CWA Agency Fee Administrator and AFA-CWA Membership Services:

I hereby resign as a member of AFA-CWA.

My resignation is effective immediately. I will continue to meet my lawful obligation of paying a representation fee to the union under its "union shop" or "agency shop" agreement with United Airlines.

Furthermore, I object to the collection and expenditure by the union of a fee for any purpose other than my pro rata share of the union's costs of collective bargaining, contract administration, and grievance adjustment, as is my right under *Ellis v. Railway Clerks*, 466 U.S. 435 (1984). Pursuant to *Teachers Local 1 v. Hudson*, 475 U.S. 292 (1986), I request that you provide me with my procedural rights, including: reduction of my fees to an amount that includes only lawfully chargeable costs; notice of the calculation of that amount, verified by an independent certified public accountant; and notice of the procedure that you have adopted to hold my fees in an interest-bearing escrow account and give me an opportunity to challenge your calculation and have it reviewed by an impartial decision maker.

Please reply promptly to my request. Any further collection or expenditure of dues or fees from me made without the procedural safeguards required by law will violate my rights under the Railway Labor Act and/or U.S. Constitution.

Please consider this objection to be permanent and continuing in nature.

Please provide written confirmation that:

1. My AFA-CWA membership status has been changed to reflect my resignation effective as of the date of this letter.
2. My permanent and continuing agency fee objection has been received and processed.
3. United Airlines payroll has been notified, as appropriate, so that only lawfully chargeable representation fees are deducted.

Regards,

SIGNATURE

[FULL NAME]



I, the undersigned, a Flight Attendant of United Airlines, hereby authorize the National Flight Attendants Guild to petition the National Mediation Board to hold a representation election.

Print _____ Base/Domicile: _____

Email _____

Date _____ Sign _____

[must be dated and signed in your own handwriting]

YOUR RIGHT TO SIGN THIS CONFIDENTIAL CARD IS PROTECTED BY LAW. YOUR EMPLOYER WILL NEVER KNOW IF YOU SIGNED THIS CARD.



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