

APFA

BOARD OF DIRECTORS MEETING

FALL BOARD MEETING

October 17 - 18, 2012
Embassy Suites Downtown
Fort Worth, Texas

Resolution Tally Sheet	Resolution #: 7
	Maker: Pharr
	Second: Alconcher
	Date: 10/18/2012
	Time: 6:07 p.m.

Resolution Name: Policy Manual Changes

<input checked="" type="checkbox"/> <i>AFFECTS POLICY MANUAL:</i> SECTIONS 4, 5, 6, 9, 13,
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YES = Yes	ABS = Abstain	PXY = Proxy Vote
NO = No	N/A = Absent	REC = Recuse
PASS = Pass		

COMMENTS:

	B O S	B O S I	D C A	D F W	I D F	J F K	L A X	L A X I	L G A	M I A	I M A	O R D	O R	R D U I	S F O	S T L	PRES — <i>Tie-Breaker</i>
	Corrigan	Vargas	Weston	O'Kelley	Bedwell	Nasca	Nikides	Wildish	Casadey	Moyer	Trautman	Breckenridge	Alconcher	Turley	Salas	Fuller	Glading
YES	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
NO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PASS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ABS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N/A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PXY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
REC	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

YES: 16 **NO:** 0 **ABSTAIN:** 0 **ABSENT:** 0

Status: *Passed* *Failed* *Tabled* *Withdrawn* *Show of Hands*

WHEREAS, Article III, Sections 3.L(1) and (2) of the APFA Constitution authorize the Board of Directors to set policy for the APFA and to review, and if necessary, modify the APFA Policy Manual; and

WHEREAS, Policy Manual changes are necessary as a result of the APFA membership's ratification of the Company's Last Best and Final Offer; and

WHEREAS, additional changes in the Policy Manual are necessary;

BE IT THEREFORE RESOLVED, that the following changes be made to the Policy Manual:

1. Section 4.A.3.a

Subsection (1) shall be modified to read:

If a Base Chair is absent at the beginning of a Board of Directors meeting or Convention (“meeting”), the Vice Chair shall represent the base in the Base Chair’s absence. (If the Vice Chair is not available, the Base Chair may designate a Base Council or base member in accordance with Article III.I(4)(a) of the Constitution [“other designated representative”]). If the Base Chair arrives at the meeting during that business day or during any subsequent day of the meeting, he / she shall assume representation of the base.

Subsection (3) shall be modified to read:

If a Base Chair either issues a proxy or designates the Vice Chair (or other representative) under paragraph (2) above and does not return to the meeting the following business day, the Vice Chair (or other designated representative) shall represent the base for that day and any following days unless the Base Chair returns.

2. Section 5.C.1.b shall be modified to read:

The APFA shall guarantee the member’s originally scheduled flight time pay and credit, including pay for premium paid positions, language qualification, and international override, for trip removals done on a trip-by-trip, or on a monthly paper bid basis.

3. Section 5.C.1.c shall be removed.

4. Section 5.C.3 shall be modified to read:

- a. Trip removals are not authorized for a flight assignment that is the result of a trip trade (a “Traded Trip”), or for an Optional Exchange or Option flying, if such Traded Trip, Optional Exchange or Option flying was added to the member's schedule after the time that the member was notified of, or should reasonably have been aware of, an obligation to perform work for the APFA as provided in C.4., below.
- b. A member’s total trip removal(s) for the month shall not exceed the value of their original bid award, including applicable carry-over time. A maximum of 75 hours shall apply to a Reserve line holder, an AVBL line holder will receive a maximum of the applicable monthly guarantee or actual removed AVBL trips and a 100 hour maximum shall apply to any person holding a line other than Reserve line holder, an AVBL line holder will receive a maximum of the applicable monthly guarantee or actual removed AVBL trips and a 100 hour

credit maximum shall apply to any person holding a line other than Reserve or AVBL, plus applicable carry-over time.

c. Delete

5. The first paragraph of Section 5.D.2.a. shall be modified to read:

A representative will be credited by the APFA with four (4) hours, at the individual's hourly rate of pay, for each such day that the representative is required to conduct APFA business on days which are encompassed by his / her vacation, including the scheduled days off that are produced by the vacation bid, if applicable.

6. Section 5.D.3. shall be modified to read:

a. A representative will be credited by the APFA with three (3) hours at the individual's applicable hourly rate of pay, for each day the representative is required to conduct APFA business and is able to bid and is trip removed by the Company on M2, SK, and portions of an IOD that are taken from the sick bank or similar paid leave status. The representative will be provided APFA "Payback" only for those days on which trips appeared on his/her schedule.

This provision applies only when authorized by two (2) National Officers and may be used only in extenuating circumstances where urgent work cannot otherwise be completed by another Representative.

Payment will only be made upon submission of documentation of the amount of worker's compensation the representative is receiving.

Renumber section b. as section d.

7. Section 5.F.1.a(1) shall be modified to read:

All members shall be entitled to an APFA Meal Expense Allowance (MEA) while performing work for the APFA when away from their residence for one (1) or more nights at the Collective Bargaining Agreement Domestic Per Diem rate while traveling domestically and the Collective Bargaining Agreement International Per Diem rate while traveling internationally, for each hour they are away from their residence.

8. Section 6.A.1 shall be modified to read:

National Officers shall be considered salaried employees of the APFA and, as such, shall be entitled to annual salaries, payable semi-monthly.

a. The salary of the President shall be equivalent to the highest purser flight attendant pay rates, including international override pay, for a flight attendant based on 116 hours monthly.

- b. The salary of the Vice President shall be equivalent to the highest purser-flight attendant pay rates, including international override pay, for a flight attendant based on 110.5 hours monthly.
- c. The salary of the Secretary shall be equivalent to the highest purser flight attendant pay rates, including international override pay, for a flight attendant based on 105 hours monthly.
- d. The salary of the Treasurer shall be equivalent to the highest purser flight attendant pay rates, including international override pay, for a flight attendant based on 105 hours monthly.

9. Section 6.B.6.b.(1)(d) shall be modified to read:

The outgoing National Officers must be available throughout the transition to assist the newly elected / appointed person(s).

10. Section 9.C.4.b.(1) shall be amended to read:

At the end of a term or consecutive terms (a base closure will be considered the end of the term), Base Chairs shall be provided with a ten (10) day transition period beginning on the first day of the contractual month.

11. Section 9.C.4.b.(1)(c) shall be amended to read:

The outgoing Base Chair must be available throughout the transition period to assist the incoming Base Chair.

12. Section 9.C.4.(1)d.(1) – add a new section (c):

The outgoing Vice Chair must be available throughout the transition period to assist the incoming Vice Chair.

13. Section 13.B.1.g(4)(b) shall be modified to read:

[1] At the end of a term or consecutive terms, Coordinator(s) shall be provided with a fourteen (14) day transition period, which can be extended for up to an additional fourteen (14) days at the discretion of the President.

[a] This transition period is not considered a benefit of every term and will be offered only at the conclusion of a term or consecutive term(s), after which the outgoing Coordinator(s) will be relinquishing all duties and responsibilities of the position.

[b] This transition period shall be paid in accordance with Section 5 of this Policy Manual and will be funded from the affected budget.

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- [2] The outgoing Coordinator(s) must be available throughout the transition period to assist the incoming Coordinator(s).

14. Section 13.B.1.g.(4)(c) shall be deleted

15. Section 13.C.1.b(1) shall be modified to read:

- (1) At the end of a term, outgoing Division Representatives will be provided with a fourteen (14) day transition period, which can be extended for up to an additional fourteen (14) days at the discretion of the Vice President.
 - (a) This transition period is not considered a benefit of every term and will be offered only at the conclusion of a term of consecutive term(s), after which the outgoing Division Representative(s) will be relinquishing all duties and responsibilities of the position.
 - (b) This transition period shall be paid in accordance with Section 5 of this Policy Manual and will be funded from the affected budget.
 - (c) The outgoing Division Representative must be available throughout the transition period to assist the newly-appointed Division Representative(s).