

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
FIFTY FIRST BOARD OF DIRECTORS MEETING
MAY 20-22, 2024
ATLANTA, GEORGIA

SUBJECT: Local Councils – Establishment (Section I.J.1.a.b. & 2)

STATEMENT OF QUESTION:

Should the minimum number of members required to establish a Local Council be increased?

SOURCE AND DATE SUBMITTED: Strategic Planning Committee – January 30, 2024

BACKGROUND INFORMATION:

The purpose of this agenda item is to focus on the minimum size of 100 active members at the prospective Council, as well as the minimum size of 400 active members at the airline.

Constitutional research revealed that the provisions to establish Local Councils were placed in the Constitution and Bylaws at the BOD Meeting in 1985. The minimum number to establish a council was over 50 active members in good standing at the prospective council, and over 150 at the airline. In 1987, these numbers were amended to increase the respective minimums to 100 and 400. This was reviewed at the BOD Meeting in 2018, but no action was taken.

In reviewing this topic in both 2018 and 2023-2024, the SPC focus was to ensure the level of representation would be maintained or enhanced before any change could be recommended.

A key focus is whether there is a sufficient pool of member leaders with only 100 active members from which to find committed union reps. This would include not only the three Local Officers but volunteers for committee positions as well.

Experience, especially concerning Local Officer elections, is that we have conducted more Special Elections at small councils. Many times, there are insufficient candidates in the nomination process, so ballots are sent without candidates for each open officer position.

Representation depends on the quality of volunteers, which makes it more difficult when the pool of members is too small to generate a sufficient number of volunteers.

PROPOSED RESOLUTION:

WHEREAS, providing exceptional representation is the goal of all AFA-CWA Local Councils, and this exceptional representation is dependent upon committed volunteers from the Local Council; and,

WHEREAS, each Local Council must have a sufficient pool of members in order to fill not only the three Local Officers but volunteers for committee positions; and,

WHEREAS, experience, as it relates to Local Officer elections, is that more Special Elections are required at small councils, and many times, there are insufficient candidates in the nomination process, so ballots are sent without candidates for each open officer position; and,

WHEREAS, this experience indicates that a minimum size of 100 active members in good standing may not be sufficient to provide an adequate number of union representatives for all Local Officer and Committee Volunteer positions and,

WHEREAS, this section of the Constitution and Bylaws and the applicable change does not apply in the situation of a Single Council Airline; and,

WHEREAS, the Executive Board continues to be empowered to establish a Local Council outside of the size parameters if special circumstances exist;

THEREFORE BE IT RESOLVED, that Section I.J. be amended as follows:

J. Establishment of Local Councils

1. For the purpose of establishing more than one (1) Local Council on an airline or establishing a new Local Council, the membership on the carrier in the Local Councils should meet both of the following criteria:
 - a. Total membership on the airline should exceed ~~four hundred (400)~~ **six hundred (600)** active members in good standing.
 - b. Each Local Council should have over ~~one hundred (100)~~ **two hundred fifty (250)** active members in good standing.
2. In accordance with Article III.C.1.c., and Article III.C.3.d., each domicile with less than ~~one hundred (100)~~ **two hundred fifty (250)** members in good standing, shall be encouraged to elect a Local Council Representative: **and/or appoint Base Representatives.**