

**APFA**  
**BOARD OF DIRECTORS 14<sup>th</sup> ANNUAL CONVENTION**  
**FEBRUARY 8 – 13, 2007**  
*EMBASSY SUITES – CHICAGO DOWNTOWN*

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

**Resolution Tally Sheet**

**Resolution: #13**

**Maker: Breen**

**Second: Montana**

**Date: 2/12/2007**

**Time: 1743**

**POSTPONED UNTIL NEXT  
MEETING**

		Y	N	P	A	N/A
BOS	McCauley					
BOSI	Moore					
DCA	Weston					
DCAI	Leahy					
DFW	O'Kelley					
IDF	Brenner					
LGA	Hodgson					
JFK	Edwards					
LAX	Nikides					
LAXI	Breen					
MIA	Washbish					
IMA	Trautman					
ORD	Mallon					
IOR	Moehring					
RDUI	Turley					
SFO	Davis					
SFOI	LeWinter					
STL	Bertolini					
PRES	Hutto-Blake (Tie Breaker)					

**YES:**

**NO:**

**ABSTAIN:**

**ABSENT:**

**STATUS: PASSED ( ) FAILED ( ) TABLED ( ) WITHDRAWN ( ) SHOW OF HANDS ( )**

**WHEREAS**, under Article III.3.L(2) of the APFA Constitution, the APFA Board of Directors has the responsibility of reviewing, and if necessary, modifying the APFA Policy Manual; and

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**WHEREAS**, currently the APFA is the only union on the American Airlines property that does not have a designated employee assistance program (EAP) coordinator, which puts the APFA and its representatives at a disadvantage; and

**BE IT THEREFORE RESOLVED**, that the position of APFA EAP Coordinator be created; and

**BE IT FURTHER RESOLVED**, that the APFA Policy Manual be amended to add a new section 13.B.7 to read:

**7. EAP DEPARTMENT**

**a. COORDINATOR**

In addition to the general duties of a coordinator as provided in B.8, below, the EAP Coordinator will coordinate with base representatives and administer all aspects of the following APFA programs:

- (1) Referral Program
- (2) Professional Standards
- (3) DOT Random Drug and Alcohol Testing
- (4) Mental Health
- (5) CISD

This will include coordination of any and all related and required training for base representatives, and coordination and administration of any and all company, DOT, and or other regulatory policies and procedures that fall within this department.

**b. APPOINTMENT AS THE EAP COORDINATOR**

In addition to the qualifications specified in Section 3.D.1 of this Policy Manual, in order to be eligible for appointment as APFA EAP Coordinator, the member must have either or both of the following qualifications:

- (1) Three (3) years minimum APFA EAP local experience and have either and EAP Certification or a Drug and Alcohol Certification or both; and/or
- (2) Be a Licensed Clinical Social Worker (LCSW) and/or a Licensed Clinical Professional Counselor (LCPC)

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c. BASE REPRESENTATIVES (OCRs)

Refer to paragraph 10 below.

**BE IT FURTHER RESOLVED**, that the remaining sections of Section 13.B of the Policy Manual be renumbered; and

**BE IT FURTHER RESOLVED**, that Section 13.B.3 of the APFA Policy Manual be amended to remove reference to functions that now will be performed by the APFA EAP Department; and

**BE IT FURTHER RESOLVED**, that the APFA Treasurer create a budget for this department including one (1) full-time trip removal and associated expenses, and present the budget at the next quarterly Executive Committee meeting for approval.