

**Before the
HEARING BOARD
Association of Flight Attendants – CWA**

)	
In the Matter of)	
)	
Greg Davidowitch)	
)	
v.)	Case No. 12-01
)	
Elizabeth Saxon, John Phillips)	March 7, 2013
and Dianne Massimo Tamuk)	
)	

Settlement of Charges

On March 5, 2013, a hearing was held on the charges filed by United AFA MEC President Greg Davidowitch ("Davidowitch") against United AFA Council 42 President, Elizabeth Saxon ("Saxon"), and United Flight Attendants, John Phillips ("Phillips") and Dianne Massimo Tamuk ("Tamuk"). Following opening statements, the Hearing Board granted the parties' request for a recess to pursue settlement discussions over the pending charges.

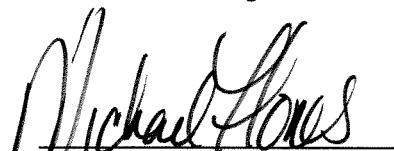
After several hours of discussion outside of the Hearing Board, the parties reached a mutually agreeable settlement whereby the charges filed by Davidowitch would be dismissed against Saxon and Phillips. Furthermore, they agree to support the Constitution & ByLaws and, "... AFA's legal certification to represent United Flight Attendants." (See Davidowitch, Saxon, and Phillips Settlement Agreement attached hereto).


With respect to the charges filed against Tamuk, she agreed to cease all activities in support of any effort to decertify AFA or “weaken [AFA] collective bargaining power.” (See Tamuk Settlement Agreement attached hereto). Davidowitch agreed to dismiss the charges against Tamuk with the Hearing Board retaining jurisdiction over the terms and “spirit” of the Settlement Agreement. If the Hearing Board subsequently finds Tamuk in violation of any of the terms of the Settlement Agreement, she has agreed to immediately resign her AFA membership.


The Hearing Board accepts both Settlement Agreements and hereby dismisses all pending charges against the accused.

Finally, the Board congratulates the parties for finding common ground upon which this matter can be resolved to the mutual benefit of AFA members. This case raised serious allegations of wrongdoing that threatened AFA's bargaining power as the leading voice for Flight Attendants in the airline industry. The resolution of this matter and the parties' stated commitment to work together to build the strongest possible Union for Flight Attendants is a positive step toward ensuring that the United Flight Attendants will achieve an industry-leading collective bargaining agreement.

For the Hearing Board:


Michael Flores
USA Council 89 KTL


Kai'mi Lee
HAL Council 47 KTL


L.C. Acor
PSA Council 75 KTL

EJG/KTL

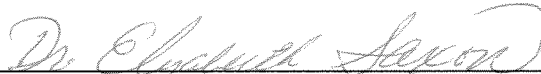
Settlement of Hearing Board Case No. 12-01

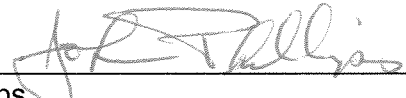
We recognize the benefits for United Flight Attendants in settling Case No. 12-01 and therefore agree to the following joint statement:

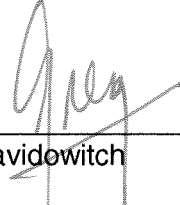
We are members of AFA-CWA and we are committed to upholding the provisions of the AFA-CWA Constitution and Bylaws and our union's democratic process to affect any desired change within our union. We will work together to address the issues that are important to Flight Attendants. Our union welcomes discussion, debate and new ideas as we continue to build the strongest union for Flight Attendants in the world.

We support AFA's legal certification to represent United Flight Attendants. We recognize that any efforts to undermine that certification would weaken our collective bargaining power. We are committed to building solidarity and encouraging greater member involvement in AFA in order to support negotiations and affect change that will lead to the world's leading Flight Attendant contract.

Sincerely,


Dr. Elizabeth Saxon


John Phillips


Greg Davidowitch

March 5, 2013

Settlement of Hearing Board Case No. 12-01

I am a member of AFA-CWA and I am committed to upholding the provisions of the AFA-CWA Constitution and Bylaws and our union's democratic process to affect any desired change within our union. I will work together to address the issues that are important to Flight Attendants. I know that our union welcomes discussion, debate and new ideas as we continue to build the strongest union for Flight Attendants in the world.

I condemn any efforts to attack our union or AFA's legal certification to represent United Flight Attendants because any such efforts would weaken our collective bargaining power. I am committed to building solidarity and encouraging greater member involvement in AFA in order to support negotiations that will lead to the world's leading Flight Attendant contract.

I will not interfere with the collective bargaining rights of any unionized Flight Attendants.


I will not disparage AFA, any AFA officer or representative of the union because I fully understand that such action could harm the union's ability to represent AFA members.

I will not support or participate in any efforts of Flight Attendants to join a competing union where AFA is also organizing.

I will respect the democratic decisions of the union.

I understand that the AFA Hearing Board retains jurisdiction over this matter and should I be found in violation of any of these provisions or the spirit of this agreement I shall immediately resign my membership in AFA.

Sincerely,



Dianne Massimo Tamuk

March 5, 2013