

**APFA
SPECIAL BOARD OF DIRECTORS MEETING
JULY 28, 2003**

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

Resolution Tally Sheet

Resolution: #3a
Maker: Walker
Second: McCauley
Date: 7/28/03
Time: 1945

		Y	N	P	A	N/A
BOS	Carrigan	√				
BOSI	McCauley	√				
DCA	Weston	√				
DCAI	Harrison (V. Chair)	√				
DFW	O'Kelley	√				
IDF	Walker (V.Chair)	√				
JFK	Clements (V.Chair)	√				
LAX	Nikides	√				
LAXI	Mitchell	√				
LGA	Hodgson (V. Chair)	√				
MIA	Washbish	√				
IMA	Trautman	√				
ORD	Mallon	√				
IOR	Moehring	√				
RDUI	Turley	√				
SFO	Syracuse	√				
SFOI	Chaisson (V. Chair)	√				
STL	Bertolini (V. Chair)				√	
PRES	Ward (Tie Breaker)					

YES: 17 NO: ABSTAIN: 1 ABSENT:
STATUS: PASSED (√) FAILED () TABLED () WITHDRAWN ()

WHEREAS, Article III, Section L.1. of the APFA Constitution states that the Board of Directors shall “set policy for the APFA”; and

WHEREAS, the Restructuring Participation Agreement (RPA), as implemented, significantly reduces the wages, work rules, and benefits of the APFA membership; and

WHEREAS, it is in the interest of the Flight Attendants to restructure APFA salaries to

reflect salaries paid to the represented Flight Attendants so that National Officers' salaries will increase or decrease with increases or decreases in flight attendant pay rates; and

WHEREAS, it is important that changes be made in salaries paid to APFA National Officers and Division Representatives that will produce cost reductions to APFA at a time when the flight attendant membership is experiencing significant reductions in pay rates; and

WHEREAS, these objectives can best be furthered by taking steps to ensure that the APFA National Officers and Division Representatives share in the sacrifices that are being made by the APFA membership under the RPA; and

WHEREAS, these objectives can be accomplished by pegging National Officers' salaries to pay rates actually paid to line flight attendants and by no longer paying salaries to Division Representatives and by instead compensating Division Representatives through paper bids, which will be significantly less costly to APFA.

THEREFORE BE IT RESOLVED, that the salaries for the APFA National Officers shall be reduced as follows:

1. The salary of the President shall be equivalent to the highest international purser flight attendant pay rates for a flight attendant based on 110 hours monthly.
2. The salary of the Vice President shall be equivalent to the highest international purser flight attendant pay rates for a flight attendant based on 105 hours monthly.
3. The salary of the Secretary shall be equivalent to the highest international purser flight attendant pay rates for a flight attendant based on 100 hours monthly.
4. The salary of the Treasurer shall be equivalent to the highest international purser flight attendant pay rates for a flight attendant based on 100 hours monthly.

BE IT FURTHER RESOLVED, that the Division Representatives shall no longer be salaried but shall be paid through a paper bid; and

BE IT FURTHER RESOLVED, that these changes shall be effective October 1, 2003.