

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

SUBJECT: Recall of Master Executive Council Officers (Article IX.B.)

STATEMENT OF QUESTION:

Should the provisions of Article IX and Section IX be amended to give members the ability to initiate a recall of MEC Officers?

SOURCE AND DATE SUBMITTED: Strategic Planning Committee – January 31, 2024

BACKGROUND INFORMATION:

The purpose of this agenda item is to add the ability for members to recall MEC Officers. Currently, the members have the ability to initiate a recall for Local and International Officers but not Master Executive Council Officers.

This agenda item should be considered in the event the Direct Membership Election agenda item [which includes recall language] is not adopted.

PROPOSED RESOLUTION:

WHEREAS, in an effort to be consistent throughout the AFA-CWA Constitution & Bylaws in providing the members the same recall abilities for LEC and International Officers and;

WHEREAS, providing additional ability for membership involvement and increasing accountability in the Union is welcomed,

THEREFORE BE IT RESOLVED, that Article IX.B. be amended to add a new Article IX.B.:

B. Master Executive Council Officers

1. Any Officer of the Master Executive Council may be removed from office at any time, ~~either~~ with or without cause, by **a written MEC Resolution detailing specific reasons and requires** a majority vote of the Master Executive Council conducted on a roll call basis, 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. **The written MEC Resolution shall be electronically distributed to all members at that airline, along with a statement from the**

recalled officer(s) if they choose to provide one within 48 hours. This resolution and all statements shall comply with the AFA-CWA Mutual Respect Policy.

2. 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. Recall of any Master Executive Council Officer may also be accomplished in the following manner:

If thirty percent (30%) of the active members in good standing petition the International Secretary-Treasurer of the Union requesting a recall of any MEC Officer(s), it shall be the duty of the International Secretary-Treasurer to circulate such recall ballot to all active members. All petitions shall follow the standards set forth in Article III.D.10, except that upon receipt of required signatures, the International Secretary-Treasurer will move directly to the circulation of the recall ballot. Such ballots shall be returned to the Ballot Certification Committee within twenty-one (21) days, and a count date shall be specified thereon. A Recall shall require a majority vote of the valid ballots returned in favor of such recall. The Ballot Certification Committee shall certify the results of such ballot to the Officers, the Board of Directors, and the membership. When such recall is accomplished, the recalled Officer shall immediately be divested of all authority, prestige, and rights commensurate with that office. A recalled MEC Officer may be provided a maximum of one (1) bid period of Flight Pay Loss (provided the recall is not for federal or criminal violations) and only for the purpose of regaining qualifications or transition, if necessary.

BE IT FURTHER RESOLVED, that the remaining paragraphs of Article IX.B. be amended renumbered accordingly:

~~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 is removed from office, the Master Executive Council may ~~shall~~ elect a new President at that meeting or apply ~~by applying~~ Article VII.C.3.

BE IT FINALLY RESOLVED, that Section IX be amended to add a new paragraph (P.) that reads:

P. Additional Procedures for Master Executive Council Recall Petitions

Step 1: A petition must be registered with the International Secretary-Treasurer's office, along with the official statement of the petitioner. The statement from the petitioner will be distributed to the members. This statement shall comply with the AFA-CWA Mutual Respect Policy.

Step 2: The International Secretary-Treasurer will promptly notify the officer(s) who are the subject of the petition(s) and provide them with a copy of the petitioner's statement. The subject(s) of the petition will also be given an opportunity to provide a statement for distribution to the members.

Step 3: The petitioner shall have 60 days from the date the petition is recorded to submit the final petition to the International Secretary-Treasurer pursuant to the provisions of Article III.D.10.

Step 4: After the petition is returned, validated, and authenticated, the International Secretary-Treasurer shall circulate the official recall ballot to all active members at that airline. The statements from both the petitioner and the subject(s) of said petition will be included with the balloting information.