



Accountability and Transparency of our FAAA

Two 4 year Term Limits for Federal Secretary

The implementation of term limits for the role of Federal Secretary. Observing global practices, it is commonplace for leaders at the pinnacle of power to be subject to term limits.

This is grounded in sound reasoning.

Call to Action

Therefore, our policy will restrict any Federal Secretary to serving no more than two terms.

Skin in the Game: Must be flyers to be on the Executive

We strongly agree with the 2016 policy propositions set forth by ReclaimYourUnion. In alignment with their 2016 commitment, we will amend the constitution accordingly. It is noted that the current Federal Secretary and Assistant Federal Secretary International are no longer serving as cabin crew members.

Call to Action

The revision will entail removing and rephrasing Clause 5 of the Constitution.

- The revision will entail removing and rephrasing Clause 5 of the Constitution to specify that any Executive member who is no longer engaged as a Flight Attendant may complete their current term and is ineligible for re-election.

Review of the FAAA Constitution and give the membership more say

The Fight Attendants Association of Australia (FAAA) is authorised to amend its constitution by a two-thirds majority vote independently of its members' approval. Given this structure, the Federal Secretary, the sole recipient of a full-time salary, holds substantial sway in setting the agenda. Such a system may lead to outcomes that do not align with the members' best interests.

We need to have a fairer balance and be accountable to our members.

Call to Action

Our plan involves establishing a special committee dedicated to reviewing the constitution. This special committee will invite member submissions from members, engage with legal professionals, and devise a revised constitution that supports operational efficiency while reinstating democratic principles among the members.

A crucial aspect of this initiative is guaranteeing that, following the draft's completion and acceptance by the membership, significant changes moving forward can only happen with the membership's will and a formal vote.

Executive and Councilors meetings - Open to membership

1. It is not without a great deal of vigour to attend a FAAA Council meeting and have our voices heard.
2. According to the present Constitution, the Executive must assemble quarterly. We will ensure meetings are held a minimum of six times a year.

Councillors have an essential role to play and be the conduit between the Executive and the membership; furthermore, all the elected officials of the FAAA will be flying with first-hand experience.

Call to Action

- The agenda for meetings will be accessible online, and notifications
- regarding the meetings will be accessible online to all members.
- Minutes must be recorded and treated as public documents, with availability ensured for member access.
- Significantly, we will encourage member participation in in-person or via video conferencing meetings, except during sessions requiring confidentiality.
- There will be an allocated 'Your Say' ; segment for members to voice their opinions during the general business portion of the meetings.

Meet the Members Roadshow

Call to Action

Annually, we will organise a roadshow, which is to be extensively promoted amongst our members, inviting them to provide their input and foster connections with the elected representatives.

- Two-way communication from members
- Builds relations and community
- Bolstering the growth of our membership

Ensure Fair Elections: A New Paradigm

We stand firmly for the integrity of the democratic process, underscoring the importance of transparency and fairness. Unfortunately, history has shown us instances where those in power have abused their office to curb the capacities of rival candidates.

Streamlining Candidate Access

Candidates are required to apply to the Fair Work Commission to obtain the Registry of Members, which includes names and emails. This step is crucial to maintaining the core values of equality and openness during elections, with a remote workforce across our country and the world, thus requiring reasonable access to ensure that all candidates are afforded a fair chance.

Enhancing Information Dissemination

Additionally, we commit to providing comprehensive details regarding upcoming elections on our official website. This includes dates, times, and the steps required for candidacy. These guidelines will be conveniently presented as an easy-to-follow flowchart flyer.

Call to Action

We advocate for a proactive approach: The FAAA must request the release of membership details from the FWC one month before nominations are called for. These details should be made available to all candidates, with the explicit condition that the information be used strictly for the current election.

Any official and non-official social media will also be used to inform the crew of up-and-coming elections with details on where they can get further information; no electioneering is permitted on any union-associated platform.

Policy for Electioneering Restrictions - Caretaker Period

We have identified a recurring pattern where officeholders may take advantage of their status to broadcast advantageous updates during the time leading up to elections. This strategy, often aimed at engaging and pleasing the membership, with 'good news' is not coincidental and serves the interest of the incumbent's campaign.

Call to Action

Beginning one month before the election process commences, the dissemination of 'good news'; achievements by the incumbents is to be strictly prohibited and must be deferred until the conclusion of the elections.

This policy aims to promote a fair and impartial election environment for all candidates.

Disclosure of Salaries and Non-Cash Benefits

Effective September 16, 2020, the FAAA has enacted amendments to its constitution; as stated by Our FAAA Team, it was rewritten by the current Federal Secretary (see FAAA website, point 8).

Before these constitutional adjustments, under the guidelines of Part B (Pre-Unification Rules), it was mandatory to report the monetary remuneration and non-cash benefits allocated to officers (refer to page 44) of the constitution.

After the revisions in Part C (Unified Rules), the obligation to disclose such financial compensations and non-cash benefits within the financial statements has been removed.

However, disclosure of this information is still mandated on the Fair Work Commission's website in compliance with legislative requirements.

Call to Action

In line with our commitment to transparency, we will revert to the protocols existing before September 2020. We will reinstate the obligation to disclose officer remuneration and benefits as per Part B of the pre-unification regulations.