

**APFA
BOARD OF DIRECTORS 17TH ANNUAL CONVENTION
MARCH 7 – 10, 2010
NYLO HOTEL
IRVING, TX.**

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

Resolution Tally Sheet

Resolution: #15
Maker: Prayon
Second: Vargas
Date: 3/08/10
Time: 1717

| | | 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 | ✓ | | | | |
| SFO | Salas | ✓ | | | | |
| SFOI | Ross | ✓ | | | | |
| STL | Hunter | ✓ | | | | |
| PRES | Glading (Tie Breaker) | | | | | |

YES: 18 **NO:** **ABSTAIN:** **ABSENT:**
STATUS: PASSED (✓) **FAILED ()** **TABLED ()** **WITHDRAWN ()**

WHEREAS, the APFA Board of Directors is the governing body of the APFA; and

WHEREAS, per Article III, Section 3.L.(22), the Board of Directors may take any and all appropriate action deemed necessary by the Board and in accordance with the Constitution to promote the welfare of the members of APFA; and

WHEREAS, Since October 2001 American Airlines Flight Attendants have suffered twelve (12) rounds of furloughs, with 1,410 currently furloughed/awaiting recall; and

WHEREAS, the Flight Attendants of American Airlines ratified the Restructuring Participation Agreement (RPA) on April 16, 2003 thereby averting certain bankruptcy and the real likelihood of a bankruptcy judge decimating our contract; and

WHEREAS, just one day following the ratification of the RPA, the company announced a special supplemental pension trust for its top 45 executives that would protect a portion of their retirement income in the event of a bankruptcy filing, and also offered cash retention bonuses to the top five executives; and

WHEREAS, from April 2003 to April 2008 *a total of \$71.6 million in base salaries and non-salary bonuses have been issued to the top five executives of American Airlines*; and

WHEREAS, American Airlines has reaped the benefits of our concessions totaling well over \$2 billion since April 2003; and

WHEREAS, our Flight Attendants have suffered tremendous financial hardship and ever-increasing workload since the concessionary agreement in 2003; and

WHEREAS, despite millions in new revenue and productivity gains, none of our members have *“shared the gain”*; and

WHEREAS, our contract became amendable on May 1, 2008; and

WHEREAS, APFA has been actively engaged in the Section 6 Bargaining Process for more than twenty-three (23) months; and

WHEREAS, to date, the company continues to use tactics meant to stall the negotiations process, exhibit a lack of interest in bargaining in good faith, and show great contempt for our negotiating team, while continuing to reward themselves with substantial bonuses; and

WHEREAS, our Flight Attendants represent 22.5% of American Airlines’ total workforce, yet only 4.6% in cost; and

WHEREAS, despite working under a concessionary agreement for seven (7) years, the Flight Attendants of American Airlines continue to set the standard for professionalism within our industry; and

WHEREAS, APFA has been made aware of the company's inquiry to the FAA as to the drastically abbreviated training and utilization of replacement workers in the event of an APFA job action. The Company’s “plan,” being no more than placing marginally trained scabs in a safety/security sensitive position, potentially compromises the safety of our passengers and represents *“a plan that just won't fly”*;

WHEREAS, the Base Chairperson is vested with the authority and responsibility to act as the voice for his or her base; and

WHEREAS, the Flight Attendants are outraged at management's continued conduct in the negotiations process indicating they neither respect our position in the industry, nor find us worthy of real wage increases; and

WHEREAS, our members have expressed their disgust as they watch management line their pockets annually with compensation reaped from the sacrifices of the front line employees of our airline; and

WHEREAS, we the governing body of the APFA feel the time has come to show American Airlines the strength and solidarity of our membership as we seek release in the negotiations process from the National Mediation Board.

BE IT THEREFORE RESOLVED, while the APFA Board of Directors reaffirms its full confidence in our APFA Negotiating Team, their professionalism, resolve, and ability to bring a lucrative contract to our members, we must also acknowledge forward progress cannot be made while lacking cooperation and respect from those representing the pillaging goals of American Airlines, namely Taylor Vaughn, Mark Burdette, and Cathy Scheu.

BE IT FURTHER RESOLVED, the APFA Board of Directors hereby notices American Airlines that without a contract proposal including real improvements in benefits, work rules, and economic issues, their members are **WILLING, READY, and ABLE** to use whatever legal means necessary to restore the dignity and respect they deserve, up to and including a system-wide strike reminiscent of our *historic strike that began on November 18, 1993*.