

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FORTY SIXTH BOARD OF DIRECTORS MEETING
APRIL 9 – APRIL 11, 2018
ATLANTIC CITY, NEW JERSEY

SUBJECT: Direct Membership Election (DME) of MEC Officers

STATEMENT OF QUESTION:

Should the many various Articles & Sections of the AFA-CWA Constitution and Bylaws be amended so that MEC Officers will be elected directly by the members?

SOURCE AND DATE SUBMITTED: Strategic Planning Committee - March 9, 2018

BACKGROUND INFORMATION:

Since 1976, this topic has been discussed at no less than twelve BOD Meetings. Many times the Board has voted in favor of the concept, but it has always been defeated once implementation language is considered.

At the BOD Meeting in 2016, the Board directed the SPC to draft an agenda item that addresses the many concerns that were identified. This agenda item includes implementation language addressing many process issues, such as Nominations, Elections, Vacancies, and Recalls.

This agenda item provides the most comprehensive assessment of constitutional amendments necessary to implement DME in a way that addresses the concerns expressed at the many previous BOD Meetings.

However, matters such as accountability to the Local Presidents, the representational voice of small councils, and the expense to candidates and the Union may not be addressed to the satisfaction of the Board. To an extent, these concerns and DME are mutually exclusive.

Finally, the implementation of DME is significantly complex. Many aspects of the Constitution and Bylaws are affected, to the extent that the foundation of the Union changes.

PROPOSED RESOLUTION:

WHEREAS, the 2016 Board of Directors directed the Strategic Planning Committee to undertake an extensive review of the Constitution & Bylaws; and,

WHEREAS, there is leader and membership interest in a comprehensive agenda item that explores a process to have members select their MEC officers through direct membership election;

THEREFORE BE IT RESOLVED, that the following information and prospective changes to the C&B be presented to the 2018 AFA Board of Directors for their review and consideration.

BE IT FURTHER RESOLVED, that Article V be amended as follows:

**ARTICLE V
BOARD OF DIRECTORS**

A. Organization

The Board of Directors shall consist of the Presidents of all Local Councils, except as otherwise provided in the Constitution and Bylaws. The International President, Vice President, and Secretary-Treasurer of the Union ~~and the Master Executive Council Presidents, Vice Presidents and Secretary-Treasurers, if not also Local Council Presidents,~~ shall be ex-officio members of the Board of Directors.

B. Jurisdiction and Duties – (No Changes)

C. Balloting of the Board – (No Changes)

D. Regular and Special Meetings – (No Changes)

E. Agenda Submission Procedure

1. At all regular annual meetings of the Board of Directors, the following procedure shall apply with respect to submission of agenda items:
 - a. All agenda items must be reduced to writing and shall include an explanation of the action proposed.
 - b. Such items shall be approved by either the Local Council, Master Executive Council, **Master Executive Council President**, Executive Board, Standing Committees or International President.
 - c. All submissions must be received by or bear a postmark date not later than sixty (60) days prior to the first day of the Board meeting.

- d. No later than thirty (30) days prior to the Board meeting, the International Secretary-Treasurer shall transmit to the members of the Board of Directors the items which have been thus duly placed on the agenda, and at that time furnish the members of the Board of Directors their individual committee assignments, and each committee's known agenda items.
 - e. Agenda items shall be published as submitted. No additions, deletions or editing may be made without the permission of the sponsor.
 - f. Late agenda items may be submitted by a delegate, Master Executive Council or the Executive Board during the first two (2) days of the regular Board meeting. The International President may submit an agenda item at any time. Acceptance of late agenda items shall be approved by a two-thirds (2/3) majority vote of the Board of Directors.
 - g. All agenda items which may involve expenditures shall be expensed by the Budget Committee or the General Manager before they are reported out of Agenda Committee.
2. When an agenda item has been properly submitted as provided above, a Master Executive Council may at any time up through the first two (2) days of the regular Board meeting, in writing, endorse any such item. By thus endorsing the item, the Master Executive Council shall hereby become cosponsor of the agenda item.
 3. Endorsement of any item may be withdrawn, provided, however, withdrawal of any item from the agenda may be accomplished only by concurrence of all sponsors.

F. Attendance and Quorum

1. At all meetings of the Board of Directors, each Local Council shall be represented by its President, except as provided in Section H. of this Article **and each MEC will be represented by its MEC President.**
2. All meetings of the Board of Directors are open to all active members of the Union and invited guests; provided, however, that the Board of Directors may declare any session to be a closed session and exclude any or all persons who are not duly accredited members of the Board of Directors.
3. At any meeting of the Board of Directors, a majority of the Board of Directors, **including MEC Presidents,** shall constitute a quorum for the transaction of business. (count the MEC officers)

G. Voting

1. Decisions on all questions, including the election of Officers, brought before the Board of Directors shall be determined by a majority vote unless otherwise specifically stipulated in the Constitution and Bylaws. All voting shall be viva voce, except that a standing vote or roll call shall be taken at the request of any member of the Board of Directors.
2. Each member of the Board of Directors, **including MEC Presidents**, shall have one (1) vote for each active member in good standing whom that member represents; however, votes shall be tabulated in this manner only when voting by roll call.
3. The cutoff date for determination of roll call votes will fall within the same calendar month as the actual Board of Directors meeting.
4. An International Officer of the Union shall not vote at meetings of the Board of Directors unless that officer is also an elected member of the Board of Directors. The Chairperson of the meeting may, however, vote to break a tie.

H. Representation at Board of Directors Meetings

If a Local Council President is unable to attend for any reason, the Vice President shall attend. If neither the Local Council President nor Vice President is able to attend, the Secretary shall attend. If none of the foregoing is able to attend, the Local Council President shall designate, in writing, another elected delegate, being a member of the Board of Directors from that member's airline, to attend and act as that member's representative. In the event that no such other elected delegate, being a member of the Board of Directors, from that member's airline, is available to act as that member's representative, that member may designate, in writing, any other elected delegate, being a member of the Board of Directors, to attend and act as that member's representative who would then have all the rights and privileges of the original representative. **If an MEC President is not able to attend, then a progression parallel to the one above will be used to determine the representative.** No Council shall have more than one (1) elected delegate as a member of the Board of Directors **except in the case of an MEC President.** Where all members on an airline are furloughed, the last Master Executive Council President or designee on the airline may attend Board of Directors meetings held within one (1) year of the total furlough as an observer with floor speaking privileges, but not as a delegate or voting member.

I. Proxies

If for any reason a member of the Board of Directors, **including MEC Presidents**, can show cause why that member is unable to remain at a meeting of the Board of Directors, that member may designate, in writing, any other member of the Board of Directors, or another officer of the Local Executive Council, in attendance, to act as that member's proxy, with all the rights and privileges of the original representative. A proxy may not be transferred when a proxy holder finds it necessary to depart a meeting. Should the original representative return to the meeting, s/he resumes all of the rights and privileges and the transference of the proxy becomes null and void.

J. Committees-Board of Directors Meetings – (No Changes)

K. Committees of the Board of Directors – (No Changes)

L. General – (No Changes)

M. Meeting Records and Minutes – (No Changes)

N. Effective Date of Measures Enacted by the Board of Directors – (No Changes)

BE IT FURTHER RESOLVED, that Article VII be amended as follows:

**ARTICLE VII
AIRLINE MASTER EXECUTIVE COUNCILS**

A. Organization

1. On an airline having one (1) Council, the Local Executive Council shall be the Master Executive Council of the airline.
2. On an airline having two (2) or more Local Councils which elects its Master Executive Council Officers pursuant to Article VIII.B.2., all of the Local Council Presidents **and the MEC President** shall be **voting** members of the Master Executive Council.

B. Jurisdiction and Duties

1. A Master Executive Council shall be the chief governing body for the membership on that airline, and shall have the responsibility, authority and duty to:
 - a. Elect Master Executive Council Officers as provided in Article VIII.
 - b. Establish and implement Master Executive Council policy deemed necessary to conduct Council business and further the goals of the Union.
 - c. Function as a coordinating Council for the membership on that airline. Its activities shall be proportionate to and in accordance with the demands made upon it by the Local Councils under its jurisdiction. All normal or routine local Union business shall, however, be conducted by the Local Councils on the respective airlines.
 - d. Make the final decision on any problem or problems of the members of that airline, and accordingly.
 - e. Maintain an active internal membership development program.
 - f. Maintain participation of Local Council Officers, Negotiating Committee members and System Board members in appropriate training programs.
 - g. Establish a program designed to keep members informed of Union activities.
 - h. Maintain adequate records on Union business conducted on the airline.
 - i. Distribute an annual report to the membership on Union business conducted on the airline which is to include Union expenditures.
 - j. The actual B&E reports are available for viewing by members in good standing. The reports are internal, not to be published either in print or electronic form.
 - k. Establish committees and appoint committee chairpersons as may be necessary for conducting Master Executive Council business and enforcing policy of the Union and Master Executive Council.
 - l. Elect System Board members on that airline.
 - m. Give its approval by a majority vote of the Master Executive Council of an airline, with the advice of the International President, before a strike vote of the members of such airline may be taken.

- n. Abide by the Constitution and Bylaws of the Union and decisions of the Board of Directors.
 - o. Perform all other duties as stated in the Constitution and Bylaws.
2. Nothing in this section shall authorize any Master Executive Council to initiate any action that is inconsistent with this Constitution and Bylaws or with the best interests of the Union or the general membership thereof.

C. Officers

Each Master Executive Council shall have the following elected Officers: President, Vice President and Secretary-Treasurer.

1. Eligibility

All Officers of the Master Executive Council must be active members in good standing from that airline, provided that in the case of an airline with only one (1) Council, the Local Executive Council officer shall also hold that office on the Master Executive Council. Nothing in this Section shall prevent a Local Council President from holding any Master Executive Council office.

2. Jurisdiction and Duties

a. Master Executive Council President

The President shall be the official Union spokesperson and chief executive officer for that airline and shall have the authority and duty to:

- (1) Be responsible for and charged with administering the policies of that Master Executive Council, and implementing the objectives and policies announced by the Board of Directors and Executive Board.
- (2) Be responsible for the expeditious processing of members' complaints and grievances.
- (3) Be the Union representative on that airline for the purpose of furthering and implementing the objectives and policies announced by the Board of Directors and Executive Board.
- (4) Coordinate and compile Master Executive Council policy, review reports and recommendations and submit such material to the appropriate committees of the Union.
- (5) Be a member of the Negotiating Committee.
- (6) Be a member of the Executive Board.
- (7) Be **a member** ~~granted the privilege of the floor at all meetings~~ of the Board of Directors, ~~but shall have no vote~~, if not also a Local Council President.
- (8) Be responsible for and supervise the business and managerial functions of the Union on that carrier.
- (9) Consult with and be assisted by the Vice President and Secretary- Ballot the Master Executive Council if necessary or when required.

- (11) Keep a current and accurate inventory of all Union property and supplies purchased or provided by the Union and submit a copy of this to the International Secretary-Treasurer of the Union.
 - (12) Inform all Master Executive Council Officers and committees that all files, correspondence, documents and other materials resulting from the work of such committees are the property of the Union, not the personal property of individuals, and are to be safeguarded.
 - (13) Maintain the Union's files and property, then transfer them to her/his successor promptly.
- b. Master Executive Council Vice President
The Vice President shall:
- (1) Function under the jurisdiction of the President in carrying out the policies and directives of the Master Executive Council.
 - (2) Perform the duties of the President at her/his request or in the absence of the President.
 - (3) Be granted the privilege of the floor at all Master Executive Council and Board of Directors meetings, but shall have no vote if not also a Local Council President.
- c. Master Executive Council Secretary-Treasurer
The Secretary-Treasurer shall:
- (1) Assist the President in administering Master Executive Council funds.
 - (2) Maintain Master Executive Council records and perform such other duties that may be specifically assigned to the Secretary-Treasurer by the President or Acting President.
 - (3) Be responsible to the President and Master Executive Council.
 - (4) Be responsible for general record keeping and accounting of the Master Executive Council budget and any funds.
 - (5) Distribute a quarterly statement on expenditures to the Master Executive Council.
 - (6) Assist in preparation of the Master Executive Council annual report to the membership.
 - (7) Exhibit at all reasonable times the general records to any Officer or active member in good standing upon application.
 - (8) Maintain Master Executive Council records and record all meetings of the Master Executive Council.
 - (9) Deliver to her/his successor all monies and other property of the Master Executive Council. On demand of the International Office, s/he shall make available all books and records for examination and audit.
 - (10) Submit a copy of all Master Executive Council meeting minutes and nomination notices to the International Secretary-Treasurer of the Union.
 - (11) Be responsible for distributing a list of Master Executive Council committees' flight pay loss to the Master Executive Council and the International Office each month; this list will include, but not be limited to, hours and ID(s) missed, days on projects, and projects charged.

- (12) Be granted the privilege of the floor at all Master Executive Council and Board of Directors meetings, but shall have no vote if not also a Local Council President.
3. Vacancies in Office of Master Executive Council
- a. The Vice President shall become Acting President of the Master Executive Council when the office of President is vacant.
 - b. When the office of President becomes vacant for any reason, the Acting President shall call a meeting of the Master Executive Council within sixty (60) days for the purpose of electing a new President. **If the vacancy is known more than 270 days from the end of the term, the Acting President shall notify the International Secretary-Treasurer who shall initiate nomination and election process per Article VIII.B.**
 - c. When the office of Vice President is vacant for any reason, the Secretary-Treasurer shall become Acting Vice President. The vacant office of Vice President shall be filled by election at the next meeting. **If the vacancy is known more than 270 days from the end of the term, the President shall notify the International Secretary-Treasurer who shall initiate nomination and election process per Article VIII.B.**
 - d. When the office of Secretary-Treasurer is vacant for any reason, the office will be filled by election at the next meeting. **If the vacancy is known more than 270 days from the end of the term, the President shall notify the International Secretary-Treasurer who shall initiate nomination and election process per Article VIII.B.**
 - e. If the offices of President and Vice President become vacant simultaneously for any reason, the Secretary-Treasurer shall become Acting President and shall call a special meeting within ten (10) days for the election of such Officers under Section D. of this Article. **If the vacancies are known more than 270 days from the end of the term, the President shall notify the International Secretary-Treasurer who shall initiate nomination and election process per Article VIII.B.**
 - f. In the event simultaneous vacancies in all Master Executive Council offices occur, a temporary President shall be appointed by the International Secretary-Treasurer of the Union. The International President of the Union, in accordance with Section D.2. of this Article, shall immediately call a Master Executive Council meeting for the purpose of election of Officers. **If the vacancies are known more than 270 days from the end of the term, the President shall notify the International Secretary-Treasurer who shall initiate nomination and election process per Article VIII.B.**
 - g. In the event there is no President or Acting President, the International Secretary-Treasurer of the Union shall, within thirty (30) days, appoint a Temporary President who shall serve until a President is elected.
 - h. Temporary Master Executive Council Officers shall have all the jurisdiction and duties provided in Section C.2. of this Article.

- i. Vacancies in office on a single Council airline shall be filled in accordance with Article III.C.5., except that if there are no elected Officers, Article III.A.4. shall be followed.
4. Term of Office
 - a. The regular term of office of the Master Executive Council Officers shall be three (3) years from the date elected.
 - b. In the event a Master Executive Council Officer is elected as a result of a vacancy in office such term shall run until the next regular scheduled election.
 - c. Notification of elections shall be forwarded to the International Office after each election or filling of a vacancy on each Master Executive Council.
5. Bonding

A Master Executive Council, in its judgment, or the International President, may cause its President or whoever may be entrusted with the Master Executive Council funds to be bonded. The President, in any event, shall be held accountable for such funds.
6. Compensation

There shall be no salary in connection with any office of a Master Executive Council. Master Executive Council operating expenses shall be paid by the Union.

D. Master Executive Council Meetings

1. Regular Meetings
 - a. A Master Executive Council shall hold at least two (2) meetings a year. It is suggested that these meetings be held within forty-five (45) days following January 1 and July 1 of each year and that one (1) of these meetings shall be held at the International Office.
 - b. Written notice of all regular Master Executive Council meetings shall be sent to each Master Executive Council member at least fifteen (15) days before the date established by the Master Executive Council President. Such notice shall list the time, place and proposed agenda for that meeting, and copies of such notice shall be forwarded to the International Office.
 - c. Agenda items submitted by Master Executive Council members shall be in writing and shall become part of the published notice of the meeting if received by the President prior to issuance of such notice.
 - d. The President or Acting President will endeavor to comply with Subparagraph c. above, but may submit any agenda item at any time prior to the close of the meeting.
 - e. A majority vote of the MEC via teleconference, fax or email may cancel a regularly scheduled meeting but no less than seventy-two (72) hours before the meeting date.

2. Special Meetings

- a. A special meeting of the Master Executive Council may be called at any time by the President or the International President.
- b. Whenever thirty percent (30%) of the members of the Master Executive Council, **including the MEC President**, petition the President or the International President, a special meeting shall be called. Such petition for a special meeting shall list the time, place and items to be discussed at the desired meeting.
- c. The International President and all members of the Master Executive Council shall be notified in writing at least twenty-four (24) hours in advance of such special meeting, and the notice shall set forth the agenda for the meeting. Special meetings called for the purpose of electing Master Executive Council Officers shall require ten (10) days prior written notice to the Master Executive Council.
- d. No business other than that specified in the written notice shall be conducted at any special meeting of the Master Executive Council, except that when all members or their legal proxies are present, any business may be conducted with at least a three-fourths (3/4) majority approval to consider such business.
- e. All meetings of the Master Executive Council shall be open meetings unless declared closed by the Master Executive Council.
- f. A special meeting called in accordance with Article VII.D.2. may be canceled in the same manner in which the meeting was called, i.e., if the International President calls a special MEC meeting, only the International President can cancel that meeting.

3. Teleconference Meetings

Meetings of the MEC and its committees may be held by telephone and other electronic means provided all members participating can hear and speak with each other simultaneously. Teleconference meetings are not subject to requirements to be open to all active members. However meeting records and minutes shall be maintained and distributed in accordance with Article VII.D.8.

4. Attendance and Quorum

- a. At any duly called meeting of the Master Executive Council, each Local Council on the airline shall be represented by its President.
- b. At any meeting of a Master Executive Council, a majority of its members shall constitute a quorum for the transaction of business, and when a quorum is not present, a lesser number of its members may adjourn the meeting to a future time.
- c. All Master Executive Council meetings are open to all active members of the Union and invited guests; provided, however, that a Master Executive Council may declare any session to be a closed session and exclude any or all persons who are not duly accredited members of the Master Executive Council.

5. Voting

- a. A majority vote shall be required for election of Officers, System Board members, and elected Master Executive Council committees with each member of the Master Executive Council **and each MEC President** having one (1) vote. (Voting: each member of the MEC has 1 vote)

- b. All issues submitted to the Master Executive Council at any meeting shall be decided by a majority vote, with each member in attendance having one (1) vote. On issues other than election of Officers, System Board members and elected Master Executive Council committees, a request may be made by any member of the Master Executive Council for a roll call vote. Each member of the Master Executive Council in attendance shall have one (1) vote for each member in good standing s/he represents. For the purpose of roll call voting, the International Secretary-Treasurer of the Union, upon request by the Master Executive Council President, shall provide a current report of the number of active members in good standing represented by each Master Executive Council member. **MEC Presidents do not carry any votes for the purpose of a rollcall vote.**
 - c. A Master Executive Council President ~~who is not also a Local Council President shall vote only in the event of a tie~~ **is limited to one vote.**
6. Representation at Master Executive Council Meetings
- If, for any reason, the Local Council President is unable to attend a Master Executive Council meeting, the Vice President shall represent the Local Council at the Master Executive Council meeting. In a case where both the President and Vice President are unable to attend, the Secretary shall represent the Local Council. If none of the Local Council Officers are able to attend, the Officer(s) of the Local Council shall appoint, in writing, a Council Representative to represent the Local Council. In the event Council Representatives are unable to attend, the Local Council Officers shall appoint in writing an active member in good standing from the Council. The Council Representative or a member in good standing will have all the rights and privileges of the original representative for the duration of the meeting, except in regular elections for Master Executive Council Officers only elected Local Council Officers may vote. If it can be determined that a Local Council President or her/his designee cannot be in attendance for the commencement of a Master Executive Council meeting and a replacement representative from the Local Council may not be able to arrive in sufficient time to commence a meeting, the original representative may designate, in writing, another member of the Master Executive Council, **including an MEC Officer**, to act as that member's representative, who would have all the rights and privileges of the original representative
7. Proxies
- If a Master Executive Council remains in session beyond the last day specified in the notice for such meeting, or prior to such time a member can show cause to the Master Executive Council President that she/he is unable to remain in attendance, the member may designate either another member of the Master Executive Council or another officer of the Local Executive Council to act fully on that member's behalf as that member's proxy. Any such proxy shall be in writing. A proxy may not be transferred when a proxy holder finds it necessary to depart a meeting. Should the original representative return to the meeting, she/he resumes all of the rights and privileges and the transference of the proxy becomes null and void.

8. Meeting Records and Minutes

Minutes and a record of attendance shall be kept of all meetings, both regular and special, and such minutes and records shall be a part of the Master Executive Council's records and files. A copy of such minutes and records shall be sent to the International Office within thirty (30) days, and distribution made as the Master Executive Council directs.

E. Single Council Airline

1. In the case of an airline with only one (1) Council, the Local Council President shall also be Master Executive Council President, provided that where a multiple Council airline reduces to a single Council/domicile airline, the President of the remaining Local Council shall, if not already so, assume the office of Master Executive Council President and is charged with immediately initiating the election of Local Council Officers under the processes of Article VIII.C. These Officers will complete the unexpired portion of the normal term of office of the remaining Local Council. In the event that there is less than six (6) months remaining of the normal term of office of the remaining Local Council, the successful candidates elected to said office will be appointed to complete the unexpired terms of office and will then fill the regular terms of office to which they have been elected. The date used for determining the length of the unexpired term of office of the remaining Local Council will be the date of closure of the other domicile(s).
2. In the case of an airline with only one (1) Council which expands to a multiple Council airline, the Local Council President of the initial Council shall continue in office as Master Executive Council President and shall be charged with calling a meeting of the Master Executive Council at such time as Officers have been elected on the new Council(s); said meeting to be called without undue delay for the purpose of electing Master Executive Council Officers under the provisions of Sections C.4. and E.1. of this Article.

F. Establishment of a New Master Executive Council

For the purpose of initial representation, Local Council Officers established in accordance with Article III.A.3. shall form the Temporary Master Executive Council. The International Secretary-Treasurer of the Union shall cause the Temporary Master Executive Council to be convened for the purpose of electing its President, Vice President and Secretary-Treasurer to serve until the election of Local Council Officers has been accomplished in accordance with Article VIII.C.1. and 2., at which time the Temporary Master Executive Council President shall promptly convene the Master Executive Council for the purpose of electing the Master Executive Council President, Vice President and Secretary-Treasurer in accordance with ~~Section C. 1. of this Article~~ **VIII.B.**

G. Transitional Master Executive Councils

1. On an airline having two (2) or more Councils, the Transitional Local Council shall be members of the Transitional Master Executive Council.
2. Each Transitional Master Executive Council shall have the following Officers: President and Secretary-Treasurer, to be elected by the members ~~of the Master Executive Council~~ in accordance with procedures of the AFA-CWA Constitution and Bylaws, **Article VIII.B**. The term of office shall commence upon election and shall terminate upon the election of regular Master Executive Council Officers, or three (3) years, whichever occurs first. Vacancies in office shall be filled in accordance with Article VII.C.3., except that there shall be no Vice President position. A Transitional Master Executive Council President and Secretary-Treasurer shall have all the rights and privileges of an Officer of the Union as authorized by the AFA-CWA Constitution and Bylaws.
3. Election of regular Master Executive Council Officers shall take place within ~~thirty~~ **(30) ninety (90)** days of the certification of election results at all Local Councils.
4. Meetings of the Transitional Master Executive Council and its jurisdiction and duties as well as those of its Officers shall be in accordance with Article VII., except that Transitional Master Executive Council Committees shall be those necessary for member communications and support.

H. Affiliate Master Executive Councils – (No changes)

BE IT FURTHER RESOLVED, that Article VIII be amended as follows:

**ARTICLE VIII
NOMINATION AND ELECTION OF OFFICERS**

A. International Officers – (No proposed changes)

B. Master Executive Council Officers

- ~~1. The representative of each Local Council on the Master Executive Council shall have the privilege of nominating one (1) candidate for the office of President, Vice President, and Secretary-Treasurer of the Master Executive Council.~~
- ~~2. A majority vote shall be required for the election of Officers with each member of the Master Executive Council having one (1) vote. The Secretary-Treasurer of the Master Executive Council shall notify the International Secretary-Treasurer of the Union of the names of newly elected Officers and the date upon which their terms of office commenced.~~

1. Nomination Procedures

a. No later than one hundred and fifty (150) days before the start of the term of office, the International Secretary-Treasurer of the Union shall cause notifications of commitment to serve statements to be sent to all active members of an airline at all Local Councils within the United States scheduled for election as provided in Paragraph 3. of this Section. For all members at Local Councils located outside of the United States the time frame shall be two hundred and ten (210) days before the start of the term of office. The International Secretary-Treasurer of the Union shall notify the Master Executive Council President thirty (30) days prior to distributing said notification. For newly organized carriers, the notifications of commitment to serve statements shall be sent to all active members of the airline no later than sixty (60) days following the appointment of Temporary Master Executive Council Officers.

b. Nomination procedures shall be by self-nomination with requirement of securing the support of one additional active member in good standing.

c. (1) Each active member in good standing may self-nominate her or himself to be a candidate for the office of President, Vice President or Secretary.

(2) The prospective candidate is responsible for securing the support of at least one additional active member in good standing and identifying the member(s) on the commitment to serve statement.

- d. Nominating ballots, executed by active members in good standing, Commitment to Serve statements shall be sent to the International Secretary-Treasurer of the Union and received by the announced close of nominations.
- e. Nominating ballots Commitment to serve statements of active members in good standing shall be certified under the supervision of the Ballot Certification Committee at the International Office.
- f. (1) The Ballot Certification Committee shall determine legitimacy of a candidate's supporter by any one (1) of the following:

 - (a) At least one phone call and email to the supporter's designated phone and email address.
 - (b) Receipt of written notification from the supporter prior to the ~~count~~ election mail date.
- (2) If a commitment to serve has not been indicated as outlined in C.1.f.(1) above, the AFA-CWA Membership Services Department will contact the nominee through email, phone call(s), and regular mail letter requesting a commitment to serve statement. Verbal confirmation upon receipt of email, phone call(s), and regular mail letter, confirmed in writing, may also serve as notification of a candidate's commitment to serve.
- (3) The International Secretary-Treasurer of the Union shall cause the names of all nominees who received at least one (1) nomination and who have indicated their commitment to serve to be placed on the official Local Council election ballot.

2. Election Procedures

- a. (1) No later than ninety (90) days before the start of the term of office, the International Secretary-Treasurer of the Union shall cause election ballots to be mailed to all active members at an airline at those Local Councils within the United States scheduled for elections as provided in Section 3. below. For members at all Local Councils located outside of the United States, ballots will be mailed one hundred and twenty (120) days before the start of the term of office. The election ballot shall list the names of the nominees for each Local Council office in alphabetical order. Each active member in good standing may vote for one (1) candidate for each Local Council office and the successful candidate for each office shall be that eligible candidate receiving the greatest number of election votes, with no requirement that the successful candidate receives a majority of the valid ballots returned. Nothing in this Constitution and Bylaws shall prohibit the write-in and election of an eligible member for Local Council office. Such election shall be conducted by secret ballot.

(2) Master Executive Council Officer election ballots executed by the active members in good standing of each Local Council at the airline shall be returned to the International Office no later than sixty (60) days before the start of a term of office, or before a date established by the International Secretary-Treasurer of the Union. Ballots shall be validated and tallied under the supervision of the Ballot Certification Committee. It shall certify the election results and notify the International Secretary-Treasurer of the Union, who shall promptly telephone and e-mail, if available, a copy of such certification to the successful candidates and post this certification on a page of the International Office website. Additionally, the International Secretary-Treasurer will ensure that the current Master Executive Council President receives a copy of this information for posting on a local bulletin board and website, as applicable. Additionally, the International Secretary-Treasurer will arrange for an e-mail be sent to all members of the respective airline, if their email address is known. All nomination and election ballots and the transmittal envelopes in which they were received, shall be retained at the International Office for at least the duration of the terms of office for which the balloting was conducted.

(3) In cases where ties develop in the election process, the two (2) or more candidates who are tied shall participate in a runoff election by a mail or electronic ballot that will be held as soon as practicable after the initial balloting is completed.

(4) In the event no eligible member is elected as President, Vice President or Secretary, the International Secretary-Treasurer of the Union shall immediately arrange for additional balloting for such office.

b. The election of Master Executive Council Officers shall be completed and the successful candidates notified of their election by the International Secretary-Treasurer of the Union no later than the first day of the month preceding the term of office.

3. (No Change)

4. (No change)

D. Campaign Procedures (No Changes)

E. Oath of Office (No Changes)

BE IT FURTHER RESOLVED, that Article IX be amended as follows:

ARTICLE IX - RECALL OF OFFICERS

A. International Officers (No changes)

B. MEC Officers

1. Recall of any MEC Officer may also be accomplished in the following manner: Thirty percent (30%) of the active members in good standing at that airline must petition the International Secretary-Treasurer of the Union per the provisions of Article III.D.9., requesting Local Council meetings to discuss circulation of a recall ballot. It shall be the duty of the International Secretary-Treasurer to send notice that shall be in receipt of the members not less than fifteen (15) days prior to such meetings. A majority vote of the combined members present at such meetings may request the International Secretary-Treasurer of the Union to initiate and circulate a ballot among the active members in good standing of such airline for the removal of a Master Executive Council Officer. Said ballot shall be mailed within fifteen (15) days of the request thereof. Recall shall require a majority vote of all active members in good standing voting in such recall election. The International Secretary-Treasurer of the Union, upon completion of such balloting, shall certify to the Master Executive Council and the applicable Local Councils the results of such vote. When such recall is accomplished, such recalled Officer shall immediately be divested of all authority, prestige and rights commensurate with that office. Should a Local Council Officer facing recall resign prior to the completion of said recall, such resignation shall be effective immediately or no later than the end of the existing month. The recall process shall not halt until such time as said resignation is effective.

~~1.~~ 2. Any Officer of the Master Executive Council may be removed from office at any time, either with or without cause, by a majority vote of the ~~Master Executive Council~~ membership at that airline, provided that in the case of a single Council airline, a Master Executive Council Officer may only be removed as prescribed in Section C. of this Article.

~~2.~~ 3. A member of the Master Executive Council may be removed from membership on the Master Executive Council as a result of action taken pursuant to Section C. of this Article.

~~3.~~ 4. An affirmative vote for removal of an Officer of the Master Executive Council shall not remove the Officer from membership on the Master Executive Council if this Officer is still qualified for membership thereon as an Officer of a Local Council.

~~4.~~ 5. When a Master Executive Council ~~President~~ Officer is removed from office, the Master Executive Council may ~~elect a new President at that meeting or apply Article VII.C.3~~ promptly elect a Temporary MEC Officer until the vacancy can be filled per the provisions of Article VII.C.3.

C. Local Council Officers (No changes)

BE IT FURTHER RESOLVED, that the titles for Sections IX.G. and IX.H. be amended as follows:

**SECTION IX
UNION VOTING PROCEDURES**

G. Additional Ballot Procedures for Local Council MEC Nominations

H. Additional Procedures for Local Council MEC Elections

BE IT FURTHER RESOLVED, that while the language in these sections will remain unchanged, these sections will apply to the nominations and elections of both LEC and MEC Officers.

BE IT FURTHER RESOLVED, that Section X.E.1.b. be amended as follows:

**SECTION X
MERGER AND RELATED EMPLOYEE PROTECTIVE PROVISIONS**

E. Merger of Master Executive Councils

- 1.b. The International President or International President's designee shall ensure this process is completed no later than ~~ninety (90)~~ **one hundred and eighty (180)** days after the financial close of the merger.

BE IT FURTHER RESOLVED, that all other language within Section E remains unchanged.

BE IT FINALLY RESOLVED, that the International Secretary-Treasurer will identify other changes that may be needed to ensure consistency among the many changes, and make those that are necessary.