

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Advanced Leadership Seminar

STATEMENT OF QUESTION:

Should the AFA-CWA Board of Directors create an Advanced Leadership Development Seminar?

SOURCE AND DATE SUBMITTED:

UAL 07, 08, 09, 10, 12, 20, 21, 26, 27 – December 8, 2011

BACKGROUND INFORMATION:

Previous discussions at AFA Board of Directors Meetings have included the need for advanced leadership training and how to fund such training. Feedback from Board Members on this issue included the importance of developing professional relationships and building solidarity with other Locals while continuing to further their leadership skills and practices.

The development of an advanced leadership seminar will not only secure the future success of AFA-CWA, but also secure an investment in AFA-CWA Leaders.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, that the AFA-CWA Board of Directors commit to the establishment of an Advanced Leadership Development Seminar, and,

BE IT FURTHER RESOLVED, the AFA-CWA Board of Directors direct the Leadership Development Committee, ISR's, International Vice-President and other consultants (as needed) to develop a curriculum for such seminar; and,

BE IT FURTHER RESOLVED, that funding for the development and implementation of this seminar be allocated from the General Fund, not to exceed \$15,000.00 (estimate), and;

BE IT FINALLY RESOLVED that Local Council expenses for participation in any seminar will be borne by the Local Council.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Alaska MEC Election Category (Article VIII.B.3.)

STATEMENT OF QUESTION:

Should the Alaska MEC election cycle be moved from Category II to Category I?

SOURCE AND DATE SUBMITTED: Alaska MEC – December 8, 2011

BACKGROUND INFORMATION:

The Alaska MEC election cycle currently coincides with that of ALA Council 19 SEA and Council 39 PDX.

Councils 19 and 39 combined contain a majority of the membership.

In years where there is a change in leadership at Council 19 and/or Council 39, the election of MEC officers is subject to the vote of outgoing Local Council President(s) and may not reflect the will of the majority of the ALA membership.

PROPOSED RESOLUTION:

WHEREAS, the ALA MEC election and the ALA Council 19 and Council 39 elections all occur within election category II as specified in Articles VIII.B.3.a & C.3; and,

WHEREAS, ALA Council 19 and Council 39 combined contain a majority of the membership at Alaska Airlines;

THEREFORE BE IT RESOLVED, that the AFA-CWA Constitution and Bylaws be changed to move the ALA MEC from Category II to Category I; and,

BE IT FINALLY RESOLVED, that this change will become effective with the term of office beginning on January 1, 2014.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Allowable Expenses - Meals (Section IV.A.1.c.)

STATEMENT OF QUESTION:

Should the reimbursement amounts of the meal expenses while conducting Union business be adjusted?

SOURCE AND DATE SUBMITTED: Finance Committee – January 6, 2012

BACKGROUND INFORMATION:

This change is being proposed because of the statements made by several Presidents during the July 2011 BOD Meeting, in response to the fact that AFA would be utilizing Reserve Fund money to cover expense payments for normal operations. We were charged with finding ways to reduce expenses.

Meal allowances are addressed at length in our long-established policy document called “Keeping the Records Straight.” The following paragraphs are excerpts from that document.

Meals are to be reimbursed when individuals either incur costs of meals or lose income because of performing work on behalf of the Membership. It is recognized that union work is voluntary in nature, and that for the most part, Officers and Representatives spend their own money and deserve timely reimbursements of expenses incurred. It is recognized that in addition to being timely, reimbursements should be sufficient so that Members who incur expenses while performing union business are “made whole.”

While it is expected that Members will be “made whole,” members are reminded that reimbursements should not be requested if they exceed the amount of the expense incurred or the amount of income lost in performing work on behalf of the Union.

The current meal expense amounts potentially exceed what a member would have received while flying under their respective collective bargaining agreements. The highest per diem per hour currently among AFA carriers we represent is \$2.00 per hour. This has created a perception problem with the members in that one could believe that leaders claiming the maximum meal reimbursement amount including tip, and not actually incurring the expense, are profiting with members dues money. Additionally, it may exceed the amount actually spent and incurred.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that Section IV.A.1.c. be amended to read:

- c. **When receipts are provided,** allowable meal expenses for all locations are as follows: breakfast up to ten dollars and (\$10.00); lunch up to fifteen dollars (\$15.00); dinner up to twenty-three dollars (\$23.00), **up to a maximum of \$57.60 per day.** **When receipts are NOT provided, allowable meal expenses for all locations are limited to a maximum of \$40.00 per day.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Allowable Expenses - Mileage (Section IV.A.1.c.)

STATEMENT OF QUESTION:

Should the reimbursement rate for mileage incurred be adjusted?

SOURCE AND DATE SUBMITTED: Finance Committee – January 6, 2011

BACKGROUND INFORMATION:

This change is being proposed because of statements made by several Presidents during the July 2011 BOD Meeting, in response to the fact that AFA would be utilizing Reserve Fund money to cover expense payments for normal operations. We were charged with finding ways to reduce expenses.

Current IRS regulations allow up to \$0.55 per mile to be used as a rate to calculate how much income could be deducted for purposes of reducing one's taxable income, not as an amount to be reimbursed. The IRS includes the cost of gas, oil, insurance, maintenance, and depreciation in its calculation of this rate. In essence, when mileage reimbursement is claimed at this rate, members dues money is being used to pay for everything, including depreciation. This far exceeds the amount a volunteer spends out of pocket.

A more reasonable reimbursement amount for mileage when conducting union business would be an amount equal to the IRS charitable rate which is \$0.19 per mile.

Understanding that all automobiles do not get the same mileage per gallon of gas, a price between the two is a more reasonable amount when using one's personal car for Union Business. This accomplishes two things. It reimburses the leader for the costs incurred and aligns with the concept of the most economical transportation should be used.

Additionally, many locals and MEC's have adopted a lower mileage reimbursement rate to maximize value to their budget and meet the expense incurred for the expense incurred.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that Section IV.A.1.b. be amended to read:

- b. Automobile expenses will be allowed at **\$0.30** ~~the current maximum IRS rate per mile. For 2011, that rate is \$0.55 per mile.~~

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Allowable Expenses (Section IV.A.1.)

STATEMENT OF QUESTION:

Should the meaning of “allowable expenses” be clarified?

SOURCE AND DATE SUBMITTED: Finance Committee – January 6, 2012

BACKGROUND INFORMATION:

The Proposed Resolution provides the LEC and MEC Presidents with written guidance of the current DOL regulations and Union policy. Presidents can use it to explain the existing practice to new Officers and Activists.

This is meant to clarify that an expense must be “allowable,” as well as “authorized” by the responsible President/designee in order to be reimbursed. Additionally, the expense must be properly submitted on an expense report/voucher by the person claiming the reimbursement, and documented with applicable receipts.

The amounts stated within the Constitution and Bylaws constitute maximum allowable limits, unless specifically stated otherwise. The Proposed Resolution makes it clear that the LEC or MEC may establish policy that envisions lower amounts, if desired.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that Section IV.A.1. be amended to read:

1. Allowable Expenses When Properly Substantiated

Any expense submitted for reimbursement must not only be “allowable,” but it must be “authorized” by the responsible President/designee. In order to satisfy Department of Labor requirements, expenses must be “approved” by another union representative, and “substantiated” on an expense report/voucher of the Union with all applicable receipts attached and policies/procedures followed. As these amounts represent maximums, unless otherwise stated, policy of the respective budget-holder may determine that lesser amounts may be reimbursed. The following is a listing of types of expenses that are considered “allowable.”

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Appointment of the Executive Assistant to the International President
(Article IV.C.1.f.)

STATEMENT OF QUESTION:

Should the criteria for determining the appointment of the Executive Assistant to the International President be changed?

SOURCE AND DATE SUBMITTED: UAL 09, 11, 12, 25 – December 8, 2011

BACKGROUND INFORMATION:

Currently the Executive Board approves the appointments of Assistant(s) to the President. The Board of Directors does not provide direction on how appointments are determined for the Executive Assistant(s) to the International President. The Assistant to the International President's title is Executive Assistant to the International President. This title will need to be updated in the Constitution and Bylaws.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, that Article IV.C.1.f. be amended to read as follows:

- f. The President may appoint **an Executive Assistant**s to the President when necessary. Such appointment(s) shall be approved by the ~~Executive Board~~ **Board of Directors** in session or by **electronic or** mail ballot. If a ballot is circulated, the ballot will be conducted within thirty (30) days of said appointment.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Bank Accounts (Article I.I.)

STATEMENT OF QUESTION:

Should the AFA-CWA Board of Directors affirm that each Master Executive Council (MEC) and Local Executive Council (LEC) continue to have oversight in all matters pertaining to their individual accounts?

SOURCE AND DATE SUBMITTED:

UAL 07, 09, 10, 11, 12, 21, 25 – December 8, 2011

BACKGROUND INFORMATION:

Our practice allows the establishment and existence of bank accounts at various AFA-CWA MEC and LEC locations. The funds held in these accounts have been used for miscellaneous expenditures deemed necessary by that MEC and/or LEC in the performance of its service to the Membership. AFA-CWA Council 12 uncovered that a local checking account was closed in August 2011 by the International Secretary-Treasurer without any notification to the new Council 12 administration whom took office July 1, 2011.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, that the language in the AFA-CWA Constitution and Bylaws, Article I.I. be amended to read as follows:

- I. All bills payable, notes...have control.

No Officer or agent...and Bylaws.

Bank accounts opened for a Master Executive Council or Local Executive Council in compliance with the Union's established procedures shall be the responsibility of the respective Master Executive Council or Local Executive Council President, and cannot be unilaterally closed or withheld from service by the International Office of this Union, **without permission from the current Master Executive Council President or Local Executive Council President.** ~~without communicating such action with the MECP/LECP unless extenuating circumstances exist that preclude such communication.~~

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: BOD Meetings – Dates (Article V.D.1.)

STATEMENT OF QUESTION:

Should the period of time to conduct the annual BOD Meeting be expanded?

SOURCE AND DATE SUBMITTED: International President – January 6, 2012

BACKGROUND INFORMATION:

The current time period from 01 February through 30 April was determined when AFA-CWA realigned its fiscal year to begin on June 1. The 30 April date was to ensure we conducted our meeting before the CWA budget process was completed.

The current time frame works fine, but could be improved by expanding to include the month of May. This would increase the number of potentially affordable properties as it would increase the number of locations at less than peak season pricing.

PROPOSED RESOLUTION:

WHEREAS, AFA-CWA conducts its Annual Board of Directors meeting some time during the months of February through April, and extending this period slightly would increase the potential number of affordable locations at which to conduct this meeting,

THEREFORE BE IT RESOLVED that Article V.D.1 be amended to read:

D. Regular and Special Meetings

1. A regular meeting of the Board of Directors shall be held once every year. The date shall be between 01 February and **31 May** ~~30 April~~. The regular annual Board of Directors meeting shall be held at the location designated by the Board of Directors. Reasonable and adequate hotel accommodations, in the form of single rooms, will be provided, unless otherwise specified. If price, availability, location and amenities are comparable, preferred lodging is at a union hotel. Special consideration shall be given to those hotels that provide rooms with windows that open and food availability 24 hours a day located within the hotel, such as room service or lounge menu availability.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: BOD Meetings – Location (Article V.D.1.)

STATEMENT OF QUESTION:

Should Article V.D.1. be utilized for the 2013 Board of Directors meeting?

SOURCE AND DATE SUBMITTED:

UAL 05, 08, 09, 10, 11, 12, 20, 21, 25, 26, 27, 38 – December 8, 2011

BACKGROUND INFORMATION:

The AFA-CWA Constitution and Bylaws states the Regular Annual Board Meeting should be held at a location designated by the Board of Directors. It has been several years since the Board has been balloted about the location of the meeting.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, that the Board of Directors will determine the location for the 2013 AFA-CWA Board of Directors Meeting consistent with Article V.D.1.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: BOD Meetings - Schedule (Article V.D.)

STATEMENT OF QUESTION:

Should the currently annual BOD Meeting be held every other year?

SOURCE AND DATE SUBMITTED: International President – January 6, 2012

BACKGROUND INFORMATION:

During 2007, a discussion was started about the possibility of having a Board of Directors meeting every four years. Since that time, this concept has been re-discussed with the key considerations being the need to better focus on the priorities affecting members in the Local Councils, and achieving the most prudent use of the Union's resources. Additionally, this will further align AFA-CWA with CWA, and reduce the cost of conducting business.

In 2011, CWA conducted its last annual Convention, and has adopted a model of conducting a full Convention one year, then a Presidents' Meeting the next year. The first Presidents' Meeting is in 2012, and the next Convention will be in 2013, followed by each Convention held during odd years in the future.

This proposal contemplates alternating with a full BOD Meeting during the even years when there is no CWA Convention, then conducting an AFA "Presidents' Meeting" in conjunction with the CWA Convention when it takes place in the odd years. Normal business would be conducted during the Regular BOD Meetings in the even years. During the odd years, the AFA-CWA Sector Meeting in conjunction with the CWA Convention could focus upon Strategic Planning, Leadership Development, and/or Budget Approval.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that Article V.D. be amended to read as follows:

D. Regular and Special Meetings

1. A regular meeting of the Board of Directors shall be held once every **even numbered year**. The date shall be between 01 February and 30 April. The regular ~~annual~~ Board of Directors meeting shall be held at the location designated by the Board of Directors. Reasonable and adequate hotel accommodations, in the form of single rooms, will be provided, unless otherwise specified. If price, availability, location and amenities are comparable, preferred lodging is at a union hotel. Special consideration shall be given to those hotels that provide rooms with windows that open and food availability 24 hours a day located within the hotel, such as room service or lounge menu availability.
2. Notice of annual Board of Directors meetings shall be sent by USPS First Class Mail to each member of the Board of Directors at least thirty (30) days prior to the beginning date of said annual meeting.
3. Subject to Paragraph 4 below and Article VIII.A., the order of business at ~~annual~~ Board of Directors meetings normally shall be:
 - a. Call to order by Chairperson
 - b. Roll Call of Delegates
 - c. Announcement of unrepresented Local Councils
 - d. Communications
 - e. Report of International Officers
 - f. Nomination and Election of International Officers, if required
 - g. Ratification of Agenda Committee Assignments
 - h. Committee Reports
 - i. Unfinished Business
 - j. New Business and Special Events
 - k. Good and Welfare
 - l. Adjournment
4. The Board of Directors may change the order of business by majority vote whenever it deems necessary.

5. Special Meetings

- a. Special meetings of the Board of Directors may be called at any time by the Executive Board or the International President.
- b. Whenever thirty percent (30%) of the active membership petitions the International Secretary-Treasurer of the Union requesting that the Board of Directors be called into session, the International Secretary-Treasurer shall, within seven (7) days, ballot the active membership on the question of whether or not the Board of Directors shall be called into session. Said ballot shall state the issue or issues upon which the petitioners desire the Board of Directors to act, and shall state a reasonable count date for the ballot. If a majority of the active members vote in favor of calling the Board of Directors into session, the International Secretary-Treasurer shall, within seven (7) days from said count date, mail notice of such meeting to all members of the Board of Directors by certified mail, return receipt requested, fixing the date for convening such meeting, which date shall not be less than seven (7) days nor more than fourteen (14) days from the date of mailing such notices.
- c. The Board of Directors in a special meeting may adopt any order of business it deems necessary, provided that any deviation from the announced agenda for special meetings will require a two-thirds (2/3) majority vote of the Board of Directors.

E. AFA-CWA Sector Meeting

1. **An AFA-CWA Sector Meeting will be held once every odd numbered year in conjunction with the CWA Convention.**
2. **Notice of this meeting will be provided via email and in conjunction with the Official Call published by CWA.**
3. **The order of business may include strategic planning discussions, leadership development sessions, budget approval, or other items determined to be necessary.**

BE IT FURTHER RESOLVED that the International Secretary-Treasurer will review all related articles and sections of the Constitution and Bylaws to ensure consistency with these changes to Article V.D.; and,

BE IT FINALLY RESOLVED that the first year that will contain no scheduled regular meeting of the Board of Directors will be 2013.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Continuing Committees – Elections (Section XIV)

STATEMENT OF QUESTION:

Who will be appointed to fill the positions available on the Continuing Committees?

SOURCE AND DATE SUBMITTED: International President – January 6, 2012

BACKGROUND INFORMATION:

Filling positions on the Continuing committees of the Board of Directors is governed by Article V.L. and Section XIV.B.1. Members of the Board made recommendations to the International President, and these were discussed on the December 2011 conference call with the Executive Board.

The Executive Board directed that a list of nominated names be finalized and provided to the Board of Directors for consideration and final approval. Since all names were known prior to sending the Advanced Agenda Items, this was not held to be submitted as a Late Agenda Item.

PROPOSED RESOLUTION:

A. Finance – 6/1/2012 - 5/31/2014

WHEREAS, the Finance Committee consists of five members with at least one from each of the following groups of carriers: under 500 members; over 500 but under 3,000 members; over 3,000 members; and, two members from any carrier regardless of size;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions in each airline group:

under 500 members	Franz Decordova	MIA MEC S-T
501-2,999 members	Debbie Dieterich Terry Taylor	MSA 79 Member ALA MEC VP
over 3,000 members	Randy Hatfield Jeff Heisey	CAL MEC S-T UAL MEC S-T

B. Negotiations Policy - 6/1/2012 - 5/31/2014

WHEREAS, the Negotiations Policy Committee consists of four members;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions:

Ed Hawes	HZN LEC VP 16
Jill Littrel	MSA Member 56
Helen McArdle	UAL 10 Member
Deb Sutor	AMR Member 51

C. International Affairs - 6/1/2012 - 5/31/2014

WHEREAS, the International Affairs Committee consist of four members;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions:

Natasha Glasper	MIA LECP 80
Rick Gonzales	UAL LECP 38
Jason Meyer	SPR LECP 78
Manny Mireles	CAL LECP 64

D. Leadership Development - 6/1/2012 - 5/31/2014

WHEREAS, the Leadership Development Committee consists of four members;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions:

Andreas Curlee	UAL LECP 21
Chantil Huskey	MSA LECP 88
Anita Jwanouskos	PED MECP
Deb Volpe	AMW MECP

E. Political / Legislative – 1/1/2013-12/31/2014

WHEREAS, the Political / Legislative Committee consists of four members;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions:

Alin Boswell	USA LECP 41
Stephen Couckuyt	ALA LECP 30
Debbie Golombek	UAL MEC Gov't Affairs Chair
Mary Oswald	AMR MEC S-T
Justin Philips (Alt.)	MSA LECP 56

F. Strategic Planning - 6/1/2012 - 5/31/2014

WHEREAS, the Strategic Planning Committee consists of five members with at least one from each of the following groups of carriers: under 500 members; over 500 but under 3,000 members; over 3,000 members; and, two members from any carrier regardless of size;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions in each airline group:

under 500 members	Catriona Bagley	CPZ MECP
501-2,999 members	Heather Coleman	HZN LECP 16
	Todd St. Pierre	SPR MECP
over 3,000 members	T.J. Sesko	UAL LECP 08
	Marcus Valentino	CAL MECP

G. Crew Accommodation and Transportation Policy Committee - 6/1/2012 - 5/31/2014

WHEREAS, the Crew Accommodation and Transportation Policy Committee consists of five members with at least one from each of the following groups of carriers: under 500 members; over 500 but under 3,000 members; over 3,000 members; and at least one from a charter carrier;

THEREFORE BE IT RESOLVED, that the following members have been nominated to fill the positions in each airline group:

under 500 members	Franz Decordova Alicia Hendrix Jaime Martinez	MIA MEC S-T PED 61 Member ARW 03 Member
501-2,999 members	Jason Vela	MSA 56 Member
over 3,000 members	Jody Compton Joey Guider	USA 89 Member CAL LECP 62

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Continuing Committees – Procedures (Section XIV.B.1.)

STATEMENT OF QUESTION:

Should the selection process for filling vacancies be updated?

SOURCE AND DATE SUBMITTED: International President – January 6, 2012

BACKGROUND INFORMATION:

The current selection process included within Section XIV.B.1. includes an unworkable time line. The current time line calls for the Executive Board to make selections for a late agenda item to be submitted by the third Friday in February, but the meeting is scheduled for the first week in February. The proposed resolution removes the stated time.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that Section XIV.B.1. be amended to read:

B. Committee Organization and Functioning

1. The Finance Committee, ~~and~~ the Strategic Planning Committee, **and the Crew Accommodations and Transportation Policy Committee** shall be comprised of five (5) members. All other committees shall be comprised of four (4) members. Members of all committees are selected from the Board of Directors delegates, Master Executive Council Officers from different airlines, as well as any other eligible representative the International President and the Executive Board wish to consider. **In advance of elections, members of the Board of Directors will make recommendations for Continuing Committee members, with all recommendations provided to** ~~due in the International President's office by February 1~~ for the committee(s) whose term is to expire. **The International President will present selections to the Executive Board, then final selections will** ~~By the third Friday of February, the review process will be completed and Continuing Committee selections made by the International President and the Executive Board on a special conference call. The selections will then~~ be submitted to the Board of Directors for their approval in the form of a Presidential **advanced** late agenda item at the annual Board of Directors meeting.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Corrections & Clarifications (Various)

STATEMENT OF QUESTION:

Should the following changes be made to reflect current best practices and methods such as introduction of electronic voting, the change from a calendar year to fiscal year, and other current practices?

SOURCE AND DATE SUBMITTED: International President – January 6, 2012

BACKGROUND INFORMATION:

The vast majority of the changes described below are updates so that the AFA-CWA Constitution and Bylaws (C&B) reflects the changes that have occurred in current practices.

PROPOSED RESOLUTION:

WHEREAS, in addition to paper balloting, electronic balloting is the predominant means of all balloting within AFA-CWA, and the AFA-CWA C&B should reflect this,

THEREFORE BE IT RESOLVED that following Articles be amended to read:

Article IV.C.1.f. shall be modified as shown below:

- f. The President may appoint Assistants to the President when necessary. Such appointment shall be approved by the Executive Board in session or by **electronic or** mail ballot. If a mail ballot is circulated, the ballot will be mailed within thirty (30) days of said appointment.

Article IV.G.2. shall be modified as shown below:

2. The International Vice President

When a vacancy in the office of Vice President occurs for any reason, within thirty (30) days from the date the vacancy occurs, the President will appoint an active member to serve in said office. **An electronic or** mail ballot will be sent to the Board of Directors to confirm the appointee within thirty (30) days. Pending said Board of Directors' ratification, the appointee or that person's successor shall continue to serve as Acting Vice President.

Article IV.G.3. shall be modified as shown below:

3. The International Secretary-Treasurer

When a vacancy in the office of Secretary-Treasurer occurs, within thirty (30) days from the date the vacancy occurs, the President will appoint an active member to serve in said office. **An electronic or** mail ballot will be sent to the Board of Directors to confirm the appointee within thirty (30) days. Pending said Board of Directors ratification, the appointee or that person's successor shall continue to serve as Acting Secretary-Treasurer.

Article VI.C.6. shall be modified as shown below:

6. Special Meeting

- a. Any member of the Executive Board may petition the International President to ballot the Executive Board by **an electronic or** mail **ballot** for the purpose of calling a special meeting, indicating the item or items that member desires to place on the agenda. The International President shall within seven (7) days ballot the Executive Board on whether or not a special meeting shall be called. A special meeting shall be called if a majority of the Executive Board members agree. Any call for a special meeting shall include time, place and agenda and shall be in receipt of each member of the Executive Board not less than five (5) days prior to such meeting.

Article VIII.C.2.a.(3). shall be modified as shown below:

- (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 **an electronic or** mail ballot that will be held as soon as practicable after the initial balloting is completed.

WHEREAS, AFA-CWA operates internationally,

THEREFORE BE IT RESOLVED that Article V.B. be amended to read:

B. Jurisdiction and Duties

The Board of Directors is the highest governing body of the Union. Its decisions, whether rendered by ballot or in session, shall be the final governing decision of the Union and shall be binding on the Executive Board, the Officers and the members, both active and inactive. The Board of Directors, at its regular annual meeting, shall review, address and take action on an annual international program presented by the International President to reaffirm and/or establish priorities and strategies for the upcoming year.

G. Budget

1. The AFA-CWA budget preparation process shall be considered a strategic planning process and part of the annual international program of the Union, with consideration for allocating resources to Union priorities. Budget preparation shall include (1) preparation by each Master Executive Council, for use by the Master Executive Council and LECs, of proposed Master Executive Council budget allocations and Master Executive Council action plans consistent with the international program, and (2) preparation by the International Office of proposed budget allocations and action plans consistent with the international program.

BE IT FURTHER RESOLVED that the International Secretary-Treasurer will make any similar changes to reflect the international work of the Union.

WHEREAS, notices of in-person meetings of the Executive Board are sent by USPS First Class Mail and notices of conference calls are sent by email, and email could satisfy the need for either type of meeting,

THEREFORE BE IT RESOLVED that Article VI.C.2. be amended to read:

2. ~~Written~~ Notice of all regular Executive Board meetings and teleconference meetings shall be sent by email ~~USPS First Class Mail~~ to each member of the Executive Board, with copies emailed to the Board of Directors, at least thirty (30) days prior to the beginning date of said meeting by the International President. Such notice shall list the time, place and known agenda for that meeting.

Page 4.

WHEREAS, AFA-CWA has changed to a fiscal year that is different from the calendar year, and the timing of the calculation and effective date of annual salary adjustments of the International Officers should coincide with the fiscal year,

THEREFORE BE IT RESOLVED that Section IV.I.1. be amended to read:

I. International Officers Compensation and Benefits

1. Total compensation for the International President will be 2.25 times 68 hours annualized at the highest AFA-CWA Flight Attendant's hourly pay (to include negotiated overrides, i.e., purser/lead, international rates, COLA, et al) in effect on ~~October~~ March 1 of each year, plus an additional 11% (eleven percent) override of this figure, and allocation of this total amount for salary, retirement benefits and/or deferred compensation will be determined upon consultation with the International President subject to approval of the International Secretary-Treasurer. Such adjustments shall be effective ~~the following January~~ June 1 of each year. Total compensation for the International President in 2010 shall be \$110,824.26.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Cost of Representation at CWA District and State Meetings

STATEMENT OF QUESTION:

Should the Board of Directors adopt a policy for each Local to have one delegate participate at CWA District and State meetings similar to the expense policy that is now provided for a delegate to attend the CWA Convention?

SOURCE AND DATE SUBMITTED: UAL 05, 07, 08, 25, 26 – December 8, 2011

BACKGROUND INFORMATION:

At the AFA-CWA Executive Board Meeting in May 2006, an Agenda Item of this same topic was discussed. It was brought to the Executive Board by the delegate from ATR, and the intent was to secure funding to help offset the cost to the AFA-CWA Locals of participating in CWA District Meetings.

The discussion focused on the importance of developing relationships and building solidarity with other Locals in the Districts, as well as assisting with the cost of conducting this kind of business.

PROPOSED RESOLUTION:

WHEREAS, participation within our Union at the District and State level is of great benefit for the development of relationships with other CWA Locals, and building upon solidarity with members in other job groups; and,

WHEREAS, the cost of participating in these meetings is currently borne by the Local Council; and,

WHEREAS, providing financial assistance to the AFA-CWA Locals will enable a greater level of participation with other CWA Locals at the District and State levels,

THEREFORE BE IT RESOLVED, that the Board of Directors directs the International Secretary-Treasurer to include a new line item starting with the AFA-CWA 2012-2013 Budget for the purpose of paying for one delegate to participate at CWA District and State Meetings.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Decision Making in the Local Executive Council (LEC) (Article III.E.3.d.)

STATEMENT OF QUESTION:

Should the Local Executive Council President, Local Executive Council Vice President and Local Executive Council Secretary each have one vote when acting on Local Executive Council issues?

SOURCE AND DATE SUBMITTED: UAL 25 – December 8, 2011

BACKGROUND INFORMATION:

In 2007, the AFA Board of Directors amended Article III.E.3.d. which provided for each Officer to have one vote at meetings of the Officers so that decisions were to be made by consensus and if not, the President made the final decision.

It is time to revert back to the old process of providing one vote for the Local Executive Council President, Local Executive Council Vice President and Local Executive Council Secretary.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, that Article III.E.3.d., in the AFA-CWA Constitution and bylaws be amended to read as follows:

d. Decision Making

At all meetings of a Local Executive Council ~~where a consensus cannot be reached,~~ **the Local Council President, or per 3.a.(3) above, the designated Acting President, Vice President, and Secretary shall have one vote regarding issues pertaining to the Local Council. If the issue is directly related to the administration of the local budget and/or issues associated with the performance of the Local President's Master Executive Council or Board of Directors duties and in the absence of a consensus, the Local Executive Council President shall** make the final decision.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Direct Membership Election of International Officers (Article VIII.A.) #1

STATEMENT OF QUESTION:

Should the AFA-CWA Constitution and Bylaws (Article VIII.A.) be amended to provide for Direct Membership Election of International Officers?

SOURCE AND DATE SUBMITTED: CAL Councils 62, 63, 64, December 6, 2011

BACKGROUND INFORMATION:

The flight attendants at subsidiary Continental have, for many years, had the ability to elect their representatives at all levels of their union. This process has provided subsidiary Continental flight attendants with the ability to be directly involved and engaged in the selection of their leaders.

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 selection of their leaders; and,

THEREFORE BE IT RESOLVED that the AFA-CWA Constitution and Bylaws Article VIII, Section A, paragraphs 1 - 7 shall be deleted and replaced with the following:

1. Nomination Procedures.

- a. **No later than one hundred and fifty (150) days before the second day of the regular meeting of the Board of Directors, 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 the United States. 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. (1) Each active member in good standing may nominate one (1) candidate for the office of President, Vice President and Secretary-Treasurer. (2) The member shall be responsible for determination of that member's nominee's commitment to serve prior to nomination.
- 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 International Officer 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. 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 International Officers office in alphabetical order. Each active member in good standing may vote for one (1) candidate for each International Officers 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 International Officers office. Such election shall be conducted by secret ballot.**
- (2) International 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 International 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 International 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.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Direct Membership Election of International Officers (Article VIII.A.) #2

STATEMENT OF QUESTION:

Should the AFA-CWA Constitution and Bylaws (Article VIII.A) be amended to provide for Direct Membership Election of International Officers?

SOURCE AND DATE SUBMITTED: CAL 62, 63, 64 - December 6, 2011

BACKGROUND INFORMATION:

The flight attendants at subsidiary Continental have, for many years, had the ability to elect their representatives at all levels of their union. This process has provided subsidiary Continental flight attendants with the ability to be directly involved and engaged in the selection of their leaders.

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 selection of their leaders; and,

THEREFORE BE IT RESOLVED that the AFA-CWA Constitution and Bylaws Article VIII, Section A, paragraphs 1 – 7 shall be deleted 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 the United States. 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 International Officers election ballot.

2. Election Procedures

a. 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 International 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 International Officer office in alphabetical order. Each active member in good standing may vote for one (1) candidate for each International Officer office and the successful candidate for each office. Nothing in this Constitution and Bylaws shall prohibit the write-in and election of an eligible member for International Officers office.

3. Such election shall be conducted by secret ballot.

a. International 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.

4. Recognizing the history and tradition of the representative election process under the current AFA-CWA Constitution and Bylaws, any remaining votes NOT cast directly by members through the balloting process outlined above, shall be cast by the Local Council President of that AFA-CWA Local Council.

5. After each council's remaining votes have been cast and tallied, the election results shall be certified and the International Secretary-Treasurer of the Union shall promptly mail a copy of such certification to the successful candidates and to all the respective Local Council members.

- 6. 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.**
 - a. 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.**
 - b. 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.**
 - c. 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 proceeding the term of office. These amendments shall take effect for all elections commencing voting on or after June 1, 2012.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

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

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 64, 62, 63 - December 6, 2011

BACKGROUND INFORMATION:

The flight attendants at subsidiary Continental have, for many years, had the ability to elect their representatives at all levels of their union. This process has provided subsidiary Continental flight attendants with the ability to be directly involved and engaged in the selection of their leaders.

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; and

THEREFORE BE IT RESOLVED that the AFA-CWA Constitution and Bylaws Article VIII, Section B, paragraphs 1 - 4 be deleted 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 the United States. 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 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 Officer office in alphabetical order. Each active member in good standing may vote for one (1) candidate for each Master Executive Council Officer 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 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, 2012.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Direct Membership Election of Master Executive Council Officers
(Article VIII.B.) #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 62, 63, 64 - December 6, 2011

BACKGROUND INFORMATION:

The flight attendants at subsidiary Continental have, for many years, had the ability to elect their representatives at all levels of their union. This process has provided subsidiary Continental flight attendants with the ability to be directly involved and engaged in the selection of their leaders.

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; and

THEREFORE BE IT RESOLVED that the AFA-CWA Constitution and Bylaws Article VIII, Section B, paragraphs 1 - 4 be deleted 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 the United States. 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 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 Officer office in alphabetical order. Each active member in good standing may vote for one (1) candidate for each Master Executive Council Officer 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.**
- 3. 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. Ballots shall be validated and tallied under the supervision of the Ballot Certification Committee.**
- 4. Recognizing the history and tradition of the representative election process under the current AFA-CWA Constitution and Bylaws, any remaining votes NOT cast directly by members through the balloting process outlined above, shall be cast by the Local Council President of each AFA-CWA Local Council in that MEC.**
- 5. After each Local Council's remaining votes have been cast and tallied, the election results shall be certified and the International Secretary-Treasurer of the Union shall promptly mail a copy of such certification to the successful candidates and to all the respective Local Council members.**

- 6. 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.**
 - a. 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.**
 - b. 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.**
 - c. 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, 2012.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Election Recounting & Re-Balloting Procedures (Sections IX.D. & IX.E.)

STATEMENT OF QUESTION:

Should election protest procedures be clarified?

SOURCE AND DATE SUBMITTED: International President – January 6, 2012

BACKGROUND INFORMATION:

During the past 18 months, the Department of Labor (DOL) conducted two investigations of Local Officer Elections conducted by AFA-CWA. While the protest procedures in our Constitution and Bylaws (C&B) were not a cause for either investigation, in both cases, the DOL investigator noted that the procedures that a member would use to protest an election are not very extensive.

Discussion amongst the Ballot Certification Committee, the Legal Department, and the Office of the Secretary-Treasurer concluded that current procedures should be expanded so that existing practices and procedures are reduced to writing, are made clear, and will address both recounts of ballots and re-balloting.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that Section IX.D. be amended to read:

D. Recount of Ballots

1. **Upon showing of good cause,** the Committee shall conduct a ballot recount upon request of a candidate in a Local Council nomination or election ballot and upon request of a participating member in a contract ratification ballot; ~~provided that not more than one (1) recount shall be required except on a showing of good cause.~~
2. All requests for ballot recount must be **in writing and submitted to the International Secretary-Treasurer** ~~submitted to the International Office~~ no later than **thirty (30)** ~~sixty (60)~~ days from the date ballot results are certified, with the recount taking place no later than **thirty (30)** ~~ninety (90)~~ days from the request.

BE IT FURTHER RESOLVED, that Section IX.E. be amended to read:

E. Re-balloting

1. The Committee shall cause a ballot to be re-conducted when:
 - a. For due cause, a ballot fails certification by the Committee;
 - b. After full investigation and for due cause, a ballot is voided by the Committee even though it may have been previously certified.
2. **All requests for ballot to be re-conducted must be in writing and sent to the International Secretary-Treasurer no later than thirty (30) days from the date ballot results are certified. The request must be sufficiently detailed to identify the specific reasons why the ballot should be re-conducted. A written reply will be provided by the International Secretary-Treasurer within sixty (60) days of receipt of the request, which will constitute the final reply from the Union.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Elimination of Post Mark Dates (Various)

STATEMENT OF QUESTION:

Should requirements for Post Mark Dates be eliminated?

SOURCE AND DATE SUBMITTED: International President – January 6, 2012

BACKGROUND INFORMATION:

The Labor Management Reporting and Disclosure Act (LMRDA) prohibits use of post mark dates.

A basic DOL premise is that participation should be encouraged, and any rules or procedures that reduce or dissuade participation should be discouraged. If a ballot is received by the Count Date, their belief is that it should not be excluded merely because of the Post Mark date. Logic of the DOL is that exclusion of ballots merely because of a Post Mark Date restriction is a limitation on participation.

In practice, it is common for the Ballot Certification Committee (BCC) to eliminate the Post Mark date when delays are present, e.g., postal problems surrounding holiday periods.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, that the International Secretary-Treasurer is directed to eliminate all references to Post Mark Dates in the various locations in the AFA-CWA Constitution and Bylaws (C&B) so that the C&B remains compliant with the LMRDA.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Executive Board Meeting Records (Article VI.C.11.)

STATEMENT OF QUESTION:

Should the requirements for Executive Board meeting records be updated to reflect current realities?

SOURCE AND DATE SUBMITTED: International President – January 6, 2012

BACKGROUND INFORMATION:

Currently, there is no requirement for minutes of in-person meetings, nor a requirement for a compilation of actions (COA) for a conference call. Since each form of convening is for official business, the same requirements for minutes and a COA should pertain.

Additional clarifications are included to reflect that a transcript is made of the in-person meetings, and a recording is made of the conference calls.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that Article VI.C.11. be amended to read as follows:

11. Meeting Records

- a. The **minutes and** actions taken at each meeting **and conference call** of the Executive Board shall be compiled and issued to all members of the Board of Directors and the Executive Board within **thirty (30) days of their approval** ~~forty five (45) days of such meeting.~~
- b. A copy of the transcript of each **in-person** meeting of the Executive Board shall be available to the active membership at the International Office.
- c. All Executive Board teleconference calls must be recorded and made available at the International Office to any active member. The cost of the recording(s) will be borne by the International Office. **The minutes and compilation of actions constitute the official record of conference calls.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Hearing & Appeals – Distribution of Decisions (Article X.D.9. & X.F.4.)

STATEMENT OF QUESTION:

Should Hearing & Appeal Board decisions be distributed to the Board of Directors?

SOURCE AND DATE SUBMITTED: International President – January 6, 2012

BACKGROUND INFORMATION:

The current requirement in the AFA-CWA Constitution and Bylaws (C&B) is that decisions rendered by the Hearing and Appeal Boards are distributed only to the Executive Board.

Normally, nothing within a decision is confidential, so a wider distribution does provide additional transparency into the decisions of the Union. As decisions are not confidential, there is no reason not to provide a decision to a member upon request.

The Proposed Resolution merely expands distribution to the Board of Directors.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that Article X.D.9. be amended to read:

9. Upon conclusion of a hearing conducted before a Local Executive Council or the Hearing Board, such body shall render its decision subject to the time limitations in Paragraph 4. of this Section, sustaining or dismissing the charges in whole or part, and shall affix penalties or direct disciplinary action as it deems proper. Such decision shall be in writing, sent certified mail, return receipt requested, with a copy furnished to the accused member, the person or body making the charges, and the International Secretary-Treasurer of the Union for the permanent records at the International Office. Any decision of the Local Executive Council or the Hearing Board shall be final and binding, unless appealed in accordance with the provisions of Article X.F., and any penalties or disciplinary action, including fines, ordered shall be legal obligations of the member upon whom imposed and enforceable in court of law. All Hearing Board decisions shall be distributed to all members of the **Board of Directors** ~~Executive Board~~ as soon as they are available.

Page 2.

BE IT FURTHER RESOLVED that Article X.F.4. be amended to read:

4. The decision of the Appeal Board shall be final and binding, and any penalties or disciplinary action, including fines ordered, shall be legal obligations of the member upon whom imposed and enforceable in a court of law. The decision shall be in writing, sent certified mail, return receipt requested, and shall be furnished to the accused member and to the person or body making the charge, and a copy also furnished to the International Secretary-Treasurer of the Union for the permanent records at the International Office. All Appeal Board decisions shall be distributed to all members of the **Board of Directors** ~~Executive Board~~ as soon as they are available.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: LEC & MEC Budgets based on dues (Sections IV.C.1. & IV.G.2.a.)

STATEMENT OF QUESTION:

Should LEC & MEC Budgets be based upon the amount of dues?

SOURCE AND DATE SUBMITTED: Finance Committee, January 6, 2012

BACKGROUND INFORMATION:

The Proposed Resolution returns to the budget allocation method originally envisioned in the Constitution and Bylaws, and is a more fiscally prudent method of calculation.

The existing language states that funding allocation to a budget is based on total monthly dues including service charge moneys of the Council affected. Over time, however, the Union has drifted away from budgets based on dues received to budget allocations based on membership rosters. This results budget allocations that are not related to dues revenue received from members.

PROPOSED RESOLUTION:

WHEREAS the method used to calculate local and MEC budget allocations was originally intended to be calculated based on dues and service charge revenue received from members and then allocated to the local and the MEC budgets; and,

WHEREAS fiscally sound accounting and business practices are based on known revenue rather than anticipated income;

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that Section IV.C.1. be amended to read:

1. Effective January 1, 2010, each Local Council will be allowed a regular monthly allowance based on twenty percent (20%) of the total monthly dues **that are collected and processed** including service charge monies of the Council affected. However, in no event shall such monthly allowance be less than \$2,500.00 or an amount equal to twenty percent (20%) of a total of 100 members' and service charge payers' dues. Twenty-five percent (25%) of any funds remaining at the end of the fiscal year are to be carried over into the succeeding year's local budget. All remaining funds are to be returned to the Airline Master Executive Council Administration fund.

BE IT FURTHER RESOLVED that Section IV.G.2.a. be amended to read:

- a. Master Executive Council budgets are based on a percentage of each carrier's adjusted dues **that are collected and processed**. A formula is used to determine the exact percentage for the individual carrier. Should any carrier experience growth, the International Secretary-Treasurer will recalculate their MEC budget based on actual growth in order to provide the appropriate increased funding. The timing of such review will be twice annually, at 4 and 8 months into the budget year. At no time will the current MEC budget be reduced during the calendar year.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: LEC & MEC Carry Overs (Sections IV.C.1. & IV.B.7.)

STATEMENT OF QUESTION:

Should Carry Overs be provided when expenses exceed revenue?

SOURCE AND DATE SUBMITTED: Finance Committee, January 6, 2012

BACKGROUND INFORMATION:

At their Fall 2011 meeting, the Finance Committee agreed that Carry Overs should only be provided when the Union as a whole is operating at a surplus and there is revenue to support the added liability.

For example, at the end of the fiscal year, the Union as a whole may be in a deficit situation, but an individual LEC or MEC may have a surplus. The current practice is to provide a Carry Over to the individual LEC or MEC regardless of whether there is any actual revenue to support the added liability.

The Proposed Resolution is to budget with more fiscal responsibility. The desired result is that Carry Overs should be provided when there is income to support these additions to budgets.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that Section IV.C.1. be amended to read:

1. Effective January 1, 2010, each Local Council will be allowed a regular monthly allowance based on twenty percent (20%) of the total monthly dues including service charge monies of the Council affected. However, in no event shall such monthly allowance be less than \$2,500.00 or an amount equal to twenty percent (20%) of a total of 100 members' and service charge payers' dues. **If the Union as a whole and the MEC to which the Local Council belongs both experience a surplus at the close of the fiscal year, then up to** twenty-five percent (25%) of any funds remaining at the end of the fiscal year are to be carried over into the succeeding year's local budget. All remaining funds are to be returned to the Airline Master Executive Council Administration fund. **No surplus will be provided if Union or the applicable MEC completed the fiscal year with a deficit.**

BE IT FURTHER RESOLVED that Section IV.B.7. be amended to read:

7. **If the Union as a whole experiences a surplus at the close of the fiscal year, then up to** twenty percent (20%) of all Master Executive Council controlled budget surplus, not to exceed Fifteen thousand dollars (\$15,000.00), may be carried over in succeeding years. **No surplus will be provided if Union or the applicable MEC completed the fiscal year with a deficit.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: LEC Budget Formula (Section IV.C.1.)

STATEMENT OF QUESTION:

Should the Board of Directors increase the percentage of Local Council funding effective June 1, 2012?

SOURCE AND DATE SUBMITTED:

UAL 07, 08, 09, 10, 11, 12, 25, 26 – December 8, 2011

BACKGROUND INFORMATION:

The primary source of assistance and information for our members is the Local Council, yet less than a fifth of the Union resources are dedicated to the Local Council.

Local Councils have sacrificed due to budgetary limitations.

Expectations by the members for the services of the Union continue to increase. The high profile campaigns to support collective bargaining along with campaigns to advance broad Union initiatives require grassroots involvement in order to be successful. There is a price for our success and this price is born most noticeably at the Local level.

An increase in the monthly allotment and year-end “roll over” to the Local Council budget will greatly improve the ability to provide and support the local membership.

PROPOSED RESOLUTION:

WHEREAS, the Local Council budget formula has not been increased in a while by the AFA-CWA Board of Directors; and,

WHEREAS, the Board of Directors desires to maximize the amount of resources available for membership representation at the local level; and,

WHEREAS, the Local Executive Council (LEC) provide services for our members which is the Union’s top priority; and,

WHEREAS, maintaining and administering our Contracts fall primarily on the LEC,

THEREFORE BE IT RESOLVED, that the lead in paragraph for Section IV.C.1. is amended to read as follows:

1. **Effective June 1, 2012**, each Local Council will be allowed a regular monthly allowance based on **twenty-one percent (21%)** ~~twenty percent (20%)~~ of the total monthly dues including service charge monies of the Council affected. However, in no event shall such monthly allowance be less than an amount equal to **twenty-one percent (21%)** ~~twenty percent (20%)~~ of a total of 100 members' and service charge payers' dues. **Thirty percent (30%)** ~~Twenty-five percent (25%)~~ of any funds remaining at the end of the fiscal year are to be carried over into the succeeding year's Local Council budget. All remaining funds are to be returned to the Airline Master Executive Council Administration fund.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: LEC Budgets for Small Councils (Section IV.C.1.)

STATEMENT OF QUESTION:

Should the minimum Local Budgets be adjusted to \$1,750.00?

SOURCE AND DATE SUBMITTED: Finance Committee, January 6, 2012

BACKGROUND INFORMATION:

Prior to the 2010 BOD Meeting, it was clearly recognized that the budget formulas for the smallest Councils resulted in monthly budgets that were not adequate. The Board wisely addressed the matter, but there have been questions raised about the level to which the minimum was raised.

In 2010, the minimum was based on the value of 100 members per month which was about \$1,100.00 per month. The agenda item to raise this minimum originally targeted an increase to \$3,000.00 per month, which would have been an almost 300% increase. This was amended and agreed at \$2,500.00, which still represents an increase of more than 200%.

Since then, Board delegates commented that they were uncomfortable that this action was rushed late on the last day so that the meeting could adjourn. The Finance Committee discussed this sizable increase, especially in light of lower budgets for all LEC's, MEC's, and the International. The sentiment was not to reduce the minimum back to the original amount, but to make it more proportionate.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that Section IV.C.1. be amended to read:

1. Effective ~~January 1, 2010~~ **June 1, 2012**, each Local Council will be allowed a regular monthly allowance based on twenty percent (20%) of the total monthly dues including service charge monies of the Council affected. However, in no event shall such monthly allowance be less than **\$1,750.00** ~~\$2,500.00~~ or an amount equal to twenty percent (20%) of a total of 100 members' and service charge payers' dues. Twenty-five percent (25%) of any funds remaining at the end of the fiscal year are to be carried over into the succeeding year's local budget. All remaining funds are to be returned to the Airline Master Executive Council Administration fund.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Request(s) for Local Council Election Results, including Voter Tally
(Article VIII.C.2.)

STATEMENT OF QUESTION:

Should the International Secretary-Treasurer release the completed election results including the vote tally of a Local Council Election to members in good standing who requested it?

SOURCE AND DATE SUBMITTED: UAL 05, 07, 11, 12, 25 – December 8, 2011

BACKGROUND INFORMATION:

Following the Council 12 Local Council Election, members in good standing requested a copy of the election results which included a vote tally. The International Secretary-Treasurer refused to provide the requested information to members in good standing.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that a new paragraph “c.” is incorporated in Article VIII.C.2. in the AFA Constitution and Bylaws to read:

- c. No later than two business day following the Local Council election count date of an election, AFA-CWA’s Ballot Certification Committee will provide the Local Council President and any member in good standing who may specifically request the complete Local Council election results which will include the vote tally for all candidates.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Local Council Nomination Results (Article VIII.D.3.c.)

STATEMENT OF QUESTION:

Should the International Secretary-Treasurer release actual nomination results including tally count to candidates and/or members in good standing during an election cycle?

SOURCE AND DATE SUBMITTED: UAL 05, 11, 12, 25 – December 8, 2011

BACKGROUND INFORMATION:

Following the Council 12 Local Council Election, members in good standing requested a copy of the nomination election results which included a vote tally. The International Secretary-Treasurer refused to provide the requested information to members in good standing.

The Union and its activities belong to the members and not the International Office.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that Article VIII.D.3.c. is amended to add another paragraph that will read:

- c. AFA-CWA's Ballot Certification Committee will post the certified results of each nomination ballot count onto AFA-CWA's computer forum. Each posting will only include the airline, council number, geographic location, and each available position with the names of candidates that will be shown on the ballot for each position. In the event the nomination process has failed to produce a nominee, the position will be listed followed by the message, "No candidate was successfully nominated for this position."

AFA-CWA's Ballot Certification Committee will electronically deliver the complete nomination tally to the Local Council President and any other AFA-CWA member in good standing who specifically requests such information no later than two (2) business days after the count date. A specific designator will be used for those individuals who did not submit a Commitment to Serve.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: MEC Budget Calculation (Section IV.G.2.a.)

STATEMENT OF QUESTION:

Should MEC Budgets increase or decrease the same as Local Budgets?

SOURCE AND DATE SUBMITTED: Finance Committee, January 6, 2012

BACKGROUND INFORMATION:

The purpose of this agenda item is to promote more fiscally prudent budgeting that relates the available budget to the amount of dues revenue received.

For much of AFA-CWA's history, MEC Budgets were fixed at the time of the approval of the annual budget. MEC Budgets would be the same each month, regardless of any increasing size of the airline. Several years ago, the Board introduced a provision whereby on two occasions per year, the MEC Budgets could be adjusted upwards if there was increasing membership. There is no provision to reduce these budgets, even if there is significant reduction in the number of members.

The Proposed Resolution will allow MEC Budgets to increase during any month that there is growth at the airline. It will also cause the budget to decrease if there is shrinkage. This is the same process that has always applied to Local Council Budgets.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that Section IV.G.2.a. be amended to read:

- a. Master Executive Council budgets are based on a percentage of each carrier's adjusted dues. A formula is used **each month** to determine the exact percentage for the individual carrier. ~~Should any carrier experience growth, the International Secretary-Treasurer will recalculate their MEC budget based on actual growth in order to provide the appropriate increased funding. The timing of such review will be twice annually, at 4 and 8 months into the budget year. At no time will the current MEC budget be reduced during the calendar year.~~

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: MEC Budget Formula (Section IV.G.2.b. & c.)

STATEMENT OF QUESTION:

Should the Board of Directors increase Master Executive Council's (MEC) funding by modifying the MEC budget formula?

SOURCE AND DATE SUBMITTED:

UAL 05, 07, 08, 10, 12, 25, 26 – December 8, 2011

BACKGROUND INFORMATION:

A Master Executive Council (MEC) is the chief governing body for the Membership of that airline, and has many responsibilities. Primary to the support of Members is the establishment and funding required for Committees. The cost of doing Union work has increased, and the current funding does not provide for the level of service expected by the Members.

Under Section IV.G.2. of the AFA Policy Manual, the MEC budgets are based on a percentage of each carrier's adjusted dues, and a formula is used to determine the exact percentage for the individual carrier. Our Local Councils depend extensively on the services of the MEC. Currently, this distribution of dues does not provide adequate funding of the MEC. Also, one of the benefits of the AFA-CWA Merger was that it would create synergies between the two organizations, and would allow for more financial resources to be directed to the Local and MEC levels. Now that we have fully transitioned to the CWA, it is time we shift our focus back to funding the MEC budgets.

PROPOSED RESOLUTION:

WHEREAS, the merger with the Communications Workers of America (CWA) has been finalized including all administrative portions; and,

WHEREAS, the AFA-CWA Board of Directors continues to structure the allocation of dues monies so as to provide the most efficient and best representation for all Members, regardless of carrier or size; and,

WHEREAS, Master Executive Councils are struggling to support their MEC Committees who ultimately support the work of the Local Councils and their respective Committees who ultimately provide direct support and assistance to the Members,

THEREFORE BE IT RESOLVED, that the AFA-CWA Policy Manual, Sections IV.G.2.b. and IV.G.2.c. is amended to read as follows:

- b. The carriers are divided into four (4) groups:
 - (1) Group I will be based on a projected dues income over \$549,648 and will be assigned a base factor of **ten percent (10%)**.
 - (2) Group II will be based on a projected dues income of \$219,780-\$549,648 and will be assigned a based factor of **eleven percent (11%)**.
 - (3) Group III will be based on a projected dues income of \$45,936-\$219,779 and will be assigned a based factor of **twelve percent (12%)**.
 - (4) Group IV will be based on a projected dues income under \$45,936 and will be assigned a based factor of **fourteen percent (14%)**.

- c. Factor weights, determined by the number of members on a Master Executive Council plus the three (3) Master Executive Council Officers, are added to these percentages.
Factor weights will be as follows:
 - (1) Master Executive Council members representing only one (1) Council will be **two and a half tenth of one percent (0.0025%)**.
 - (2) Master Executive Council members and the three (3) Master Executive Council Officers representing a council outside the United States will be **forty two hundredths of one percent (0.0042%)**.
 - (3) All other Master Executive Council members and the three (3) Master Executive Council Officers will be **three and a half tenth of one percent (0.0035%)**.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Mobilization Fund (Article XI.A.3.)

STATEMENT OF QUESTION:

Should contributions to the Mobilization Fund be reduced to zero cents for fiscal year 2012-2013?

SOURCE AND DATE SUBMITTED: Finance Committee – January 6, 2012

BACKGROUND INFORMATION:

In order to present the AFA-CWA 2012-2013 Proposed Annual Budget, careful consideration was given to many options to achieve the desired result. The philosophy used was to ensure that some reductions to various budget categories may be required, however no specific budget should be critically affected.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, that Article XI.A.3. be amended to include the following parenthetical sentence at the end of the paragraph:

3. \$1.00 per member per month from all active members and service charge payers' dues on any airline shall be allocated to sustain a Mobilization Fund to promote and achieve the goal outlined in Article I.C. Such Mobilization Fund shall be over and above the regular Organizing Departments annual budget. Up to 90% of the Mobilization Fund can be reallocated to support first contract negotiations for newly organized carriers with more than 10,000 flight attendants. **(For fiscal year 2012-2013, contributions to the Mobilization Fund will be reduced to zero cents per member per month.)**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Petitions (Article III.D.9.)

STATEMENT OF QUESTION:

Should there be a requirement for petitions to be registered with the International Secretary-Treasurer and subjected to a time limit?

SOURCE AND DATE SUBMITTED: International President – January 6, 2012

BACKGROUND INFORMATION:

The Executive Board conducted a conference call on 30 November 2010, and Article III.D.9. was discussed and interpreted. At issue was a petition that was extensively long, contained multiple purposes, and was difficult for a member to readily understand. The Executive Board decided that a petition with multiple purposes would not be readily understood, so in such cases the purpose would not be clearly marked.

The Executive Board provided an interpretation of Article III.D.9.a. that for a petition to be clearly marked, “member petitions must be for a single purpose.”

Recent experiences at various Local Councils indicate there are other issues that should be addressed. One issue is that currently there is no time limit to submit a petition that is in circulation. This can result in an extended period during which an issue festers without progressing toward resolution. Imposing a time limit will accelerate the progress toward resolution of the reason for the petition.

Another issue that should be addressed is whether the exact language of the petition is contained at the top of each respective page of the signed petitions. This issue as well as the matter of a time limit can be readily addressed by requiring that the individual(s) bearing the petition register it with the Office of the International Secretary-Treasurer. This will enable a determination that the purpose is clearly marked as well as provide a start-time for the time limit.

The matter of petitions was discussed at the July 2011 Board of Directors meeting, and a Late Agenda Item was submitted. Because the agenda item was not submitted in advance and provided for member comments, the Board decided to take no action at that time. Instead, it was decided that this should become an Advanced Agenda Item to the Board of Directors meeting in February 2012. The Proposed Resolution addresses all the concerns identified by the Late Agenda Item that was deferred to this meeting.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that Article III.D.9. be amended to read:

9. Petitions

- a. **Any member who wishes to circulate a petition must first contact the office of the International Secretary-Treasurer to record the statement of the petition.** Any petition that is circulated~~s~~ among members of a Local Council must be clearly marked with ~~its~~ **a single** intended purpose. **The petition bearer shall have 120 days from the date the petition is recorded to submit the final petition to the International Secretary-Treasurer.** Any ~~petition submitted for consideration must be original and contain a printed name, an original signature, and the flight attendant's airline and employee number. In addition, the petition may be verified for proper identification by request of any member, but must not be surrendered. Signatures, which must be originals, must be verified by the AFA-CWA Membership Department.~~
- b. ~~No time limit exists for the circulation of any petition.~~ **Each page of any petition submitted for consideration must be original and contain the recorded statement of the petition, a printed name, an original signature, the flight attendant's airline and employee number.** The petition will only be accepted by the Union in one delivery, which must include all signatures to be considered. The International Secretary-Treasurer will accept no additional signatures nor delete any signatures after delivery of the petition.
- c. **All signatures on the submitted petition will be verified. The printed names and/or employees numbers are used to identify members of the Local Council who signed the petition. AFA-CWA Membership Services compares the signatures on the submitted petitions to the information on file. All signatures on the petition will be verified by the Membership Services Department. The petition will be considered authenticated when the verification process is complete.**
- d. Disregard for the above procedures in the circulation of a petition may subject the petition to review or removal by the International Secretary-Treasurer.
- e. **An authenticated petition may be viewed by any member by appointment with the International Secretary-Treasurer, but the petition will not be surrendered.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Reinstatement of AFA-CWA Membership to Veronica Tenerelli

STATEMENT OF QUESTION:

Should Veronica Tenerelli's AFA-CWA membership be restored?

SOURCE AND DATE SUBMITTED: UAL 10, AMR MEC – December 9, 2011

BACKGROUND INFORMATION:

In June of 2009 Ms. Tenerelli's AFA-CWA membership was revoked for five (5) years by the Appeals Board. Almost three years have passed and we believe Ms. Tenerelli should be reinstated to active membership status.

PROPOSED RESOLUTION:

WHEREAS, Veronica Tenerelli's AFA-CWA membership was revoked in June 2009; and,

WHEREAS, she requests the AFA-CWA Board of Directors consider reinstatement to active membership status;

THEREFORE BE IT RESOLVED, that the AFA-CWA Board of Directors reinstates Veronica Tenerelli to active member in good standing.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Reserve Fund Recoup (Article XI.G.)

STATEMENT OF QUESTION:

How should processed dues be used to contribute to the AFA-CWA Reserve Fund?

SOURCE AND DATE SUBMITTED: Finance Committee – January 6, 2012

BACKGROUND INFORMATION:

In April 2009, Agenda Item #23 was approved that stated “Beginning with the 2010-2011 AFA-CWA Proposed Budget, the International Secretary-Treasurer in conjunction with the Finance Committee will seek to restore the AFA-CWA Reserve Fund with scheduled contributions from Projected income to be deposited into the AFA-CWA Reserve Fund.”

In July 2011, a decision was made to use \$1.6 Million of the Reserve Fund for current expenses. Many Board delegates stated a desire for a mechanism to be in place to recoup the draw-down.

The Finance Committee has determined that a portion of the collected dues should be set aside to rebuild our AFA-CWA Reserve Fund. This will strengthen our Union and ensure our viability in challenging times.

PROPOSED RESOLUTION:

WHEREAS in the 2011-2012 budget year, payments were made from the AFA-CWA Reserve Fund to cover daily expenses incurred; and,

WHEREAS the Board of Directors has directed the Finance Committee to design a scheduled plan for regular contributions to the AFA-CWA Reserve Fund;

THEREFORE BE IT RESOLVED, that Article XI.G. be amended to add a new “3.” As follows:

- 3. Upon the processing of dues for each airline, an amount equal to \$0.50 per member paid per month will be allocated to the AFA-CWA Reserve Fund.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Salary of the Executive Assistant to the International President
(Section IV.I.)

STATEMENT OF QUESTION:

Should the criteria for determining the salary of the Executive Assistant to the International President be changed?

SOURCE AND DATE SUBMITTED: UAL 07, 11, 12, 25 – December 8, 2011

BACKGROUND INFORMATION:

The Board of Directors has not provided direction for several years to the International President on how the compensation should be calculated for the Executive Assistant to the International President.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, that the Constitution and Bylaws be amended to reflect that compensation for the Executive Assistant to the International President be based on the same formula as the other International Officers, and;

BE IT FURTHER RESOLVED, that in no case will the compensation package for the Executive Assistant to the International President be greater than sixty percent (60%) of the salary of the International President, and;

BE IT FINALLY RESOLVED, that Section IV.I. is amended by adding a new number three (3) and renumbering current number three (3) to number four (4) to read as follows:

- I. International Officers **and Executive Assistant to the International President**
Compensation and Benefits
 1. Total compensation for the International President... (no change)
 2. Total compensation for the International Vice President and the International Secretary-Treasurer... (no change)
 3. **Total compensation for the Executive Assistant to the International President will be no greater than sixty percent (60%) of the International President's compensation (calculated at 2.25 times 68 hours annualized at the highest AFA-CWA Flight Attendants' hourly pay (to include negotiated overrides, i.e., purser/lead, international rates, COLA, et al) before application of the 11% override) plus an additional eleven percent (11%) override of this sixty percent (60%) figure, and allocation of this total amount for salary, retirement benefits, and/or deferred compensation will be determined upon consultation with the respective Officers subject to approval of the International President. Such adjustments shall be effective the following (first pay period of the fiscal year) of each year. The Executive Assistant to the International President shall receive \$XX in total compensation for XXXX.**
 4. Insurance, vacation and other fringe benefits to the International Officers **and the Executive Assistant to the International President** will be provided by the AFA-CWA on the same basis as the maximum available to AFA-CWA employees or, at the option of each International Officer **and the Executive Assistant to the International President**, be provided by AFA-CWA reimbursement to the International Officer's **and the Executive Assistant to the International President's** airline for such benefits under the provisions in effect on that carrier, provided that if the International Officer **and Executive Assistant to the International President** elects to be covered by the AFA-CWA's employees' retirement plan or retirement plan on the International Officer's **and Executive Assistant to the International President's** airline, the cost of funding such retirement benefits shall be paid **by** the International Officer **or Executive Assistant to the International President**.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Union Assets (Section I.G.2.b.vi.)

STATEMENT OF QUESTION:

Should Section I.G.2.b.vi. be amended to include bank accounts?

SOURCE AND DATE SUBMITTED: UAL 07, 10, 11, 12, 21, 25 – December 8, 2011

BACKGROUND INFORMATION:

The Officer and Administration transition in Section I.G. does not specifically state bank accounts.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, that the language in the AFA-CWA Constitution and Bylaws Section I.G.2.b.vi. be amended to read as follows:

- vi. Credit Cards **and Bank Accounts.** **There will be no cancelling or closing of these accounts without communication between the current and Local Executive Council President-Elect/Master Executive Council President-Elect unless extenuating circumstances exist that preclude such communication.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Union Oath of Office (Article VIII.)

STATEMENT OF QUESTION:

Should AFA-CWA adopt an “Oath of Office” for all elected leaders?

SOURCE AND DATE SUBMITTED: International President, January 6, 2012

BACKGROUND INFORMATION:

An oath of office is an oath or affirmation a person takes before undertaking the duties of an office within an organization. Oaths are often required by the laws/bylaws of the organization before the person may actually exercise the powers of the office.

It may be administered at a ceremony connected with the taking up of office itself, or it may be administered privately. In some cases it may be administered privately and then repeated during a public ceremony.

The Proposed Resolution provides an Oath of Office that we, as elected Officers of the Union, will faithfully discharge our duties in compliance with our Constitution and Bylaws and will serve the members and the Union.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED that a new Article VIII.E. be added to read:

E. Oath of Office

Upon completion of an election to office and prior to accepting the position, an elected leader will undertake an oath of office to affirm their commitment to the responsibilities and duties accepted and assigned. Each elected officer, after meeting all other qualifications, shall be duly installed after taking the following Oath:

I, _____ (give name) _____, hereby accept the office of (_____ name of office _____) of AFA-CWA (_____ state your MEC or Council and its number _____), with full knowledge of the responsibilities and Duties of such office.

I promise to faithfully discharge my duties according to the Constitution and Bylaws and of the Union, and I take this obligation freely, without any mental reservation or purpose of evasion.

I shall, at all times, endeavor to serve my members and the Union to the best of my ability.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Use of AFA-CWA Bulletin Boards (Article VIII.D.3.b.)

STATEMENT OF QUESTION:

Should the parameters for use of the bulletin board during elections be clarified?

SOURCE AND DATE SUBMITTED: International President – January 6, 2012

BACKGROUND INFORMATION:

During the past 18 months, the Department of Labor (DOL) conducted two investigations of Local Officer Elections conducted by AFA-CWA.

Investigation 1:

In this investigation, the Local Officers decided that the Union Bulletin Board would not be used during the election, and this became a focus of the challenge. The specific challenge was that everyone should be permitted to use the Bulletin Board, even if it meant taking all other matters off the Bulletin Board.

While the DOL did not provide a formal ruling, the DOL investigator did note informally that it appeared that the Local Officers acted per the letter of the Constitution and Bylaws (C&B) and the established practices.

In discussion with the DOL, as well as many candidates, there is significant confusion with the phrase “may be used...” Many candidates understand this to be a specific right, while the DOL understood it to mean “may or may not.”

The current meaning of the phrase “may be used...” could be clarified to state “...may or may not be used.” Additionally, explaining reasons that it might not be used would be helpful. Factors such as the size of the bulletin board, the number of candidates, and the amount of other important union business to be posted are all considered important.

Page 2.

Investigation 2:

In this investigation, the review of the “Resumes of Qualification” was an integral part of the challenge. The specific challenge was that nothing could be edited.

While the DOL did not provide a formal ruling, the DOL investigator did note informally that it appeared that there was compliance with the Constitution and Bylaws (C&B), the Election Handbook, and the established practices. It took significant time and effort to convince the DOL that there was no violation of our own C&B.

In discussion with the DOL, as well as many candidates, there is significant confusion surrounding the ability to edit or deny a posting, as well as the specific content of the posting. Discussions on this topic are usually contentious and time-consuming, and constitutional parameters are not understood by candidates or incumbent Local Officers.

A significant cause of confusion surrounds the limited provisions pertaining to the “Resume of Qualifications” in the C&B, verse campaign literature where a candidate has near unlimited right to say almost anything. Many presume they are entitled to place campaign literature on the AFA Bulletin Board. The Resume of Qualifications, however, protects the Union from a candidate that desires to post campaign literature on Union Bulletin Boards.

Additional Consideration:

The Proposed Resolution maintains the current practice, but clarifies it and adds the definition of the resume of qualifications, which is currently in a separate document. The clarity should assist both candidates as well as incumbents understand the long-standing practice.

More importantly, the clarity will greatly reduce the potential of a protest for reasons related to the bulletin board.

Finally, maintaining the current practice will allow the Local Officers to continue to exercise their judgment as to whether the bulletin board may or may not be used given other considerations.

PROPOSED RESOLUTION:

WHEREAS, the existing language of Article III.D.9.b. does not adequately describe the current practice pertaining to use of the AFA-CWA Bulletin Board; and,

WHEREAS, this lack of clarity has caused significant consternation amongst candidates and incumbents and this has resulted in election results being challenged; and,

WHEREAS, significant time must be repeatedly spent explaining the practice to candidates, incumbents, and even DOL Investigators; and,

WHEREAS adding clarification of the current practice will eliminate most issues and will allow the Local Officers to continue to exercise their judgment as to whether the bulletin board may or may not be used given other considerations such as the size of the bulletin board, the number of candidates, and the amount of other important union business to be posted;

THEREFORE BE IT RESOLVED that Article VIII.D.9.3.b. be amended to read:

- b. Union bulletin boards may **or may not** be used for the posting of a **resume of qualifications** ~~written statement~~, not to extend beyond a single 8 1/2 x 11 inch piece of paper, containing a candidate's name, the office the candidate seeks, and a brief resume of qualifications. **In determining if the bulletin board may be used, the Local Officers should consider factors such as space available, the number of candidates, and the amount of other information to be posted.** All candidates must be afforded equal opportunity to use the bulletin board for such posting. The Local Council President for each council shall inform the members of the posting date no later than seven (7) days in advance of posting.

Under no circumstances will any LEC or MEC Officer seek to edit or deny the posting of any candidate's 'resume of qualifications'. Should there be a 'review process' requested by any candidate(s) or member in good standing, then such review will be undertaken by a neutral party, which shall include the AFA International Vice President, AFA International Secretary-Treasurer, and the AFA-CWA Membership Services Director. [~~Note: The Election Handbook defines the 'resume of qualifications.'~~] **The resume of qualifications that may be posted on an AFA-CWA bulletin board or social networking site is defined as: (1) AFA-CWA elected offices held & term(s) of office; (2) AFA-CWA appointed committee position(s) held & term(s) of office; (3) AFA-CWA trainings attended; (4) Other union offices & positions held; (5) Other union trainings; (6) Flight attendant career; airlines, dates; and, (7) Education.**

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Use of Union Bulletin Boards for Local Council Election
(Article VIII.D.3.b.)

STATEMENT OF QUESTION:

Should Article VIII.D.3.b. be amended to ensure use of the bulletin board is available to all interested candidates for a Local Council election?

SOURCE AND DATE SUBMITTED: UAL 12, 21, 25, 27 – December 8, 2011

BACKGROUND INFORMATION:

During an election in Los Angeles Council 12, the International Secretary-Treasurer provided an interpretation that if the Local Council Executive President doesn't want to use the AFA bulletin board for Local Council election, then no one will have access to it, which deprived equal access for all candidates.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, that Article VIII.D.3.b. be amended to read as follows:

- b. Union bulletin boards ~~may~~ **will** be used for the posting of a written statement, not to extend beyond a single 8 1/2 x 11 inch piece of paper, containing a candidate's name, the office the candidate seeks, and a brief resume of qualifications. All **known and unknown** candidates must be afforded equal opportunity to use the bulletin board for such posting. The Local Council President for each council shall inform the ~~members~~ **local council membership** of the **ability to use the Union bulletin board for such posting and this notice shall be no later than seven (7) days prior to the Nomination Ballot Mailing date.** **In addition**, the Local Council President for each council shall inform the members of the **actual** posting date no later than seven (7) days in advance of posting.

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO
THIRTY-NINTH BOARD OF DIRECTORS MEETING
FEBRUARY 6-8, 2012
LOS ANGELES, CALIFORNIA**

SUBJECT: Voting (Article I.L.2.)

STATEMENT OF QUESTION:

Should an active member be permitted to require their Local Council President to vote their individual vote during any voting that is conducted by roll call?

SOURCE AND DATE SUBMITTED: UAL 5, 21, 25, 27 – December 8, 2011

BACKGROUND INFORMATION:

Currently there is no requirement for a representative to cast their votes in any particular manner during a roll call vote other than what they have determined is in the best interest of their members. An active member may suggest how they would like their vote cast which would require the representative to split their votes.

For example, in an election where the member is a candidate or they support a specific candidate other than the individual the representative is supporting, there is no requirement for the representative to split their votes.

PROPOSED RESOLUTION:

THEREFORE BE IT RESOLVED, that Article I.L.2. in the AFA-CWA Constitution and Bylaws be amended to read as follows:

2. Whenever a roll call vote is taken, a representative shall vote **a total of** all the members in good standing that that person represents. **If an active member in good standing requests either verbally or in writing that their vote be cast a specific way, the representative must separate out said active member's vote from the total, and vote in accordance to their request.**