

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**  
**FORTY FOURTH BOARD OF DIRECTORS MEETING**  
**MAY 23-24, 2016**  
**ATLANTA, GEORGIA**

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**SUBJECT:** Direct Membership Election of Master Executive Council Officers  
(Article VIII.B.1. & 2.)

**STATEMENT OF QUESTION:**

Should the AFA-CWA Constitution and Bylaws (Article VIII.B.) be amended to provide for Direct Membership Election of Master Executive Council Officers by the membership of each AFA-CWA airline?

**SOURCE AND DATE SUBMITTED:** CAL 60, 63, 64, 36, 37 – March 17, 2016

**BACKGROUND INFORMATION:**

For years, the subsidiary Continental membership have strongly expressed the desire to have the ability to elect their representatives at all levels of their union. For all elected Officers to be accountable to the rank and file membership. This process provides Flight Attendants with the ability and greater motivation to be directly involved and engaged in the selection of their leaders.

As additional information to consider, please see the notes that follow.

Notes:

1. In this age of social media, YouTube, campaign websites, the previous concerns regarding the cost of campaigning within a carrier for MEC Officer positions is greatly diminished.
2. MEC Officers being directly accountable to the membership promotes transparency as well as active membership participation and membership trust.
3. The role of the Local President would continue to be the spokesperson of their respective Local Council at MEC meetings. The MEC Officers would be accountable to the membership of the carrier, including the LECP's.

**PROPOSED RESOLUTION:**

WHEREAS, achieving a more inclusive and democratic union serves the interest of all members of AFA-CWA, and

WHEREAS, direct membership election of union officers not only provides for a more inclusive and democratic union, it encourages greater membership involvement and engagement in the union and in the selection of their leaders,

THEREFORE BE IT RESOLVED that the AFA-CWA Constitution and Bylaws Article VIII, Section B, paragraphs 1 - 2 be amended and replaced with the following:

**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 nominating ballots, commitment to serve statements and cover letters to be mailed to all active members of all Local Councils within that MEC. For all 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. For newly organized carriers, the nominating ballots, commitment to serve statements and cover letters shall be mailed to all active members of Local Councils no later than sixty (60) days following the appointment of Temporary Master Executive Council Officers.**
- b. **Nomination procedures shall be conducted by secret ballot.**
- c. **Each active member in good standing may nominate one (1) candidate for the office of President, Vice President and Secretary.**
- d. **Nominating ballots, executed by active members in good standing, shall be sent to the International Secretary-Treasurer of the Union prior to the count date specified on said nominating ballot.**
- e. **Nominating ballots of active members in good standing shall be certified and tallied under the supervision of the Ballot Certification Committee at the International Office.**

- f. (1) The Ballot Certification Committee shall determine a candidate's commitment to serve as an elected Officer by any one (1) of the following:**
- (a) Receipt of a commitment to serve card with the nomination ballot.**
  - (b) Written notification prior to the count date.**
  - (c) Checking the indicated block on the transmittal envelope.**
- (2) If a commitment to serve has not been indicated as outlined in C.1.f. (1) above, the AFA Membership Services Department will contact the nominee through email, phone calls(s), and regular mail letter requesting a commitment to serve statement, with the exception that no email, phone calls(s), and regular mail letter will be sent to a candidate with less than two (2) nomination votes. Verbal confirmation upon receipt of email, phone calls(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 two (2) nomination ballots and who have indicated their commitment to serve to be placed on the official Master Executive Council Officers 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 of those Local Councils within the United States scheduled for Master Executive Council Officer elections as provided in Section 3. below. For 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 Master Executive Council office in alphabetical order. Each active member in good standing may vote for one (1) candidate for each Master Executive Council office. Nothing in this Constitution and Bylaws shall prohibit the write-in and election of an eligible member for Master Executive 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 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 mail a copy of such certification to the successful candidates and to all the respective Local Council members. 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 mail 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 Master Executive Council 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. These amendments shall take effect for all elections commencing voting on or after June 1, 2016.