



# Kaitlin White

CANDIDATE | INTERNATIONAL SECRETARY-TREASURER

Hi, I'm Kaitlin. I'm a wife, a mom, a Flight Attendant, and a dedicated Union activist. My husband Kevin, and I, along with our two beautiful daughters, Elliott and Charlie, make San Diego, CA, our home. With the full support of my family and friends, I have been encouraged to seek election to the office of International Secretary-Treasurer because I know I can make a difference. We have reached a historic point in the labor movement through our collective actions during the Pandemic. We have shown the world precisely what solidarity is and what we can accomplish through it. I look forward to being a part of this movement and commit to working to shape our future as we continue to grow in solidarity as a Union.

I believe I am uniquely qualified to adapt to the challenges of this office. I am in my 21st year as a Flight Attendant. In 2008, my peers elected me to serve as a Council Representative in DEN. Shortly after, the MEC consisting of 14 Local Council Presidents, elected me to serve as the MEC Reserve Chairperson. Over the next several years, as I learned more about the various areas of the Contract, I also had the opportunity to increase my knowledge about negotiations, the grievance process, and scheduling. In 2010, United Airlines announced plans to merge with Continental Airlines and Continental Micronesia. I went on the road with many other Union Officers to help Flight Attendants learn about AFA. Prior to achieving our Joint collective agreement, United Flight Attendants ratified our first post-bankruptcy Contract in February 2012. This Agreement brought significant improvements to the Reserve provisions of United's Contract; I was asked to lead a team with these changes and work to implement the new systems. We successfully implemented the Reserve Preference System for United Flight Attendants as a direct result of these efforts.

In 2016 I was elected as the LEC President for Flight Attendants based in San Francisco. Days before taking office, the Union leadership was called to Chicago to approve the first Joint Collective Bargaining Agreement, ultimately ratified in August 2016. We spent the first weeks of our terms working to educate Flight Attendants on the provisions of the joint Contract. Proudly, SFO had the second-highest voter turnout in the system, with over 96% of the base population voting. At the time, we had 2 Local SFO Councils with over 3000 Flight Attendants. Within weeks of ratification, elections for the leadership of the combined councils took place, where I was elected to serve the entire population as the LEC President. SFO grew to a base of almost 5000 Flight Attendants during my tenure until we were all hampered by the Covid Pandemic. In times of growth and in pandemic-related reductions, fiscal responsibility has been a priority. Working with my fellow officers we found ways to streamline processes, always ensuring the members were fully supported with a solid financial future.

AFA-CWA repeatedly proves we are the powerhouse for the labor movement. Despite a pandemic threatening to destroy our industry, our Union continues to grow and thrive. As a Union, we will continue to use technology to advance our collective interests and build on our power. If elected, I will use the knowledge I have gained as a Union advocate to support your needs as a Local Council or as a MEC. I will work with the Budget and Finance Committees to tap new ideas and creative solutions that meet the needs of the leaders and our members. I will work with the International Staff to develop innovative business processes.

As a locally elected leader, I have overseen the financial administration of a large local council. While I will acknowledge there are challenges associated with these responsibilities, they are not the same as the difficult challenges that are presented to smaller local councils with fewer available resources. Collaborative approaches are winning approaches. Working together to address concerns and meet the needs of your local council we can do together. Our recent experience has caused us to grow and adapt to an ever-changing environment. Now is the time to use this adaptive growth mindset to our benefit. I am the candidate to do this and to accomplish what we seek, I ask for your support.

## RESUME

### EXPERIENCE

**AFA-CWA Volunteer**  
Local Reserve Committee- 2004 - 2014  
Reserve Committee Volunteer, assisted LEC Officers with Reserve issues in the Base.

**MEC Reserve Chairperson**  
United AFA- 2008 - 2016  
Served as the MEC Reserve Chairperson for eight years. Created training for all Local Councils and worked with the Negotiations Committee on implementing the Reserve Preference System after the ratification of the 2012 Agreement.

**LEC President**  
United AFA Council 11- 2016 - Present  
Served as the Local Council President  
July 1, 2016- Present

**Budget Committee**  
BOD Meeting 2022

#### Flight Attendant

United Airlines - 2000 - Current

Based in EWR (2001-2003), DEN (2003-2014), and SFO (2014-present).

#### Council Representative

AFA-CWA, Council 9 2008-2010

#### Subject Matter Expert

United AFA, Protocol Agreement 2014-2015  
Brought in to serve as an expert in Reserve and Scheduling provisions of the Joint Agreement.

#### Leadership Development Committee

AFA-CWA BOD  
Elected as an alternate to the Leadership Development Committee during the 2021 Board of Directors meeting. Now serving as a member.

### EDUCATION

#### Bachelor's Degree

Cal Poly San Luis Obispo, 1996-2000  
Soil Science, Environmental Management

#### Post Graduate Work

Cal Poly San Luis Obispo, 2003-2004  
I returned to Cal Poly in 2003 to work on my Master's Degree in Soil Science.

**AFA Training**  
Reserve Training 2005  
Basic Grievance Training 2006  
Negotiations Training 2008  
Local Executive Council Training 2008  
Dispute Resolution Training 2009  
IBDR training 2014  
Advanced Grievance Training 2016  
Officer Training 2016  
Advanced Leadership Training 2018

## MY PORTFOLIO

For more information, click on my photo below to visit my website,  
[KWHITEAFACWA.MYPORTFOLIO.COM](http://KWHITEAFACWA.MYPORTFOLIO.COM)

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