

**APFA
FALL BOARD OF DIRECTORS' MEETING
OCTOBER 11-12, 2011**

**Embassy Suites Outdoor World
Grapevine, Texas**

Day One

0932 Call to Order

President Laura Glading called the APFA Fall Board of Directors' Meeting to order. Secretary Pointer was asked to take the roll call for this meeting. All members of the Board of Directors were present.

0934 President's Opening Remarks

President Glading addressed the Board acknowledging the closing of two bases in the system, SFOI and DCAI, and thanked their leadership for their work. The APFA Board of Directors now stands with sixteen (16) members.

President Glading addressed the Board with remarks about the perseverance of APFA. She stated that the main mission of APFA was to better the lives of its membership and to protect and improve the profession. APFA has been encouraged to forge new relationships and strengthen old ones with APA, TWU and our counterparts at other Unions. Additionally, APFA has increased our presence in several areas, most importantly, Government Affairs. APFA has reached far outside the box to seek solutions to our challenges.

APFA is confident that we have the courage and strength to face whatever comes our way and we must instill this confidence to the membership. We have the collective strength, the skills and the perseverance to face and shape our future.

0938 Resolution #1a - Agenda Review and Approval

Maker: Pointer
Second: Bedwell

Resolution #1a was discussed. Several additional agenda items were brought forth for inclusion. Resolution #1a amending the agenda as originally presented was put forth for a vote. Resolution #1a was passed by a unanimous vote of the Board of Directors (16 yes).

1013 Resolution #1 – Approve the Agenda as Amended

Maker: Pointer
Second: McCauley

Resolution #1 accepting the resolution as amended by Resolution #1a was put forth for a roll call vote and was passed unanimously (16 yes).

Because of the number of requested additions and revisions to the agenda, which included action items, the Secretary requested a break to work on resolutions that had not been previously prepared.

1013 Meeting Taken Off the Record

1345 Meeting Back On the Record

1345 O’Neill & Associates

President Glading asked the Board of Directors if O’Neill & Associates could be accommodated prior to the Presidential Update as they were scheduled for flights back to the East coast early in the afternoon. The representatives from O’Neill & Associates updated the Board on the status of the FAA Reauthorization bill. The bill has been extended over twenty (20) times and once again has been extended to January, 2012. The Democratic Party has stated that they will not consider any of the anti-union provisions that the Republicans have tried to insert into this bill. The key provision in this bill for labor is the NMB method of counting Union votes. The second issue is a strategy on how to move forward on OSHA provisions. Our strategy is to work with the Coalition through administrative means. All Flight Attendant unions realize the importance of a unified stance and the strength of the Coalition as one unified body. With that in mind, discussions were held regarding a Coalition PAC so that when a donation is made, it is made on behalf of all Flight Attendants, their issues only, and their Unions.

The increased level of engagement of APFA in legislative affairs is being realized and acknowledged within Congress.

It was requested that the meeting be taken off the record to continue discussions.

1359 Meeting Taken Off the Record

1754 Meeting Back On the Record

1754 PRESIDENT’S UPDATE

1755 Litigation Update

One of APFA’s two outstanding lawsuits has been dismissed and the only remaining case is in the discovery phase and pending.

1756 Resolution #2 - Edward M. Kennedy Award

Maker: Glading
Second: Pointer

Resolution #2 was read into the record by the maker, President Laura Glading. This resolution nominates U.S. Congresswoman, Mazie Hirono, 2nd District, Hawaii, to receive the Edward M. Kennedy award. Congresswoman Hirono has worked tirelessly to promote the interests of Flight Attendants, proposing the inclusion of Flight Attendants under OSHA (Occupational Safety and Health Act). Additionally, she will be introducing the Airline First Responder Workplace Fairness Act that would require the FAA to establish a rule making committee, which would include aviation labor representatives and issue regulations to minimize Flight Attendant fatigue. This resolution was put forth for a roll call vote and was passed (15 yes, 1 absent).

1759 Coalition Update

APFA hosted the Flight Attendant Coalition Meeting in September of this year. Recommendations made by APFA and O'Neill & Associates were adopted by the Coalition. The next meeting is in Washington, D.C. and will be hosted by AFA.

President Glading will be meeting next week with the ITF in Washington D.C. They will be considering APFA's membership application at this meeting. Communications continue with the TWU and the APA.

1801 Negotiations Update

This discussion was held off the record earlier in the meeting.

1802 Legislative Report

APFA's presence in Washington D.C. is very strong and very important. The PAC drive is in full swing and has been successful. PAC monies are being used to support representatives on both sides of the aisle who support labor and more specifically, Flight Attendant issues. President Glading thanked all who contribute during these difficult times.

1806 Department Reports

1806 EAP Department

The Coordinator spoke to the Board about an important new program which provides added support for Flight Attendants trying to stay in recovery. Brochures were distributed to BOD members. Every carrier is involved as well as all airline management. This brochure will be available in Operations and will also be given to the management EAP Departments.

The program is developing guidelines for treatment facilities with information specific to the Flight Attendant profession. This is the beginning of creating “standards for best practices for treatment” to share with the treatment facilities.

The Coordinator took a moment to address the Board concerning the turbulent times everyone is living through. She continued by saying ... “through the depths of despair smolder the embers for hope and opportunity. As leaders of this organization, we have the responsibility to fan the embers for opportunity.” She encouraged all to find the opportunity in this situation to lead all to a better place.

President Glading extended a special thank you to Margaret Barnes for representing APFA on the Tarrant County Labor Council. Additionally, Terry Karanen was thanked for his efforts in assisting the EAP Program.

1816 Communications Department

A *Skyword Express* was mailed to all members last month. The Communications Coordinator reported that Facebook views have surpassed the numbers of hotline hits. The Coordinator also stated that APFA’s phone hotline is very expensive and perhaps its elimination could be further discussed at the next Board Meeting as a cost saving move.

A social media policy is currently being worked on and reviewed by legal counsel; it is not ready to be presented to the Board at this time.

1824 Contract Department

A written report was submitted to the Board by the Coordinator. Relief schedules were discussed as well as the test programs at JFK and IMA. It was reported that there was not much feedback from the Flight Attendants. The Company is planning a Flight Attendant Conference beginning in January of 2012. Currently the Company is proposing bundling it with recurrent training. APFA has made their negative position regarding this conference very clear to the Company.

The issue of the 737 jumpseat on an international trip has not been resolved. It has been sent back to the Company’s I.T. department for resolution.

1831 Health Department

A written report was submitted to the Board by the Coordinator. October is the benefits enrollment month and this year all enrollment is completely online. The issue of Flight Attendants who are Q.I. and the effect this has had on their insurance premium was discussed. It was noted that if all efforts are made to get into a training class, the Flight Attendant will not be charged the higher premium. This issue has been worked on for a couple of years and there is now an agreement.

1834 Hotel Department

A written report was submitted to the Board by the Coordinator. Hotel Connections has been hired as the outsourcing company for procurement of crew hotel rooms for American Airlines. They have signed a three (3) year contract.

In the January online edition of *Skyword*, the coordinator wrote an article about several hotels going green. In keeping with the eco friendly theme, she has asked that the pink hotel debrief forms not be used any longer and that Flight Attendants with issues contact her directly via email, online debrief form or via the form on the iPhone app. An email is a preferred method of communication allowing the coordinator to resolve the issue faster.

At this point in the meeting, the Communications Coordinator reported back to the Board answering a previous question regarding the cost of the most recent *Skyword Express*.

1850 Safety and Security Department

A written report was submitted to the Board by the Coordinator. The drill commands will be revised utilizing short, simple phrases. This is driven by research as well as other airlines and input provided from Flight Attendants involved in aircraft incidents. All door commands will be the same and not aircraft specific. The verbiage of the door drill will not determine whether or not you pass the drill. It will be the ability to open the aircraft door, assess and demonstrate the protected position. However, a strong authoritative voice must be used. APFA is involved in formulating this new policy.

Additionally, the cross-check procedures for door arming and disarming do not seem to be working as determined by incidents and the Cabin ASAP Program ERT. These procedures will be revamped. Once again, APFA reps are involved in the procedural change. The Coordinator will advise as the procedural change progresses.

1856 Scheduling Department

The Scheduling Coordinator was not present at the Board Meeting.

1858 Archives

The Document Historian reported to the Board that she has begun archiving eighteen (18) boxes of legal documents and has begun work on the 9/11 memorial documents. Secretary Pointer advised the Board that APFA has been invited to participate and submit historical documents/photos to the 9/11 Museum located at the 9/11 memorial site in New York. Sally Prater will be working directly with the curator of the museum on this project. Secretary Pointer thanked Sally for all her hard work and dedication to APFA's Archives.

1900 Retirement Department

The number of retirements for the first half of the year were high; however, since August they have basically come to a halt. Patrick Hancock reported that the past week had been very busy with the Coordinator taking over 100 telephone calls. The most common questions were regarding bankruptcy.

Golden Wings insurance policy is now only for retired Flight Attendants 65 and older. If you are retired and under 65, this policy is no longer available. If you are retired and over 65, there will not be a premium this year. It will be determined by August of next year.

1908 Break

1930 Meeting Back On the Record

1930 VICE PRESIDENT'S REPORT

Vice President Durkin stated that he hoped all who attended the Board Training enjoyed and learned from the training. He thanked everyone who participated in putting the training together.

By show of hands, a vote was taken by the Board to continue the meeting past the time limit for an additional 30 minutes.

Vice President Durkin continued by reporting that there are three presidential grievances scheduled before the end of the year. They are: AMR Online Event, Specialty Drugs and the Five Year Clock. During the last QSB's, thirty-three (33) family leave cases were cleared.

QSB's are scheduled again in November. The liquor audit cases have not been scheduled as the Company has not agreed to any of the dates proffered.

1934 SECRETARY'S REPORT

1934 Resolution #3 – Distinguished Service Award

Maker: Pointer
Second: Baumert

Resolution #3 was read into the record by the maker, Secretary Denise Pointer. This resolution speaks to the nomination of Tim Trochelman for the Distinguished Service Award. The resolution passed unanimously (16 yes).

1940 TREASURER'S REPORT

Treasurer Steven Baumert read the latest financial report into the record including assets, liabilities and fund balances. The Treasurer spoke to the NNRF fund's withdrawals and deposits.

1940 Resolution #4 – Dues Obligations

Maker: Baumert

Second: O’Kelley

Resolution #4 was read into the record by the maker, Treasurer Baumert. This resolution spoke to the Constitutional changes regarding dues obligation, specifically the dues obligation before/after the Constitutional changes. This resolution requests interpretation of implementation of the Constitutional changes. This follows dues guidance given to the Treasurer’s Department by the Board of Directors. The resolution passed unanimously (16 yes).

1948 Meeting recessed for the day.

DAY TWO

**OCTOBER 12, 2011
FALL BOARD OF DIRECTORS' MEETING**

0930 Call to Order

President Glading called day two of the Board of Directors' Meeting to order.

0931 Roll Call

Secretary Pointer took the roll call. All members of the Board of Directors were present.

0933 NEW BUSINESS

0933 Resolution #5 - Distinguished Service Award

Maker: Kilcran
Second: Pointer

Resolution #5 was read into the record by the maker, IOR Chairperson Beth Kilcran. Alex Rodriguez was nominated for the Distinguished Service Award. This resolution was put forth for a vote and was passed unanimously (16 yes).

0937 Resolution #6 - Jose Chiu Award

Maker: Kilcran
Second: Breckenridge

Resolution #6 was read into the record by the maker, IOR Chairperson Beth Kilcran. The IOR crew of inbound Flight #41 from Paris to Chicago safely evacuated upon landing when the brakes caught fire. Chairperson Kilcran nominated this crew to receive the Jose Chiu Award for outstanding service in the field of safety. The Safety and Security Coordinator spoke to the resolution. She informed the Board that the input from this crew has been utilized to revise the commands currently used for evacuation. This resolution was put forth for a roll call vote and was passed unanimously (16 yes).

0940 Resolution #7 - Financial Summary

Maker: Trautman
Second: Prayon

Resolution #7 was read into the record by the maker, IMA Chairperson Randy Trautman. This resolution requests an additional monthly report to be supplied by the Treasurer's Department

showing cumulative payloss per APFA representative by month. This resolution was passed unanimously (16 yes).

0942 Resolution #8 - OE Override

Maker: Trautman
Second: Pointer

Resolution #8 was read into the record by the maker, IMA Chairperson Randy Trautman. This resolution requested clarification of language in Section 5 of the Policy Manual concerning those APFA representatives on full month paperbids in regards to incentive pay. Questions were raised regarding the resolution.

It was explained that the purpose of the resolution was to clarify language already in effect in the Policy Manual. OE override pay was only intended to be paid to those entitled to and on full month paperbids in accordance with the policy manual. Several additional questions were raised and the discussion continued amongst the Board citing examples of situations covered by this resolution.

Resolution #8 was put forth for a roll call vote and was passed unanimously (16 yes).

0953 Resolution #9 - Transition

Maker: Vargas
Second: O'Kelley

Resolution #9 was read into the record by the maker, BOSI Chairperson Eugenio Vargas. This resolution spoke to providing transition time for chair and vice chairpersons of bases that were being closed by the Company. This resolution also provided for transition time for the vice chair prior to the beginning of a new term in office. This resolution addressed two different issues. The resolution was opened to discussion by the Board.

Questions were asked of the Treasurer concerning the affect of this allocation on base budgets. Input was received from the Board concerning duties of the chair and vice chair once the base is closed.

It was suggested to the maker that the resolution be amended with specifics regarding the transition time allocated. Wording was suggested to clarify the intent of a transition for the vice chair. The resolution was amended and was reread into the record. Resolution #9 was put forth for a roll call vote and was passed (12 yes, 4 no).

1027 U.S. Mail versus Email - Vargas

It was suggested that financials and paycheck stubs be sent via email as opposed to United States mail. Several opinions were stated that it was easier to have the financials forwarded already in

printed form since there was a requirement for the document to be kept at the base for 12 months. It was determined that Financials could not be sent electronically.

The security of sending pay stubs via email was discussed as well as APFA's responsibility for confidentiality. It was suggested that this issue be discussed with the UAW. Those wishing to have their pay stub forwarded via email should contact the Treasurer. Sending Paystubs electronically will not be considered procedure and will only be done by request. This will be taken up with the staff and will be offered only if agreed to by UAW.

1033 Interim National Officer - Vargas

The Board agreed to move this agenda item after Section 5, Prayon.

1034 NE Regional Manager - Prayon

It was suggested that input be given to the Boston, New York and Washington bases regarding this position. DCA Chairperson Heidi Prayon felt that the Division Reps and the Base Chairs in that region should be made aware of the candidates for this position. President Glading did ask the Company that she be advised of the candidates for this position and felt that the base chairs in that Region should have input. President Glading will take this issue up with Denise Lynn.

1037 Break

1059 Meeting Back On the Record

1100 NSR - Prayon

This discussion referred to DECS 61 access and the code NSR. The NSR code shows who has been removed from a trip as well as the trip removal code. It has been determined that all pilots have this enhanced DECS code NSR. The Board Member, on behalf of a Flight Attendant, will continue with this inquiry as to the reason why pilots have this enhanced DECS code and access to Flight Attendants reason for removal off a trip.

1111 Resolution #10 - Obligation to Fly

Maker: Prayon
Second: Trautman

Resolution #10 was read into the record by the maker, DCA Chairperson Heidi Prayon. This resolution spoke to Union Representatives on full time trip removal being encouraged to fly one trip every three months. This resolution was opened to discussion.

Opinions both for and against this resolution were brought forth. Amended wording was suggested which was agreed to by the maker and the second of the resolution. Both the pros and cons of this proposed resolution were discussed by members of the Board. The maker was asked to withdraw this resolution by a board member and declined.

Resolution #10 was read, as currently amended, into the record. Resolution #10 was put forth for a vote and was passed (10 yes, 6 no).

1145 Policy Manual – Section 6.B.1 - Prayon

This agenda item was for discussion only and referred to National Officers' vacation. The question was how to make the Officers whole concerning vacation accrual, since when elected to office, they leave the employ of the Company and become full time salaried employees of APFA. It was determined that this is handled by the Company when the National Officer returns to active status as a line Flight Attendant at the conclusion of their term.

1153 Resolution #11 - Policy Manual – Section 6.B.1

Maker: Prayon
Second: Trautman

Resolution #11 was read into the record by the maker, DCA Chairperson Heidi Prayon. The resolution speaks to establishing policy for vacation for the National Officers.

The maker spoke to the resolution and the circumstances and facts researched resulting in this resolution. The maker believed that the policy had never been clarified and appeared to have been applied differently at various times by different people while in office.

The issue of sick days accumulated and being used as trip removals (PVDs) by the former Interim Treasurer was also discussed. The maker brought forth additional concerns regarding the former Interim Treasurer being removed from the Company's payroll and being placed on APFA's payroll and provided with benefits.

The Maker discussed the RPA Agreement and the issue of National Officer vacation reductions. Chairperson Prayon advised the Board that she and the IMA Chairperson had researched historical records to determine past practice and how previous officers utilized vacation.

President Glading was required to bring the meeting to order on several occasions during this debate. President Glading offered an explanation as to how the vacations were calculated. President Glading asked that the issue be resolved and clarified by the board.

During the RPA Agreement negotiations, a Board Member present recalled the discussions and formulation of salaries for the National Officers. He felt that the issue of vacations was not defined and was not clear in the Policy Manual.

1245 Lunch Break

1334 Meeting Back On the Record

The rule of limiting the number of times a Board Member can address the issue on the table was waived by a consensus of the Board.

The Treasurer spoke to his compensation as a National Officer as he understood it upon taking office. The Treasurer also stated that he and Denise Pointer, APFA's Secretary, met with two Board Members, Prayon and Trautman and answered questions to the best of their knowledge regarding this subject matter. They provided answers regarding this administrations as well as previous administrations' use of vacation time. It was reported that this meeting was handled professionally. Each question that was asked was backed by a specific reason for asking. Therefore, all information requested that was available to the Treasurer and Secretary at that time was provided to Ms. Prayon and Mr. Trautman.

It was believed that in 2007 a change in method of calculation of vacation had occurred for those officers with twenty five years of seniority or more. This resulted in several National Officers getting a cash payout for three (3) weeks instead of two (2) for unused vacation due to seniority.

A Board Member contributed that the policy currently being discussed was put in place by Officers no longer serving and our objective was solely to resolve the issue that has arisen.

The maker spoke to her resolution suggesting the calculation for vacations be done in days (work week) versus being allocated in weeks. A suggested wording change was requested by the Board and agreed to by the maker and second. After extensive discussion, Resolution #11 was passed (15 yes, 1 no).

1347 Resolution #12 - Policy Manual – Section 6.B.3.d - POSTPONED

Maker: Prayon
Second: Trautman

Resolution #12 was read into the record by the maker, DCA Chairperson Heidi Prayon. This resolution speaks to the sick time allocated to the National Officers. It was the maker's opinion that the policy has been previously misinterpreted and clarification was sought by this resolution. It was agreed to postpone this resolution and further discussion until the next Board Meeting in February of 2012.

1407 Resolution #13 - Policy Manual – Section 7.E

Maker: Prayon
Second: Trautman

Resolution #13 was read into the record by the maker, DCA Chairperson Heidi Prayon. This resolution speaks to the authorization of expenses incurred by a family member, a domestic partner or a spouse by an Officer of the APFA. This resolution shall prohibit a singular approval if it involves a spouse, a family member or a domestic partner of the National Officer. This resolution requires a second National Officer signature for approval. Resolution #13 was put forth for a roll call vote and was passed unanimously (16 yes).

1418 Resolution #14 - Policy Manual – Section 5

Maker: Prayon
Second: Trautman

Resolution #14 was read into the record by the maker, DCA Chairperson Heidi Prayon. This resolution speaks to the authorization of trip removals by an Officer when the removal covers a family member, a domestic partner or a spouse of the National Officer. In these cases, the resolution states that a second National Officer's approval signature must be obtained. An amended resolution was read into the record and presented for vote. Resolution #14 was passed unanimously (16 yes).

1438 Resolution #15 - Interim National Officer - POSTPONED

Maker: Vargas
Second: Prayon

Resolution #15 was read into the record by the maker, BOSI Chairperson Eugenio Vargas. This resolution speaks to the appointment of an interim National Officer and stated that should the instance or need arise, the interim appointee will not be entitled to the salary and benefits of a National Officer. They will not be removed from American Airlines payroll until or if duly elected to the position. This resolution was opened to discussion.

Legal Counsel spoke to the Board regarding the procedure to become a National Officer as per the APFA Constitution and the compensation involved. There was extensive discussion by the Board.

1448 Meeting Taken Off the Record

1507 Meeting Back On the Record

The maker rejected a recommendation for an amendment. Legal Counsel suggested that the wording of this resolution was suggesting an opinion and may create a constitutional problem. It was suggested that the resolution be postponed until the maker could confer with Legal Counsel. The maker has agreed to postpone this resolution until the Annual Convention in February, 2012.

1515 APFA Ethics Committee - Prayon

The Board Member requesting this discussion suggested an apolitical committee be formed. This will be discussed further at the Annual Convention and was brought up to encourage discussion and ideas prior to the next BOD meeting.

1521 Resolutions #16 - Natural Disasters

Maker: Martin
Second: O'Kelley

Resolution #16 was read into the record by the maker, STL Chairperson Nena Martin. This resolution speaks to current Policy Manual language in section 13.B.1.e. (1) and includes natural disasters. This resolution requests the presence of APFA officials as needed to offer assistance. This resolution was opened to discussion.

A suggestion was made to form an APFA Care Team, similar to the Go Team. Additionally, the Secretary suggested a National Officer be the designated contact in these natural disaster situations to determine what the individual situation needs or requires and how APFA can be of assistance. The resolution was amended and presented for vote. Resolution #16 was passed unanimously (16 yes).

1537 Break

1555 Meeting Back On Record

1555 Resolution #17 - Partial Paper Bid

Maker: Moyer
Second: Casadey

Resolution #17 was read into the record by the maker, MIA Chairperson Julie Moyer. At the current time there is no language or definition in the Policy Manual addressing partial paper bids. Several questions were raised and clarification requested by Board members.

The effect of this resolution on a small base versus a large base was discussed. The Contract Coordinator explained the effect on any size base's reserves.

The question was called. No amendment was made to the resolution. Resolution #17 was put forth for a vote and failed (13 no, 3 yes).

1620 Resolution #18 - Incoming/Outgoing Transition Removal

Maker: Moyer
Second: Nasca

Resolution #18 was read into the record by the maker, MIA Chairperson Julie Moyer. This resolution requests specific policy language to be included within the Policy Manual concerning the transitional trip removal. Some members of the Board felt that this issue was already covered in the Policy Manual. The current wording in the Policy Manual was reviewed. An opinion was offered that the Policy Manual did not contain this specific language requested in

the resolution. It was suggested that the language from this resolution be added to the previously passed Resolution #9.

Opinions were offered that the original Resolution #18 be passed with language to be incorporated at the end of Resolution #9 in the Policy Manual.

Once again, revisions were suggested to this resolution for the maker's consideration. The maker agreed to the suggested wording. Resolution #18 will modify a portion of Resolution #9, as previously passed. Board Members continued to debate this resolution. By consensus of the Board, the question was called. Resolution #18 was put forth for a vote and was passed (10 yes, 6 no).

1644 Resolution #19 - Trip Removal Over Holidays

Maker: Moyer
Second: Casadey

Resolution #19 was read into the record by the maker, MIA Chairperson Julie Moyer. This resolution speaks to trip removals for APFA business during critical holiday periods. The critical holidays are defined as Christmas Day, New Years Day, Memorial Day, July 4th and Thanksgiving. This resolution states that no trip removals will be granted unless the trips were originally on the representatives' schedule. As worded, the resolution was not acceptable to a majority of the Board. The maker agreed to amend the language contained in the resolution to accommodate the concerns of those opposed to this resolution as it was originally written.

Legal Counsel was asked to assist in rewording the resolution incorporating the concerns of the Board. By consensus of the Board, the next agenda item will be discussed while Legal Counsel is working on the Resolution.

1657 Meeting taken off the record

1718 Meeting Back On the Record

The Board's attention returned to Resolution #19, which was rewritten with the assistance of Legal Counsel. Secretary Pointer read a suggested amendment to the original resolution into the record. The question was called by a consensus of the Board. A roll call vote was taken and the resolution failed (12 no, 4 yes).

1725 Bankruptcy – Withdrawn

1725 Resolution #20 - A5

Maker: Vargas
Second: O'Kelley

Resolution #20 was read into the record by the maker, BOSI Chairperson Eugenio Vargas. The resolution states that if a National Officer retires and keeps the A5 pass qualification upon retirement, he or she must retire before the end of their term and not during the allocated transition period. The A5 travel pass benefit upon retirement of any National Officer of any of the Unions on AA's property is an American Airlines' policy for all Unions. Some members of the Board felt this encouraged the retiring National Officer to forego the transition period making it difficult for the incoming officer. The question was called by a consensus of the Board. A roll call vote was taken and Resolution #20 was passed (9 yes, 7 no).

1744 Break

1806 Meeting Back On Record

The meeting is approaching the time limit and must be extended by the Board. The Board of Directors agreed to extend the meeting by one hour.

1807 Policy Manual 5.A.2 - Vargas

The Board Member bringing the agenda item forth asked for a clarification in policy concerning an exception made to the Policy Manual regarding wireless internet cards. Board Members and APFA Representatives are limited up to a \$50.00 per month reimbursement for internet expense. It was noted that APFA is paying for two wireless internet air cards which are used by two National Officers.

In approximately 2008, it was determined that it was less expensive to purchase air cards for the President and Vice President who travel extensively rather than incur frequent expensive hotel internet charges. An exception in the Policy Manual was made. It was ultimately a cost savings for APFA. The board member asked to be advised of any future exceptions to the Policy Manual.

1812 DECS 61 – O'Kelley

DECS 61 was previously discussed earlier in the meeting.

1812 Resolution #21 - Budget Accountability

Maker: O'Kelley
Second: Vargas

Resolution #21 was read into the record by the maker DFW Chairperson Chris O'Kelley. This resolution speaks to the notification of the Budget Committee of a base budget overage of 20%. This resolution requests that if a Headquarters Budget is exceeded by 20% for a three-month period, that a detailed explanation from the representative of the respective budget be reported to the Board of Directors, Budget Committee and the Executive Committee. Resolution #21 was put forth for a roll call vote and was passed (16 yes).

1817 Resolution #22 – *Skyword Express*

Maker: O’Kelley
Second: Bedwell

Resolution #22 was read into the record by the maker, DFW Chairperson Chris O’Kelley. The resolution outlines the guidelines for *Skyword* and *Skyword Express*. There was no policy in the Policy Manual for *Skyword Express*. A question was raised regarding the restriction of black and white only for the *Skyword Express*. It was requested that this restriction be removed from the resolution, which was agreed to by the maker. Resolution #22 was put forth for a vote and was passed unanimously (16 yes).

1830 RIF and Reserve - Kilcran

A RIF (reduction in force) recently occurred in Chicago. The base chair has received numerous calls regarding the amount of reserve time these Flight Attendants will have to serve reserve. They are required to serve five (5) months of reserve during a twelve (12) month period. Clint Breen was called upon to offer insight into this situation. This situation is being addressed in Section 6 negotiations.

A question was raised about a rumor that the Company had offered to extend the RIF recall rights. It was noted that this would have to be approved by the membership. The pros and cons of accepting this offer were discussed. Several examples both for and against this proposition were discussed. It was felt that the Company should be discussing this in negotiations. The contract is seniority driven and seniority cannot be violated. It would have to be ratified.

1838 Mandarin Side Letter Fall Off - Bedwell

The previous discussion continued into this agenda item. The base chair felt that this speaker agreement could lead to flying being taken from other international bases for overages of Flight Attendants created by the Mandarin speaker agreement. The LAXI base chair stated that they were told they would not get additional flying.

1840 Agenda Items – Withdrawn

1840 Financial Transparency – Withdrawn

1840 High Bidline Cost Out – Withdrawn

1840 Wall Street Protests – Withdrawn

1841 Resolution #23 - Paper Bids

Maker: Wildish
Second: O'Kelley

Resolution #23 was read into the record by the maker, LAXI Base Chairperson Justin Wildish. This resolution amends language in the Policy Manual concerning a Base Chair's ability to utilize a paper bid when funds are available in the base budget eliminating the restriction for base headcount to determine eligibility of a full time paper bid.

Secretary Pointer spoke to this resolution. She indicated that if this change is incorporated and approved by the Board, it will affect several many areas within the Policy Manual. She requested that all affected areas of the Policy Manual be incorporated into the resolution to insure accuracy of the entire Policy Manual.

A full month paper bid would affect the minimum SAF and MEA guarantee, which is not factored into these particular base budgets. The Policy Manual has language concerning a representative who is on a full time paperbid granting them a guarantee per month in expenses. The resolution does not address this issue. The Treasurer suggested that wording be inserted into this resolution stating that the paper bid would not affect the SAF and MEA amounts.

It was decided that the resolution will be postponed until the next Board of Director's meeting in February of 2012.

1853 Meeting Adjourned

A motion was made to adjourn the meeting. By a unanimous show of hands, the Fall Board of Directors Meeting was adjourned at this time.