

APFA
SPECIAL BOARD OF DIRECTORS MEETING
JUNE 19-20, 2007
HILTON GARDEN INN - IRVING, TEXAS

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

Resolution Tally Sheet

Resolution: # 2
Maker: Hodgson
Second: Edwards
Date: 6/19/2007
Time: 1337

| | | Y | N | P | A | N/A |
|------|------------------------------|---|---|---|---|-----|
| BOS | McCauley | √ | | | | |
| BOSI | Vargas | √ | | | | |
| DCA | Prayon | √ | | | | |
| DCAI | Horan | √ | | | | |
| DFW | Stewart (VC) | √ | | | | |
| IDF | Masterson | √ | | | | |
| LGA | Hodgson | √ | | | | |
| JFK | Edwards | √ | | | | |
| LAX | Nikides | √ | | | | |
| LAXI | Ransom | √ | | | | |
| MIA | Washbish | √ | | | | |
| IMA | Trautman | √ | | | | |
| ORD | Mallon | √ | | | | |
| IOR | Moehring | √ | | | | |
| RDUI | Turley | √ | | | | |
| SFO | Salas | √ | | | | |
| SFOI | LeWinter | √ | | | | |
| STL | Daniels | √ | | | | |
| PRES | Hutto-Blake (Tie Breaker) | | | | | |

YES: 18 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STATUS: PASSED (√) FAILED () TABLED () WITHDRAWN () SHOW OF HANDS ()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 which 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 Specialist be created; and

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

3. Coordinate with EAP Specialist regarding the following responsibilities:

- (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.

4. Qualifications for EAP Specialist

In order to be eligible for appointment as the EAP Specialist, the member must have either or both of the following qualifications:

- (1) Three (3) years minimum EAP experience and have either an EAP Certification or a Drug and Alcohol Certification or both; and or be in the process of obtaining said certification and/or
- (2) Be a Licensed Clinical Social Worker (LCSW) and/or a Licensed Clinical Professional Counselor (LCPC).

BE IT FURTHER RESOLVED, that the APFA Treasurer increase the Health Departments budget to include one (1) full-time trip removal to be used solely for the use of the EAP Specialist.