



## **AIRCRAFT MECHANICS FRATERNAL ASSOCIATION**

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Dear AMFA Member:

During the 2004 AMFA National Convention, the delegates from all AMFA Locals put forth a motion that the National Executive Council (NEC) and the Joint Advisory Council (JAC) investigate an affiliation with the Aircraft Engineers International (AEI). An Affiliations Committee was formed by the JAC, and it was decided that we would send AMFA Officers to the 2006 AEI Annual Congress to meet with representatives and submit a conditional application to join the AEI.

National Director O.V. Delle-Femine, Safety and Standards Director Mike Ayala, and Local 9 President Joe Prisco went to Belgrade, Serbia to attend the AEI Annual Congress. At the conclusion of their trip, these Officers submitted a report to the Association that indicates that the AEI and AMFA share many of the same goals and objectives. We also learned that Aircraft Maintenance Technicians / Engineers around the world are facing many of the same obstacles that we are facing here in the United States. This report is available on the AMFA National Web site.

AMFA's application to affiliate received unanimous acceptance from the AEI delegates; however, our affiliation is conditional based on the fact that our membership must approve it by a referendum vote in accordance with the AMFA Constitution. Ballots for the AEI Affiliation Referendum will be mailed to all eligible AMFA members on February 27, 2007, and the tally date will be March 29, 2007.

In an effort to educate the AMFA membership about the benefits of affiliating with the Aircraft Engineers International (AEI), AMFA National has assembled the following question and answer document. This document, as well as the information available on the AMFA National Web site at [www.amfanatl.org](http://www.amfanatl.org) under the heading Elections and Referenda, is intended to aid the AMFA membership in making an informed decision. Information about the AEI can be found on the AEI Web site at [www.airengineers.org](http://www.airengineers.org).

Sincerely,

Steven A. Nowak  
National Secretary



## **AEI Affiliation Referendum Q&A**

### **What is AEI?**

Aircraft Engineers International (AEI) is the sole body that represents and aligns licensed engineers' unions around the world for a common purpose. Beyond US borders, licensed aircraft maintenance technicians are often referred to as "aircraft engineers." Forty-two unions spanning thirty-five countries now affiliate with AEI and they represent more than 45,000 licensed aircraft engineers worldwide through its affiliated unions. AEI was founded in 1972.

The organization steadfastly works to defend the standing of the Licensed Aircraft Maintenance Engineer/Technician and also upholds Aircraft Engineer/Technician qualifications to the highest standard.

AEI is active in all aspects of Civil Aviation and they often encourage and organize cross-border activities. AEI regularly participates in the Joint Aviation Authorities (JAA - the European equivalent of the FAA) and the European Aviation Safety Agency (EASA) rule making process by voicing its position on maintenance issues.

AEI also takes an active interest in industry trends including mergers, alliances, and joint ventures, especially in the area of better Human Resource Management. AEI aids affiliates during disputes and has filed proposals with the United Nation's International Labor Organization to resolve strikes and protect worker rights in various countries.

### **Why should AMFA join AEI?**

AMFA's affiliation with AEI will provide our Association important international contacts and potential allies as well as an information exchange and coordination of action with respect to new or revised regulations. It also permits coordination of information and action with regard to Carriers' activities, direction of regulatory agencies, and disputes with employers. In short, the benefit to the AMFA membership and AEI is immeasurable in its total potential. It signals a new phase for AMFA. Entry into an affiliation with AEI is essential to the prosperity of our Union to represent Aircraft Maintenance Engineers/Technicians.

### **If affiliation is approved, would there be an advantage to AMFA members if a strike occurs at an AMFA represented international carrier?**

Yes, it means we can appeal for active solidarity from AEI because of our affiliation. We can expect a positive response.

**What kind of support would there be in the event of a strike at one of AMFA's international carriers?**

This question is subjective but in short, AEI is committed to supporting any affiliate in a dispute. Various international laws and conventions allow cross border support if properly coordinated and defined. As this is an issue with many variables, it is impossible to predict support levels. However, as we have learned, relationships established and strengthened long before a dispute arises can and should be expected to bear some tangible results. Dialog with other AEI members that have benefited from AEI affiliates support during a strike appear to bear out this line of thought.

**I belong to a domestic carrier, why should I want AMFA to join AEI?**

The joining of AEI is not just a carrier specific endeavor. This affiliation would benefit the Association as a whole. It would keep AMFA involved with the airline industry on a global basis, such as issues with EASA, part 145 (contract work) licensing of our mechanics here in the states, labor disputes, human factors, and any other global issues that could affect us here in the states.

**Is the AFL-CIO an affiliate of AEI?**

No.

**Are there any other US unions in AEI?**

Not at the present time. If AMFA votes to approve the affiliation, we will be the first affiliate from the Americas: North, Central, or South. AEI is open to the entry of unions that represent Engineers/Technicians from anywhere in the world.

**Can AEI dictate policy to, or for, AMFA or any of its affiliates?**

No, AEI cannot dictate any course of action internally or externally that its affiliates pursue. However, due to AMFA's fundamental alignment on a Constitutional level, we can expect that AEI and AMFA goals will be very similar. Thus, over time we can expect policy questions to become subordinate to the results we can all achieve with coordinated action and information.

**What are AEI's expectations of AMFA, or its members, if we join AEI?**

It is to simply participate in the activities of the organization as equal partners and to promote and protect the interests of all Aviation Technicians/Engineers around the world.

**Will AMFA have a representative on the AEI leadership council?**

AEI does not currently have an open leadership position; however, if the AMFA membership approves the affiliation, the AEI Executive Board (EB) would activate the Secretary of the Americas position.

**How would that representative be selected/elected?**

Selection of the Regional Secretaries is discussed in the AEI Constitution. In short, AMFA can choose the method for selection, and place our candidate into the voting pool for the regional position. As the only affiliate in this region at this time, the net effect is that AMFA alone will determine the nominee. The selection process will be discussed at the Joint Advisory Council (JAC) and approved by the National Executive Council (NEC) if the membership approves this affiliation.

### **What would be the responsibilities of that representative?**

According to the AEI Secretary General, the Regional Secretary will be part of the AEI Board. That person needs to be able to speak and/or decide at Executive Board meetings about AEI related items without having to consult with his/her union. He/She should be able to communicate in English and hold an aviation engineer license (FAA A&P, JAR66, EASA 66, National License, etc). In addition, the following requirements are outlined in the AEI Regulations:

- a) Have overall responsibility, in conjunction with the Secretary General and the President, for all affiliated Organizations in the relevant region.
- b) Endeavours to extend the influence of AEI and possible membership for the licensed engineers in non-represented areas of the relevant region and present a status to the EB meetings.
- c) Represents the EB in forums for regional licensing and legislative matters as agreed to by the EB.
- d) On a quarterly basis, before EB meetings, have regular contact with a nominated person from each affiliated organization with regards to regional and local industrial related issues.

*Source: AEI policy regulations 10d at page 49*

### **How would this position be funded?**

Again, depending on what the JAC recommends and the NEC decides, funding is an open issue. Pro-rata funding (from affiliated unions in the Americas—at present only AMFA if approved by a referendum) of basic needs such as administration and some travel can be expected. Currently, it is not unreasonable to expect that \$1.25 per member per year may be budgeted, thus making the rate to the AMFA Locals 75 cents per member per year. This figure does not include the cost of direct affiliation dues. Any funding of AEI is not predicted to result in an increase in compulsory dues for any member of AMFA; per the AMFA Constitution, dues can not be assessed or increased without a specific vote of the membership.

### **Does AEI allow AMFA to send delegates to the Annual Congress if we vote to affiliate?**

AMFA will be entitled to seat three delegates at the Annual Congress. However, AMFA as an affiliate will only have one total vote (AEI Constitution at pages 34 and 41). Selection of delegates to the Congress is left up to the affiliate. If the affiliation is approved, the JAC will most likely make recommendations on how to accomplish the delegate selection process.

### **What are the costs for AMFA to join as an AEI affiliate?**

At the time of the 2006 Annual Congress, the cost consisted of a one time joining fee of €107 plus the current affiliation fee schedule is capped at €5000 per year and AMFA is expected to pay no more than this amount per year in direct fees to the organization ((€= Euros) As of 23 January 1 EUR = 1.30 USD).

### **How are those costs determined?**

AEI has a schedule of fees based on licensed personnel at the carrier and also has a cap on those fees. AMFA is well above the threshold for fees. Our annual amount is presently capped at €5000 per year. Any funding of the AEI affiliation is not predicted to result in an increase in compulsory dues for any member of AMFA.

### **If AMFA members vote to affiliate with AEI, how soon does it go into effect?**

If the referendum is ratified, AMFA's formal affiliation will occur as soon as the AEI Board meets. The 2006 AEI Congress gave a tentative approval to our application to join.

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