

**APFA
SPECIAL BOARD OF DIRECTORS
JANUARY 11, 2001**

*Embassy Suites DFW International Airport South
Irving, TX.*

Resolution Tally Sheet

Resolution: #4
Maker: Elmore
Second: McCauley
Date: 1/11/01
Time: 1531

		Y	N	P	A	N/A
BOS	Gunter	√				
BOSI	McCauley	√				
DCA	Valenta	√				
DCAI	Ahalt (V. Chair)	√				
DFW	Boyett	√				
IDF	Watson	√				
JFK	Nasca	√				
LAX	Brown	√				
LAXI	Mitchell	√				
LGA	Edwards (V. Chair)	√				
MIA	Newlon	√				
IMA	Trautman	√				
ORD	Mallon	√				
IOR	Elmore	√				
RDUI	Turley	√				
SEA	McIntyre	√				
SFO	Syracuse	√				
SFOI	LeWinter	√				
PRES	Ward (Tie Breaker)					

Y = Yes
N = No
P = Pass
A = Abstain
N/A = Absent
PXY = Proxy Vote

YES: 18 **NO:** **ABSTAIN:** **ABSENT:**
STATUS: PASSED (√) **FAILED ()** **TABLED ()** **WITHDRAWN ()**

WHEREAS, the current APFA-American Airlines Collective Bargaining Agreement became amendable November 1, 1998; and

WHEREAS, following the membership's overwhelming rejection of a Tentative Agreement in September 1999 and the selection of a new Negotiating Committee in 1999, the Union and the Company resumed negotiations in early 2000; and

WHEREAS, the Union has extensively communicated with the membership to determine its needs and priorities for the negotiations and in an effort to keep the membership informed of developments and involved in the negotiations process; and

WHEREAS, the Union has devoted enormous time, effort and resources to obtain a negotiated Agreement that is acceptable to the membership; and

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WHEREAS, the Union Negotiating Committee has worked tirelessly, in direct negotiations and in mediation, to pursue the legitimate needs of the membership; and

WHEREAS, the membership has supported the Union's negotiations effort through membership activities, through demonstrated deep interest in the negotiations, through encouragement of the Negotiating Committee and the Union leadership, and by making it clear to the Company that it will not settle for a substandard contract and that the Company must reach a satisfactory Agreement through negotiations with the Union's Negotiating Committee; and

WHEREAS, the Company's position throughout negotiations has been that it remains committed to the Tentative Agreement which was rejected by a 73% vote of the membership, and that the Company, while willing to reshuffle some of the pieces of the failed Tentative Agreement, requires that an Agreement fall within the "same economic framework" of the Tentative Agreement; and

WHEREAS, as a result of the efforts of the Union Negotiating Committee and the Union leadership and membership support, the Union has succeeded in forcing the Company to agree to provide certain improvements that the Company was initially resisting, but the Company continues to refuse to make the meaningful moves in the economic areas of the Agreement that are essential to arriving at an acceptable Agreement; and

WHEREAS, the Company has made an effort to bypass the Union and deal directly with the membership by bribing them with immediate implementation of Company proposed 8% pay increases; and

WHEREAS, the Union rejected this Company attempt to buy off the membership and the membership has fully supported the Union's position and insisted that it will only accept a complete Agreement arrived at through negotiations between the Company and the Union's Negotiating Committee; and

WHEREAS, the Union, having concluded that negotiations were at an impasse, requested that the National Mediation Board "release" the parties, which would begin a 30-day "cooling off period," following which, if no Agreement had been reached, the Union and the flight attendants would be free to engage in self help; and

WHEREAS, the Company can be expected to continue its campaign to bypass the Union in an attempt to divide the membership and weaken its resolve; and

WHEREAS, while the Union remains committed to arriving at an acceptable negotiated Agreement without resorting to self help, the Union must be prepared to take self help measures should that be necessary to arrive at an acceptable Agreement; and

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WHEREAS, pursuant to Article XI, Section 2.A. of the APFA Constitution, the Negotiating Committee has recommended that the membership be balloted for the purpose of authorizing a strike by APFA; and

WHEREAS, it is abundantly clear that it is time for the Union and the membership to enter the next phase of the negotiations process, and that, coupled with the Union's request to the NMB for a release, it is essential that the membership demonstrate that it is prepared to do what may be necessary to obtain the Agreement that the membership justifiably deserves and wants; and

WHEREAS, it is essential that the Union obtain authorization from the membership to strike if that is determined to be necessary,

THEREFORE BE IT RESOLVED, that, pursuant to Article XI, Section 2.A., the Board of Directors directs the National Ballot Committee to ballot the membership for the purpose of empowering the Board of Directors to authorize the President of APFA to call a strike in accordance with the Railway Labor Act,

BE IT FURTHER RESOLVED, that the National Ballot Committee is to commence the balloting process as expeditiously as possible, and;

BE IT FURTHER RESOLVED, that the Union shall meet and communicate with the membership regarding the strike ballot to inform the membership of the purpose and necessity for this action and to address questions and concerns of the membership, as part of the Union's continuing effort to keep the membership informed and to involve the membership in the negotiations process, and;

BE IT FURTHER RESOLVED, that the Board of Directors strongly supports and commends the Negotiating Committee for all of its efforts to date and offers its full support for the continuation of those efforts to obtain an Agreement that the membership can proudly ratify,

BE IT FURTHER RESOLVED, that the National Ballot Committee is hereby directed to include in the ballot packet an explanation for why a strike authorization by the membership is being sought at this time.