

APFA

BOARD OF DIRECTORS MEETING

FALL BOARD OF DIRECTORS MEETING

October 16-17, 2013

Embassy Suites Downtown

Fort Worth, TX

Resolution Tally Sheet	Resolution #: 5
	Maker: Gluth
	Second: MacPherson
	Date: 10/17/2013
	Time: 1:54 p.m.

Resolution Name: Policy Manual Modification

<input checked="" type="checkbox"/> AFFECTS POLICY MANUAL: 11.C.4.D; 11.C.4.E

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	I O R	R D U I	S F O	S T L	PRES — Tie-Breaker
	Denmark	Vargas	Weston	O'Kelley	Bedwell	Lewis	Nikides	Ransom	Casadey	Moyer	Trautman	Breckenridge	Wroble	MacPherson	Salas	Foust	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, under Section 11.C.4.c of the Policy Manual, a grievant who chooses to take his or her own discharge case to arbitration after an APFA decision not to sponsor the case is responsible for one-half (1/2) of certain arbitration costs including, for example, arbitrator fees

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and arbitration hearing room costs, and for remitting \$5000 in advance of the hearing to reflect the approximate amount of those costs; and

WHEREAS, that Section 11.C.4.e is inconsistent with Section 11.C.4.d(1) and portions are unnecessary;

BE IT THEREFORE RESOLVED, Section 11.C.4.d and Section 11.C.4.e be modified as follows:

- d. APFA will notify the American Airlines Employee Relations Arbitration Unit office of the decision of the APFA not to sponsor the grievant's case and of the grievant's timely request to proceed to arbitration at their own expense. The American Airlines Employee Relations Arbitration Unit office will, in a confirmatory letter to the grievant, offer arbitrator dates and the names of the arbitrators on the APFA/AAL Arbitration Panel. The grievant ~~and the Company~~ shall select an arbitrator from the **list of arbitrators panel** ~~within twenty (20) days and the grievant shall be required to respond~~ by the date indicated in the Company's letter. **If the grievant does not respond to the Company with the arbitrator selection by the response date specified in the confirmatory letter, American Airlines will consider the case withdrawn.**

Renumber Section 11.C.4.d(1) as Section 11.C.4.e and modify to read:

APFA will maintain an escrow account and the grievant must remit to APFA a certified check in the amount of \$5000.00 no later than sixty (60) days prior to the scheduled hearing date (this amount represents approximately one-half (1/2) of the arbitrator and hearing room costs based on two (2) days of hearing and one (1) day of decision preparation time by the arbitrator. Any additional costs will be billed and must be paid by the grievant prior to the decision of the arbitrator being released. Any overpayment will be refunded). The grievant will notify APFA at that time if he/she will be represented by an attorney, another representative or will represent him/herself.

- (1) **If the grievant fails to remit the \$5000.00 certified check to the APFA no later than sixty (60) days prior to the scheduled hearing date, American Airlines will consider the case withdrawn.**

- e. ~~The grievant must respond to the company by the response date specified in the confirmatory letter and must remit the \$5000.00 certified check to the APFA no later than 45 days prior to the scheduled hearing date, otherwise American Airlines will consider the case withdrawn.~~