



Council 47 Will NOT Vote for Jaci-Ann Chung

May 10, 2022

Aloha LAX,

Jaci-Ann Chung, LEC-P Council 43 HNL is running for International Vice President. Elections will be at the AFA Board of Directors meeting this week. This position is currently held by Deb Sutor who some of you may have met during our negotiations and at our picketing events and is retiring. The International Vice President's job is to assist and support the International President (currently Sara Nelson) as needed. Throughout my term, working with Jaci-Ann has been difficult. These are the reasons I will not support her.

- She claims to be collaborative but only collaborates when it is done her way.
- In the past 7 months, she has participated in only a hand full of standing weekly leadership meetings. The AFA-CWA Constitution and Bylaws allows a proxy (a person authorized to act on behalf of another, normally the VP or Secretary) however, her direct participation is necessary as this is the primary way we conduct union business. Notes are made available after the meetings but she continues to ask the same questions over and over again week after week which leads me to believe that she is not reading the meeting notes or her proxy is not relaying the information to her. Her lack of presence and participation is concerning. How can one lead a whole union organization involving other airlines with this type of participation and leadership behavior within our own leadership?
- She often passes duties to the MEC when it should be handled by her Local Council and then gets upset at the MEC.
- She has violated AFA's Mutual Respect Policy on 2 separate occasions which have been submitted to the AFA International Hearing Board.
- She has refused to work with AFA International staff who have reached out to her multiple times to help resolve some of the internal struggle the leadership is going through. If she doesn't personally like you, she does not want to deal with you. This is how she operates.
- She micromanages everything. Her hand must be in every pot.
- She has initiated an unwarranted and unreasonable recall effort of the MEC-P and MEC-VP. I discussed my reasonings in [this letter](#) to the membership.
- She has not announced her candidacy for International VP to our HAL AFA Leadership or more importantly her own Council 43 membership. If she were to get elected, she would vacate her LEC-P position on June 1 of this year; that is in a few weeks. Is this not important information that her membership should be aware of? They may have a new LEC-P in the next few weeks should she be elected as INTL VP.

It is unfortunate that I have to write this letter. When I stepped up to run as your LEC-P, I did so thinking that my time and energy would have been used to fight and defend our contract with the company. I did not imagine I would be expressing my hardship with my counterpart who I should be working closely with. I have been asked "wouldn't it be easier to vote for her as INT VP so that you no longer have to work with her?". I have definitely considered that option but, my integrity will not allow it. I cannot support Jaci-Ann being fully aware of the damage that it could cause the AFA as a whole. I know this is a lot to take in but this is how I plan to vote. Again, if you would like to express your feelings, concerns or thoughts, please email me as I vote on behalf of you.

In Solidarity,
Joshua Aoki

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