

**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: #8**  
**Maker: Prayon**  
**Second: Breckenridge**  
**Date: 11/4/09**  
**Time: 1235**

		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:16**      **NO: 2**      **ABSTAIN:**      **ABSENT:**  
**STATUS: PASSED (√)**      **FAILED ( )**      **TABLED ( )**      **WITHDRAWN ( )**

**WHEREAS**, per Article III, Section 1, the APFA Constitution may be recommended to the membership for alterations, additions, deletions, or amendments by the APFA Board of Directors; and

**WHEREAS**, the Board of Directors has determined that it is necessary to update the APFA Constitution, and to recommend changes to the membership; and

**WHEREAS**, Article II, Section 4.B(2) of the APFA Constitution provides that a member “shall be considered in good standing and shall maintain all rights and privileges of the APFA so long as financial obligations are met pursuant to this Article II and Article IV of this Constitution”; and

**WHEREAS**, Article II, Section 4.B(3) provides:

A member in good standing will remain in good standing and will be exempt from his/her financial obligation to the APFA when the member is in an unpaid status from his/her employer in excess of thirty (30) consecutive days by:

- a. termination by the employer and seeking reinstatement, as provided for in the applicable Collective Bargaining Agreement or through an administrative or judicial proceeding;
- b. suspension/withhold by the employer and seeking reinstatement;
- c. unpaid sick status;
- d. hardship as approved by the Executive Committee or by the Board of Directors;
- e. approved military leave of absence; and/or
- f. furlough by the employer.

**WHEREAS**, Article II, Section 4.B(4) provides that: “A member in good standing who is on any leave of absence from his/her employer for reasons not listed in (3),a through 3,f above shall remain a member in good standing and shall be dues obligated, but shall not be required to pay dues on a monthly basis. Upon return to payroll, his/her dues obligation shall become payable pursuant to this Article II and Article IV of this Constitution”; and

**WHEREAS**, under Section 4.B(3), despite the facts that members in the listed categories are not required to pay dues, and that under Section 4.B(4) members on leaves of absence for other reasons are not required to pay dues on a monthly basis, these members continue to enjoy the full rights of APFA membership; and

**WHEREAS**, when these provisions were adopted in 1991, there was no contemplation that significant numbers of flight attendants would be in unpaid status; and

**WHEREAS**, beginning in 2002, thousands of members have been in unpaid status for at least five years; and

**WHEREAS**, it appears that large numbers of flight attendants may continue to be in unpaid status for many years; and

**WHEREAS**, APFA has an obligation to represent, and does actively represent, flight attendants who, under Article II, Section 4.B(3) and (4) are not dues obligated or who are not required to pay dues on a monthly basis; and

**WHEREAS**, as a result of the exemption from the dues obligation or from payment of dues on a monthly basis, APFA has lost the benefit of hundreds of thousands of dollars without any equivalent reduction in its costs of operating the union and representing these and all flight attendants; and

**WHEREAS**, it is a fundamental principle that members can be required to pay dues in order to exercise the rights of union membership; and

**WHEREAS**, it is in the best interests of APFA and our members that all members who are entitled to exercise the rights and privileges of APFA membership are obligated to be dues current as defined in Article IV of the Constitution.

**THEREFORE BE IT RESOLVED**, that the APFA Board of Directors recommends that the following amendments be made to Article II and Article IV of the APFA Constitution:

Article II

Delete the current language of Section 4.B(3) and replace with:  
the following:

“Members who are in an unpaid status for any reason shall be dues obligated for all dues accrued on or after the effective date of this Section 4.B(3).”

Delete Section 4.B(4)

In Section 5.A, delete “except as provided in (3) below,”

Article IV

In Section 1.A, delete “Article II, Section 4,B,(3).”

Delete the first paragraph of Section 3.C and replace with the following:

Members returning from unpaid leave status may set up a payment plan to satisfy their obligation for back dues, initiation fee(s) and/or assessments:

Sections 3.C(1), (2) and (3) remain unchanged.

**BE IT FURTHER RESOLVED**, that these proposed Constitutional amendments be sent to the membership for approval.