

## **AIRCRAFT MECHANICS FRATERNAL ASSOCIATION**

National Office: 7853 E. Arapahoe Court, Suite 1100 • Centennial, CO 80112  
Tel: 303.752.AMFA (2632) • Fax: 303.362.7736

September 1, 2022

Dear Spirit Airlines Mechanics and Related:

On August 26, 2022, the National Mediation Board (NMB) certified the Aircraft Mechanics Fraternal Association (AMFA) as the collective bargaining agent for the mechanic and related class and craft at Spirit Airlines (NK). On behalf of the Officers and Representatives of the Aircraft Mechanics Fraternal Association, I would like to welcome you to the Association. This New Member Package contains information regarding the next steps to establish membership with AMFA.

Active members in good standing are entitled to attend Association meetings and negotiations; nominate and run for union office at the Local and National level; exercise voting rights in all Local and National elections and referenda; and submit contract proposals and participate in all contract related votes. To become an active member in good standing and start exercising your rights as an AMFA member, please review the attached documents and complete three easy steps:

1. **Application for Membership** – submit the attached Application for Membership via email to [admin@amfanatl.org](mailto:admin@amfanatl.org) or fax to 303-362-7736. Be sure to include your address, cell phone, *personal* email address on this form
2. **Monthly Dues Payment** – Until a payroll deduction protocol is established with NK, monthly dues payments will be made on the AMFA National website under Member Resources >> [Online Dues Payment >> AMFA Dues](#) or by using this QR code from your smart device.



**Notes:** Dues are two times (2x) your base rate and must be paid by the 10<sup>th</sup> of each month per the AMFA Constitution. You may leave the AMFA # field blank until you're assigned an AMFA Membership number.

3. **AMFA National Website Registration** –We encourage all members to register with the AMFA National Website (under “Member Resources”) and to download the new AMFA app to ensure that you receive the most up-to-date news from the Association. In addition, you will have access to AMFA news, publications, negotiation updates, and links to National Officers, AMFA Locals, and government agencies.

**Important:** You must supply a *personal* email address to receive Association and negotiation updates as well as voting communications.

As soon as your Application for Membership and dues payments are processed, you will receive your AMFA Membership Card to identify yourself as a member of AMFA. This card will also have your unique membership number (“AMFA #”) used for voting and identification.

All NK members will be assigned to Local(s), but in the meantime, AMFA National will be overseeing your contract negotiations process to achieve a Collective Bargaining Agreement (CBA) for your workgroup.

Until a CBA is ratified, your \$100.00 Initiation Fee will be waved when you pay voluntary membership dues. Your dues will be used to pay for your AMFA-NK representatives on the property and resources for union negotiations expenses, including building rental, general membership meetings, office supplies, legal practices, grievance filings, union membership training, and arbitration and termination cases.

We are excited to welcome the Mechanic and Related professionals at Spirit Airlines to AMFA and to represent your group as we forge toward achieving your first CBA. Please do not hesitate to reach out to AMFA National with any concerns or questions during the transition.

Sincerely,

A handwritten signature in black ink, appearing to read "Jay Johnson", with a long horizontal flourish extending to the right.

Jay Johnson  
National Secretary/Treasurer

# Union Member Rights and Officer Responsibilities Under the LMRDA



The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA

provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court. For more information contact the nearest OLMS field office listed on page 2 of this fact sheet.

## Union Member Rights

**Bill of Rights** - Union members have

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

**Copies of Collective Bargaining Agreements** - Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

- **Reports** - Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from the OLMS Internet Public Disclosure Room at [www.unionreports.dol.gov](http://www.unionreports.dol.gov).

**Officer Elections** - Union members have the right to

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

**Officer Removal** - Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

**Trusteeships** - Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

**Prohibition Against Certain Discipline** - A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

**Prohibition Against Violence** - No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

## Union Officer Responsibilities

**Financial Safeguards** - Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine

and/or imprisonment.

**Bonding** - Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

**Labor Organization Reports** - Union officers must

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS
- retain the records necessary to verify the reports for at least five years

**Officer Reports** - Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

**Officer Elections** - Unions must

- hold elections of officers of local unions by secret ballot at least every three years
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year
- mail a notice of election to every member at least 15 days prior to the election
- comply with a candidate's request to distribute campaign material

- not use union funds or resources to promote any candidate (nor may employer funds or resources be used)
- permit candidates to have election observers
- allow candidates to inspect the union's membership list once within 30 days prior to the election

**Restrictions on Holding Office** - A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

**Loans** - A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

**Fines** - A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

## Additional Information

Additional information is available on the OLMS Web site at [www.olms.dol.gov](http://www.olms.dol.gov) by sending a message to [olms-public@dol.gov](mailto:olms-public@dol.gov), by calling the DOL Help Line at **1-866-487-2365**, or by contacting an OLMS district office.

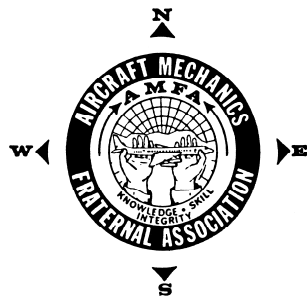
Atlanta, GA	Cleveland, OH	Kansas City, MO	New York, NY	Seattle, WA
Birmingham, AL	Dallas, TX	Los Angeles, CA	Philadelphia, PA	Tampa, FL
Boston, MA	Denver, CO	Milwaukee, WI	Phoenix, AZ	Washington, DC
Buffalo, NY	Detroit, MI	Minneapolis, MN	Pittsburgh, PA	
Chicago, IL	Ft. Lauderdale, FL	Nashville, TN	St. Louis, MO	
Cincinnati, OH	Honolulu, HI	New Orleans, LA	San Francisco, CA	

For the address and telephone number of our field offices, please consult local telephone directory listings under United States Government, Labor Department, Office of Labor-Management Standards, or view our online organizational listing at <http://www.dol.gov/olms/contacts/lmskeyp.htm>.

**U.S. Department of Labor**  
Office of Labor-Management Standards  
February 2010 (Revised May 2014)

# OLMS

Visit us at [www.olms.dol.gov](http://www.olms.dol.gov)  
E-mail us at [olms-public@dol.gov](mailto:olms-public@dol.gov)  
Call the DOL National Call Center at **1.866.487.2365**



# AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

## APPLICATION FOR MEMBERSHIP

NAME: \_\_\_\_\_  
*last first mi*

EMPLOYER: \_\_\_\_\_ STATION: \_\_\_\_\_ BID LOCATION: \_\_\_\_\_

EMPLOYEE #: \_\_\_\_\_ CLASSIFICATION: \_\_\_\_\_

HIRE DATE: \_\_\_\_\_ CLASSIFICATION SENIORITY DATE: \_\_\_\_\_

CURRENT ADDRESS: \_\_\_\_\_  
*street apt*  
\_\_\_\_\_ *city state zip*

HOME PHONE #: \_\_\_\_\_ WORK PHONE #: \_\_\_\_\_

PERSONAL EMAIL ADDRESS: \_\_\_\_\_

HAVE YOU PREVIOUSLY BEEN AN AMFA MEMBER?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
IF YES: PREVIOUS AMFA NO. _____	LOCAL _____	EMPLOYER _____
DID YOU RECEIVE AN HONORARY WITHDRAWAL CARD?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
ARE YOU A COMMUNIST, FASCIST, NAZI; OR SUPPORT ANY OTHER TOTALITARIAN PHILOSOPHY OR SUBVERSIVE ORGANIZATION?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
HAVE YOU EVER WORKED DURING A LAWFUL STRIKE CALLED BY THE UNION IN WHICH YOU WERE A MEMBER?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
HAVE YOU EVER WORKED AS A PERMANENT OR TEMPORARY REPLACEMENT IN A JOB CLASSIFICATION WHERE THE PERSONS WHO PREVIOUSLY HELD YOUR POSITION WERE ON STRIKE?	YES <input type="checkbox"/>	NO <input type="checkbox"/>

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

**OFFICE USE ONLY**

LENGTH OF PROBATION \_\_\_\_\_ (mths/hrs) PROBATION END DATE (est.): \_\_\_\_\_

RESULTS OF DUES AND MEMBERSHIP RECORDS CHECK WITH AMFA NATIONAL:

COMMENTS \_\_\_\_\_

RECOMMENDATION OF LOCAL SECRETARY: APPROVE / DENY (circle one) \_\_\_\_\_ (initial)

COMMENTS \_\_\_\_\_

APPLICATION PRESENTED ON: \_\_\_\_\_ APPROVED / DENIED (circle one)

PRESIDING OFFICER: \_\_\_\_\_ /S/ \_\_\_\_\_

WITNESS: \_\_\_\_\_ /S/ \_\_\_\_\_

WITNESS: \_\_\_\_\_ /S/ \_\_\_\_\_

# Register with the AMFA National Website and Download the AMFA App

## ➔ Step 1: Register with the AMFA National Website

1. Browse to the AMFA National Website at [www.amfanational.org](http://www.amfanational.org)  
>> select Member Resources >> select Login
2. Complete the New User Registration section. If you do not know your AMFA # for the registration section, leave it blank and it will be entered by AMFA National during the approval process (**approval may take up to 24 business hours**).

Members who have registered with the AMFA National Website can access their AMFA Number under their Account Settings on the website at any time.

## ➔ Step 2: Download the AMFA App

1. Browse to the AMFA National Website at [www.amfanational.org](http://www.amfanational.org)  
>> select Member Resources >> select AMFA App
  - \* The AMFA App is **not available in the App Store or Google Play**.
2. Select the Apple or Android App button to install.
3. Follow the instructions provided on the page to complete the installation.
4. Login to the app using the username and password used to register with the AMFA National Website. After logging in your AMFA # will appear in the upper left-hand corner (you may need to close the app and re-open).  
**Note:** If it has been less than 24 business hours since you registered with the AMFA National Website, your registration may not have yet been approved and therefore your AMFA # may not yet appear in the upper left-hand corner.
5. If you experience operational issues with the app at any time, try removing the app from your device and re-install.

**\*\*\*You MUST first be registered with the AMFA National Website to login to the AMFA App and for your AMFA Number to appear in the AMFA App.**