

**APFA
FALL BOARD OF DIRECTORS' MEETING
OCTOBER 16-17, 2013**

**Embassy Suites Downtown
Fort Worth, Texas**

0930 Call To Order

President Glading called the Fall Meeting of the APFA Board of Directors to order. Secretary Pharr was asked to take the roll call for this meeting.

0930 Roll Call

All members of the APFA Board of Directors were present.

0931 President's Opening Remarks

President Glading began her remarks to the Board extending gratitude to all for the hard work during this very difficult time. President Glading spoke to the stunning news of the DOJ lawsuit but remains confident that the merger will happen. The solidarity of all unions is continuing and once again reiterated that she feels confident regarding the merger and the outcome of the pending lawsuit.

0934 Resolution 1A – Agenda Review, Revisions, Amendments and Approval
Maker: Glading
Second: Moyer

President Glading added several items to the agenda as did other Board Members. Some agenda items were moved within the presented agenda. Resolution #1A, amending the agenda, was put forth for a roll call vote and was passed unanimously. (16 yes, 0 no)

0944 Resolution 1 – Approve the Agenda
Maker: Pharr
Second: Moyer

Resolution #1 approving the amended agenda was also passed unanimously. (16 yes, 0 no)

0945 PRESIDENT'S UPDATE

0945 Legislative Report

Julie Frederick spoke of Representative Wendy Davis, her immediate support for the merger and against the State of Texas Attorney General joining the merger lawsuit, and her visit with the Board during tomorrow's meeting.

The Legislative Committee and representatives of O'Neil & Assoc. have been visiting Attorney Generals of several states involved in the merger lawsuit including Pennsylvania, Arizona, Tennessee and the District of Columbia. There was a discussion regarding the motivation involved concerning these states. There is an upcoming visit with the Attorney General of Florida. Discussions will be continuing with representatives of the states involved. Some Board Members shared their opinions concerning their home states objection to the merger and future APFA visits.

Julie spoke to the “fly-in” and how successful it was in communicating the APFA’s position to various members of Congress.

The conversation was directed to the government shutdown and a brief outline, explanation and slide presentation was given by O'Neil & Associates. They highlighted the agencies affected and noted that 800,000 people had been furloughed without pay. Additional information was shared that had been received concerning a compromise. Also discussed was the debt ceiling issue as it relates to the shutdown.

1006 Meeting Taken Off the Record

1010 Meeting Back On the Record

The conversation continued regarding regulations concerning PEDs (personal electronic devices). A policy has been developed and will be released by the FAA shortly. The components of this new rule were discussed as currently understood by O'Neil & Associates. The role of the flight attendant concerning this new policy will be to inform and not to enforce. The various airlines will formulate their own procedures for non-compliance. This refers only to personal electronic devices, not laptops, etc.

The importance of the Political Action Committee was reiterated and is a topic discussed with the new hire flight attendants during their briefings with their base indoctrination.

The Flight Attendant Coalition has made an effort on Capitol Hill to encourage the funding of the Shanksville Memorial through private funding. An additional 1.7 million dollars is needed and all congressional representatives were asked to contribute with personal funds, which they had previously committed to do.

1021 Litigation Update

There is one lawsuit pending which is awaiting a summary judgment on November 15th.

1023 Coalition Update

The relationship is strong and continuing with the APA. Some Facebook postings concerning a crew rest lounge were the subject of a discussion with APA and a subsequent investigation by the APFA. It is felt that this issue has been resolved.

TWU has new international leadership. President Glading has met with the new leadership and both unions have committed to continue working together.

The Flight Attendant Coalition met in Washington, D.C. last week and was hosted by the APFA. Meetings were held prior to this meeting with AFA concerning representation. An issue with the Teamsters was discussed at the meeting concerning raids on IAM and TWU. They have been temporarily suspended. President Glading suggested at this meeting that they be welcomed back in as the raids had ceased. This caused quite a bit of heated discussion at the meeting. President Glading explained her position that we need to focus on why we are there – making it the safest place to work and work toward legislation to help the Flight Attendants we represent. This issue has been tabled and will be discussed at the next Coalition Meeting. President Glading would like clarification from the Board on what they feel APFA's position should be as regards the Flight Attendant Coalition and the Teamsters.

1034 Meeting Taken Off the Record

The meeting will stay off the record for the Negotiations, Merger and DOJ updates.

1655 Meeting Back On the Record

1656 Headquarters Building Upkeep

President Glading spoke to the work that needs to be done at APFA Headquarters. Painting and carpeting were issues discussed and it was felt it should all be done at the same time. The Budget Committee approved this expenditure for 2014. Several opinions were brought forth both for and against. This was extensively discussed. All proposals for this work will be forwarded to the Board and the Executive Committee for review and consideration. An informal hand vote was taken for informational purposes only and a majority of the Board approves this expenditure within the near future.

1710 Resolution #2 – Wendy Davis for Governor Endorsement

Maker: Glading

Second: O'Kelley

Resolution #2 was read into the record by the maker, Glading. This resolution enthusiastically endorses Senator Wendy Davis' candidacy for governor of Texas. Ms. Davis was the first person to speak out against the Texas Attorney General joining the DOJ lawsuit. This resolution was put forth for a roll call vote and was passed unanimously. (16 yes, 0 no)

1712 Departmental Reports

1712 Communications Department

The Coordinator presented a brief slideshow highlighting all work done by the department including the new Skyword, which is currently being printed. It is a thirty-six (36) page edition. The Coordinator spoke to the new website as well. Alex Rodriguez also spoke to the changes

and upgrades to the new website. A new webmaster has been hired by the APFA and she is doing a great job. The Coordinator spoke to the Fact Rep Program. Reps will be designated by an orange pin which is currently being designed. Michael Truan is doing a great job on this project as well as the FACT Hotlines.

Secretary Pharr spoke to the efforts regarding the FACT Pin and its design and manufacture. It was difficult finding a union shop. It is estimated that the pin should be available in a month.

Kudos was extended to Leslie Mayo for her hard work and excellent results by President Glading and the entire Board.

1723 Contract Department

The Coordinator spoke to the problems of round trip flight numbers and the flight attendant obligation to clean the aircraft. He feels that most of these problems have been resolved but wishes to be advised should additional problems occur.

An agreement had been reached with the Company enabling new hires to do mutual transfers. They do have to attend indoctrination at their new base. Seventeen (17) new hires utilized this the first time. The speaker mutual was discussed as pertains to the lock-in at new base. The qualifications must match.

Brent Peterson gave an update on the discussions with United Express regarding reciprocal jump seat privileges. He feels that this is progressing positively. Delta subsidiary privileges are in place.

The Value of Respect III, fifteen (15) minute computer training, paying flight attendants \$28.50, experienced problems. The Coordinator is still waiting to hear from the Company if the issues have been resolved.

President Glading, as well as the Board, also thanked Brett Peterson for his hard work.

1730 Health Department

A written report was submitted by the Coordinator. The enrollment period is November 1st – 15th for 2014 benefits. Kudos was extended to the Health Coordinator during this very busy and trying time of benefit enrollment.

The Health Coordinator spoke to issues the EAP Coordinator, who had to leave the meeting, was having with reoccurrences of substance abuse occurring after people have been through treatment. The Company is purchasing a cell phone application called Sober Link. The Vice President explained how this works. This would only be used by APA at this point.

The LAX base does not have a dedicated EAP rep. The person now doing this is a contract employee. President Glading will follow up with the EAP rep concerning this issue. Additionally, the question was raised why it is taking so long to get drug testing results back to

the flight attendant and union representatives. At IDF, it had taken thirteen (13) business days for test results to arrive. This also will be discussed with the Company.

1738 Hotel Department

The Coordinator was not in attendance due to illness. A written report was submitted to the Board of Directors. The bedbug issue and reports received were discussed.

1740 Safety/Security Department

The new crew ID badges will be received by all bases next week and will be distributed. Once the new ID is obtained, it will need to be activated through the KCM link. Instructions will be provided with the new badge.

Recurrent training for 2014/2015 will provide a one day option once again. New medical emergency equipment will initially only be on the 777-300. It is called Tempest and allows for connection with physician on call while in flight and enables certain medical tests to be performed. Training will be provided only to the 777-300 qualified flight attendants at this time. American Airlines will be the only US based airline to have this equipment available. It is currently being used by international carriers.

1744 Archives

New lights have been added to the Archive Department. The Archivist asked for any photos of local base activities.

The 9/11 Museum is still slated to open next spring. President Glading will be at the Museum Headquarters on November 18th to record an oral history of her experiences during the 9/11 attacks and aftermath. All are welcome to record their experiences for the museum. The Archivist has facilitated communication between two families of crew members lost who had not been in touch with the museum representatives. Personal items of these flight attendants will be donated to the museum.

The issue of scanning documents in the Archives and making them available upon internet request was discussed.

1750 Retirement Department

The Retirement Coordinator stated that this was the largest, smoothest and last exit of the VEOP retirements. There were only a couple of situations which were eventually rectified. The supplemental medical benefit will not end in 2013 for the 1114 people. It will end once the funds are depleted. The pension credit issue was discussed as pertains to unpaid sick or IOD and money is paid to you for another reason (i.e., vacation), this will not be pension credit.

The base visits concerning retirement were discussed. The Coordinator will be putting together a written report concerning retirement issues. If a base meeting regarding retirement is desired, it was requested that the base chairperson make arrangements with the Coordinator.

1756 Health – Part II

The TWU utilizes a broker for various benefits such as short/long term disability and life insurance, which can be extended to retirement without a huge cost increase. They do not utilize the Company's benefits. There are several benefits offered that are less expensive than Company benefits. This company is called Union Benefits Planners and the TWU has been with them for about seven (7) years. They have had good products and good experiences with them. During the benefits enrollment period, they have a team that goes base to base to help with benefit enrollments as a courtesy service. This information is being given to the Board for review and consideration at the Annual Convention.

1802 Motion to Recess

A motion was made and approved to recess the Fall Board Meeting for the evening.

DAY TWO
APFA – FALL
BOARD OF DIRECTORS' MEETING
October 17, 2013

0916 Call to Order

President Glading called day two of the Fall Board of Directors' Meeting to order. The discussion will continue under the President's Report with the item Occupational Seniority. Secretary Pharr was asked to take the roll call vote prior to discussion beginning.

0916 Roll Call

Secretary Pharr took the roll call and all Board Members were present at this time.

0917 Occupational Seniority

The discussion began regarding amendments to the resolution suggested by the Board Members during discussions off the record yesterday evening. While the revisions to the resolution were being drafted, President Glading outlined her upcoming schedule to the Board.

0924 Resolution #3 – Honorary Memberships
Maker: Glading
Second: Gluth

In the interest of saving time, Resolution #3 was put forth for consideration prior to Resolution #4, which was being revised. President Glading read Resolution #3 into the record which bestows Honorary APFA Membership upon several respected APFA advisors. These honorary memberships, while immediate, will be formally presented at the APFA Annual Convention. This resolution was put forth for a roll call vote and was passed unanimously. (16 yes, 0 no)

There was a brief pause in the meeting awaiting the revision of Resolution #4.

0929 Resolution #4 – Occupational Seniority
Maker: Glading
Second: Casadey

Resolution #4 was read into the record by the maker, President Glading. This lengthy resolution speaks to the occupational seniority integration issue and the entire process utilized to determine such date. Resolution #4 was put forth for a roll call vote and was passed unanimously. (16 yes, 0 no)

0937 Financial Managers – Wells Fargo

A booklet regarding the current situation with interest rates and the economy was passed to members of the Board to aid in discussion of the APFA investments. The representatives spoke to statistics regarding the effects of the low interest rates on the stock market and other investments. They stated that it is important to review portfolios that are tied to interest rates as they could under perform. The equity classes of investments were suggested. They are forecasting the interest rates to stay pretty much as they are. A rise in interest rates may be expected in 2015.

0943 Senator Wendy Davis

At this time, the financial presentation was put on hold as Senator Wendy Davis had arrived to meet with the Board of Directors.

President Glading introduced Senator Davis and pledged the enthusiastic support of the APFA and its membership towards her candidacy and ultimately her election to be the next governor of Texas. Senator Davis addressed the Board briefly thanking them for the support, the hard work put forth by the APFA and its membership toward the merger and the future of American Airlines as well as their hard work and excellent service onboard the aircraft.

0958 Financial Managers – Continued

President Glading asked the Board to reconvene for the balance of the financial presentation. Also, President Glading introduced the new APFA Webmaster to all present, along with her compliments for the wonderful job done so far.

The representatives reiterated that they anticipate that interest rates will remain low for quite some time. The APFA Portfolio is managed very conservatively. At the conclusion of their presentation, Treasurer Gunter expressed his gratitude for their knowledge, hard work and all efforts on behalf of the APFA.

1003 Break

1016 Meeting Back On the Record

1018 Negotiations Committee Update

One meeting has been held in October; however, all information is preliminary. They have been getting comparisons on wages, vacations and benefits. Most important to this particular negotiation period is how unique it is. Several factors will be different than previous negotiation practices. The negotiations will not linger on as there is a limited time frame involved. This will change the dynamic of the negotiation itself. Immediately following the APFA certification as the bargaining representative for the combined group, only sixty (60) days of negotiations are provided. If not settled, arbitration will begin with a thirty (30) day time limit. At this time, it was requested that the meeting be taken off the record for additional briefings.

1022 Meeting Taken Off the Record

1320 Meeting Back On the Record

The President's Update/Report was concluded off the record.

1320 VICE PRESIDENT'S REPORT

The Vice President spoke to the very busy schedule in his department at this point and that it will increase as the year end approaches. Two arbitrations are scheduled in the next two months. The first is a dues arbitration which will be held in DFW. It is requested that no APFA representatives attend as is past practice. A GAP case is being brought forward by a flight attendant personally. A question was raised and the meeting taken off the record briefly.

1321 Off the Record

1323 Meeting Back On the Record

One of the most difficult cases to be presented will be coming up. President Gluth asked that the meeting be taken off the record once again briefly.

1323 Off the Record

1331 Meeting Back on the Record

Three additional cases will be scheduled before April. There were not many individual arbitrations this year for two reasons: (1) several have been settled; and (2) there has been apprehension on the Company's part to go forward under the current circumstances. The SBA is awaiting a decision on a JFK arbitration.

The Vice President has been working with the APA and TWU on the health care costs for their members. TWU has dropped out at this point, but APFA has continued to work with the APA on this issue.

Starting with January, Vice President Gluth will be asking the Division Representatives to submit a one page quarterly update to the Executive Committee. Members of the Vice President's Department attended an arbitration training session in San Francisco. Several unions and management representatives attended this training.

The issue of outstanding cases was once again highlighted by the Vice President in his written report. He did ask again that this list be reviewed and the disposition determined prior to the LBFO – grievance cleanse. The majority of cases, it is felt, are resolved. A case that was lost concerning family leave fraud was discussed.

Vice President Gluth pointed out that settlements are shown in his written report and that this information is most certainly confidential and should not be shared. This is for informational purposes for members of the Board of Directors only.

1339 Probationary Flight Attendants

Some concerns were raised regarding the treatment, should a problem arise, of the probationary flight attendants. A conference call was held with the Vice President, Base Chairperson and the Company. The mentor program check rides will not be put in employee file. Vice President Gluth raised the question as to the Company's opinion of the APFA role when the probationary flight attendant has a problem. There was a difference of opinion between APFA and the Company concerning their rights as per the contract. An additional meeting has been scheduled to resolve this issue. The Vice President feels very strongly about this issue. Vice President Gluth acknowledged that probationary periods are not only recognized by our contract but by the government and most industries; however, our contract does provide for due process for all members. A base chairperson stated that undocumented meetings have been held between new hires and the Company. There are 1100 probationary flight attendants at this time. This discussion continued with several comments regarding the Mentor Program.

1354 Resolution #5 – Policy Manual Section 11.C.4.d; 11.C.4.e
Maker: Gluth
Second: MacPherson

Resolution #5 was read into the record by the maker, Gluth. This resolution speaks to the cost to a flight attendant who chooses to take a case forward that APFA has declined. Vice President Gluth explained the procedures contained in this resolution. There was no discussion requested concerning this resolution. The resolution was put forth for a roll call vote and was passed. (16 yes, 0 no)

Conversation continued between Vice President Gluth and members of the Board concerning some of the cases that were shown on the settlement list. Updates were requested on other pending cases.

Prior to the beginning of the Secretary's Report, President Glading wished to address the Board. A letter had just been received from AFA which was to have addressed whether or not they were soliciting or collecting cards for representation. The letter did not directly address this issue and President Glading will keep the Board advised.

Additionally, President Glading wished the record to reflect that her second presidential appointment to the Negotiating Committee is Julie Hedrick.

1402 SECRETARY'S REPORT

1403 Social Media Disclaimer

Secretary Pharr had been asked at the Annual Convention to formulate a disclaimer, rather than actual social media policy, to be presented at this meeting. This is not in resolution form and asked for feedback from the Board. The Secretary felt this was a very important issue that should be discussed and cited a ramification resulting from a posting that could have been a problem. Several discussion points were brought forward and numerous questions were raised extending the discussion.

Rather than continue this extensive discussion during this meeting, President Glading asked if three (3) members of the Board would meet with Secretary Pharr to formulate a disclaimer to be presented to the Board for consideration.

1416 Resolution #6 – Military Initiatives Support

Maker: Pharr

Second: Bedwell

At the Special Board of Directors Meeting held in June, Captain Jim Palmersheim, Managing Director of Military & Veterans Initiatives at American Airlines gave a presentation to the Board concerning all programs that American Airlines participates in benefiting our military. At that time, he asked for the support of the APFA in these efforts.

Resolution #6 was read into the record by the maker, Pharr. This resolution speaks to the numerous efforts by American Airlines in support of our military and encourages all flight attendants to participate in these initiatives. Resolution #6 was put forth for a roll call vote and was passed unanimously. (16 yes, 0 no)

1417 Headquarters Voicemail/Phone System Update

Secretary Pharr was asked to research changes to the voicemail system for the Board of Directors messages at Headquarters. Some suggestions received during the previous Board Meeting were determined to be unworkable with the current phone system. The issue of replacing this system was discussed. Quotes are being requested to replace this system. Several questions were asked by the Board, as well as suggestions to consider. Secretary Pharr is awaiting additional quotes for a new system and will forward information to the Board as soon as it is received.

1423 Constitution Committee Update

This committee is working on a referendum with changes to the Constitution and is looking for feedback from the Board. There has been feedback received from the membership, which was forwarded to the Board. Additionally, feedback from the most recent Article VII charges and some suggested changes were distributed to the Board.

1426 TREASURER'S REPORT

Treasurer Gunter spoke to several items contained in the most recent financials. The NNRF Fund is up 37.1% mainly due to reimbursements received from efforts by President Glading and the Jeffries Group. The non-restricted account has remained the same. Total assets have increased due to the recent reimbursements. Liabilities are down slightly. Dues and fees are always budgeted on the conservative side and are pretty much on target. Expenses were much higher than were budgeted especially in May, June, July and August dealing with the bankruptcy. However, those were all reimbursable expenses. The Treasurer also reviewed fund balances, liabilities, earnings and net income as of August 31st, the first five months of the fiscal year. Some questions were raised concerning base budgets as regards base visits.

1431 Headquarters Alarm System Update

The Treasurer explained the problems recently with the security system and incidents of being unable to enter Headquarters. The Treasurer will be obtaining bids for this system to be updated.

1434 Unicom Data Update

This company does a tremendous amount of computer and IT work for APFA but is basically unsupervised. It is felt that the rep is doing a good job, but it will be monitored from this point on. Quarterly reports will be provided and Alex Rodriguez has agreed to monitor and make sure the department is running the way it should be. Several positive comments regarding their rep, Don, were received regarding the service and response to assistance requests from the Board. A comment was made that there is not a problem with reaction but rather pro-action.

1436 Unionware

Twice weekly meetings are being held with Unionware concerning the new computer system. Everyone is extremely pleased with the results. Once again, Alex Rodriguez has been involved in overseeing this project.

1438 Break

1459 Meeting Back On the Record

Alex Rodriguez addressed the Board regarding the APFA IT changes. He spoke of Don, the rep from Unicom and the good job he is doing. The Unionware program and the analyst who is working on that are excellent and very good at getting information from the staff to customize the program which will be installed in February. He is getting hardware for the network that hasn't been upgraded in quite some time along with the phone system. He stated he undertook the oversight of this when he noticed the network was not stable. With so many programs coming onto the network, it is extremely important that it be stable. He was able to oversee the decisions made ensuring they were for APFA's benefit and not for Unionware monetarily. He stated it is important to receive the regular reports from Unicom. He will be working with the Treasurer on these issues contributing his extensive IT knowledge.

1506 OLD BUSINESS

1507 APFA Constitution Changes – Article II and IV

This issue will be referred to the Constitution Committee for consideration – and will be withdrawn.

1507 Authorization of Referendum – Accruing Balances & Constitution Changes

This agenda item was withdrawn.

1507 National Officers at Headquarters

This item will be postponed until the Annual Convention.

1508 Off the Record

1509 Back on the Record

1510 NEW BUSINESS

1509 Purser Program

The terrible situation and frustration with this program was voiced. It is imperative that increased compensation must be provided. It is not attracting the qualified individuals and leaders. The selection process was discussed. An outside consulting company has been used. A Board Member will be attending the requalification class and will report back to the Board. The new assessment program to qualify individuals for the Purser Program was discussed. The subject of the compensation and bid denials was discussed. This will be addressed during negotiations.

1516 Resolution #7 – Edward M. Kennedy Award

Maker: Denmark

Second: Vargas

Resolution #7 was read into the record by the maker, Denmark. This resolution nominates Senator Edward Markey of Massachusetts to receive the Edward M. Kennedy Award at the 2014 Annual Convention to be held in Washington, D.C. Resolution #7 was put forth for a roll call vote and was passed unanimously. (16 yes, 0 no)

1521 Resolution #8 – Motion to Adjourn

Maker: Vargas

Second: O’Kelley

A motion to adjourn was made and unanimously agreed to by the Board. (16 yes, 0 no)