

**HNL & LAX****COUNCIL 43  
COUNCIL 47****HAWAIIAN**

April 9, 2025

## 52<sup>nd</sup> AFA-CWA Board of Directors Conference

- This year's AFA-CWA Board of Directors Conference was held on April 5, 2025 in Orlando, FL
- The session opened up with honoring the Flight Attendants of Hawaiian Airlines
- AFA Hawaiian was acknowledged for their contributions to our union, and an award was given to the former MEC Officers of both AFA Hawaiian and AFA Alaska
- The Board of Directors approved a balanced budget for the 2025–2026 fiscal year, reaffirming our commitment to supporting our union's mission, priorities, and daily work
- A discussion was had on how to prepare for a possible dues increase in the near future as we align with the CWA dues average
- The Board voted on next year's location for the BOD, with Portland, OR, winning the bid

### Honoring Hawaiian Airlines Flight Attendants



This year's AFA-CWA Board of Directors Meeting in Orlando, FL, began with a significant and culturally rich moment. Kela Chong, Council 43 Vice President (HNL), opened the session with an 'oli, a traditional Hawaiian chant. His words served not only as a welcome but also as a grounding force, emphasizing the importance of recognizing Native Hawaiians as a people and the cultural identity of Hawai'i. Through this chant, Kela drew a profound connection between the heritage of the islands of Hawai'i and the spirit of Hawaiian Airlines Flight Attendants. It was a reminder that the strength and unity of the Hawaiian Flight Attendants will never be forgotten as we embark on this new journey with our siblings at Alaska Airlines. This moment set the tone for the entire meeting,

reinforcing that our union is stronger because of the contributions of AFA Hawaiian and its members. In attendance representing AFA Hawaiian was Joni Kashiwai – former MEC-P; Lea Franzoi – former MEC S/T; Martin Gusman – LEC-P C43; Kela Chong – LEC VP C43; Joshua Aoki – LEC-P C47, Paul Ikioka LEC VP C47 & current MEC S/T, Beth Hayes LEC S C47 and Christina Curran – AFA INTL Staff and C43 Member.

### AFA Alaska-Hawaiian

A historic milestone was marked at this year's meeting as AFA Hawaiian was formally recognized as part of AFA Alaska-Hawaiian following the recent merger. The Board acknowledged this vital transition with deep respect and appreciation, affirming that Hawaiian Flight Attendants will always be honored for their invaluable contributions to AFA—past, present, and future. Our advocacy, dedication, and unique cultural perspective continue to shape and strengthen our union's collective voice.

In keeping with this spirit, the Board recognized the pre-merger Hawaiian Airlines Master Executive Council (MEC) for their leadership and service. Former AFA Hawaiian MEC members Joni Kashiwai, Scott Henton, and Lea Franzoi were honored for their outstanding contributions to the Hawaiian Airlines Flight Attendant group along with former AFA Alaska MEC Members Jeff Peterson, Brian Palmer and Linda Christou.



### **Fiscal Year 2025–2026: Budget and Dues**

The Board of Directors approved a balanced budget for the 2025–2026 fiscal year, reaffirming our commitment to supporting the mission, priorities, and daily work of our union.

### **Understanding the Dues Structure**

Discussions also included the AFA-CWA merger agreement, which determines how our dues are calculated. This agreement, ratified in February 2004, is detailed in Appendix A (pages 154–159) of the [AFA Constitution and Bylaws](#). Per Paragraph 9:

“AFA-CWA’s dues structure shall be determined by the AFA Board of Directors and shall be equal to the average monthly dues of CWA Members.”

Currently, the CWA average is \$50 per month. While no increase is planned for this year, the Board emphasized the need to prepare for a potential rise in 2026–2027.

### **Looking Ahead: 2026 Board of Directors Meeting**

The Board voted on next year’s meeting location, with Portland, OR, selected as the host city for the 53rd Annual AFA-CWA Board of Directors Meeting.