

MASTER EXECUTIVE COUNCIL RESOLUTION

SUBJECT: Gender Equality

WHEREAS, a core value of AFA-CWA is the promotion of economic and social justice for all workers through education and action; and

WHEREAS, AFA-CWA is committed to the broadest employment of its members regardless of age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, gender identity, and gender expression; and

WHEREAS, the World Health Organization and other leading scientific and medical organizations accept that sex and sex characteristics are not limited to “male” and “female”; and

WHEREAS, the World Health Organization and other leading scientific and medical organizations accept that gender is a social construct not determined by biological sex and not limited to “male” and “female”; and

WHEREAS, non-binary individuals are increasingly visible and accepted in cultures and laws around the world; and

WHEREAS, Alaska Air Group has several policies, including uniform and appearance policies, based on an outdated definition of gender;

THEREFORE BE IT RESOLVED, the Alaska Airlines Master Executive Council (MEC) strongly supports gender equality and the right to recognition, acceptance, and inclusion of people of all gender identities and expressions both in and out of the workplace; and

BE IT FURTHER RESOLVED that the MEC calls upon Alaska Airlines management to update and/or replace existing policies in order to recognize, accept, and include non-binary and gender non-conforming individuals; and

BE IT FINALLY RESOLVED that the MEC calls upon Alaska Airlines management to immediately begin working collaboratively with AFA to study, review, and make the aforementioned policy updates in an expeditious manner, beginning with an update to frontline uniform and appearance standards.

ADOPTED this 1st day of December, 2020