

Exhibit 1



Organizing Report

Association of Flight Attendants-CWA, AFL-CIO
43rd Annual Board of Directors Meeting
Las Vegas, NV
April 28-30, 2015

AFA-CWA Organizing Report

April 24, 2015

Silver Airways

Stage 4, Membership Drive – The AFA-CWA membership drive at Silver Airways has gone well since they were certified on January 8, 2015. There were 73 eligible voters and we currently have over 60 members signed-up of the 90 eligible Flight Attendants currently employed at Silver Airways. Our Flight Attendant leaders Tahja Roberts and John Mayo, together with their flying partners continue to move things forward at Silver Airways. Negotiations have begun with Management at Silver Airways.

EXHIBIT
1.A.

US Airways/American Airlines Flight Attendants

Member Mobilization/Stage 2 Organizing - There have been an astounding number of Flight Attendants from the “New American Airlines” wanting to return to AFA or become a part of AFA. As a member driven union who specializes in Flight Attendant issues, we are helping these Flight Attendants navigate the predicament they are currently dealing with. With the number of calls and the level of urgency expressed by these Flight Attendants, this work has been the top organizing priority in my first months of employment with several in-person meetings, conference calls and daily follow-up discussions with leaders. There is a core group of leaders actively calling for and working towards a merger of AFA and APFA. Our first step is to solidify our base of supporters/Members at US Airways. There has been noticeable progress reported with this grassroots campaign. Concurrently we are working with American Airlines Flight Attendants to build a mobilization structure of support for a merger of AFA and APFA.

EXHIBIT
1.B.

Spirit Airlines

Member Mobilization - Following two failed TAs talk of a decertification campaign began to surface at Spirit. AFA leadership from Spirit Airlines recognized the need to internally organize members so as to dampen any action to decertify our Union. To this end, they've dedicated themselves to building a Member mobilization structure that will build the power necessary to negotiate a TA that the Members will ratify. AFA Leaders from Spirit and AFA staff have worked together at a Negotiations Training in January, Mobilization Training February and two Mobilization conference calls so far in March. There is a Local Mobilization Chair at each of the six bases. Half of those base chairs have second tier mobilizers working with them. They took their first action with a bag

tag campaign launch on March 15th. The success of every action can be measured by the reaction from your action target. This action has initially been so successful that Spirit management reached out to AFA and requested a stop to the action. Of course we will not stop our action...but apparently this is the first time Spirit management has reacted to an AFA mobilization effort. This means we are doing something right. In preparation for the action, Local Chairs had Mobilization Parties, airport visibility and other face-to-face meetings with their Flying Partners on crew vans and layovers. All AFA staff ISRs and I are working together with all levels of Spirit's AFA leadership to ensure the success in this third negotiation process.

GoJet Airlines and SkyWest Airlines

Stage 1 - The organizing plans and budgets have been approved for GoJet and SkyWest Airlines. We have prepared and continue to prepare AFA member organizers for each GoJet and SkyWest Flight Attendant base to recruit and work face-to-face with GoJet and SkyWest Flight Attendants. Work has begun to build organizing lists and understand core issues. Assistance with the launch of these campaigns was coordinated with leaders from all AFA represented regional carriers at a Regional Airline Summit held March 30 and 31. "Better Together/Stronger Together" is the theme for the AFA Leaders to take back to their AFA represented Flight Attendants. AFA members will play a critical role communicating with Flight Attendants at GoJet and SkyWest as they organize for their future. AFA Leaders will be asked to commit to educate their members about the importance of all regional carriers being part of a union and to actively participate in our organizing campaigns. Many Flight Attendants commute regularly on SkyWest and GoJet or share like-domiciles and route structures. Face-to-face time in the air or at an airport with a fellow Flight Attendant enables them to articulate the power of a union and is organizing gold.

Air Transport International

Workers from Air Transport International recently reached out to AFA International Vice-President Deb Sutor about the possibility of organizing their Flight Attendants. We are in the process of scheduling a call with our AFA Organizing committee to determine if we can proceed forward on a campaign there. They have approximately 40 Flight Attendants who are "home based". In other words, they have no geographical domicile location like most Flight Attendants. ATI holds a DOD contract for flying to numerous International destinations.

Organizing/Mobilization Tool Preparation

With several Organizing and Mobilization campaigns happening simultaneously, time is being invested to have several tools available that can support our work across campaigns. This includes a revised website, organizing data bases, fliers and other support materials.