

**APFA  
OFFICIAL MINUTES  
ANNUAL CONVENTION OF THE BOARD OF DIRECTORS**

**FEBRUARY 20-24, 2006  
AYRES HOTEL  
HAWTHORNE, CALIFORNIA**

**1415 Call To Order**

President Hutto-Blake brought the Annual Convention of the Board of Directors onto the official record. The Board of Directors had been meeting – off the record – with the Chief Executive Officer and Senior Vice President of AMR Corporation since first gathering at 0930 this date.

**1416 Roll Call**

Secretary Hildreth was asked to call the roll for this meeting. All members of the Board of Directors were present.

**1418 Agenda Review and Approval**

The agenda was previously discussed off the record. A suggested agenda revision was brought forth by the IOR Chair to revise the agenda for today, February 20<sup>th</sup> only. A consensus hand vote was taken and the motion was passed unanimously.

**1425 Ad Hoc Nominations**

Secretary Hildreth read the certification of delegates to the Annual Convention into the record. At this time, the National Ballot Committee explained the procedure that would be used at this Convention as no willingness-to-serve notifications were received. This election is for Ad Hoc position 5. Nominations were taken from members of the Board. It was suggested that the voting Board Members discuss the nominees to expedite the process of voting tomorrow.

## 1440 Budget Presentation

Treasurer Lukensmeyer distributed the proposed Budget for 2006-2007 to members of the Board. She then introduced the Budget Committee; Michael Parker; Doug Newton; Clint Breen; Cheri Washbish; Greg Bertolini, and herself. Treasurer Lukensmeyer read Resolution #1 into the record. She then asked to address the Board concerning this resolution. The Treasurer expressed her concern regarding APFA's current financial position and projected expenses. She then spoke to historical practices concerning cash flow. She had researched the spending practices from the mid-90's, which she also distributed to the Board. Treasurer Lukensmeyer addressed criticisms that have been directed at her, as well as the Budget Committee. Treasurer Lukensmeyer's philosophy is that the investments should not be touched to run the daily business of the APFA. She felt that the allocations of monies should be reviewed. The APFA Policy Manual and Constitution were reviewed as pertains to the formation of the APFA Budget. At this time, the Budget Committee was introduced. The Budget Committee presented a slide presentation of their proposed budget and reasoning within it. It was felt that it is not the place of the Budget Committee to change or terminate services to the membership. There may have to be changes to the Policy Manual. These changes must be accomplished by the Board, not the Budget Committee. This budget, as presented, provides a balanced budget without eliminating services for the membership.

The Budget Committee began the slide presentation with a historical overview of where we are and how we got there. This was a comparison of budgets from 1998 - 2006. The first chart compared APFA income history for the subject years. The next chart was the APFA headcount broken down to active and inactive, followed by actual expenses versus budgeted expenses and income and deficit over the subject years. Additional graphs were displayed which contained the fixed headquarters' costs. These costs are: officers salaries; staff salaries; payroll taxes, staff insurance/profit sharing; staff 401K; all building related expenses; accounting and auditing; amortization expense; bank charges; charitable contributions; depreciation expense; insurance; interest; lease expense; legal fees/expense reimbursement; miscellaneous; professional fees/expense reimbursement; pubs/subs/dues; registration fees; rental equipment; repairs/maintenance; taxes-sales; taxes-other, and apartment expense. Several additional explanatory charts were shown including the fixed headquarters' costs. Charts were displayed showing headcount and budget for the subject years for each base. The point was made that the APFA income is decreasing each year with attrition while the fixed costs remain the same.

Treasurer Lukensmeyer extensively explained their process in determining this year's proposed budget. Standardization was a key to this budget as presented. Several questions were raised and were addressed at this point. A package concerning the budget was passed to the Board Members at this time versus the end of the presentation due to the numbers of questions being raised on certain

issues. This unscheduled question/ answer period continued at the request of the Board for approximately forty-five (45) minutes.

### **1645 Adjournment for the day**

A motion was put forth to adjourn for the day. The Annual APFA Awards Banquet was scheduled for this evening in the meeting room. It was agreed to begin the next day's meeting at 0800.

## **DAY TWO – FEBRUARY 21, 2006**

### **APFA ANNUAL CONVENTION**

#### **1000 Call to Order**

President Hutto-Blake called day two of this meeting to order.

#### **1001 Roll Call**

Secretary Hildreth was asked to take the roll call. Two board members were not present; however, a quorum was met.

#### **1005 Ad Hoc Elections**

The meeting was turned over to the National Ballot Committee to conduct the election for Ad Hoc Position #5. Ballots were passed to the Board of Directors. The results of this vote were announced. No candidate received a majority of the vote; therefore, a second round of voting was conducted. The results of this vote were the same as the first round of voting. A third round of voting for this position took place. Once again, the vote was the same. At this point, a caucus was suggested to resolve the deadlocked vote. A twenty-minute break was called enabling the Board to meet off the record.

#### **1035 Break**

#### **1110 Meeting Back on the Record**

The Board of Directors decided to conduct a fourth vote. The results of this vote were announced. This vote yielded a tie between the two candidates. Once again, an additional balloting was conducted. This was the second vote of the second round of voting for the open ad hoc position. To this point, five (5) rounds of voting had taken place. The Board prepared to take another vote. This round of voting was voided as two ballots were missing when the ballots were counted. The National Ballot Committee passed ballots for another vote. Round seven of voting was announced. Laura Glading was elected to Ad Hoc Position 5. President Hutto-Blake spoke to Ted Bedwell thanking him for all his work and efforts on behalf of the members of the APFA.

Ted Bedwell received a standing ovation from the Board of Directors and the gallery.

**1130 Break**

**1158 Meeting Back on the Record**

Secretary Hildreth passed out resumes of those willing to serve on the National Ballot Committee.

Leatha Berry, APFA National Ballot Committee, announced the ad hoc selection by the base chairpersons. This will also be provided in writing to the Board. The following are the ad hoc representatives for each base for the following year:

BOS	Walters	LAX	Glading
BOSI	Aurigemma	LAXI	Watson
DCA	Walters	LGA	Ellis
DCAI	Walters	MIA	Aurigemma
DFW	Watson	ORD	Glading
IDF	Walters	RDU	Ellis
IMA	Aurigemma	SFO	Watson
IOR	Aurigemma	SFOI	Watson
JFK	Glading	STL	Ellis

**Budget Presentation**

President Hutto-Blake spoke to the suggested budget, which the Treasurer and the Budget Committee would be presenting to the Board at this time. It was requested that the Board allow the presentation in total before asking any questions. A brief review of the information disseminated yesterday took place. Treasurer Lukensmeyer was able to talk with several members of the Board and felt that most had a good understanding of the current financial position of the APFA and the reasons for the budget changes and cuts. This budget is strictly by the Policy Manual. There was considerable discussion regarding the historical methods used regarding the finances of APFA. This Union had a period of deficit spending in the past and Treasurer Lukensmeyer does not and will not agree to managing APFA finances in that manner. This year will be extremely challenging financially. The Treasurer explained the methodology used by the Budget Committee to formulate this budget.

At this time, the formal detailed and lengthy presentation of the budget began. A written budget was submitted to the Board. Treasurer Lukensmeyer began explaining the income portion of the presentation. This consists of dues collected, interest on investments, dividends and advertising revenue.

Greg Bertolini took over the presentation. He addressed the GNA account. Additionally he covered the budgets for the Secretary and Treasurer's budgets. Budgets were established for the National Officers at last year's Annual Convention. He also covered the SBA and President's Department budget. The Division Representatives are covered under this budget. Several other departments were covered during Gregg's presentation.

Cheri Washbish presented all National Coordinator budgets in detail. The National Ballot Committee consists of ten (10) members, all of whom must be available in January for willingness-to-serve and again in March for various elections. A skeleton crew also attends the Annual Convention for ad hoc elections. Cheri also outlined the budgets suggested for the Board of Directors and Executive Committee.

## **1320 Break**

### **Meeting Back on the Record**

President Hutto-Blake addressed the Board prior to beginning debate on Resolution #1 from Treasurer Lukensmeyer. President Hutto-Blake reiterated that in accordance with the Policy Manual, all time limits for discussion and debate outlined would be imposed. The twenty-minute (20) time limit would be in effect unless otherwise extended by a consensus of the Board. The discussions were opened to the Board.

Several bases asked for clarification of specific budget items. Doug Newland was able to answer the questions posed by the bases. He did have historical data by base available. It was suggested that several of the informative statistical charts that were displayed concerning volume of work undertaken at Headquarters should be shown on the website. The vacation payback issue was a topic of discussion.

A concern was expressed regarding the under funding of the NNRF Fund. Several members of the Board and members of the Executive Committee were extremely concerned and have asked that this issue be looked into to determine why this occurred. Preliminary inquiries have been made to a former officer and will be followed up.

A clarification was requested regarding the active or inactive status as related to the budget. Most board members felt strongly about this issue. It was felt that the numbers should be combined. The active numbers were used as the budgets are based on income – dues of active members. A question was raised regarding capital improvements to the headquarters building with some specific issues raised. Treasurer Lukensmeyer spoke to these issues, which had either been resolved or are in the process of being fixed or resolved.

Several members of the Board of Directors expressed their gratitude to the Treasurer and Budget Committee for their many, many hours of work on this budget even though some may disagree with the outcome.

The Board of Directors decided that voting members of the Board would meet privately to discuss the proposed 2006-2007 Budget.

### **RECESS – for a caucus of the Board**

#### **1650 Meeting Back on the Record**

President Hutto-Blake asks for a member of the Board to advise the results of their closed-door meeting concerning the budget. The Budget Committee will make notations on the originally submitted and suggested budget concerning the recommendations of the Board of Directors. Randy Trautman, IMA Chair explained the process used by the Board during their caucus to formulate their changes to the proposed budget. One of the major issues for the Board was the count upon which the budget was based. It was the Board's opinion that it should be based on total head count – active and inactive flight attendants. Two additional portions of the budget were discussed that pertained to flight schedule projections. This discussion continued between the Executive Committee and the Board of Directors concerning the changes requested to the proposed budget.

The Treasurer spoke to the changes suggested by the Board and the overall cost increases to the proposed budget. The enormity of the work involved in changing this budget was discussed. There was extensive discussion held between all members of the Board and Executive Committee brainstorming solutions and possible avenues available to this body.

Several board members and officers contributed to the continuing dialogue on the budget and changes requested. There was disagreement amongst the Board and Officers regarding suggested cuts and/or additions. President Hutto-Blake stated that this is a critical juncture for the APFA. It was reiterated, by President Hutto-Blake, that the Budget Committee was asked to compile a solid, fact based budget presentation, which they have done. Treasurer Lukensmeyer suggested that this budget be utilized with the ability to make changes in the fall. She has an additional resolution to present should the Board agree to this suggestion.

Discussions were continued with a consensus of the Board agreeing to once again meet in closed session in an attempt to resolve the concerns and address the changes that have been requested.

A motion was put forth to postpone the discussion on Resolution #1 until 0800, February 22, 2006 at which time the meeting will reconvene. At this time, all members of the Board of Directors of APFA and the Budget Committee have

agreed to continue meeting this evening – off the record – in an attempt to resolve budget issues. It is anticipated that the resolution as determined by the Board of Directors will be brought forth when the formal meeting is continued, on the record, at 0800. A hand vote was taken and this motion was unanimously passed.

### **Meeting Recessed For The Day**

## **DAY THREE – FEBRUARY 22, 2006 APFA ANNUAL CONVENTION**

### **0850 Call to Order**

President Hutto-Blake called the meeting to order.

### **0851 Roll Call**

Secretary Hildreth took the roll call of Board Members present. All Board Members are present.

### **0855 Resolution #1 – Resolution #2**

President Hutto-Blake addressed the Board concerning Resolution #1, currently on the floor, regarding the APFA Proposed Budget for 2006-2007. The Treasurer was asked to withdraw the resolution, which she agreed to do. Resolution #1 was withdrawn. Treasurer Lukensmeyer presented and read into the record, Resolution #2. At this time, the Treasurer read the changes to the fiscal 2007 budget that had been agreed to by the Board of Directors. A hard copy of these changes was disseminated to the Board.

Treasurer Lukensmeyer thanked the entire Board for their involvement, hard work and diligence last evening. They should be very proud of the work accomplished.

Resolution #2 was put forth for a roll call vote. This resolution was passed unanimously.

### **Agenda Review**

A portion of the agenda was initially approved on the first day of the meeting. At this point, the Board began the approval process for the remainder of the agenda.

Two APFA constitutionally mandated agenda items have been accomplished: ad hoc elections and budget approval.

A discussion was held regarding the visitation of American Airlines management on Friday. There was a definite concern regarding the time available and issues to be resolved. This invitation to management will be withdrawn. The Company will be noticed as soon as possible. The ad hocs present and legal counsel will author a statement to be e-mailed to management today. The Company will be noticed via telephone that the e-mail will be forwarded. A voicemail and e-mail will be sent.

### **Resolution #3**

The attention of the Board was refocused to the original discussion item – agenda review. All action items will be in resolution form with a roll call vote. Resolution #3 was put forward to approve the agenda. Several new agenda items were suggested by members of the Board. These items were entered under new business. At this time, Resolution #3 and #3a to approve the agenda as amended was put forth. A roll call vote was taken. This resolution was passed unanimously.

### **PRESIDENT'S UPDATE**

President Hutto-Blake wished to acknowledge the hard work being done by all involved.

### **Coalition of Flight Attendants**

A meeting was held in January. This meeting was hosted by the AFA and the agenda item was an agreement on specific legislative action for 2006. Only four unions were represented: AFA; IAM: 556 Transport Workers, and APFA. There are six unions that represent flight attendants. The AFA did not invite IBT and PFAA. A study group was established to create a mission statement and structure for this organization. Brett Durkin will be representing APFA.

### **Legal Update**

Two handouts were passed to the Board. One report was the Active Litigation Report. There are four active lawsuits at this time. President Hutto-Blake chose to stay on the record at this point as she feels it is important for the membership to understand the issues that the APFA has to defend itself against as well as the monies it is pulling from the Treasury. The first case discussed was Cooper. There are two issues involved with the first being the seniority integration issue which was dismissed by the Federal District Court. It is on hold for appeal until the second issue in the dispute, the RPA claim, is resolved in the Federal District Court. The next case is Anthony. This is an age 40 discrimination case that has been dismissed by an Illinois court – a district judge will be ruling for or against the ruling of a magistrate judge. This case has been silent since June of 2005. Page three shows the Marcoux case. In the Marcoux case, there are 27 named



plaintiffs. This is in the discovery/deposition portion of the case. The deadline at present for discovery is March 31<sup>st</sup>. This dispute is broken into four groups. These groups are categorized as broad, no-vote, furloughees and retirees. The defendants in this case are American Airlines and APFA. The defendants are extremely disappointed that they do not have a ruling yet on their motion concerning partial dismissal. Puckett is inactive as it was dismissed. This dealt with forced transfers. Concerning Madikians, the Federal appeal was dismissed. This individual has now filed in a state court. The APFA has filed a counter claim against Madikians. The plaintiff, Toll was ruled against and appealed. She lost this case on appeal and was ordered to pay restitution of legal costs to APFA.

On the Marcoux case, the plaintiffs have requested depositions from several present and former APFA and AA people. President Hutto-Blake discussed this situation and the schedule with those who were named and were present at this meeting.

### **Legislative Action Update – Joan Wages and Rick Musica**

A written report was submitted to the Board. Joan felt the highest priority is the pension reform legislation. The Senate bill has passed and it has the airline provision in it that would give American twenty (20) years to pay the under funding of the plan. This also gives an advantageous interest rate. This is the legislation that we want to help the pension plans at American. It is imperative that the airline provision from this Senate bill stay the same in conference, which is where the bills are merged. When the conference is scheduled, Joan will advise APFA so the membership can contact members of Congress at that point. The Flight Attendant Fatigue Study has not released the results. Joan feels that the results are purposely being held back to block attempts to approach any Appropriations Committees. There is nothing we can do until these results are released.

The subject of foreign ownership was discussed as relates to Virgin US Air. Joan feels that Continental Airlines will be taking the lead in blocking the pertinent legislation.

The time limit for legislative discussion had expired. A motion was made and passed to extend the time by ten (10) minutes. The question and answer period continued. The PAC Fund, which is funded by voluntary contributions only, now has a monthly income of \$3500. In the past twenty-four (24) months, the Committee has almost tripled the income of the fund as well as interest in the PAC. The goal is \$5,000 per month. A suggestion of a pin was extensively discussed amongst the Board. This would be funded by the fund. They are simply looking for incentives. Additionally, suggestions were received regarding communicating with the flight attendants. The PAC has been very successful on the hill and APFA is well known and identified.

**BREAK**

## **Meeting Back on the Record**

### **COORDINATORS' UPDATE**

#### **Safety Department – Lonny Glover**

Lonny had a slide presentation prepared for his presentation. The following are some of the duties handled within the Safety Department:

- Ensure FAR compliance by AA
- Participate in AA work group that impact flight attendant safety/security
- Participate in industry groups relating to cabin safety/security
- Ensure Go-Team members retain mandatory qualification and training
- Represent flight attendants at EPT's during a 4<sup>th</sup> attempt or Performance Test

The Safety Department also receives all CERS messages (corporate event report). For the year 2005, approximately 11,913 CERS events were reviewed by the Safety Department. Reports are requested from flight attendants on the following CERS:

- Passenger Misconduct
- Diversions because of mechanical failure/medical emergency
- Use of defibrillator to administer shock
- In-flight turbulence with injuries
- FA injury or illness
- Passenger death

The base chairs were asked to forward any of the information from flight attendants involved in these incidents to the Safety Department.

Lonny wanted to advise the Board regarding the reduction of galleys on the MD-80. There is a reduction of food service level – there is extra galley space. It costs \$57.8 million dollars to reconfigure these aircraft. It is felt that within two years, AA would make that money back. Lonny attended a meeting with the company regarding this change and offered several suggestions to be incorporated during this reconfiguration. Lonny displayed the reconfiguration of the galleys and storage areas via the slide presentation.

The 2006 EPT Program will run from March 2006-February 2007. A home study can be printed at home. The RDT portion of the home study enables the classroom time to be reduced by 30 minutes. Computer based training will be increased this year.

Lonny now directed the Board's attention to the "Cabin ASAP" Program. A red folder with complete description and examples of this program was given to each Board Member to help them initially absorb the concept of this new program. This program is an aviation safety action program involving the FAA, AA flight

service and the APFA. The goal of this program is to enhance safety through the prevention of accidents and incidents. This program encourages employees to voluntarily report safety issues even though they may involve an alleged violation of FARS. This program utilizes an "Event Review Team". The major benefit of this program is that it enhances safety for everyone. Some areas of impact are that American is able to identify deficiencies and train accordingly and feedback is generated back to flight attendants so they may benefit from reported events and avoid the same threats. This is a safety program. The goal is to establish a culture of self-reporting within American Airlines in which employees feel safe to report. The CSAP Program is a way for flight attendants to become involved and help to improve safety in our work environment. The Safety Coordinator urged the Board to give this due consideration. The APFA representative to this program would be charged to a UJ code (company reimbursed). The presentation was opened to questions. Several questions were brought forth. It was stated that the three other work groups on the property utilizing this program (flight, dispatch, maintenance) have been very successful. This is an FAA Safety Program not a company program. The allotted time was extended by a motion and consensus of the Board.

## **LUNCH**

### **Meeting Back on the Record**

#### **Resolution #4**

President Hutto-Blake read Resolution #4 into the record. President Hutto-Blake spoke to the resolution. The Safety Department has expanded to include security issues. This resolution includes the title of security as well as safety. The Treasurer took the roll call vote and this resolution is passed (18-yes).

#### **Resolution #5**

President Hutto-Blake read Resolution #5 into the record. This resolution speaks to the involvement of the APFA in the CSAP Program. President Hutto-Blake spoke to this resolution. We do have the ability to withdraw at any time. Secretary Hildreth had the flu, so Treasurer Lukensmeyer took the roll call vote. This resolution was passed unanimously (18-yes).

### **Health Department – Patty French**

One of the most pressing issues for this department at this time is a situation with 214 flight attendants who did not verify their dependents. A letter will be going out to them for charges incurred for medical services for dependents asking for payment within 160 days. They will have 30 days to respond to the charges. If they dispute this stating these people are eligible for medical benefits then they should come forward with the substantiating paperwork. The total amount owed for these 214 flight attendants is \$525,000. Of the 214 flight

attendants, 168 active flight attendants owe \$400,000. Another 26 flight attendants that are inactive, owe approximately \$47,000. This should be occurring within the next 30 days. A question was raised whether this falls under Union jurisdiction. The question is eligibility. There are issues that the Union rep could become involved with. The other Health Department issue is the Flexible Spending Account. They are revamping the entire program. The "card" did not work properly.

American Airlines has recently had their Drug Testing Program audited. They were found to not be in compliance with the IVRS Program. The IVRS Program is the call-in program for employees who have been through rehab. This is a separate pool of people from the random drug-testing program. This program will be revamped. The APFA is working with the Company on this.

The IOD situation is still a problem with denials for turbulence related injuries. IOD payments continue to be a problem through SRS. Patty French encouraged all base chairs to utilize all avenues available to us via the contract if IOD's are not being thoroughly investigated by the company. We must be creative in assisting the flight attendants during their recovery from an injury on duty, especially those that are lengthy. In line with this discussion, Patti French brought up the "functional capacity test" which flight attendants have been asked to take more frequently. Becky Snell is the Physical Therapist for AA Medical. Patty French suggests the flight attendant contact her to find out the parameters of the test that is required for their injury and the flight attendant job. Also, they are being tested outside of the requirements of the flight attendant position. This test is not covered by United Healthcare yet is a condition to return to work. This test can cost between \$3000 and \$4000 and is paid out of pocket. It is not frequently allowed for the flight attendant to come to DFW Medical to have this test done. The Coordinator would like to see this test discussed in future negotiations. Vice President Durkin spoke to a recent arbitration win concerning IOD payment. This wording on the award acknowledged the fact that the company is not doing thorough investigations of IOD's. However, Vice President Durkin reiterated that if a flight attendant does not utilize the company's PPN for their care after an injury, they lose their compensation under Letter 26E in the contract. This language is very clear in the contract. There are no exceptions. This particular award will be forwarded to the Board by the SBA Department. The discussion time was again extended by consensus of the Board. A suggestion was made for an IOD checklist (laminated card) to be carried at all times. The continuing problem of overpayments while on a IOD was discussed. The Coordinator explained why this does happen; however, did not feel a solution was imminent. The Chicago base has a serious problem with IOD's originating on the employee bus. It appears that nothing is being done about this dangerous situation. Patty French will address this with management at this base.

The Health Coordinator asked members of the Board to encourage retired flight attendants that they communicate with to volunteer to form a support group for ill

flight attendants who may have to retire from the sick list. She feels that because these flight attendants are not working, some have become isolated and are not aware of some benefits that are available to them. These people have filed an Article 20 trying to get back to work and may need help transitioning from unpaid sick to retirement. Vice President Durkin addressed the Board with specific instructions regarding the Article 20 – temporary or permanent restrictions from flight duty. He asked that a grievance form be used and not a NOD form. These are reviewed at the Quarterly Boards. A ten-minute time extension was agreed to. Some of these situations have been rectified by the Health Department, not many but some.

Patty French is an advocate of education and knowledge. She has worked with the Company and Flight Service on these training programs. She asked that each base determine, if interested, the issues of relevance to them and their council. She would then set up the appropriate training sessions.

A motion was put forth to change the rules of questioning, for this day only, to be restricted to three minutes. As the rules stand, when asking questions there is not time limit, only a three minute time limit on debate. A hand vote was taken and the Board unanimously agreed to this temporary change.

## **BREAK**

### **1450 Meeting Back on the Record**

#### **HOTEL COORDINATOR – Dane Townsend**

Dane outlined what is done when a hotel is reviewed. During the year 2005, 54 hotel reviews were undertaken. It appears, that in 2006 this number may be doubled. There is a travel problem on new cities with high loads as well as the seasonal routes' layover cities. They cannot use the ZED passes on other airlines as it is against the rules of this program.

The Hotel Department outlined the challenges they are facing concerning lodging for this year. Dane explained that she is working on maintaining the status quo. By that, she means that the Company is trying to lower the standards of crew hotels – limited service properties versus full service hotels. The limited service properties are less expensive. This would mean that they do not have a restaurant. This may work in a larger city where several food venues are located outside the door or delivery services are available. The Company is pushing cost cutting measures via the hotels and length of layovers. There has been some difficulty working with the American Airlines Hotel Department. Dane is trying to resolve these conflicts.

The main reason for losing some of our favorite hotels is that hotel occupancy is back to pre-9/11 numbers and these hotels neither need us nor want us anymore. They can no longer offer the discounted rates. In New York, for

example, another problem is occurring. A lot of hotels are being converted to condominiums. Another factor is Hurricane Katrina. The cities of Orlando, Las Vegas, Nashville and Memphis have absorbed the convention business. Another problem that the Hotel Department is running across is bed bugs. Transportation to and from hotels is also a challenge. The time limit was extended for this presentation. The Hotel/Contracts Department at American Airlines falls under the Flight Department. Dane would like to see that changed.

The Hotel Department has improved their website including information about layover cities, accommodations and discounts available. Before a review is undertaken, the city is shown on the website encouraging input from the flight attendants.

## **BREAK**

### **Meeting Back on the Record**

#### **COMMUNICATIONS COORDINATOR – Leslie Mayo**

The website is being revamped. The Communications Department is doing a major update to this site. The goal is to streamline this site with easier navigation. Leslie displayed the new site. It shows the latest postings on all subjects shown. Skyword will be published in March. This is the “State of the Union” issue. The schedule for Skyword publications will remain the same. The recorded hotline averages about \$12,000 a month in cost. Leslie asked that the Board consider utilizing e-mails more.

Leslie reviewed the InfoRep Program. This program was founded in 1991. This was rejuvenated in January of 2005. The handbook was updated and the recruitment began. As of February 21, 2006, there are 834 InfoReps in the program. It is felt that this program engages members to take ownership in the decisions their union leaders make. This helps the membership educate themselves to make more informed decisions and understand how the broader issues affect them, i.e., pension reform, outsourcing, etc. Leslie feels the internet is a good resource, a quick fix but is not a replacement for people.

#### **Resolution #6**

President Hutto-Blake read this resolution into the record. This resolution pertains to the InfoRep Program and the formation of a Steering Committee. This appoints Denise Pointer to this committee along with President Hutto-Blake and Leslie Mayo, National Communications Coordinator. This was opened to discussion. It was asked by members of the Board to postpone this issue until later in the agenda. A motion was brought forth to postpone. A two-thirds majority of the Board voted to postpone this Resolution and discussion to be brought up again after the “InfoRep” discussion item on the agenda.

## **SCHEDULING COORDINATOR – Jamie McNiece**

With regard to simplification expansion, beginning April 2<sup>nd</sup> the spoke cities of Atlanta, Austin, Kansas City, Philadelphia, Phoenix, Love Field and four gates in Chicago and Dallas will utilize reduced turnaround times. The Scheduling Department will look at the impact on the flight attendant day. The APFA's concern is that with no down time, how will the flight attendants obtain food. The Company must address that. They will have access to these new pairing schedules this week. There is time to make changes as they are looking at schedules from April to August. Please bring forth problematic sequences.

A discussion took place regarding the "test" of Newark as a satellite with regard to reserve. Initially, this was supposed to apply at other bases. However, this will not be the case. Jamie has suggested that each city with co-terminals, pick one airport as the reserve satellite. According to the Company, each base must make a "business case" for their reasoning.

Roy Everett has stated that he does not feel that "availability" is working from the company's perspective. Starting with June, he wants to eliminate as much open replacement as possible. The only replacement that is required by the contract is the PDF's – Article 9C5. Those are based on VM positions. If these positions are bid positions, there is nothing requiring the Company to offer replacement. The positions previously taken by replacement flight attendants will now go to reserves. We are looking at a really big increase in reserves in June. The Scheduling Department is continuing to work with the Company to avoid this or at least limit the effect. The Scheduling Department will be working at presenting a "business case" to the Company regarding improving reserve. There must be better ways for reserve to operate. Jamie feels this is one of her department's biggest challenges.

Jamie feels that the mixing of equipment, 737 and S80 will begin in June or July. This will go on the hotline enabling flight attendants to utilize the voluntary equipment training in preparation for this. This could be beneficial to some bases by opening up the flying.

Changes will be put on the website for the On Duty Guide, as well as in the next Skyword for rest guidelines. The meeting was opened to questions from the Board.

The Board complimented all Coordinators for their communication with all Board Members throughout the year keeping them abreast of issues and solutions.

A question was asked regarding Code 13 – fatigue. A meeting is scheduled with the Company concerning policy that was submitted in 2001. The ATC holds in Chicago are still a problem and this issue has not been resolved. This is an agenda item and will be discussed later in the meeting. A question was asked

where the issue lies for the Company with the availability schedules. Jamie feels it has to do with the last ten days of the month, where coverage is difficult. The point was made that as the reserve list increases so does the sick list. Contractually, we do not have a lot of options. The question was raised whether there is a limit contractually to the number of reserves. The Contract Department is looking into solutions, compromises to mitigate the effect of this change. The topic of the test in IDF and IOR that is being conducted regarding Option II was raised. This is a Company test not a joint test and the Company chose the two bases at which to conduct "their" test. The New York - London trip was also discussed as to when it will return to the bid sheet.

### **CONTRACT COORDINATOR – Brent Peterson**

Brent has been working with his representatives to continue to log all calls into his department. There has been an increase to 528 for January. The Contract Department has received numerous calls regarding the expiration dates of the furloughs. Due to furloughs and call backs followed by additional furloughs, there are ten (10) different dates. Brent passed a list of people who will lose their recall rights in 2008. The onboard sales recorder program will be launched approximately April 15<sup>th</sup> in the 767-200 transcon market. This should ensure accuracy on the commission payments to flight attendants. The BOB commissions to flight attendants have totaled over \$100,000 a month. The BOB Program is being introduced in the Mexico and Caribbean markets.

At the time of this meeting, APFA was still awaiting the information regarding the allocated vacation slots. This should be received by next week.

There has been attrition for the foreign nationals. In June, 2003 the number of foreign national flight attendants was 622. This number decreased to 543 as of January 2006, benefitting the Miami base flying.

The Company plans to begin a "grooming program" focusing on non-regulation items. The point was made that we no longer have the ability to replace items and most uniforms are mismatched because of this. We are not being given the tools to present ourselves as well groomed.

The Board extended their thanks for the "Ground Time Letter".

### **Retirement Specialist – Jill Frank**

Jill passed written copies of information on pension reform that will appear in the next Skyword. Jill passed along kudos to Joan Wages for the phenomenal job she is doing in Washington, D.C., on our behalf and is a leader amongst the Union lobbyists. Jill Frank did speak directly with Mr. Arpey concerning American's support of our pensions and the pension reform legislation. His quote to Jill was, "...full speed ahead".



The retirement seminars have been very successful. Meetings will be held at all bases prior to Jill Frank's retirement. The "Retirement Made Easy" booklet will be updated.

There has been notice put forth regarding Jill's position. Some resumes have been received from flight attendants. The Board gave Jill Frank a standing ovation concerning her efforts and results as the APFA Retirement Specialist. Jill did an enthusiastic and thorough job in this position and will be missed.

### **UNT Survey**

The fourth portion of the survey is about to come out. Please let Leslie Mayo know if there are issues you would like to see on this last survey portion as soon as possible.

### **Speaker Test**

The APFA did not receive much negative feedback from either speakers or non-speakers regarding this issue. President Hutto-Blake thanked Brent Peterson, Becky Kroll, IOR, SFOI and Steven Ellis who met with the Company after being advised that the speaker program would return to status quo. Tommie quoted from the Company letter that stated the Company was trying to avoid forcing speakers to transfer because of shortage of speakers. It appears that this compromise eliminated that action.

### **Resolution #7**

President Hutto-Blake, the maker read the resolution into the record. This resolution requests the Treasurer to purchase four hundred (400) shares of AMR stock for institutional purposes. President Hutto-Blake spoke to this resolution. This would allow the APFA to be "institutionally" present at the AMR Shareholders' Meeting in May. The APA and TWU have done this in order to be represented at the meeting. President Hutto-Blake feels that this should be discussed by the Board, which they did. Both the proponents of the issue as well as opponents made their points to the Board. A motion was made to postpone this resolution to be the last agenda item of this meeting. This motion was unanimously postponed until the end of the meeting.

### **1735 Time Extension - Meeting**

As per the APFA Policy Manual, a motion must be made to continue the meeting past the nine (9) hour point. This motion was passed by a simple majority of the Board.

At this point, the meeting was taken off the record to review an e-mail that will be sent to American Airlines concerning their presence at this Board Meeting.

### **1830 Meeting Back on the Record**

## **1835 VICE PRESIDENT'S REPORT**

Vice President Durkin reminded the members of the Board that the SABRE codes issued are for APFA business only. Brett has received an inquiry from the Company concerning the use of one of the upgraded codes. If you have been given this capability, it is advised that you change your personal code.

### **SBA Update**

A slide presentation was given to the Board showing the activity of NOD's and grievances at each base as well as withdrawals and settlements. Brett also had a handout for the Board, which requested specific information from each base chair concerning the SBA cases from their base.

The total grievances and NOD's were 496 for the period 1-05 through 1-06. Brett explained the Notice of Dispute (NOD) process. The NOD remains in the "blank" category if the SBA Department is not advised of the disposition of the case. All settlements, withdrawals and accepted facilitator recommendations must be forward to SBA to reduce blank NOD numbers and track cases.

In 2005, 406 NOD's were filed system wide 110 of which were FML related. At this time, 178 blank NOD's remain in the system and have not been processed.

Vice President Durkin prepared a slide to show costs for a termination arbitration. The example was for a Rule 32 Violation. This totaled \$39,493.64. APFA did prevail. The Company and the APFA split the cost of the arbitrator, hotel, and transcript costs (court reporter). Last year, the SBA Department handled 88 terminations. There have been numerous settlements prior to arbitration, which; however, are still very costly as all the prep work has been done.

### **Arbitration Update**

The SBA Department just finished FML I. There was a dispute in the remedy portion of the FML arbitration. The remedy piece had to be arbitrated again in Boston. Brett wished to thank the FML arbitration team for outstanding work. Additionally, they are in the process of the Retirement Presidential grievance. The Executive Compensation Presidential is ongoing. The FML II has also been completed. Both FMLI and FMLII now have briefs due shortly. If the APFA decides not to take a flight attendant's case forward, there is an appeal process through the Grievant's Appeal Panel. If their denial is upheld by the Appeal Panel, they can take their case forward themselves. APFA will provide the board members but they absorb all other costs. Flight attendants who choose to do this are required to make a deposit on costs prior to APFA booking the arbitrator for them. Vice President Durkin would ask the Board to raise this deposit from \$4,000 to \$5,000. This will cover the arbitrator's cost, hotel costs and

transcription costs. Vice President Durkin made a motion to increase the required deposit from \$4,000 to \$5,000. The motion by the Vice President was put forth in the form of Resolution #8. A vote was taken and Resolution #8 was passed unanimously.

Vice President Durkin asked the Board if it would be helpful for a letter to be generated from Headquarters to the flight attendant stating that they had filed a grievance and must contact their base chair for processing of this grievance within a certain time period or the grievance will be dropped. All felt this would be helpful and help expedite some of the "blank" outstanding NODS, as well as keep the system moving.

A motion was made to recess the meeting until 0830 tomorrow. The Board is scheduled to meet at 0800 for the annual picture.

## **DAY FOUR – FEBRUARY 23, 2006 APFA ANNUAL CONVENTION**

### **0845 Call to Order**

President Hutto-Blake called the meeting to order. Secretary Hildreth is not present as he is still ill and will be absent. Treasurer Lukensmeyer will perform the duties of the Secretary for the remainder of the day. Therefore, the Secretary's Update has been postponed until such time that Greg Hildreth can return to the meeting.

### **0847 Roll Call**

Treasurer Lukensmeyer called the roll. All bases had board members present and a quorum was met.

### **TREASURER'S UPDATE**

Treasurer Lukensmeyer stood to address the Board both personally and professionally as Treasurer of the APFA. It was brought to her attention that confidential, false and incomplete information from the Board of Directors' Meeting was leaked to an internet website. She wanted this to serve as notice to the Board of Directors of this internal leak of inaccurate information. Treasurer Lukensmeyer stated that she would be forthcoming with information, including actions or inactions of previous administrations' financial dealings. The attention of the Board was then directed to the Treasurer's Update.

### **Agency Fees**

This report was submitted by Bruce Lerner, our attorney in Washington, who works on the agency fees. There are no challengers this year and their will be arbitrations. This will save us quite a bit of money. The agency fee documents were forwarded to the Board in November.

### **Voluntary Insurance Program**

This program continues to cost the APFA thousands of dollars. We have received a \$6,000 refund check from the insurance companies that had insured approximately 750 members. The companies have cancelled these policies. The insurance companies cannot tell us by individual and amount per policy where this money should be refunded. They simply wrote the refund check for a lump sum. The Treasurer's Office has been working with payroll to try to whom these monies should be disbursed.

### **Resolution #9 - Budget Committee Nominations**

Resolution #9 was read into the record by the maker, Treasurer Lukensmeyer. This resolution reappoints the current members of the Budget Committee to an additional term. The Treasurer spoke to this resolution. Resolution #9 was passed (17 yes, 1 absent).

### **Resolution #10 - Trip Removals**

This resolution was read into the record by Treasurer Lukensmeyer. The Treasurer spoke to her reasoning for this resolution. This topic was opened to the Board for discussion. It was felt, by members of the Board, that this resolution clearly states the policy without restricting schedules. This ensures that payment by the Union does not exceed the Union Representatives bid award. This does not allow trading up in time. The language of the resolution was extensively discussed. It was suggested that this resolution be amended to cover the concerns of the Board.

### **0910 Meeting Taken Off the Record**

### **0915 Meeting Back On the Record**

Resolution #10, as amended was read into the record, creating additional discussion amongst the Board. Due to the extensive discussion, the Board was asked to clarify the rules for this day's meeting. It was determined that there is no time limit on questions; however, debate is limited to three (3) minutes for the remainder of the meeting. The discussion continued regarding schedules as it pertains to APFA trip removal. The discussion yielded an additional topic for discussion regarding APFA trip removal variations. This will be discussed during the Policy Manual Update portion of the meeting; however, discussion did continue regarding monthly schedule limits. Resolution #10 was put forth for a roll call vote and was passed unanimously.

## **Resolution #11 - Executive Committee Expenses**

Resolution #11 was read into the record by the maker. The maker, Treasurer Lukensmeyer spoke to the resolution. This resolution outlines cell phone reimbursement for APFA business. Extensive discussion began at this point. There are Department of Labor and IRS Federal guidelines that must be considered. This information was submitted by legal counsel, Mady Gilson. This memorandum was read to the Board. Once again, lengthy discussion was held between the Board Members. The point was made that APFA research all representatives utilizing the same company and a national plan. A motion was made to extend the discussion time for another fifteen (15) minutes. Most members of the Board asked to speak to this resolution. There seemed to be a consensus to research a "company/group" plan regarding cell phone service for the APFA representatives.

Resolution #11 was put forth for a roll call vote. Resolution #11 was passed (18-yes).

### **BREAK**

### **Meeting Back on the Record**

### **NEW BUSINESS**

#### **Bonus List**

The question was raised as to whether or not AMR has provided to APFA a "bonus list" of individuals and amounts. President Hutto-Blake spoke to this question. She stated that the only requirement by law AMR has is to post the twelve (12) proxy officers. That information is posted as per SEC law. There is no other legal requirement for them to post the approximate 960-person list. Attempts have been made by all Unions to obtain this information. The Unions' goal is create transparency at the American Airlines executive compensation level.

### **Teleconference Call**

Questions were raised regarding the briefing of the Board of Directors on the 737 Arbitration Settlement. Some Board Members were not present on the call. It was felt by the Executive Committee, that as this pertained to crew rest and was contractual, it was imperative to alert the Board prior to notice given to the membership. Much effort was made to locate all Board Members prior to the call and arrange for them to participate. It is noted that mistakes were made in setting up this briefing.

### **Resolution #12 - Board of Directors' Training**

Resolution #12 was read into the record by the maker, McCauley-BOS. This resolution concerned the training for the vice-chair people, chair people, executive committee members, coordinators and division representatives. This resolution restricts the training to chair and vice-chair people. Several revisions and additions to this resolution were suggested. This issue had been discussed during the off the record caucus of the Board concerning the budget. By consensus of the Board, discussions of this resolution were continued. An editorial change was made to this resolution as agreed to by the Board.

The question was called and a two-thirds majority of the Board agreed to bring the resolution forth for a vote. Treasurer Lukensmeyer, acting on behalf of Secretary Hildreth, called the roll call vote. Resolution #12 was passed (12-yes, 6-no).

### **Trip Removals**

A discussion item was brought forth regarding trip removals for special project groups, task forces and committees. Examples were given of issues that were of concern. It is felt that since the bases were going to have to limit their utilization of trip removals, this should also be asked of Headquarters. President Hutto-Blake accepted these remarks and pledged to be as fiscally responsible as possible during these difficult times.

### **UJ Code**

A discussion was requested by the DFW Vice Chair concerning the Union's utilization of the UJ Code. She does not feel the Union should use these offers as it is perceived as a conflict of interest. President Hutto-Blake explained that her reasoning is that these are "special assignment budgets" that the UJ is coming from. Her goal was to use this money for Union work/projects versus having the company use it for example – ramping program. Her goal was to make the Company's special assignment budget work for us. A point was made by a member of the Board that what might be occurring is a perception versus intent situation. President Hutto-Blake's intent is to make the Company budget work for the Union but the perception may be totally different out on the line. Some Board Members expressed concern about joint meetings and task forces. They were especially concerned about the "Forum" meetings held in Dallas. These meetings cost the Company \$10,000 each time they are held. There are discussions held at these meetings that should only be between the Company and the Union.

It was acknowledged that this "working together" concept is very difficult to be comfortable with. It was felt by a number of people that something different might need to be undertaken to get this company back into profitability. With recent events, it is obvious that this new concept is not without huge problems. President Hutto-Blake acknowledged plans for two tracks when beginning this

process. She stated that right now we seem to be on the adversarial track with the Company once again. The Union has stepped back from the PLI (Performance Leadership Initiative) and she doubts will be involved again. This does not mean that the joint meeting will not occur. Solutions to the flight attendant issues are trying to be reached outside of collective bargaining. President Hutto-Blake has also experienced the feelings shared by members of the Board who spoke to this issue. She feels we need to stay proactive and try to use every avenue that is possible to represent the flight attendants and the careers we are all trying to save. President Hutto-Blake thanked all for bringing up these issues as we all have the same goal of representing the flight attendants in the best way we can.

The time for discussion of this issue was extended by a consensus of the Board. Some Board members explained how they utilized the UJ to benefit them and their base. A concern was raised regarding eliminating use of this code as relates to APFA's participation in the CSAP Program. The point was made that we have to think differently now. It was a different way of thinking utilizing the UJ – this was a work in progress. At this point, we cannot work with the Company. It is better to be informed and be involved. Holding this same point of view, a Board Member reiterated that no matter what is perceived, they are a Union advocate for the flight attendants. It was felt that it may need to be used cautiously and this UJ code should be fully explained to the flight attendants. Its benefits should be explained. The discussion time had expired; therefore, it will be discussed later in the meeting, as there is an additional UJ agenda item. Although time had expired and this issue would be discussed later in the meeting, some Board Members wished to speak. An exception to the set rules was made and these individuals were allowed to speak.

## **LUNCH BREAK**

### **Meeting Back on the Record**

By a consensus of the Board, the rules of the meeting established yesterday, February 22<sup>nd</sup>, were reinstated for the remainder of the meeting. These rules limit both questions and debate to three (3) minutes.

### **Resolution #13 - APFA Logo**

An editorial change was made to the resolution prior to being read into the record. The resolution was then read into the record by the maker, Stewart-DFW. Examples were given by participants in this meeting, of the APFA logo being used by the Company without APFA approval. A suggestion was made to include the acronym APFA in this resolution. The maker asked to postpone discussion of vote pending a revision of this resolution. This will be undertaken as the first item after the next break taken by the Board.

### **Code of Confidentiality**

A question was raised regarding Resolution #11 from 3-1-04. This has not been entered into the Policy Manual as of this date. There was a question of where this should be inserted in the Policy Manual. This will be discussed during another agenda item.

### **Bid Sheet Information**

The question was raised whether any expedited dates for bid results had been discussed with management. The desire is to have them issued at the same time as the pilots. President Hutto-Blake is not aware of any ongoing discussions but will research the issue and have Jamie McNiece, National Scheduling Coordinator advise the Board of actions taken regarding this issue.

### **Secured Storage Space**

There will be an overhead bin that will be locked for flight attendant personal stowage on the reconfigured Super 80.

### **Ramping**

The flight attendants in DFW associate rise in reserve lists with the utilization of flight attendants in the Company's Ramping Program. A base grievance was suggested to attempt to stop this program. It is felt that this does affect the reserve list. Only the DFW and ORD bases are being affected by this. In MIA, reserves are not permitted to serve as rampers. This program has been eliminated at JFK. A question was raised whether or not some of the flight attendants doing this at DFW and ORD are actually on the "Light Duty Program" and not reserve. This will be reviewed and investigated by the base representatives.

### **Resolution #14 - Committees**

This resolution was read into the record by Brenner-IDF, maker. This resolution speaks to the involvement of APFA in joint committees and task forces with American Airlines. An opinion was offered that we must stay involved to maintain our knowledge of the facts and to be aware of actions/attitudes of the Company. The question was raised as to the manner in which these committees were formed and participated with regard to the APFA Constitution. A proponent of these joint committees shared what was felt were positive results of participating. It was also felt that this would be closing the door to information. An opponent felt that we were also giving information to them that they could utilize to pinpoint areas that they could change outside the contract. This could have a direct impact on the quality of work life. Before beginning these meetings, President Hutto-Blake stated that a letter of agreement had been signed by all parties that the PLI would not be used in collective bargaining, future arbitrations, etc. Several individuals were uncomfortable with the joint



meetings but understood the necessity of participating in them. A member of the board recalled that the input of the Board was sought prior to beginning of this undertaking and perhaps that was the time for debate. The time allotted for this discussion was extended by consensus of the Board. The maker was asked to withdraw the resolution, which she did at this time.

**Executive Committee Resolution – Withdrawn**

**Flight Attendant Displacement – Withdrawn**

**System Seniority List – Withdrawn**

**International Flying in Domestic Sector – Withdrawn**

**Crew Rest – 757**

Vice President Durkin addressed the Board to update them on this issue. The meeting was taken off the record for this discussion.

**1525 Meeting Back on the Record**

**Test – Withdrawn**

**EPT's – Withdrawn**

**Parliamentarian – Withdrawn**

**Post Flight Duties**

There seems to be an increasing amount of work that is required after the airplane arrives. Most bases have experienced this increase in workload prior to leaving the aircraft. The IDF base has received complaints regarding these issues. The Board yielded to the National Safety Coordinator to speak. The TSA has required that flight attendants check the lavatories and overhead bins. Additional required duties were discussed by the JFK vice chair. Some of these duties that were requested had originated with the agents. Only one agent is sent to the aircraft, all departments are short staffed. This has been cleared up at JFK.

**Professional Standards – Withdrawn**

**Info Rep Program – Previously discussed – Withdrawn**

**Resolution #13**

The discussion returned to Resolution #13 which had been postponed earlier in the meeting this date. The postponement stated that it would be addressed as the first item after the next break. The edited resolution was circulated to the Board.

The resolution was read into the record by the maker, Sullivan-DFW. This resolution pertains to the APFA logo and its use. This resolution was put forth for a roll call vote. Resolution #13 was passed unanimously.

### **Resolution #6**

This resolution was postponed to be discussed under the Info Rep Program agenda item. The maker, President Hutto-Blake, read this resolution into the record. The resolution appoints Denise Pointer to the Info Rep Steering Committee. This resolution was opened to discussion by the Board. Proponents and opponents of the issue presented opinions concerning this program. Several suggestions were made to utilize the e-mail systems more, which would ensure the integrity of the information being passed versus person to person to person where mistakes could occur in transmitting information. The budget for this program had been decreased during the Board's work on the budget. The point was made that a combination of communications methods is optimal in disseminating information. Resolution #6 was put forth for a vote and was passed unanimously.

### **737 Arbitration Settlement – Withdrawn**

### **Bidding Seniority – Withdrawn**

### **IOD – Withdrawn**

### **Petition – Withdrawn**

### **Parking – Withdrawn**

### **Joint Base Grievance**

The JFK and LaGuardia bases filed a joint grievance regarding chargeable and non-chargeable instances that are being used at these bases. The Board has been advised via a \*57 message. The Executive Committee suggested a base grievance be filed as there was no movement on this issue by local management. This grievance will be presented in March.

### **Resolution #15 – Policy Manual**

Resolution #15 was read into the record by the maker, Karanen-LGA. This resolution dealt with the MEA and SAF reimbursements. Treasurer Lukensmeyer did ask that resolutions be “costed out” to expedite discussion.

Discussion centered on the intent of the resolution and clarification was requested from the maker and the Treasurer. Discussion time was extended by a consensus of the Board. It was suggested that this issue be postponed pending a monetary work-up. This will be the first item of business tomorrow morning.

### **Too Much Paper**

The conversation focused on the NOD procedures (notice of dispute). It appears that more and more, the Union representatives are forced to file formal paperwork even in situations where they feel a resolution of the situation is imminent.

### **Courtesy Transportation- New York**

A letter of agreement had been reached concerning transportation to and from airports into the city for very early departures/arrivals or very late departures/arrivals. The Company has decreased this program tremendously causing flight attendants arriving at 10:00 PM to wait until 1:00 AM for additional arriving crews. Meetings concerning this are no longer taking place. It is felt that the changes made by the Company will go into effect on March 1, 2006. There will be a base grievance filed.

### **EC Meetings/ Board of Directors – Procedures**

The question was asked when/where the policy states or was started that when Article VII Charges are being discussed by the Executive Committee, the meeting is taken off the record even to Board Members. All meetings and information should be open to the governing body of the APFA, the Board of Directors. A Board Member advised that this began at the December, 2002 Executive Committee Meeting. A large number of charges were brought and members of the Board in attendance were asked to leave the meeting.

### **Resolution #16**

This resolution was read into the record by the maker, Mallon-ORD. This resolution nullifies Resolution #12 from the Fourth Quarter Executive Committee Meeting – 2005. This resolution referred to ad hoc representation. Several issues within the resolution were called to question. It was asked that the vote for and against this resolution at the time it was passed at the subject Executive Committee Meeting be read. Legal counsel offered an opinion on how to reverse this resolution according to the APFA Constitution. It is the Executive Committee who recommends/suggests policy and does not set it. Only the Board of Directors has the authority to set policy. The question was called. A roll call vote was taken and Resolution #16 was passed (17-yes, 1-absent).

## **Board Training – Phoenix Cost**

The Board Member bringing this forward felt that this had been thoroughly discussed during other portions of the meeting via resolution previously passed at this meeting.

## **Individual Expense Report - Withdrawn**

## **Parliamentarian Attendance, Meetings – Cost and Authorization**

This is a discussion item. As understood by the Board Member, a parliamentarian would be utilized for one meeting as a training tool. Our current parliamentarian does not charge us labor per hour or expenses; however, APFA does reimburse her for airfare and hotel. Her generosity was acknowledged. The question was raised if the Board feels this is still a necessary expense. Several Board Members spoke in favor of Dr. Meyers continuing to be a presence at the Board of Directors' Meetings. It was felt that her presence brought a calmness and sense of order that is always needed during these stressful and long meetings. She sets the tone and encourages respectful debate.

The Board of Directors voted to extend the meeting beyond the nine (9) hour meeting limit for one additional hour.

## **Resolution #17**

The resolution was read into the record by the maker, Mallon-ORD. The maker spoke to the resolution as relates to the current financial climate. Most issues covered in this resolution were topics discussed during the Board's budget caucus. This resolution is a work in progress with input desired from all members of the Board, which did occur. Several editorial changes were made. The Board voted to extend the discussion time on this resolution, as well as extending the meeting length once again. Several suggestions were offered to shorten the length of the Annual Convention by one day. Additionally, items that have historically been covered at each Annual Convention were also debated. The Coordinators' Reports have been given at the Annual Convention, but this is not required. The suggestion was made that Coordinators' Reports be presented on the first half day. The maker reviewed the editorial changes made by suggestions from the Board. This amended and edited resolution was put forth for a roll call vote. Resolution #17 is passed unanimously.

## **1850 Motion to Recess**

A motion was made to recess the meeting for the day. This meeting will reconvene at 0800 on Friday, February 24, 2006.

**DAY FIVE  
FEBRUARY 24, 2006**

**0800 Call to Order**

President Hutto-Blake called the meeting to order.

**0801 Roll Call**

Treasurer Lukensmeyer called the roll as the Secretary was still ill and unable to attend. All Board Members were present.

**0805 NEW BUSINESS – Continued**

**Resolution #15 – postponed from 2-23-06**

The LGA Chair explained the financial ramifications as determined by him with the help of Doug Newland after the meeting yesterday. Some changes were made to the resolution as presented on 2-23. Financial evaluations were also received from the staff at Headquarters. This resolution was opened to discussion by the Board. A point was made that the SAF has not been changed since 1991. The maker withdrew the resolution at this time.

**Resolution #18**

Resolution #18 was read into the record by Mallon-ORD, maker. This resolution deals with the flight attendant headcounts used to determine a particular base's budget. The budget will be based on active and inactive flight attendants, but will not include furloughed flight attendants. This reflects a decision made by the Board during this meeting and shall be included in the Policy Manual. This resolution was opened to the Board for discussion. One opinion offered was this resolution ties the hands of the Budget Committee. Another opinion stated that being in the Policy Manual, it can be revised if not viable in the future. More solutions were suggested as compromise. Resolution #18 was put forth for a roll call vote and was passed unanimously (18-yes).

**Trip Removal Formula, Hourly Rate and Carry Over Time**

**Resolution #19**

This resolution was read into the record by Mallon-ORD, maker. This resolution spoke to carry over time on Union Representative schedules. This resolution would track/trend for future reference when compiling the APFA Budget formula concerning carry over time. It was decided by a consensus of the Board to edit/revise this resolution. The Board began to work on the wording of this

resolution. The discussion time was extended by a consensus of the Board. Several additions/changes were made to the original resolution as per recommendations received from board members. A point was made that although a great deal of time has been spent on these issues, it is important to all to find a way to work within the Budget with equity for everyone. An opinion was requested from legal counsel who requested time to formulate the response. The disposition of this resolution was postponed and will now be the last item under "New Business".

### **Resolution #20 Formulas for Trip Removals**

This resolution was read into the record by Mallon-ORD, the maker. The issue is to compose formula for monthly trip removal for the base chairs into the Policy Manual. A discussion concerned the disparity between schedule projections from base to base and the carry over time. Several members felt this would put constraints on the Budget Committee. Board members who were also members of the Budget Committee spoke to the methods that were used and the objectives of the committee regarding trip removal maximums. Discussion time was once again extended. Specific bid sheets were used to research highest monthly projections and highest carry over time to use as examples. It was suggested that the schedules of all board members be tracked to establish average numbers for monthly projections with carry over time. Another extension was taken to the time limit for discussion. A formula was determined that would be entered into the resolution. Two editorial changes were made to the original Resolution #20. Additional clarification of the language of this resolution was requested.

### **Break**

### **Meeting Back on the Record**

The maker of this resolution read the changes that had been made. An amendment to this resolution was offered by the Treasurer. This amendment created additional debate. The question was called and a second offered regarding the amendment to Resolution #20. The debate was terminated and the amendment voted upon. A hand vote was taken and the amendment failed. A question was raised concerning the voting method. Dr. Myers advised that a roll call vote must be requested prior to the commencement of the vote. Therefore, the hand vote stands. The debate continued regarding this resolution. The discussion time was extended, once again, by consensus of the Board. A compromise was suggested. At this time, a break was taken to allow for a caucus between the maker, second and the Treasurer.

**1045 Break**

**1110 Meeting Back on the Record**

An active resolution remains on the floor. The maker addressed the Board regarding the compromises worked out concerning this resolution. At this point, Resolution #20 was withdrawn by the Mallon-ORD, maker. Resolution #19, previously postponed to the last item of this day's meeting, is brought forth for editorial changes and additional language. All editorial changes are addition of language. Resolution #19 is now put forth for a roll call vote. This resolution was passed unanimously (18-yes).

The Parliamentarian spoke to the Board reiterating procedures concerning the request for roll call vote on an issue other than resolutions, where a roll call vote is mandatory.

## **NEW BUSINESS – Continued**

### **Trip Removal – Part 2**

This is a discussion item only. A point of education was requested concerning trip removals.

### **ATC Holds**

The Chicago Base Chair addressed the Board providing background information on the subject of ATC Holds in Chicago, which will be the subject of a grievance in the near future. The ATC provision of the contract came about during the first Gulf War. The language states that at the Captain's discretion you can push away from the gate and get paid or you can remain at the gate (during an ATC hold) and get paid. The Northwest incident caused changes in departure times. The pilot's language changed concerning these ATC holds. Several meetings have been undertaken with the pilots and the Company on this issue during the last couple of years. There are numerous outstanding grievances for pay denials outstanding in Chicago. Liz Mallon has filed a base grievance. Since that point, the pilots have also filed a base grievance. The Company is trying to figure out how to reschedule departure time without having to pay the flight attendants. The grievance will be filed as soon as the FMLA I and II are concluded. The bottom line is that our contractual language has not changed regarding this issue. The issue is not whether the flight attendants are paid, but how they are paid (code/category). At this time, it is an APFA Chicago Base grievance and an APA Chicago Base grievance.

### **Road Trip Attendees Cost – Withdrawn**

#### **Resolution #21**

Resolution #21 was read into the record by Mallon-ORD, maker. This resolution deals with division base field offices. This changes one word in the Policy Manual, from shall to may, and no longer requires certain bases to maintain a field office. This is a cost savings measure. As a change to the Policy Manual, a

two-thirds affirmative vote is required. A roll call vote was taken and Resolution #21 was passed unanimously (18-yes).

### **BA/AA Press Reports of Merger**

The merger was denied by Gerard Arpey during his visit. President Hutto-Blake was asked to watch this activity very closely.

### **Monetary Increases Due to Proffers – Discussion**

It has been stated by the Company, that most of the growth in the flying will be in the International markets. When proffers are issued it can almost double the size of some bases. The headcount increases at certain bases that are going to take place this year were outlined and discussed. Some of these increases will be for seasonal flying. Unless the fallback is six months or longer, flight attendants are still in the international base count. The Board discussed methods of handling these influxes as relates to the base budgets. The point was made that there is constant movement between bases with transfers back and forth. The clarification was made that the flight attendant belongs to the international base even though they have been pushed back to domestic. They would be included in the international headcount.

### **UJ Code Variations**

A discussion issue was raised regarding the application/use of this code at small bases versus large bases. It was stated once again, that this program utilizing these removal codes is still a work in progress and being developed. Jamie McNiece has been working with the Company to develop procedures and applications of these paid UJ codes. The APFA feels that it should be the individual base that determines the usage/non-usage of these removals via local management. The program as organized now is not working well in the opinion of some board members.

### **Officer On Duty – Rotation**

Some base chairs have been serving as OOD on holidays for two consecutive years. The rotation schedules must be worked on. Secretary Hildreth asked the Board to develop a policy for the Policy Manual, Section 8.J that all could work under. Several board members made suggestions for changes and spoke of historical ways the rotation has been handled. Some rotation trades were worked out for this year.

**1220 LUNCH BREAK**

**1350 Meeting Back on the Record**

**NEW BUSINESS – Continued**



## **DECS Code D – Withdrawn as previously discussed**

### **Resolution #22 - Code of Confidentiality**

This resolution was read into the record by the Secretary, maker. This resolution fine tunes the policy in place with specifics concerning who will be required to sign agreements and under what circumstances. This would be a Policy Manual revision.

Mady Gilson, legal counsel, explained the changes to the Code of Confidentiality Agreement. Clarification was requested concerning language of this proposed Code of Confidentiality. Once again, these questions were addressed by legal counsel. Additional debate took place concerning this issue and clarifications. A request was made to call the question. There was no objection; therefore, a roll call vote concerning Resolution #22 was commenced. This resolution was passed (14-yes, 4-no).

### **Resolution #23 – National Ballot Committee**

The resolution was read into the record by Secretary Hildreth, maker. There was some discussion concerning those named, as well as those not nominated by the Secretary for this Committee. A roll call vote was conducted and Resolution #23 was passed (14-yes, 4-no).

### **Archive Update**

A copy was distributed of an article from the University of Texas at Arlington's newsletter highlighting APFA's collection being displayed by the Archives Department at UTA. There will be a welcoming event for APFA's permanent collection at the University.

### **APFA 30<sup>th</sup> Anniversary**

The Secretary asked all to think of what commemorative activities could be held to highlight and publicize the 30<sup>th</sup> anniversary of APFA.

### **Committee Taskforce Update**

A printed report was mailed prior to the meeting to all Board Members.

### **Article VII Charges – Update**

A written report was distributed to the Board Members.

### **Donation**

Dr. Meyers donated a check for \$1,000 to the APFA towards the celebratory events that will be planned. The Board was pleasantly surprised and extremely grateful to our parliamentarian for her generous donation.

### **Executive Committee Meeting**

The plan is for a three-day meeting to be held in San Francisco. There is a tremendous workload for this meeting and it was felt that it would be too difficult to hold the meeting at Headquarters, as interruptions are constant. There are numerous Article VII Charges that must be handled by the EC by a certain date. Legal Counsel will be charging a reduced rate as she will be in San Francisco visiting family, which is the reason for this particular location being chosen. The Secretary secured hotel rooms as well as a meeting room at an extremely reasonable and competitive rate. The hotel is by the airport in Burlingame.

### **Resolution #24 - Policy Manual**

Resolution #24 was read into the record by Secretary Hildreth, maker. This resolution deletes a portion of the Policy Manual that has never been used concerning certificates of appreciation as applies to retiring flight attendants. A roll call vote was taken and this resolution was passed unanimously (18-yes).

### **Resolution #25**

Resolution #25 was read into the record by Secretary Hildreth, maker. This resolution rewords a portion of the Policy Manual that concerns the publication of the audit in Skyword. Currently, the entire audit is published. In the current financial climate, it is felt that publishing the report in its entirety in Skyword is cost prohibitive. The issue was discussed by the Board. A suggestion was put forth to put this report in its entirety on the website versus publication in Skyword. Legal Counsel spoke to this issue. Another section of the Policy Manual states that these records are confidential. The conflicts within the Policy Manual should be rectified. Several opinions and suggestions were offered by members of the Board. The time allotted for this discussion had expired. The two issues being discussed, conflicting sections of Policy Manual and fiscal responsibility as relates to publication, were reiterated and the Board asked if more time was needed. The Board decided to continue discussions. Clarification was requested from legal counsel regarding the legal requirements. There are no legal obligations to publish the audits; however, there exists a requirement in the Policy Manual to do so. The discussion centered on ensuring this information is available and the Union is transparent to members. The history of the original resolution requiring this was discussed. The questions was – overview of report or report in entirety. Long standing members of the Board felt that it was an overview that was required. This discussion was continued between the Board with input from Legal Counsel. It was suggested that Resolution #25 be voted upon, as its purpose is to resolve the policy conflict existing in the Policy Manual.

The issue of how to disseminate the information to ensure financial transparency will be once again discussed prior to the end of the meeting.

Resolution #25 was put forth for a roll call vote. This resolution was passed (13-yes, 4-no, 1-abstain).

**1515 Break**

**1540 Meeting Back on the Record**

**Resolution #26**

Resolution #26 was read into the record by Secretary Hildreth, maker. This resolution allows information required to be published to be posted on the website instead. The resolution was extensively discussed by the Board. Many suggestions and opinions were offered. A roll call vote was taken and Resolution #26 was passed (17-yes, 1-absent).

**Resolution #27**

Resolution #27 was read into the record by President Hutto-Blake for Secretary Hildreth, maker. This resolution allows for Division Representatives to defer scheduled vacation within a ninety (90) day period. This resolution was opened to discussion. The point was made that it is difficult for the Division Representatives to pick or plan their schedules, as they have no control over when arbitrations are scheduled. A good example was October where several Division Reps had vacation and the Family Leave Arbitration was scheduled. With this resolution, the Division Representatives would have the option of vacation payback or rescheduling. This resolution was passed by a roll call vote (18-yes).

**Resolution #28**

Resolution #28 was read into the record by President Hutto-Blake for Secretary Hildreth, maker. This resolution limits the access of records of an individual APFA member. This resolution outlines criteria and procedure. Due to problems in the past, one an Article VII issue and the other a lawsuit, have created the necessity to outline procedure. Legal Counsel was asked to address this resolution. At this time the meeting was taken off the record for this discussion as it involved an active lawsuit.

**1650 Meeting Back on the Record**

The decision was made to postpone this issue to be the last item on the agenda of the Annual Convention.

**Resolution #29 - Union Contribution Award**

Resolution #29 was read into the record by President Hutto-Blake, maker. This resolution recognizes Jill Frank Smoak for her many years of service to the APFA. This resolution bestows the honor of the Lifetime Achievement Distinguished Service Award to Jill Frank Smoak for her many years of service. This resolution was passed unanimously (18-yes).

### **Constitutional Review Committee – Information Only**

This discussion concerned a resolution passed on 5/29/03 regarding the formulation used for the number of Division Representatives appointed. The true combined system seniority number, according to the contract, includes furloughs. As of February-2006 the number is 22,363 flight attendants. Vice President Durkin will be appointing an additional Division Representative as per the Constitution. The active/inactive status issue was again discussed. This discussion item was postponed temporarily enabling consultation with legal counsel.

### **Management Delegation – Withdrawn**

### **Retirement Letters – Withdrawn**

### **Code 13 – Fatigue**

Jamie McNiece, National Scheduling Coordinator asked the ORD Chair to share information regarding an agreement concerning fatigue. This covers a situation beyond the flight attendant's control, which caused extreme fatigue. They would be removed from the trip via PO, later changed to a Code 13 protecting the sequence. This policy was published in a Company publication. This was the procedure back in 2001 or 2002. The existence of this policy was being denied by the Company. One of the conditions of this is that the flight attendant must utilize all remedies available to them to correct the situation. This has been worked on through management in Chicago. The publication has been located. The policy was established. The ORD Chair asks that all cases involving a possible Code 13 be communicated to Jamie McNiece.

### **Sick Clearance Time**

This refers to the time a flight attendant must clear the sick list by or their trips will be covered by reserves. This issue concerns the release of the reserve trips to flight attendants. The Company has been putting flight attendants on "ready" reserve and reserve flight attendants are being called all hours of the night. It has been suggested that the sick clearance time be 12:00 Noon, which the Union has not agreed to.

### **EC Resolution – Withdrawn**

**MOS – Withdrawn**

**Attendance Control Policy/Family Leave – Withdrawn**

**CISD Training – Withdrawn**

**Cabin Safety – previously presented – Withdrawn**

**Safety & Security – previously presented – Withdrawn**

**Custom & Immigration Clearance Procedure – Withdrawn**

**Resolution #30 - Policy Manual**

Resolution #30 was read into the record by LAXI Chair Breen for the maker, Glover. This addresses flight attendants on SA removal working as EPT Instructors also working for the APFA in the Safety/Security Department. These are not supervisory positions as EPT Instructors. The point was made that this would create a conflict of interest. It was asked by the Board that this resolution would be withdrawn. This resolution was withdrawn.

**RIO Layover Discussion – Withdrawn**

**Layover Hotels – Withdrawn**

**Resolution #7 – Revisited**

The language of this resolution has been edited. This resolution authorizes the purchase of AMR stock. This reduces the number of shares to be purchased. In order to attend the AMR Shareholders' Meeting in May as an institutional investor, the APFA would have to purchase said stock by mid-March. Additionally, President Hutto-Blake read a legal opinion that stated that in order to have the right to make a shareholder proposal at a meeting, which is APFA's ultimate goal, the share value must exceed \$2,000 and be owned for one year. This resolution authorizes the purchase of 200 shares. This resolution was put forth for a roll call vote. This resolution passes (17-yes, 1-absent).

**1750 Meeting Taken Off the Record**

The meeting was taken off the record briefly to accommodate a legal briefing from Mady Gilson regarding an upcoming discussion concerning a proposed resolution.

**Meeting Back on the Record**

**Resolution #31**

This resolution was read into the record by Edwards-JFK, maker. This dealt with the rewording of Section 7G of the Policy Manual. This allows audit information to be put on the website. The Board discussed this issue and received additional legal input from counsel. This resolution was put forth for a vote. Resolution #31 was passed by a roll call vote (18-yes).

### **Time Extension**

The Board voted to extend the meeting beyond the nine (9) hour limit.

### **Resolution #28**

The resolution was withdrawn by the maker, Secretary Hildreth.

### **Resolution #32**

Resolution #32 was read into the record by President Hutto-Blake for the maker, Secretary Hildreth. This resolution deals with the privacy of flight attendant records. A roll call vote was taken. The result of this vote was – 9-yes, 7-no, 2 abstain, so the resolution failed. There was some question as to the interpretation of the vote. The parliamentarian and legal counsel consulted on this. It was determined that the abstaining votes would not cause a tie according to the APFA Constitution. An abstention will not count for or against the issue. It is simply a wish not to vote and be on the record for or against, according to the APFA Constitution as written.

### **Resolution #33**

This resolution was read into the record by the maker, Vice President Durkin. This resolution spoke to the formula in section 9A of the Policy Manual concerning the number of appointed Division Representatives. A roll call vote was taken and this resolution was passed unanimously (18-yes).

President Hutto-Blake asked if this concluded the business of the Board of Directors. It was deemed that there was no addition items on the agenda.

President Hutto-Blake then addressed the Board. She felt that this would definitely be a year of challenges and that balance would be required. There should be a balance between caution and determination. The future careers of the flight attendants of American Airlines are in our hands. We must stand together and support each other as we move ahead with this tremendous responsibility. It is a time to be pro-active, not become defensive but act offensively. President Hutto-Blake asked all to be real leaders and not feed negativism, fear and hysterics. President Hutto-Blake spoke to an inaccurate and libelous memo posted on a public venue. This does not help anyone and

certainly does not fortify the collective interests of the flight attendants. It is essential that we all work together during this difficult time. President Hutto-Blake has complete confidence in the strength and tenacity of the American Airlines flight attendants. We can prevail if we all stand together.

**The Annual Convention of the APFA was adjourned.**

