

VOTE

KATHRYN AYALA

CANDIDATE FOR
INTERNATIONAL VICE PRESIDENT

Association of Flight Attendants – CWA

GREETINGS

to my Union Sisters and Brothers,



It is with tremendous humility that I ask for your support as our next **INTERNATIONAL VICE PRESIDENT**. It would be my honor to represent you as an international officer of our Union. Sixteen years ago, I began my Flight Attendant career at Spirit Airlines. I came to Spirit after working in local County government for twenty years. I love being a Flight Attendant and, to this day, I still enjoy it and fly a full-time schedule.

During my time working in one of the largest counties in the country, I started by doing grassroots outreach to improve health care for women and children. At that time, I also went to law school at night. After becoming an attorney, I joined the HR Department, where I did collective bargaining work for many years. As the County's **Chief Labor Relations Analyst**, I

- Negotiated collective bargaining agreements,
- Participated in grievance hearings,
- Presented in Arbitrations and Mediations and
- Appeared before the Michigan Employment Relations Commission (MERC).

Upon early retirement from the County, I was ready to fly the friendly skies and see the world. Like many of you, I got involved in Union work when I was personally affected by a contract violation. You can imagine my surprise (and frustration) when I noticed that one pay day my pay was incorrect. It seemed like a simple issue to resolve as the contract was very clear. Unfortunately, the response that I kept getting was "this is the way we always do it." It was right then and there that I pledged to use my skills and abilities to advocate for myself and others and to vigorously defend our CBA.

In my time as a Union Volunteer, I have held numerous positions including:

- Local Union President and Executive Board Member (2015-2019)
- System Board of Adjustment, Member and Alternate (2015 to Present)
- Negotiations Committee Member (2014 to 2015)
- CWA Constitution and Bylaws Committee Member (2019)
- Local Grievance Chair (2019 to Present)

As a Local President, I assembled a strong team of committee (grievance, scheduling, hotel, EAP, safety and mobilization) volunteers that supported our Union. I was consistently under budget. I currently work to support my Local President by volunteering as the Local Grievance Chair. In the past, I have volunteered at the International level on various committees and campaigns such as:

“No Knives on Planes”, “Fight for Ten” and “Bridge the Gap”.

I have also participated in **Legislative Days** on the Hill and the **Poor People’s Campaign** in DC.



IF ELECTED, MY PLAN will be to:

- Gather best practices across our Union and modernize our Ticket System,
- Pay for the creation of this new Ticket System with foundation and grant dollars,
- Mobilize for member participation in the various Retirement Systems as being a Flight Attendant is a career. We need to help members plan for their future. My ultimate goal is to provide more tools to the Local Presidents in support of our Duty of Fair Representation.

Lastly, in case you’re wondering, I won my grievance. Please know that I will work just as hard for you, my Brothers and Sisters. I hope to be your next International Vice President and will serve you with diligence, dedication and pride.

In solidarity,
Kathryn



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