

APFA

18th ANNUAL BOARD OF DIRECTORS' MEETING MARCH 3 - 5, 2011

HOTEL PALOMAR ARLINGTON, VIRGINIA

0917 Call to Order

President Glading called the Annual Convention to order. Secretary Pointer was asked to take the roll call.

0917 Roll Call

All members of the Board of Directors were present with the exception of DFW. The DFW Vice Chairperson was present.

0919 President's Opening Remarks

President Glading formally welcomed all in attendance at the Annual Convention. President Glading thanked those current Board Members who will be leaving their positions at the end of their term. She also welcomed those newly elected members, who will be joining the APFA Board of Directors in April, 2011.

In her formal statement, President Glading spoke to the position all Unions now find themselves in and the struggle to maintain the middle class. Additionally, in this statement, she spoke to the Board's responsibility to better the lives, the professions and the futures of our membership. APFA is a democratic institution responsible to and answering to its membership.

President Glading also spoke to the successful Leadership Lobby Day held March 2, 2011 on Capitol Hill.

0925 Resolution #1A - Agenda Review and Approval

Maker: Pointer
Second: Nikides

At this time the agenda was reviewed and opened for discussion. Several additions and revisions were requested. Resolution #1A amending the agenda was brought forth for a vote and was passed unanimously (18 yes).

0945 Resolution #1 – Approve the Agenda as Amended

Maker: Pointer
Second: Glading

Resolution #1 approving the amended agenda was put forth for a vote and was passed unanimously (18 yes)

0947 Ad Hoc Nominations

Nominations for Ad Hoc elections were held at this time. The voting will take place during day two of the Annual Convention. Three individuals were nominated: Lenny Aurigemma, Marcus Gluth and Arlene LeWinter.

0956 Budget Presentation Review

The Budget Committee made their presentation of the proposed budget for the upcoming fiscal year. The budget presented at the October Board of Directors Meeting was used as a template for this revised budget. An overview of changes, additions and deletions to the budget were discussed. It was stated that the communication with the Board prior to the presentation was extremely helpful and allowed a vote to be conducted almost immediately.

1005 Resolution #2 – Annual Budget Approval

Maker: Baumert
Second: Bedwell

Resolution #2 was read into the record by the maker, Treasurer Baumert. The resolution approved the APFA budget for the upcoming fiscal year. This resolution was passed (18 yes, 0 no).

1009 PRESIDENT'S UPDATE

1009 Legislative

Representatives from APFA's lobbying firm, O'Neil & Associates spoke to the Board of Directors recapping the success of Lobby Day. President Glading was very pleased with the turnout and the planning of the event. Approximately 43 meetings were held with legislators followed by a reception in the evening.

A power point presentation was given regarding the firm. This firm was formed in 1991 by Thomas O'Neil, former Lieutenant Governor of Massachusetts. This is the largest public affairs and communications firm in New England. They are headquartered in Boston with an office in Washington, D.C., and a staff of 45. O'Neil & Associates have a strong background working with the aviation community as well as the labor union community.

1025 Break

1049 Meeting Back On the Record

The meeting was opened to discussion regarding the legislative update.

A partial list of Congressional representatives in attendance at the reception was provided to the Board. It was also mentioned that the FAA Administrator, Randy Babbitt was in attendance. Also attending the reception were representatives from AFA, IAM and APA. Compliments were received from these Unions regarding the function and the numbers of Congressional members that attended, as well as the FAA Administrator.

Secretary Pointer asked if the Board would allow her to add an agenda item concerning the APFA iPhone Ap. A show of hands approved the addition under the Secretary's Report.

1106 Tarrant County Labor Council

President Glading had been approached by the TCLC two years ago. This Labor Council was discussed at the Fall Board Meeting. Previously, independent unions were not permitted to join this Council.

1106 Resolution #3 – TCCLC Membership

Maker: Glading
Second: Durkin

Resolution #3 was read into the record by the maker, President Glading. The resolution spoke to APFA's membership on the Tarrant County Labor Council. The cost to APFA is minimal but the benefits were felt to be good. The question was raised regarding the delegates for their meetings. Delegates attending would do so on a voluntary basis and not be trip removed.

Resolution #3 was put forth for a vote and was passed (17 yes, 1-absent). President Glading will assume the board position on their Executive Board temporarily. The other delegates to the Tarrant County Labor Council will be decided at the next APFA Executive Committee Meeting. These individuals must be local Flight Attendants.

1121 Resolution #4 - Info Rep

Maker: Glading
Second: Nikides

Resolution #4 was read into the record by the maker, President Glading. This resolution appointed Dane Townsend Pepper to the Info Rep Program Steering Committee. Resolution #4 was put forth for a vote and was passed (15 yes, 3 no).

1125 Break

1149 Meeting Back On Record

1149 Resolution #5 – APFA Communication Policy

Maker: Glading

Second: Nikides

Resolution #5 was read into the record by the maker, President Glading. This resolution revised the APFA Policy Manual concerning communications distributed by the Base Chairpersons. This resolution was opened to discussion by the Board.

The wording of the resolution was questioned as to its intent. A discussion ensued regarding the wording and intent of the resolution and possible amendments. Several Board Members spoke against the resolution citing timing and necessity of disseminating information at short notice. It was requested that the meeting be taken off the record.

1206 Meeting Taken Off the Record

1535 Meeting Back On the Record

After an off-the-record discussion, a motion was made to postpone the agenda item for further discussion following the Ad Hoc Elections on day two. This motion passed with a show of hands.

1536 Coalition Update

The last Flight Attendant Coalition Meeting was held in Washington, D.C., on January 19th and was hosted by the TWU. The next meeting will be held in Maryland and will be hosted by the IAM. All items affecting Flight Attendants were discussed with emphasis on the FAA Reauthorization Bill. Additionally, FMLA and how it is handled by the other airlines was discussed. All unions shared their negotiations updates and their frustrations involving the National Mediation Board.

1539 Litigation Update

APFA currently has two active lawsuits; one has exhausted all avenues available and the other lawsuit should have a ruling on March 22nd concerning the dismissal of the case. Both of the lawsuits are dues related cases. Once these lawsuits are concluded, there will be no active litigation.

1541 Negotiations Update

The meeting was taken off the record at this time.

1541 Meeting Taken Off the Record

1755 Meeting Back On the Record

A motion was made to recess for the evening. This motion was passed unanimously. The meeting will be reconvened at 9:00 am, March 4, 2011.

DAY TWO

MARCH 4, 2011

APFA 18th ANNUAL CONVENTION

0913 Call to Order

President Glading called day two of the Annual Convention to order.

0914 Roll Call

Secretary Pointer was asked to take the roll call. All members of the Board of Directors were present with the exception of DFW. The DFW Vice Chairperson was in attendance.

President Glading spoke to the agenda item postponed from yesterday's meeting. APFA's Communications Policy – Resolution #5, will now be heard following the presentation of the Coordinator's Reports. All members of the Board agreed to this agenda change.

0916 Ad Hoc Elections

At this time, the Ad Hoc election process began. There were three candidates for the two positions available, positions 1 and 2. Secretary Pointer read the list of Delegates certified by the National Ballot Committee. President Glading had the National Ballot Committee explain the process of the election for the newly elected Chair or Vice Chairpersons in attendance at this meeting.

Lenny Aurigemma was elected to Ad Hoc Position #1 with a majority of 15 votes.
Marcus Gluth was elected to Position #2 with 17 votes.

The Board was given the opportunity to request their Ad Hoc representation. The following were the base assignments as requested.

BOS	Gunter
BOSI	Aurigemma
DCA	Geiss
DFW	Gluth
IDF	Gunter
IMA	Gluth
IOR	Gunter
JFK	Clements
LAX	Aurigemma
LAXI	Clements
LGA	Clements
MIA	Aurigemma
ORD	Aurigemma
RDU	Geiss

SFO Gluth
SFOI Geiss
STL Geiss

0945 PRESIDENT’S UPDATE – Continued

0946 COORDINATORS’ REPORTS

0946 Health Department

Kim Coats, Health Coordinator submitted a written report to the Board of Directors

It was reported that the Company had announced that domestic partners are now included in the FMLA Program. President Glading spoke to the Early Retirement Reinsurance Program. A letter from the Company explaining this program will be forthcoming.

The Coordinator also mentioned changes to the ADA policy stemming from legislation in 2009. If a supervisor has a conversation with a Flight Attendant concerning their eligibility for ADA, the supervisor is not allowed to put personal medical information from this conversation into the employee’s file/record.

A question was raised regarding the disbursements from the UHC Class Action Lawsuit. Patrick Hancock responded to this question. He spoke with the law firm handling this class action and was told that the number of participants in this lawsuit was far greater than expected and that all must be reviewed prior to any checks being issued. He indicated that the law firm felt it could be 18-24 months before any payouts would occur. Additionally, the amounts of the checks may be smaller due to the large number of people who joined the class action lawsuit.

0953 Contract Department

Brent Peterson, Contract Coordinator submitted a written report to the Board of Directors.

It was reported that of the 147 Flight Attendants recalled for June 1st, 127 have accepted the recall. The April 1st recall group was recently assigned their bases with 150 going to LGA and 61 going to MIA.

A dispute issue concerning a Flight Attendant coming off a leave and going immediately onto the sick list was discussed. The Company is stating that the Flight Attendant will be put on unpaid sick. It is their position that the Flight Attendant must fly one trip to access their accrued sick time. It is felt that there is nothing in the contract to bar a Flight Attendant from using their accrued sick time.

An additional pay issue was discussed concerning tentative sick clearance versus firm sick clearance. This language came from the Lost Time Committee, a joint committee with the Company.

1009 EAP Department

Patty French, EAP Coordinator, submitted a written report to the Board of Directors.

The first issue discussed was follow-up DOT Testing. Approximately 40 Flight Attendants system-wide are in this program and have received a letter from the Company.

The Coordinator spoke to a new federally funded program for Flight Attendants called Flight Attendant Drug and Alcohol Program (FADAP). This is for Flight Attendants with recovery issues. The APFA EAP Coordinator is a member of the Advisory Council for this program. The first conference will be held in August. The Coordinator informed the BOD about a free booklet from the National Institute on Alcohol Abuse and Alcoholism. The purpose of this informational booklet is to identify low risk drinking. It is felt that this will help with identifying problematic behavior. It will help with resources as well. The Coordinator is attempting to have these booklets distributed at all bases.

A training session was held in January in San Francisco with APFA and the Company regarding Flight Attendant impairment. This was to create awareness and how to help the impaired person rather than enabling.

For Flight Attendants in the random testing program, language is being worked on that will be similar to the pilots' language regarding how long they are required to wait if the collector is not available. The Coordinator would like feedback from the Board concerning this language.

Mental health leaves were discussed. Anxiety and depression are important and serious issues that should be addressed prior to the Flight Attendant being in a position to be terminated. This issue arises frequently during attendance terminations. Mental health leaves are available and insure the Flight Attendant receives the proper care.

Many Flight Attendants are retiring and are looking for sources of good information regarding retirement, Social Security benefits, Medicare benefits, etc. Paul Mazara recently retired from American. He headed the benefits department for the TWU for many years. He has started his own corporation. For a fee of \$8 a month, you have complete access to his benefits knowledge for retirees including Social Security and Medicare Part D. The name of his company is RB Association and the website is RBAssociation.com.

1029 Hotel Department

Kelly Gambello, Hotel Coordinator submitted a written report to the Board of Directors.

Kelly had notified the Board of Directors via an email on February 18, that the Company is now outsourcing through a third party, Hotel Connections, for crew accommodations. They have had ongoing meetings with the Company but information has not been provided to the APFA. Site inspections will continue with both the APFA and the APA.

The question was raised regarding 20 hour layovers being categorized as short layovers. The Company is exploring this idea. The various cutoff times for different cities were discussed as related to transportation issues.

1039 Scheduling Department

Diana Dunn, Scheduling Coordinator, submitted a written report to the Board of Directors.

An extensive discussion was initiated regarding make-up flying and the option/no option issue. The “last five days” contract issue was discussed with several different opinions voiced. President Glading and Vice President Durkin will meet with the Company to clarify the policy of calling all numbers given by the Flight Attendant, including no option Flight Attendants, on the make-up list.

1105 Break

1128 Meeting Back On the Record

President Glading addressed certain issues raised during the previous debate regarding Letters of Agreement that have been signed. The Letters of Agreement, which are shown on the Vice President’s section on the website, will show that nothing has been given away.

1130 Safety/Security Department

Kelly Skyles, Safety Coordinator, submitted a written report to the Board of Directors.

The Coordinator discussed two issues she is currently working on. One issue was the subject of hot aircraft. The Company has acknowledged the problem and will issue an official policy on how to handle the situation when an aircraft is too warm to board.

The other issue involves Flight Attendants involved in an incident (medical, mechanical or security) and Flight Service. A checklist is being developed to standardize the procedure by Flight Service when working with these Flight Attendants following the incident.

The question was raised whether the Company is looking at putting the manual out electronically onto an iPad. The pilots are also working on this. The Coordinator indicated that this was being explored and will keep the Board updated on the progress.

1152 Archives

Sally Prater submitted a written report to the Board of Directors.

The University of Texas has returned 40 boxes of bid sheets dating back to 1960. UTA did not feel they were historically valuable except to APFA. These bid sheets are currently being scanned and put into the Archive Data Base. When completed, this project will give a complete archive of bid sheets from the 1960’s to date. Boxes of SBA materials from the 70’s, 80’s and 90’s are being sorted and archived. A new Archives log will be printed in late spring.

1158 Communications Department

Jeff Pharr submitted a written report to the Board of Directors.

The Coordinator asked the Board to encourage their members to participate in the survey currently on the website . He also reminded Board Members that each base has a page on the website to be used to post any important information germane to his/her base. Facebook was mentioned in the written report. There have been weeks where the Facebook hits have outnumbered the website hits.

1200 Lunch Break

1256 Meeting Back On the Record

1258 Resolution #5 - Communications

President Glading asked for comments and/or suggested rewording of this resolution. One of the issues discussed was the acknowledgement that there is a need for the Base Chairs to release important information rapidly without prior National Officer approval. Legal Counsel submitted a suggested revision.

Legal Counsel explained the changes she had suggested for disseminating information of a routine nature. The issue of personal views of APFA officials being disseminated by APFA means was discussed.

The St. Louis Chairperson, Tim Hunter, left the meeting leaving behind a proxy for the LGA Chairperson, Willie Aviles. A discussion ensued whether or not the STL Vice Chair should fill the vacated position while the STL Chairperson was away for a few hours. The APFA Constitution and Policy Manual was consulted regarding the issue of a proxy.

The issue at hand was also an agenda item (under Secretary's Report) and was to be covered later in the meeting. With a show of hands it was agreed to bring forth this agenda item and handle it at this time.

An opinion was stated that the proxy should be accepted for the day as per the Constitution and not bring the agenda item forward. The reasons for this Base Chair leaving the meeting were questioned. At this point, the proxy left by the Base Chair was accepted by the Board and the subject agenda item was not brought forth, remaining in its original position within the agenda.

Attention returned to the subject Resolution #5. The amended resolution was read into the record. The original maker and second agreed to the amendments to this resolution. This resolution was once again opened to debate.

The changes to the original intent of the resolution were outlined. A disclaimer was included. Routine issues do not have to have prior approval and Base Chairs, as an individual Flight Attendant, can express their personal views as long as it is clear that these are individual views and not APFA official positions.

The verbiage – routine issues – was questioned as to definition. Also questioned was the dissemination of a personal opinion/email utilizing APFA official email lists. An opinion was requested from legal counsel..

Extensive discussions have occurred with the DOL concerning these email lists but in the context of union elections. The disclaimer from the resolution must be included when a Base Chair sends out a personal opinion/view as a Flight Attendant. Opinions both for and against this resolution were offered.

This was a difficult issue to resolve without stifling one's ability to express a point of view. This coincides with social media issues that have arisen in the SBA Department. They are currently working with consultants regarding this evolving situation.

President Glading put forth a motion to postpone Resolution #5 until a consultation with the attorney utilized by the SBA Department concerning media issues. The question was raised as to when this will be addressed. A specific date was not determined. By a show of hand, the motion to postpone was agreed to.

1353 Resolution #6 – Paper Bids

Maker: Glading
Second: Durkin

Resolution #6 was read into the record by the maker, President Glading. This resolution speaks to the utilization of a paper bid versus a trip-by-trip basis. The purpose is to encourage those eligible to paper bid to utilize the paper bid. This issue was discussed at the October Board Meeting. The maker was asked to amend the resolution to include all APFA reps on full time trip removal. It was asked that they be encouraged to utilize a paper bid whenever possible. Resolution #6 was read into the record by the maker, President Glading. This resolution was put forth for a vote and was passed (17 yes, 1 no).

1406 Break

1432 Meeting Back On the Record

1432 VICE PRESIDENT'S REPORT

1432 SBA Update

Vice President Durkin updated the Board of Directors on the status of outstanding Presidential Grievances.

The Off Schedule Operations grievance was settled and is in the process of being signed off. This information was contained in the Vice President's report which had previously been sent to all Board members.

The Final Average for Pensions has been settled. It was a discrepancy regarding contractual month under the contract and plan benefit calendar. The contractual month is now used.

The DGS (Docking Guidance System) grievance is awaiting the award to be received by APA.

The Five Year Clock grievance was set and ready to go; however, it was postponed by the company.

The PVD issuance grievance is being worked on and efforts have been made to settle prior to it being heard.

The grievance involving the Company's refusal to distribute Collective Bargaining Agreements has been filed and talks continue.

The Social Media presidential grievance is beginning. A lawyer specializing in social media has been hired to assist in this effort. It is felt that the Company's policy is over-reaching. The Company is reviewing the suggestions made by the APFA.

The TU case was postponed due to witness availability. New dates have not been set. A meeting was set to resolve the language dispute; however, the Company did not show up for this meeting as they forgot about it.

The Vice President commented on a recent leak by the company involving an arbitration award that had not been signed off by the Arbitrator. He cautioned reps not to proliferate rumors involving arbitrations. He also had discussions with the company in reference to the breach.

London security continues to be a problem for American as well as all other carriers. Flight Attendants are reminded they are under the laws of the country they have entered.

The exchange of documents, especially for 31R's, was discussed and there are specific procedures for that. Once again, Vice President Durkin asked that the paperwork regarding NOD's (filing or settlement) be sent to the SBA Department as soon as is possible.

1511 ADR Training/Budget

ADR Training will be held in DFW on April 26 – 28, 2011. Vice President Durkin thanked all for participating in the survey regarding this training. The Company also received an excellent response to this survey.

The budget for the ADR Training is non-existent and is absorbed by the SBA Department. The newly elected representatives are covered by the SBA Department; however, council representatives should be taken out of each base budget.

1518 Resolution #7 – SBA Trip Removals

Maker: Durkin
Second: Bauer

Resolution #7 was read into the record by the maker, Vice President Durkin. This resolution speaks to the cost of a trip removal for arbitrations involving one's base as opposed to testifying for another base. This resolution was put forth for a vote and passed (18 yes, 0 no).

1530 Break

1600 Meeting Back On the Record

1600 SECRETARY'S UPDATE

A new Executive Secretary, Liz Marko, has been hired in the Secretary's Office. Liz worked for APA for many years. The Secretary's office is very pleased to have her working with them.

1601 Policy Manual Updates

1601 Resolution #8 – Policy Manual Updates – Section 8.G

Maker: Pointer
Second: MacPherson

Secretary Pointer has suggested changes to the Policy Manual regarding updating the language to reflect the times and new technology. Resolution #8 was read into the record by the maker, Secretary Pointer. Resolution #8 was put forth for a vote and was passed (17 yes, 1-absent).

1619 Resolution #9 – Policy Manual Updates – Various Sections

Maker: Pointer
Second: Bedwell

Secretary Pointer read Resolution #9 into the record. This resolution again revises language within the Policy Manual. This resolution was put forth for a vote and was passed (18 yes).

1621 Resolution #10 – Proxies

Maker: Pointer
Second: Nikides

Resolution #10 was read into the record by the maker, Secretary Pointer. It was noted that the procedure for proxies within the Policy Manual conflicts with the Constitution. The issue regards who will sit for the Board Meeting when the Chair is not present, for how long and whether or not the Chair reclaims the seat during the meeting. It was determined that there are two separate issues to be clarified: proxy and Vice Chair seating.

Legal Counsel brought up language from the Constitution that states in a Chair's absence after attending a portion of the meeting, the Chair must give a proxy to another Board Member. The Vice Chair can only occupy the Board chair the following day.

This resolution covers only the situation of a Chair not attending at the beginning of the meeting versus language already in effect for a Chair leaving during the meeting. Additional language was discussed with Legal Counsel.

The discussion centered on the number of times that Board Chair occupant (Chair or Vice Chair) can change. Once again, revised wording was suggested. The Board decided to address the next agenda item while Legal Counsel worked to clarify and reword Resolution #10.

1652 National Ballot Committee Moderator Appointment

The National Ballot Committee is responsible for appointing a moderator, with two alternates, for the APFA Presidential Debate. The resume of the moderator chosen, Brian A. Lane of the University of North Texas, was given to the Board. The alternates are Dr. Betty Myers and Larry Goodrich

Several members of the Board of Directors as well as Legal Counsel did not feel that the appointment of a husband of a member of the NBC was in APFA's best interest. It was felt that the appointment of Larry Goodrich was not acceptable. This issue will be taken up with the National Ballot Committee by Secretary Pointer.

1656 iPhone Application

Alex Rodriguez has developed an app for the iPhone. The app is currently in demonstration mode only. Several members of the Board downloaded the app to test and passed comments along.

Secretary Pointer highlighted some of the features available. The APFA app displays the APFA hotline, Foundation Document, RPA Agreement, On Duty Contract Guide and issues of Skycord. Under trip tools, one push calls crew scheduling, shows an incident log, a time calculator, built in 2-for-1 calculator along with instructions, a legality calculator and work phone numbers. Alex spoke to the uses of this app. Additional ideas can be incorporated or deleted and will work on iPhones or iPads.

The Board indicated they wanted Alex to continue developing this app. It was also stressed that no one was to circulate this beta version at this time to anyone other than those members of leadership participating in the testing phase.

1706 TREASURER'S UPDATE

1706 Financial Review

Treasurer Baumert read from the Third Quarter 2011 Financial Report. The January financial statements should be received by the Board shortly. Assets, liabilities and fund balances were read into the record.

1708 Expense Report Receipts

Treasurer Baumert reminded those utilizing the electronic expense reporting, that all receipts must be received within a three-month time period.

1709 Resolution #11 – Cell Phone Reimbursement Items

Maker: Baumert

Second: Gale

Resolution #11 was read into the record by the maker, Treasurer Baumert. This resolution outlines extraneous charges that will not be reimbursed by APFA. These charges, just to name a few, are ring tones, late fees and other charges that are not needed for APFA reps to do their jobs. Resolution #11 was put forth for a vote and was passed unanimously (18 yes).

1713 Dues Forgiveness Guidance

The Dues Department asked for assistance from the Board. A Flight Attendant in an unpaid status is not required to pay dues until he/she returns to work. At the present time, there are a number of Flight Attendants who have retired directly from that status who have applied for dues forgiveness to the Executive Committee.

The question is whether or not these particular Flight Attendants do indeed owe these dues amounts as they did not return to work or whether the retirement triggers the obligation to pay the dues.

The Executive Committee was also seeking guidance on this. If the Board decides these dues are owed, the Executive Committee will have to hear these requests at the next meeting. An opinion was requested from the APFA Legal Counsel present. Legal Counsel feels this decision is up to the Board.

The unpaid status can be a sick, overage or military leave or a furlough situation. Several opinions were brought forth. By a show of hands, a majority of the Board did not want to pursue collection efforts against those Flight Attendants severing their employment via retirement, resigning or termination following an inactive status.

1725 Motion to Recess

A motion was made to recess which was passed by a show of hands.

DAY THREE
MARCH 5, 2011
APFA 18th ANNUAL CONVENTION

0910 Call to Order

President Glading called the third day of the APFA Annual Convention to order.

0910 Roll Call

Secretary Pointer took the roll call of Board members present. All members were present at this time with the exception of DFW, which provided a proxy to BOS.

0911 Resolution #10 – Proxies (Postponed from earlier in meeting)

Maker: Pointer
Second: Nikides

Resolution #10 was read into the record as amended by the Board of Directors and Legal Counsel. This resolution spoke to base representation at a Board of Directors meeting should the Base Chairperson be unable to attend. The maker, Secretary Pointer, agreed to accept the amendments to the original resolution with one additional revision. Clarification of intent was requested. Resolution #10 was put forth for a vote and was passed (18 yes).

After this resolution was passed, a question was raised whether a proxy is in effect for the entire meeting. BOS is holding the proxy for DFW. The Board had to approve this as the Constitution states a proxy is only valid for one day. By a show of hands, the Board approved the extension of this proxy.

0923 OLD BUSINESS

0923 Resolution #12 – Article VII Charges – Retirees

Maker: Pointer
Second: Bedwell

There are no outstanding Article VII charges. During a previous Board discussion, the subject of Article VII Charges – Retirees was raised. Resolution #12 was read into the record by the maker, Secretary Pointer. This resolution speaks to the formation of a specific section of the Policy Manual, Section D, concerning Article VII Charges and Retirees.

This resolution was opened to discussion and several opinions were given both for and against this resolution. The Board was asked to review the current policy and wording in the Policy Manual regarding Article VII charges. The purpose of this resolution is to establish policy specific to the retirement situation.

A straw poll was taken regarding a portion of this resolution. It was agreed that the policy should be the same for a retiree who filed charges as it is for a retiree who is charged with an Article VII violation. This discussion, both for and against, continued with sample situations given for quite some time. Legal Counsel was consulted throughout the debate.

Secretary Pointer, the maker, and the second agreed to the amendments to the resolution. The final wording stated that if either party to the Article VII Charge retired, the charge will be administratively dismissed. Resolution #12 was put forth for a vote and was passed. (18 yes)

0949 NEW BUSINESS

0949 Voter Eligibility – Tim Hunter

A question was raised regarding the eligibility of furloughed Flight Attendants being recalled to participate in an election. There were two different groups discussed. One group returned January 31st and the second returns April 1st. Some individuals returning in the April 1st group wished to execute a promissory note for dues and vote in the upcoming election. It was determined by Legal Counsel that they were not eligible to vote.

A clarification of the policy created in a referendum recently adopted was requested. Legal Counsel explained the wording and thought process behind the recent Constitutional amendment/referendum.

0954 Transfer Lists – Tim Hunter

The St. Louis base size is decreasing. Originally it was a base of 400; the count is now 236. Transfers are being processed out of St. Louis, but no transfers are being processed into St. Louis. One-half of the St. Louis flying is being done by other bases. The question was why the Company will not transfer Flight Attendants into St. Louis and how to approach the Company regarding this. Vice President Durkin spoke to the costs that are not readily apparent; however, both he and President Glading will address this in meetings with the Company that are currently scheduled.

1009 STL Base Budget – Tim Hunter

The STL Chairperson has spoken with the Treasurer regarding this subject. The STL Chair is a furloughed Flight Attendant and was questioning how his salary was taken out of the base budget of the following month. The time this Chairperson spent in Washington, D.C. concerning the recently approved resolution regarding furlough returns was questioned by other Board members and an explanation requested. It was stated by the STL Chairperson that he was on personal time, not APFA time.

Because his billing is taken out of the following month, the question was raised whether the STL budget will be impacted in April for the March billing of the current Chairperson, who will no longer be serving in April. The Treasurer indicated that it would be taken out in April of 2011.

1013 Resolution #13 – Future Merger/Acquisition

Maker: Hunter

Second: Aviles

Resolution #13 was read into the record by the maker, Hunter. This resolution spoke to future mergers and acquisitions and seniority integration should these mergers occur. The resolution states that the former TWA Flight Attendants be integrated into the seniority system prior to any newly acquired company's Flight Attendants. Reference was made to the Allegheny-Mohawk legislation and clarifications requested regarding this law.

The debate included questioning of the STL Chairperson by several Board Members regarding recent actions in Washington, D.C. During the ongoing debate, the point was made that the IAM should also accept responsibility for the TWA seniority integration issue.

Issues in defense of the IAM concerning this issue were raised. Several negative comments were made regarding this proposed resolution. The maker was asked to withdraw Resolution #13.

The discussion continued with input from several members of the Board of Directors. The maker was questioned regarding the amount of time he had spent at the airport representing Flight Attendants in the last six months. The maker indicated he had not been in St. Louis for the last six months.

The STL Chairperson was asked for his history regarding his involvement in the suggested amendment on seniority, which had been discussed in relation to the FAA Reauthorization bill. He stated that he had, in a personal position, lobbied for changes and assistance for Missouri residents. He represented himself in Washington, D.C., as a Missouri resident and TWA Flight Attendant.

Once again, the Chairperson was asked to withdraw this resolution. The maker stated that the proposed attachment from Congressman Carnahan's office was an application of the Allegheny-Mohawk bill not a seniority integration agreement. The maker was asked if he would continue his efforts for the seniority issues of the TWA flight attendants, to which he answered yes.

A motion to call the question was brought forth and failed. The discussion continued as several Board Members had requested time to speak. Once again, the maker was asked to withdraw this resolution. The maker, once again, refused to withdraw the resolution.

The question was called. By a hand vote, the resolution was put forth for a roll call vote. Amid the vote, a question was raised whether the second to a resolution can withdraw their second to subject resolution.

Legal Counsel was asked to offer an opinion. The second on the resolution, the LGA Chairperson Willie Aviles was asked if he would withdraw his second on the resolution. He indicated he would not.

The meeting remained on the record. It was determined that a second could not withdraw their second to a resolution once a vote had begun. A roll call vote was taken. The resolution failed (2 yes, 16 no).

1059 Break

1125 Meeting Back On the Record

1125 Info Rep – Heidi Prayon

This program was discussed as to its viability due to advances in technology and methods of communication. The Board Member wanted to see the program modified and funds no longer be allocated for this purpose. This issue was opened to discussion by several members of the Board.

The actual duties of the Info Rep Leader were outlined by President Glading and it was stated that only one (1) trip removal per month was provided for this work. The trip removal came out of the Communications' budget.

1135 Letters of Agreement – Heidi Prayon

The Base Chairperson asked that all Letters of Agreement be forwarded to the Board prior to being signed off for clarification and agreement. President Glading addressed this issue saying no Letters of Agreement have been signed by her that did not better the quality of work life for the Flight Attendants.

It was noted that many LOAs are settlements. Vice President Durkin also spoke to this request from the Board. He outlined all Letters of Agreement signed from 2008 forward. All letters have been very beneficial to the Flight Attendants. The Make-up Letter of Agreement was a grievance settlement issue. All information had previously been released.

1148 Resolution #14 – Distribution of Campaign Literature by Email

Maker: Bedwell
Second: Trautman

Resolution #14 was read into the record by the maker, Bedwell. This resolution cleaned-up language and procedures for campaigning by email.

Secretary Pointer informed the Board that the company chosen, Allied, is very competitive in their cost. They are also a division of CCC Complete – Ballot Point, the company who currently handles APFA's electronic balloting. This resolution was put forth for a roll call vote and was unanimously passed (18 yes).

1154 Operational Council Representative – Ted Bedwell

A definition was requested of the OCR. It was stated that an OCR (operational council representative) was an elected base representative not an elected Union official.

1155 National Ballot Committee – Ted Bedwell

A member of the Board wished to thank the Ballot Committee and the Secretary for all their hard work defining challenging areas within the election process. It was suggested that clear procedures be printed and published for each phase of the election. The Ballot Committee will be asked to develop these written and printed procedures as soon as possible.

1159 Rocket Flying – Ted Bedwell

The Board Member wished to address the length of layover time for “rocket” flying out of DFW. The new GIG layover is an 11 hr 20 min. layover from landing to sign-in. It was felt this layover time was not safe.

The Hotel Department has worked very hard trying to locate hotels that are acceptable near the GIG airport. The hotel near the airport is questionable as the rooms have no windows. The Chair was asking for help in solving this issue.

The IMA Chair spoke to this issue as pertains to his base. They have not been able to come up with a solution. It is a tough issue as some people want short layovers and long flying whereas others want longer layovers. The Chairperson was speaking to the safety of this type of flying.

1208 Resolution #15 – Attendance at Board Meetings

Maker: Salas
Second: Ransom

Resolution #15 was read into the record by the maker, Salas. The resolution states that when a Vice Chairperson attends in lieu of the Base Chair, the trip removal will be absorbed by the Board of Directors’ Budget. This refers only to SFO and LAXI currently. It changes the formula number from 500 to 750 headcount. Resolution #15 was put forth for a vote and was passed (18 yes).

1214 Merger Acquisition Discussion – Withdrawn

1214 Resolution #16 – Newly Elected Chairs/Vice Chairs

Maker: Gale
Second: Nikides

Resolution #16 was read into the record by the maker, Gale. This resolution addresses the issue of newly elected Chairs and Vice Chairs attending Board of Directors meetings. The resolution revises the Policy Manual concerning the attendance of the newly elected Chair and Vice Chairs at Board meetings. A point was made that the Budget Committee should be advised of this cost during those election years so it can be taken into consideration when allocating the Board meeting budget. The additional cost of having these additional individuals at the meetings were questioned by a Board Member. Several opinions, pro and con, were brought forth. Resolution #16 was passed (18 yes).

1224 National Mediation Board – Ted Bedwell

The question was raised concerning the loss of a mediator and whether APFA was given written notice as to the reason for this. President Glading stated that there was no requirement for the NMB to do so. The first two mediators got other jobs and the third mediator was a senior mediator assigned oversight of certain jobs.

APFA was told that we would now be under the guise of the Director of Mediation Services which meant our mediation would be coming to an end, which hasn't happened. A meeting is set with the Director of Mediation Services on April 4th. It is not a mediation session. Another mediator may be joining the Director, but President Glading was not sure why.

1228 Carnahan/McCaskill – Ted Bedwell

A Board Member requested that President Glading revisit the offices of Senator Carnahan and Congressman McCaskill and ask for a clarification of events/conversation that had occurred with another group of APFA representatives. President Glading denied this request and felt it would be inappropriate to interrogate these Congressional Representatives regarding previously held conversations. President Glading stated that she would be glad to meet with any Board Member and share whatever information she might have regarding the situation.

1230 Break

1251 Meeting Back On the Record

1251 Resolution #17 – APFA Policy Manual Section 5.H

Maker: Vargas
Second: Prayon

Resolution #17 was read into the record by the maker, Vargas. Resolution #17 was put forth for a vote and was passed (18 yes).

1256 Resolution #18 – APFA Policy Manual Section 5.E.4.c

Maker: Vargas
Second: Prayon

Resolution #18 was read into the record by the maker, Vargas. This resolution speaks to the SAF calculations for Chair and Vice Chairpersons as per the budget as passed. This will become effective April 1, 2012. Resolution #18 was put forth for a vote and was passed (18 yes).

1303 Blackberry Enterprise – Withdrawn

1303 Interim National Officer – Eugenio Vargas

The question was raised whether policy should be established regarding an interim National Officer being appointed. One Board Member was under the assumption that the Board

appointed a temporary National Officer and that this individual should have been paid utilizing a paper bid, not taken off AA payroll. There were no further comments on this agenda item.

1305 Membership Communications – Withdrawn

1305 Membership Unification – Withdrawn

1305 Expenses – Withdrawn

1307 President Glading

President Glading thanked all outgoing Chairs and Vice Chairs for their service and dedication to the APFA. She also wanted to welcome the newly elected Chairs and Vice Chairs.

Vice President Durkin acknowledge the passing of a very important person to the APFA, Marti O'Rourke. Marti was an integral part of the SBA Department. She passed away suddenly. Marti contributed many years of service to the Flight Attendants and will be sadly missed.

1310 Resolution #19 - Adjournment

Maker: Nasca
Second: Breckenridge

A motion was made to adjourn the Annual Convention of the APFA Board of Directors. By a show of hands, the meeting was adjourned.