

**APFA**  
**FALL BOARD OF DIRECTORS/SPECIAL CONVENTION**

**OCTOBER 21 – 22, 2008**

**MARRIOTT HOTEL,  
WESTLAKE, TEXAS**

**0923 Call to Order – Roll Call**

President Glading called the meeting of the Board of Directors to order. At this time, Secretary Pointer was requested to take the roll call. All members of the APFA Board of Directors and National Officers were present.

**0925 President's Opening Remarks - Glading**

President Glading welcomed all to this Special Convention/ Fall Meeting of the APFA Board of Directors. She welcomed the new members of the Board of Directors.

President Glading spoke to the tremendous team that she has been working with for the last six months, which included the National Officers, Coordinators and staff during the transition and thereafter. The Negotiating Team has been working very hard and diligently. APFA Legal Counsel was also acknowledged for their efforts.

President Glading expressed her appreciation to the Board for their patience, for stepping up to accomplish any requested tasks, and for their support of the National Officers. Additionally, Kitty Solder and Judy Ladislav were thanked for their recent assistance to President Glading.

The Annual Convention will be held in Boston on March 5-8, 2009.

The agenda for this meeting included the Ad Hoc Election for Position #5.

**0936 Agenda Amendment – Resolution #1A**

**Maker: Hodgson                      Second: Moehring**

A motion was put forth to amend the agenda. Several requested agenda items were added to agenda. Resolution 1A, a Motion to Amend, was put forth for a roll call vote. This resolution was passed unanimously.

**0941 Final Agenda Approval - Resolution #1**

**Maker: Hunter                      Second: Vargas**

Resolution #1 approving the amended agenda was put forth for a roll call vote. This resolution was passed unanimously.

## **0942 Ad Hoc Nominations - Election**

The National Ballot Committee presented the official procedures concerning the Ad Hoc Election. Secretary Pointer read the names and bases of the elected chairpersons/delegates. This Ad Hoc election was held to elect an individual to fill Ad Hoc Position #5, which was vacated by Laura Glading. This Ad Hoc term ends at the Annual Convention in March 2009. At that time, the same position (Ad Hoc #5) will once again be open and filled by nomination and election. Two nominations were received. Kat Clements was nominated by Christian Casadey and Liz Geiss was nominated by Chris O'Kelley.

A paper ballot was passed and a vote taken. The first round did not give either candidate a majority; therefore, round two of balloting was conducted. The results were the same. A third round of voting was conducted with the exactly the same count.

President Glading asked the Board if they wished to caucus concerning this vote. It was agreed by a majority of the Board to hold a caucus for fifteen (15) minutes. At this point the meeting was taken off the record.

## **1011 Meeting Taken Off the Record**

## **1056 Meeting Back On the Record**

The meeting was brought back on the record and the balloting process continued. As a result of round four (4) of voting, the exact same result occurred. Round five (5) of voting was undertaken with, once again, the same count. Round six (6) resulted in the same count. The Board did not vote in favor of an additional caucus or the nomination of an additional candidate. Therefore, the voting process continued with three more rounds.

Round seven (7) did not yield a majority result. Round eight (8) did not give either candidate a majority vote. Round nine (9) was conducted and neither candidate received a majority of the vote.

President Glading suggested that the Board once again caucus to resolve this stalemate.

The meeting was once again taken off the record.

## **1130 Meeting Taken Off the Record**

## **1201 Meeting Back On the Record**

The result of the caucus was that the Board wished to continue the voting process with the same two candidates for Ad Hoc Position #5. Round number ten (10) resulted in Liz Geiss being elected to fill Ad Hoc Position #5.

At this time, the Ad Hoc base assignments were given:

Position #1 – Aurigemma: IOR, LAX, ORD, RDUI

Position #2 – Gluth: BOS, DFW, IMA, MIA

Position #3 – Weston: BOSI, DCA, DCAI, IDF

Position #4 – Loew: JFK, STL, SFO

Position #5 – Geiss: LAXI, LGA, SFOI

**1216 Lunch Break**

**1257 Meeting Back On the Record**

A motion was made to suspend the rules to add an agenda item to Resolution #1A. This motion was unanimously approved by a hand vote and the item was added to the agenda. IOR added the subject matter of Attendance Passes to the Final Agenda.

**1258 President's Update**

**1300 Negotiations Review**

President Glading briefed the Board of Directors on the progress of the negotiation efforts.

Rob Clayman, APFA attorney, was asked to begin his Negotiations presentation to the Board.

**1350 Meeting Taken Off the Record**

**1635 Meeting Back On the Record**

**1636 Coalition Update**

President Glading continued with her President's Update to the Board of Directors. President Glading stated that the meetings between APFA, APA and the TWU are going very well. A meeting was held on October 1<sup>st</sup> and another is scheduled for November 17<sup>th</sup>. The lines of communication are excellent and all have committed to working together.

The Flight Attendant Coalition Meeting held in July was successful. Another meeting will be held in November. It appears that all flight attendant unions are reaching out to each other to communicate and work together to reach a common goal of preserving our industry and jobs.

#### **1640 Legislative Update**

APFA endorsed Barack Obama via resolution at the Executive Committee Meeting in September as well as eighty-five (85) other candidates who have supported Flight Attendant issues.

The InfoRep program has been working with Joan Wages, APFA Lobbyist, to identify these labor supportive candidates. Flight Attendants living in these candidates' districts have been contacted and asked to support them and help with their re-election. All efforts by this committee and Flight Attendants are done on a volunteer basis and no APFA funds or manpower are utilized.

#### **1642 Alliance Update**

President Glading gave an update on the Anti-Trust Immunity Case brought forth by American Airlines and British Airways. APFA met with AA on September 24, 2008, regarding this issue and very little additional information was shared. APFA will be talking with the British Airways Unions about this subject.

#### **1645 Old Business**

A brief discussion was held regarding an agenda item to be moved until later in the meeting.

#### **1646 Base Budget Trip Removal – Withdrawn – Masterson - IDF**

#### **1646 Section 14 – Withdrawn – O’Kelley - DFW**

#### **1647 AHROD (After House Representative On Duty) – Trautman - IMA**

This discussion concerned the extension of this test program. The discussion was directed regarding the start date of this program due to a typo on the original resolution. The start date was determined to be April 1, 2008. APFA Counsel confirmed that no further action on this subject matter was necessary.

The discussion continued as to whether or not the program should be continued or terminated at this time. The expense of this program was discussed. Currently, the program is funded thru the end of the fiscal year, March 31, 2009

#### **1722 Motion to Recess**

A motion was made to recess the meeting until 9:00 AM, Wednesday, October 22, 2008. This motion was unanimously passed by hand vote.

**DAY TWO**  
**FALL BOARD OF DIRECTORS' MEETING/SPECIAL CONVENTION**

**OCTOBER 22, 2008**

**0941 Call to Order**

President Glading called day two of the Fall Board of Directors' Meeting to order. Secretary Pointer was asked to take the roll.

**0943 Roll Call**

Secretary Pointer took the roll call and all Board Members were present at this time.

**0942 Old Business – Continued**

**0942 AHROD**

The budgetary report would not be presented at this BOD meeting; therefore, the Board of Directors' decided to continue the AHROD program, as budgeted, until the Annual Convention in March 2009.

**0944 Continuation of AHROD - Resolution # 2**

**Maker: Trautman**

**Second: McCauley**

A unanimous vote was passed to extend the program using a hand vote.

**0945 New Chair/Vice Chair Training – Vargas – BOS-I**

**0946 Break**

**0957 Meeting Back On Record**

The subject of this discussion centered on the funding for the New Chair/Vice Chair Training Program. Discussion was held regarding the inconsistency of which budget this expense is charged to. The question was raised regarding the procedure called for by the APFA Policy Manual. It was determined there is not a set procedure in the Policy Manual and differs from administration to administration. A resolution will be presented to the Board at the Annual Convention covering this issue.

**1008 Notice of Disputes – Durkin – Vice President**

The SBA Department is in transition and is changing and updating certain procedures. Vice President Durkin asked that LaDonna Casey be contacted directly for base case numbers.

Vice President Durkin asked the Board Members to be especially diligent when putting together the NOD files to include all records. It was requested that BOD members follow up with the Flight Attendants for the requested documentation. The SBA Department will follow up this request via a letter stating that the Grievance Review Committee cannot act without the proper documentation.

Vice President Durkin also reviewed procedure when a case is settled at the base level.

The importance of dealing with NODs as soon as possible was emphasized. A request was made for a list of Company facilitators, which the SBA Department will provide to the BOD.

The Division Representatives completed three days of training with legal counsel, Mark Richards on arbitration. They also attended the National Academy of Arbitrators' training in May.

There is a very heavy schedule for QSB's, termination cases and presidential grievances. The next presidential grievance is the 757 Crew Rest, which is scheduled the first week of December. A 31R Training Program will be held for the new representatives on December 15-16, 2008.

Vice President Durkin updated the board on regarding the eighteen (18) 757's, which are being reconfigured for international travel.

#### **1034 AHROD**

Resolution #21 from the 2008 Annual BOD meeting was read into the record by the maker, Randy Trautman. No additional discussion took place regarding this resolution.

#### **1036 Policy Manual Update – Pointer - Secretary**

Secretary Pointer passed out the updated Policy Manual which included a summary of the resolutions passed at the last Board Meeting that affected the Policy Manual.

An update was given regarding the conversion of the Policy Manual from Word Perfect to Word. This conversion will eventually enable the standardization of the format of the Policy Manual.

Compliance Tip #3, found in the back of the Policy Manual, was researched by Secretary Pointer. It was determined that this form no longer existed with the Department of Labor and Secretary Pointer proposed that this document be removed from the Policy Manual.

#### **1042 Removal of Compliance Tip #3 from Policy Manual – Resolution #3 Maker: Pointer                      Second: Masterson**

The resolution was read into the record by the maker, Secretary Pointer. A brief discussion was held regarding a correction to this resolution concerning Compliance Tip

#3. The resolution was reworded and put forth for a vote. Resolution #3 was passed unanimously.

#### **1047 National Officer Debate – Pointer - Secretary**

Secretary Pointer spoke to procedures for future National Officer Presidential Debates. After the last debate, former President Hutto-Blake asked a task team of Lori Bassani and Cheryl Walters to look into developing procedures and guidelines for future debates.

Secretary Pointer followed up on this in April of 2008 and expanded the team to include herself and Liz Geiss. The four person team worked together and came up with proposed language.

Currently, there is only one small paragraph in the Policy Manual covering the Presidential Debate. The Policy Manual does not contain rules, format or direction for holding a National Officer Debate sponsored by the APFA.

Proposed language was provided to the Board for their consideration. The Board was asked to review this proposed language and consider acting upon it at the 2009 Annual Convention

#### **1055 Break**

#### **1111 Meeting Back On the Record**

#### **1112 Budget Committee – Barrera - Treasurer**

Treasurer Barrera read Resolution #4 into the record. This resolution dealt with the appointment of members of the Budget Committee. The Treasurer asked for the support of the Board concerning these appointments. The composition of the Budget Committee was discussed and the reasoning behind the appointments, as well as financial qualifications of the suggested appointees was discussed.

Additionally, the procedures were clarified for the removal of the present committee and the establishment of a new Budget Committee was discussed. It was determined that the outgoing Treasurer did appoint the current Budget Committee with the understanding that the current Treasurer would have the option to assemble his own team.

It was the consensus of the Board to utilize two resolutions to accomplish this change, as per the APFA Constitution.

While APFA Legal Counsel was writing the resolutions for the Board, Secretary Barrera took the opportunity to address the Board regarding financial issues facing APFA. It is the Treasurer's goal to bring a balanced budget to the Annual Convention in March. At this time, the meeting was taken off the record briefly.

#### **1127 Meeting Taken Off the Record**

**1208 Meeting Back On the Record**

The previous resolution #4 which was read into the record at 1112 AM, was replaced, by unanimous agreement of the Board, by revised Resolution #4 now being read into the record by the Treasurer. Resolution #4 removes those currently serving on the Budget Committee. The Board wishes to acknowledge their work and efforts of these individuals.

**1209 Removal of Current APFA Budget Committee - Resolution #4**  
**Maker: Barrera                      Second: Trautman**

Resolution #4 passed.

**1211 Appointment of New APFA Budget Committee - Resolution #5**  
**Maker: Barrera                      Second: Casadey**

Resolution #5 was read into the record by the maker, Treasurer Barrera. This resolution appoints the following individuals to the Budget Committee to serve until March 31, 2010:

Jack Barnett  
Michael Parker  
Cheri Washbish  
Todd Breckenridge  
Gregg Gunter  
Patrick Hancock  
Larry Salas  
Doug Newland

This resolution was put forth for a vote and was passed unanimously. (18-yes)

**1213 Lunch Break**

**1258 Meeting Back On the Record**

**1259 Flight Service – O’Kelley - DFW**

The DFW Chairperson addressed the issue of calls received regarding the policy on removing Buy On Board sandwiches and wraps from the aircraft. President Glading will ask the Company to post, once again, a Q & A that covers this and other issues.

**1303 Meeting Taken Off the Record**

**1315 Meeting Back On the Record**

**1316 Drug/Alcohol Monitoring – O’Kelley - DFW**



The discussion concerned the new program established by the Company for drug/alcohol monitoring.

Vice President Durkin advised the Board that a Presidential Grievance has been filed regarding IVRS testing. The issue of observed testing was brought about by a DOT mandate and is causing problems with other airlines as well. This discussion continued for quite some time regarding several issues related to this subject.

This issue will be discussed again under Old Business at the next Board of Directors' Meeting.

**1329 Meeting Taken Off the Record**

**1339 Meeting Back On the Record**

**1340 Constitutional Referendum – Prayon - DCA**

All individuals involved in the discussion of this agenda item were not available. While awaiting the participants, other agenda discussions were held at this time.

It was determined by a hand vote that the Board wished to see the presentation by the National Ballot Committee regarding electronic balloting.

The last Constitutional Referendum was done in 2004.

Also suggested, to be included in the referendum was a dues increase effective with the amendable date of the contract and a snap-back upon ratification of the contract. These monies would go directly to the Negotiations Budget. Along with the request for this increase must also come the demonstration of APFA's fiscal responsibility, why and how we are spending the membership's money.

All agreed that the cost of negotiations is exorbitant under the best of circumstances. Several versions and timetables for referendums were brought forth.

A member of the Budget Committee addressed the issue of a dues increase. A straw poll was taken amongst the Board regarding a dues referendum. There were differing opinions regarding the amount per paycheck and the timing of the implementation.

Information was offered regarding other airlines' union dues.

A resolution was requested for a \$2.50 per paycheck dues increase for negotiations with a snap-back when not in negotiations. Discussion began once again regarding the correct procedure for implementing this increase and snap-back. It will be necessary for the Board to inform the membership regarding the extreme need for these funds during this negotiations process. This discussion continued for quite some time.

**1501 Break**

**1530 Meeting Back On the Record**

**1531 Phone Expenses – Prayon - DCA**

A question was raised regarding reimbursement for phone expenses and the current calculations used. A conversation began regarding the different phone plans available and quality of services. This issue will be revisited at a later time.

**1535 Base Budgets – Prayon - DCA**

An issue was raised regarding the budget calculations for the upcoming year. The actual calculations for SAF and trip removal allowances were reviewed and discussed. The effect on the small bases was highlighted and the problems with the current policy explained. The current formulas and procedures are covered in the Policy Manual.

This issue will be brought to the attention of the Budget Committee. A revision or update to the formula/policy for SAF must be addressed by the Board of Directors. It was suggested that this issue be added to the agenda for the next Board Meeting.

**1546 Electronic Balloting**

The National Balloting Committee has been working on gathering factual data on this project. Gay Floyd of the NBC presented their findings to the BOD.

The Board was given the printed information for perusal and action at a future date.

The Board will review this program and thanked the National Ballot Committee for the hard work and research on this presentation.

**1618 EAP Specialist – Nikides - LAX**

The issue of discussion was the APFA position of EAP Specialist. The new DOT Testing Procedures, which are problematic, have been a focus of the EAP Specialist. This position was brought up in conjunction with the budget discussion.

The current EAP Specialist brings excellence, experience and extensive knowledge to the position.

It was determined that some alternate means of funding should be considered. Much discussion was held trying to determine a way to keep the services of the EAP Specialist, as it was the feeling of the Board that her services and knowledge are extremely valuable to APFA.

It was requested by Legal Counsel that the meeting be taken off the record briefly.

**1648 Meeting Off the Record**

**1731 Meeting Back On the Record**

**1732 Negotiators – Nikides - LAX**

It was felt that the various duties of this team should be clearly defined by the Board. The Board Member requesting this discussion asked for feedback from other members of the Board.

President Glading began the discussion by stating that the entire team is not on a full-time trip removal. President Glading spoke to this issue and stated that when negotiators are off the line, they have all had work assignments. If there was no work for them, they are put back on the line until needed.

A meeting has been scheduled in November with the entire team. President Glading stated that she has been very careful and diligent with utilizing the team to the fullest. President Glading will increase her communication with the Board on this issue.

Several members of the Board expressed confidence in the President of her handling of the Negotiations and Negotiation Team. They are aware that she is attempting to utilize the funds available as wisely as possible.

**1748 Break**

**1813 Meeting Back On the Record**

Due to the length of the meeting, at this time, it was necessary to follow Policy Manual procedure and officially extend the meeting. A hand vote was taken and the Board unanimously agreed to continue.

**1814 Extension of Recall Rights – Postponed – Hunter - STL**

**1814 Leaves in Lieu – Postponed – Hunter - STL**

**1815 Chicago Issues – Withdrawn – Breckenridge - ORD**

**1815 Awarding of PVDs – Salas - SFO**

It was noted that this issue has been a problem system wide. There are very few PVDs granted and at the same time under-utilization of reserves. The APFA has met with the Company on this issue. The Company has agreed to publish monthly, the number of PVDs granted and what the junior most seniority was for each day. Additionally, the issue of PVDs granted solely on manning was questioned.

APFA will be meeting with the Company on November 13<sup>th</sup> and this issue will again be raised. Several suggestions were made by Board Members to help improve this program. This is a very important topic for the membership and President Glading will forward any new information to the Board.

**1845 Humanitarian Award - Resolution #6 - Hodgson - LGA**

Resolution #6 was read into the record by the maker, Hodgson. The subject was the establishment of the Cindy Horan Humanitarian Award. Eric Hodgson explained the reason for this award. Eric Hodgson's life was saved by an organ donation by a fellow flight attendant, Cindy Horan. Resolution #6 was unanimously passed by the Board of Directors.

**1846 Nomination of Cindy Horan for Humanitarian Award - Resolution #7**  
**Maker: Hodgson                      Second: Prayon**

At this time, Resolution #7 was read into the record by the maker, Hodgson. This resolution nominates Cindy Horan to receive the award so named in her honor. She would be the first recipient of this award. This resolution was unanimously passed.

**1849 Dues Increase - Resolution #8**

The resolution drafted by Legal Counsel was passed to the Board for review, discussion and approval. A discussion began to clarify certain issues included in this resolution. This resulted in revised wording of this resolution. It was decided to proceed to the next agenda item while this resolution was being revised.

**1857 Miscellaneous Discussion**

At this time, it was decided to take the meeting off the record briefly.

**1857 Meeting Taken Off the Record**

**1927 Meeting Back On the Record**

**1928 Dues Increase - Resolution #8**  
**Maker: Masterson                      Second: O'Kelley**

Resolution #8 was read into the record by the maker, Masterson. Additional questions were asked and clarification given. A roll call vote was taken and this resolution was passed unanimously.

**1933 Communications – Masterson - IDF**

A suggestion was made to change the type of publication disseminated to the membership. An example was shown of a suggested publication. A title of Research & Editorial Assistant was shown in Skyword. There is no such job title shown in the Policy Manual. It was determined that this is an assistant, brought in on a temporary basis, to the Communications Coordinator. The title was simply assigned and is not a full APFA job. This will be corrected.

A discussion was held regarding the costs associated with Skyword.

**1937 Supervisors Flying Trips – Masterson - IDF**

Discussion was held regarding supervisors, who are not dues paying members of APFA flying trips.

It was noted that Lauri Curtis has stated that the supervisor's schedule should be worked out with the base chairperson. Also, as per Laurie Curtis, the Regional Directors are to work this out with their chairperson. There was much discussion about the fact that the base managers are not communicating with the base chairs regarding these trip removals.

It was asked that President Glading verify that rides being done on the airplane are "market" rides and not unannounced or blind rides on the flight attendants. President Glading will address this at the meeting with the Company on November 13<sup>th</sup>.

**2009 Domestic – International Flying – O'Kelley - DFW**

The issue of domestic flying mixed with the international sequences was discussed. There seems to be an increase in this type of scheduling. They are utilizing the extra time on a sequence rather than paying P & C. Vice President Durkin will be looking into the issue.

**2031 Perfect Attendance Passes – Moehring - IOR**

The question was raised whether or not the expiration of these passes, which had already been extended a year, could be extended for any additional time. This is an old program and the Company is trying to draw it to a close.

**2032 Annual Awards Banquet - Resolution #9**

**Maker: Salas                      Second: Breckenridge**

Resolution #9 was read into the record by the maker. This resolution addressed the issue of excess funds from contributions and sponsorships for the Awards Banquet.

Secretary Pointer reviewed funds and expenses for the previous several years.

The question was called. A favorable vote to call the question was received. A roll call vote was taken on Resolution #9 and this resolution failed. (11-no, 6-yes, 1-absent)

**2036 Motion to Adjourn**

**Maker: Gale                      Second: Casadey**

A hand vote was taken to adjourn, which passed unanimously. The Annual BOD Training Session will begin at 0900 October 23, 2008.