

PREAMBLE

The Transport Workers Union of America was founded in 1934, as an industrial union dedicated to the promise an organization can be built on trust and equality for all workers.

Our motto is “United Invincible.” The TWU is affiliated with the American Federation of Labor, Congress of Industrial Organizations (AFL-CIO) and the worldwide International Transport Workers Federation (ITF). We are a trade union representing workers in Mass Transportation, Airline, Railroad, Utility, University, Municipalities, Services and Allied Industries.

Our union operates on three levels – the International Union, Industrial Divisions, and local affiliates. All TWU members belong to locals formed and based on interest and geographic location. The members elect their own local officers who handle a majority of the work groups’ issues. The International Union coordinates the activities of each of the divisions and locals assisting in negotiations, organizing drives, and legislative campaigns. It provides professional, legal, education, research and public relations services to both the locals and divisions.

The supreme policy-making body of the union is the International Convention; which is held every four years. International officers are elected at the convention. The International Constitution; which governs all union activities, is reviewed and amended at that time as well.

Between conventions, the policy-making body of the union, is the International Executive Council and the International Executive Board. Division Councils meet at regular intervals to discuss and formulate policies affecting their own particular memberships.

International Headquarters Address:

501 3rd Street NW 9th Floor

Washington D.C. 20001

Phone: 202-719-3900

The Air Division Future Leaders Organizing Committee was established on April 5th, 2019, to educate, support and empower the young individuals of the TWU. The committee will work to lead and advocate within all locals and the labor movement now and for years to come.

BYLAWS
Future Leaders Organizing Committee
TRANSPORT WORKERS UNION OF AMERICA



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TWU FUTURE LEADERS ORGANIZING COMMITTEE

TRANSPORT WORKERS UNION OF AMERICA

ARTICLE I NAME

This organization shall be known as the Future Leaders Organizing Committee, Transport Workers Union of America, AFL-CIO. This committee may be referred to as FLOC.

ARTICLE II OBJECTIVES

The Future Leaders Organizing Committee works to educate and empower the next generation of TWU workers, giving them the tools, resources and relationships to encourage local participation and help them grow successfully within their local.

- a) The committee will work to unite young workers throughout the TWU International.
- b) Will establish and foster relationships with other unions, working to advance and advocate for all workers' rights.
- c) To ensure that the Transport Workers Union remains relevant, representing workers of all generations.
- d) To educate young workers on the history of TWU, the labor movement and the benefits that the TWU offers to its members.
- e) Provide young workers educational skills through workshops, guest speakers and leadership building activities.
- f) Create a mentorship program for young workers where they can form accountable relationships with more experienced workers.
- g) Encourage young workers to participate and work with local leadership to connect, educate and mobilize the work group.
- h) Help establish local young workers committees throughout the TWU.

ARTICLE III MEMBERSHIP

- a) Members of the Future Leaders Organizing Committee must be TWU members in good standing.
- b) Appointed by and serve at the will of the Air Director, local's president or the executive board of their respective local.
- c) A current list of the members of FLOC, will be kept by the FLOC recording secretary and reviewed at each quarterly committee meeting.
- d) There are no membership fees or dues for FLOC.

ARTICLE IV RESPONSIBILITIES OF MEMBERS

- a) No member(s) shall perform their duties on the job in such a manner as to place an unfair burden on her/his fellow workers.
- b) No member(s) shall join or participate in any way in any organized group, which purports to make decisions concerning FLOC without the authorization of the committee, its members, or officers.
- c) Members should make an effort to attend meetings and keep abreast of current affairs of the FLOC.
- d) All members shall adhere to provisions of these bylaws, the International constitution, collective bargaining agreements, and working rules of their locals.

ARTICLE V COMMITTEE MEETINGS

- a) There shall be at least four (4) regular meetings for FLOC in any twelve (12) month period, except as otherwise provided for herein. FLOC meetings, will be held at locations determined by the committee members.

- b) A co-chair and/or TWU international representative(s) may call special meetings of the committee, when deemed necessary, or when requested to do so by two-thirds (2/3) of the committee members on the membership roster.
- c) Special meetings will consist only of the business; for which the meeting was called.
- d) “Robert’s Rules of Order Revised” shall govern committee meetings.
- e) The co-chairs or her/his, designee may invite guests to any regular committee meeting.
- f) Committee members may submit written agenda ideas to the co-chairs or the recording secretary.

ARTICLE VI OFFICERS

- a) The elected officers of FLOC shall be two: (2) co-chairs, recording secretary, and a head of social media.
- b) The two (2) co-chairs shall be one (1) male and (1) one female. An exception will be made, if there are not two candidates, of different genders running for Co-Chair.
- c) All officers who shall be elected by majority vote, beginning on April 5th 2019, for a term length of two (2) years hereafter.
- d) All committee members in good standing are eligible to be officers.
- e) The co-chairs, or her/his designee, shall attend and preside at all committee meetings. The co-chairs and/or international representative(s) will call special meetings when deemed necessary or when two-thirds (2/3’s) of the committee membership requests the co-chairs to do so. The co-chairs will work collectively with the International Representative(s) that may be assigned to the committee and other officers of the committee to conduct the business of the committee.
- f) The recording secretary shall attend committee meetings, and will assist the co-chairs, as the co-chairs deem necessary. The recording secretary will be responsible for keeping all meeting minutes from the committee meetings and

will work collectively with international representative(s) and other officers of the committee to conduct committee business.

- g) The head of social media shall be responsible for all social media accounts; including but not limited to Facebook, Twitter, Instagram and all others. This position may be the responsibility of the recording-secretary, at the discretion of the committee by means of majority vote. The head of social media will assist the co-chairs as deemed necessary and will work collectively with the international representative(s), who may be assigned to the committee, and the other officers of the committee, to conduct committee business.
- h) In the event of any vacancy, an election will be held to fill the position. A majority vote of the committee membership will be held to fill vacant officer positions.

ARTICLE VII ELECTIONS

- a) To be eligible for nomination and election, members must meet all membership requirements.
- b) Nominations and election of officers shall be every 2 years, beginning on April 5th, 2019 and be held during the first meeting of the year.
- c) The term will commensurate on April the 5th, after the election year's first meeting.
- d) The candidate receiving the majority of the votes for each office, shall be declared elected. In the event of a tie, the vote of every individual committee member present will be counted.
- e) Any member running unopposed, will be declared elected by acclamation.
- f) All disputes and appeals in regards to the nominations and election will be referred to the international representative(s). He/she will determine the outcome of the dispute.
- g) Paper ballots may not leave the room, and will be counted by the International Representative(s).
- h) All locals in good standing will receive one vote per a local.

- i) Nominations must be seconded by a member of the committee.

ARTICLE IX SUB- COMMITTEES

(Intentionally left blank)

ARTICLE X AMENDMENTS TO BYLAWS

- a) These bylaws may be amended or repealed by the committee membership by means of majority vote, at any FLOC meeting, as long as the proposed bylaw change is provided in writing thirty (30) days prior to the meeting.
- b) For an amendment to be passed the International TWU Representative overseeing FLOC must be present in the room at the time of the vote.
- c) The bylaws will not become effective until approved by the Future Leaders Organizing Committee and the International Administrative Council.