

**ASSOCIATION OF FLIGHT ATTENDANTS-CWA  
THIRTY-SIXTH BOARD OF DIRECTORS MEETING  
MARCH 31 - APRIL 2, 2009  
MILWAUKEE, WISCONSIN**

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**SUBJECT:**

Elected & Appointed Leadership Officers holding multiple (1) Leadership positions during their term of office

**STATEMENT OF QUESTION:**

Should the AFA-CWA Constitution and Bylaws include language that states any Elected Officer at a multi-Council airline shall hold only (1) Leadership position?

**SOURCE AND DATE SUBMITTED:** Horizon Council 16, Mesa Council 85 & 88, November 22, 2008

**BACKGROUND INFORMATION:**

Fair representation of the Membership regarding Officers of Leadership may be questionable when an Officer of the EXBOD, MEC or LEC holds multiple officer roles and responsibilities.

Most Officer roles and their specific duties run in conflict with another leadership role responsibilities.

This is reflected when there are repeated inquiries by the members expressing concern about Leadership's untimely non-communication with Membership, other Officers, and Management personnel.

The Duties and responsibilities of an Officer with multiple Leadership roles may also run in conflict with scheduled meetings, trainings, events and functions that should be attended and manned at all times by that particular officer's responsibility and roles.

It is true that there are VP's serving under that officer and are assigned to serve at the direction of that officer. The role of a VP should also be mentored, and should be available to witness the interactions of the President position in the case of an unlikely event happening where the VP is unable to obtain any important information needed to take over the role. This does not mean a VP should follow a President around at all times, it only means that the multiple roles by ANY officer can and may cause a lack in mentorship of their subordinate.

The leadership positions should be spread out and advertised amongst the general membership for participation.

These positions should not fall under the responsibility of the few individuals who show their commitment and dedication to volunteer.

Implementing this into our C&B is a protection for the activist who can at times experience the activist "burn out" syndrome. Implementing this policy will allow the roles of AFA leadership to become more recognized and important to the membership.

Leaving a role vacant if there is a lack of participation or volunteerism holds the membership liable and accountable for not helping to build our union.

This policy will also ensure that any "recall" of an officer by the Membership for any valid reason, is controlled by the membership, and not "blocked" by the jurisdiction and authority of a single Officer holding multiple officer positions. (i.e. An MECP/LECP recalled at the LECP position still retains the MECP position. What good does that do the democratic process of a recall?)

### **PROPOSED RESOLUTION:**

WHEREAS there is no policy that EXBOD, MEC and LEC Officers can not hold multiple leadership positions language in the AFA-CWA C&B; and,

WHEREAS amending the AFA-CWA Constitution and Bylaws to reflect changes to Article III.C.2 and Article VII.C.2 pertaining to the Jurisdictions and Duties of the LEC & MEC Officers; and,

WHEREAS amending the AFA-CWA Constitution and Bylaws to reflect changes to Article III.C.5 and Article VII.C.3 pertaining to Officer Vacancies.

WHEREAS an Officer of the EXBOD, MEC and LEC shall not hold multiple Officer roles and a Committee Chair Position, during their elected/appointed leadership term.

WHEREAS an Officer of the EXBOD, MEC and LEC shall be permitted to be a participant of a committee as a committee representative, but shall not hold a chair position in that committee.

THEREFORE BE IT RESOLVED that all Articles and Sections relating to Elected Officers of the EXBOD, MEC and LEC's Jurisdiction of Duties and Responsibilities in the AFA-CWA Constitution and Bylaws reflect the language of Elected Officers of the EXBOD, MEC and LEC not being permitted hold multiple officer roles and chair positions in their term of office; and,

BE IT FURTHER RESOLVED that if an Elected or Appointed Chairperson is elected or appointed and excepts an Officer position of the EXBOD, MEC or LEC role, the Chair position must be replaced by an Appointed Interim Chair or become Vacant for re-appointing of a person for that position.

BE IT FURTHER RESOLVED that an Elected or Appointed Officer of the EXBOD, MEC and LEC holding a Chair position must be replaced by an Appointed Interim Chair or the position becomes Vacant for the re-appointing of a person for that position.

BE IT FINALLY RESOLVED that Article III, Article V, Article VI, Article VII, Article VIII, & Article IX reflect amended or additional language under the Officer jurisdiction and duties regarding the rules and regulations of a EXBOD, MEC and LEC Officer not permitted to hold multiple leadership roles, including committee chair positions within their elected or appointed term of office.