

**APFA
FALL BOARD OF DIRECTORS MEETING
NOVEMBER 3 - 4, 2009**

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

Resolution Tally Sheet

Resolution: #7

Maker: Prayon

Second: Nasca

Date: 11/4/09

Time: 1210

		Y	N	P	A	N/A
BOS	McCauley	√				
BOSI	Vargas	√				
DCA	Prayon	√				
DCAI	Gale	√				
DFW	O'Kelley	√				
IDF	Bedwell		√			
JFK	Nasca	√				
LAX	Nikides	√				
LAXI	Ransom	√				
LGA	Aviles		√			
MIA	Washbish	√				
IMA	Trautman	√				
ORD	Breckenridge	√				
IOR	Bauer	√				
RDUI	MacPherson-Bowers	√				
SFO	Salas	√				
SFOI	Ross	√				
STL	Hunter		√			
PRES	Glading (Tie Breaker)					

YES:15 **NO: 3** **ABSTAIN:** **ABSENT:**
STATUS: PASSED (√) **FAILED ()** **TABLED ()** **WITHDRAWN ()**

WHEREAS, per Article III, Section 1, the APFA Constitution may be recommended to the membership for alteration, addition, deletion, or amendments by the APFA Board of Directors; and

WHEREAS, dues are APFA's near-exclusive source of revenue; and

WHEREAS, Article IV, Section 1.E of the APFA Constitution provides: “The Board of Directors shall conduct an annual review of the dues structure of the Association to determine if the structure should be revised, provided no increase in dues shall be put into effect unless ratified by an affirmative vote of a majority of those active members in good standing who return valid ballots;” and

WHEREAS, under Article IV, Section 1.D of the APFA Constitution, APFA’s dues have always been in a fixed dollar amount; and

WHEREAS, other dues structures are available that allow dues to automatically be related to wages under the collective bargaining agreement; and

WHEREAS, that type of structure would better allow APFA to meet its costs of representing members; and

WHEREAS, dues have not been increased since 2002; and

WHEREAS, our active headcount has dramatically decreased since then, thus dramatically decreasing APFA’s dues revenue; and

WHEREAS, despite the decrease in dues revenue, APFA’s costs of representing flight attendants, including those in inactive status, have not decreased; and

WHEREAS, it is of the utmost importance that APFA have the financial resources to continue to provide quality representation to flight attendants; and

WHEREAS, it also is essential that the monthly dues amount be the same for all flight attendants, so as not to impose a costly administrative burden on APFA; and

WHEREAS, an amount equal to the twelfth (12th) year Domestic hourly base rate (currently \$42.65) would be an appropriate amount of monthly dues.

THEREFORE BE IT RESOLVED, that the Board of Directors recommends that the Article IV, Section 1.D of the APFA Constitution be amended to read:

- “(1) In the American Airlines (AAL) Operation, Active Members and Inactive/Dues Obligated Members, including those on probation, shall pay dues at an amount equal to the twelfth (12th) year Domestic hourly base rate of pay, provided, however, that at no time shall dues be less than forty-two dollars (\$42) per month.

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- (2) In an Other Airline (OAL) Operation, Active Members and Inactive/Dues Obligated Members, including those on probation, shall pay dues at an amount equal to the twelfth (12th) year Domestic hourly base rate of pay at that carrier, provided, however, that at no time shall dues be less than forty-two dollars (\$42) per month.
- (3) Twenty-five percent (25%) of any dues increase under this Section 1.D shall be placed in a negotiations and negotiations-related fund.” and

BE IT FURTHER RESOLVED, that this proposed Constitutional amendment be sent to the membership for approval.