

APFA

BOARD OF DIRECTORS MEETING

2014 ANNUAL CONVENTION

March 12-15, 2014
Hilton Alexandria Old Town
Alexandria, VA

Resolution Tally Sheet	Resolution # 2
	Maker - Pharr
	Second - Gunter
	Date - 03/14/2014
	Time - 11:52 a.m.

Resolution Name – Policy Manual Changes

<input checked="" type="checkbox"/> AFFECTS POLICY MANUAL - SEE RESOLUTION FOR CHANGES

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	Valenta	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, changes in the Policy Manual are needed to reflect the merger of American Airlines and US Airways, to address the eventual combination of international and domestic bases, and to improve the operation of APFA;

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

SECTION 1

1.A.9 - change “AMR” to “AAL”

1.C.3 - add comma after SkyWord

SECTION 2

2.A - add a new paragraph 4: “Any promissory note under Article IV, Section 3.C of the Constitution must be the promissory note that APFA provides.

2.C.3 - delete “the Inforep pin”

2.E.4 - delete “to” after “shall be” in the last sentence

2.H.1.a(3)(b) - change to read: “Union Contribution Awards shall be presented at the Annual Convention following the meeting at which the Board of Directors bestows the award.”

2.H.1.a(5)(a)[1] - delete “at the Annual Convention in the year following their nomination and confirmation.”

2.H.1.a(5)(b)[1] - delete “at the Annual Convention in the year following their nomination and confirmation.”

2.H.1.a(5)(b)[1] - change to read: “. . . shall be presented at the Annual Convention following the meeting at which the Board of Directors bestows the award.”

2.H.1.d(1)(c)[1] - change the last clause to read: “at the Annual Convention following the meeting at which the Board of Directors bestows the award.”

SECTION 3

3.A.4 - change to read: "unless otherwise deemed appropriate by a majority vote of the Board of Directors"

SECTION 4

4.C.1.c - delete

SECTION 5

5.D.2. - change “three (3) hours” to “four (4) hours”

5.D.3.a - change “three (3) hours” to “four (4) hours”

5.G.1.a(1) - change “AMR” to “AAL”

5.G.1.a(2) - change “AMR” to “AAL”

5.G.1.a(3) - change “AMR” to “AAL” in lines 1 and 4

5.J.1.c - change “9.C.4” to “9.B.4”

5.J.1.d - delete "and 9.D"

SECTION 6

6.B.5.a - delete “/Division Representative's”

SECTION 7

None

SECTION 8

8.B.1 - change “Coach dress code” to “First Class dress code”

SECTION 9

9.B.3.a(1)(b) - delete

9.C.2.a – restore a last sentence that was deleted inadvertently: “Shipping/delivery/mileage costs incurred in the transition of property will be reimbursed to the rep in accordance with Section 5 of this Policy Manual”

SECTION 10

None

SECTION 11

None

SECTION 12

12.J - change “the InfoRep Program” to “one or more Flight Attendant Activist Communications Programs (“ACPs”)”

12.J.1 - change to “**ACTIVIST COMMUNICATIONS PROGRAM**”

1. The objective of any Activist Communications Program (“ACP”) shall be to encourage membership participation in the exchange of factual information regarding the activities of the APFA, with a particular emphasis, for example, on factual information regarding the negotiations for the Collective Bargaining Agreement between the APFA and AAL.

12J.2 - change “The InfoRep Program” to “An ACP”

12.J.3 - change “Info Reps” to “ACP Reps”

12.J.4 - change “Info Reps” to “ACP Reps”

12.J.5 - change “Info Reps” to “ACP Reps”

SECTION 13

13.B.1.a(6) - change “InfoRep Program” to “Activist Communications Program (“ACP”)”

13.B.1.a(6)(a) - change “InfoRep” to “ACP”

13.B.1.a(6)(b) - change “InfoRep” to “ACP”

13.B.1.a(6)(c) - change “InfoRep” to “ACP”

13.B.1.f.(1)(a)[1][a] - change to read: open time, reserve, option II, make-up, availability and critical coverage lists”

SECTION 14

14.G.4.a(1) - After "previous base (s)" add “campaign media information”

14.L.7 - delete “quarterly and”

SECTION 15

15.H.1 – change to “Filling of Vacated Active Negotiator Position(s)”

15.H.2 – change to “Transfer of Standing Negotiator(s) after a Collective Bargaining Agreement is ratified”

Add a new section:

L. FUTURE NEGOTIATION COMMITTEES

1. For Negotiating Committees subsequent to that formed for the negotiations begun May 1, 2008, and in accordance with the APFA Constitution as amended January 7, 2010.
 - a. The APFA members in each affected Operation shall elect one (1) Domestic Operation Representative and one (1) International Operation Representative.
 - b. The APFA Board of Directors shall, by a 2/3 vote of approval, appoint one (1) Domestic Operation Representative and one (1) International Operation Representative.
 - c. The President shall appoint one (1) Domestic Operation Representative and one (1) International Operation Representative.
 - d. Should an active Negotiator resign, become incapacitated, die, transfer from the Operation from which s/he was appointed or elected, or be removed from his / her position in accordance with the provisions of the APFA Constitution, new election(s) and/or appointment(s) shall be held/made in accordance with paragraphs 15 A, B and C, above to fill the vacancy. Pending completion of election(s) for Elected Negotiator(s), the remaining Negotiators are authorized to act as the APFA Negotiating Committee.
 - e. Transfer of Standing Negotiator(s) after a Collective Bargaining Agreement is ratified.
 - (1) If a Negotiator serving as a member of a standing Negotiating Committee, transfers from the Operation s/he was elected or appointed to represent, the transfer shall not create “a vacancy” for the purposes of L.1.d. above. The Negotiator may continue to represent the Operation from which s/he was elected or appointed.

SECTION 16

None

SECTION 17

None

SECTION 18

Delete “ARTICLE VII” from title

SECTION 19 - TRANSITION PROVISIONS (new)

This Section is intended to facilitate the transition to APFA’s representation of the combined Flight Attendant workgroup created by the American Airlines/US Airways merger once the National Mediation Board (“NMB”) certifies APFA as the exclusive bargaining representative of the combined workgroup (“Certification”).

A. INITIATION FEE AND NEW HIRE PACKETS

1. The initiation fee for pre-merger US Airways Flight Attendants and all Flight Attendants hired on the US Airways side after the merger (“former US Airways Flight Attendants”) shall be zero dollars (\$0) if they become APFA members no later than three (3) months after Certification.

B. QUALIFICATIONS FOR APPOINTED POSITIONS

1. For purposes of Sections 3.D.1 and 3.D.2 of this Policy Manual, for all pre-merger US Airways Flight Attendants and all Flight Attendants hired on the US Airways side after the merger, comparable AFA experience at US Airways shall count toward the union experience requirements.

C. APFA DIVISIONS

1. Until the effective date of a Joint Collective Bargaining Agreement, the pre-merger US Airways Flight Attendants and Flight Attendants hired on the US Airways side after the merger shall not be included in the calculation of the number of Division Representatives under Article IX, Section 4.B of the APFA Constitution or under Section 9.A.1 of this Policy Manual.

D. GRIEVANCE REVIEW COMMITTEE

1. The Grievance Review Committee, and the GRC Guidelines set forth in Section 11.H. of this Policy Manual, shall not apply to grievances filed under a US Airways/AFA collective bargaining agreement.

2. The Grievance Appeal Panel (“GAP”) provided for in Article III, Section 4.J(11) of the APFA Constitution and the GAP provisions set forth in Section 11.I. of this Policy Manual, shall not apply to grievances filed under a US Airways/AFA collective bargaining agreement.