

**APFA
2014 ANNUAL CONVENTION
MARCH 12-15, 2014**

**Hilton Alexandria Old Town
Alexandria, Virginia**

0924 Call to Order

President Glading called the 2014 Annual Convention to order. Secretary Pharr was requested to take the roll of those Board Members present.

0924 Roll Call

Secretary Pharr took the roll call and all APFA Board Members were in attendance.

0925 President's Opening Remarks

President Glading shared her gratitude for the amazing year of hard work and success enabled by the efforts of all. President Glading spoke to the many accomplishments of last year and those to date. All that has been accomplished would not have been possible without the hard work and support of the APFA membership and the strong leadership of those in attendance at this Annual Convention.

0925 Agenda Review and Approval

Prior to voting on Resolution #1 approving the agenda, several revisions and additions were requested.

0940 Resolution 1A – Amend the Agenda
Maker: Pharr
Second: Valenta

Resolution #1A, amending the agenda, was put forth for approval. This resolution was approved by a roll call vote unanimously. (16 yes, 0 no)

0942 Resolution 1 – Approve the Agenda
Maker: Pharr
Second: O'Kelley

Resolution #1 approving the agenda as amended was also put forth for a roll call vote and unanimously approved. (16 yes, 0 no)

0943 Ad Hoc Nominations

A new member of the Ballot Committee was introduced followed by procedures for the nomination process. Nominations were put forward for the two open Ad Hoc seats. The voting process will be conducted during the next day's meeting.

0945 PRESIDENT'S UPDATE

President Glading asked if a scheduled discussion with Dan Akins and Rob Clayman be postponed until later in the meeting as Mr. Akins was still en route to Washington. The Board agreed to this request.

0946 Merger Update

The transition continues at this point. There is still some confusion and difficulty in coordinating all that must be done. Doug Parker and Scott Kirby were to attend this convention but will be unable to do so at this time. Other management representatives will be attending and available for questions. The recent change to travel privileges was discussed and will continue to be discussed with management. They appear to be resistant to any change to the announced policy; however, President Glading will continue to pursue discussions. The APFA is the only union that has taken a stand and questioned this new policy regarding the retirees. This discussion did continue amongst the Board for quite some time. The APFA will do everything it can to enhance the current announced program; however, management appears firm on their decision. The changes for the US Airways employees regarding their current travel benefits and the negative changes for them under this new policy were discussed. The APFA has stated that the length of service to the Company should be acknowledged when formulating this policy.

President Glading spoke to the regularly scheduled quarterly meetings that will be held between management and the unions. There are several unions on the property now.

Training is continuing. The Company was planning on more flight attendants taking the VEOP than actually did as only about 300 flight attendants chose to take the VEOP. Rather than slow down the training, they are expediting the removal of the arm rests on the 737 to accommodate the new hires.

The MOU discussions are continuing. President Glading discussed the pilots work on this in detail. The APFA first negotiated the representation issue (ABR), which has been accomplished. In January, the NPA (Negotiations Protocol Agreement) was next. This was a grueling negotiations process. At this time it was requested that the meeting be taken off the record briefly.

1002 Meeting Taken Off the Record

1056 Meeting Back On the Record

1056 Litigation Update

There is still one outstanding lawsuit. The judge entered a summary judgment in January in favor of the APFA. Plaintiff has filed a notice of appeal in the 9th Circuit. A briefing is scheduled to be heard in late June and it is unlikely a decision will be put forth until late in the year. The judge also granted the APFA's motion for attorney's fees in addition to other monies spent in defense of this case. The plaintiff can avoid paying these amounts while under appeal by posting a bond; however, to date they have not done so. This plaintiff has filed many claims against the APFA and all have been dismissed.

1100 Coalition Update

The APFA is continuing communication with the APA, which has numerous issues they are dealing with at this point including the seniority piece. President Glading has reached out to one of the national officers of the TWU but has not yet heard from him. The TWU is trying to determine how to co-represent with IAM, which is very complicated. The local presidents will be communicating with the AA Unions Coalition. No Flight Attendant Coalition Meeting has been scheduled at this time.

1105 Negotiations Update

The team has been working tirelessly with the US Airways team and has completed the survey to be distributed to the membership. The US Airways team is very smart and has provided excellent input to these negotiations. Training for the full negotiations team will be held the week of March 24th in Texas. The agenda for this training will be available soon. Dan Akins and Rob Clayman will be joining the meeting soon to continue the negotiations update.

President Glading requested the Legislative Department make their presentation at this time.

1114 Legislative Update

Julie Frederick and Peter Goelz, O'Neill & Associates, presented a power point presentation regarding legislative issues. The Lobby Day, held yesterday, was a resounding success establishing APFA's strong presence on Capitol Hill. Julie Frederick extended her thanks to all participating in the Lobby Day.

While awaiting the setup of the presentation, Peter Goelz, former NTSB managing director, spoke to the Board regarding Malaysia Flight #370. It is extremely perplexing and is complicated by the fact that it was a national airline, where a matter of pride is involved. He shared his opinions with the Board, one of which is the almost impossible task of locating the aircraft in that vast area, if it has gone down. He also explained that there is a tremendous amount of confusion surrounding the search further complicating matters and perhaps obscuring the sounds of the recorders. Several questions were asked by Board Members.

The presentation was a recap of all efforts by the Legislative Department during 2013 including the labor pressure applied regarding the anti-trust lawsuit, the reversal of the knives on board policy, OSHA/FAA implementation, the Shanksville Memorial and cell phone usage onboard the aircraft. President Glading spoke to the flight attendant fatigue issue on which no action is expected; however, the FAA Administrator agreed to review the study that had been conducted. President Glading has been appointed to an FAA advisory committee allowing knowledge of any FAA changes that may be proposed. There is a lack of funding for the FAA Reauthorization. Julie and Peter provided details of these various successful efforts. The ban of cell phones and the actions taken by various Congressional representatives to prevent this were discussed.

The results of the elections in which the APFA supported labor friendly candidates were discussed.

President Glading explained the committee she was asked to join. It is called the Management Advisory Council (MAC). Other members of this committee were listed for the Board. Several individuals will be participating including union representatives, aviation executives and government officials.

The discussion returned to election issues. Mid-term elections typically favor the party that does not hold the White House and Republicans are expected to maintain control of the House. There are several competitive races jeopardizing the Democratic control of the Senate. Labor must play a role in Senate races in Alaska, Arkansas, Louisiana and North Carolina as these are critical races enabling Democratic control of the Senate.

The three flight attendant issues covered in OSHA protection under the FAA Reauthorization Bill were discussed with an example being given of an unusual odor on board an aircraft. This did turn out to be a toxic cleaner and the aircraft had to be taken out of service. President Glading thanked both Julie Frederick and O'Neill & Associates.

1142 Negotiations Update – Continued

Rob Clayman began the briefing and was joined by Dan Akins. He stated that meetings have been occurring with the US Airways Committee, which is a total of seven people and began last week. Some members of both committees were not in attendance at the beginning of the meetings as the MOU meetings were being held at the same time. There is now a full complement on both teams. Things are going very well. Efforts are collaborative and the survey is completed. It will be distributed shortly and will consist of approximately 20 important questions, which will define what the membership deems the most important issues going into these negotiations. Rob Clayman spoke to the “adopt and go” methodology, which is required under the agreement. As this discussion continued, it was determined that this portion of the discussion would be conducted off the record.

1146 Meeting Taken Off the Record

1348 Meeting Back On the Record

1348 Transition Update

Former Vice President Durkin gave a brief overview of issues involved in the transition/integration that will have to be dealt with internally at APFA. This overview will allow APFA to identify issues that will enable a smooth transition from AFA to APFA. A big issue is communication with the new APFA members and establishing a liaison from AFA to help. Hopefully a timeline can be established for all categories and issues outlined in this report. Brett Durkin continued to outline all efforts that must be made to accomplish a smooth transition including items concerning the APFA Constitution, dues & membership, individual departments and coordinators. Technology issues were also raised. This is an immense, labor intensive task and will continue for some time. Some questions were raised by the Board, which will be addressed by the Constitution Committee.

1406 AFA Presentation

President Glading welcomed the US Airways AFA President, fellow US Airways AFA Officers and the US Airways AFA Negotiating Team to the meeting. All were asked to individually introduce themselves to the Board prior to the presentation, which was done. President Glading asked the APFA Board Members to introduce themselves as well.

Roger Holmin began his remarks to the APFA Board by outlining all that had been accomplished together at this point in time. He further stated that these two flight attendant unions will use their best resources and representatives to negotiate the best contract in the industry. He reiterated that we will take the best from each contract and utilize the best in each other. He further commented that voting to leave the union they have worked with and helped build was not easy; however, all look forward to joining with the APFA to move forward. Change is hard but we shall embrace these changes together and make a better life for flight attendants and their families – unity pays.

Roger discussed the efforts of the joint Negotiating Team. He stated that all is going well and substantial progress has been made. There is a hefty meeting schedule for the next two months preparing the opener. Direct contact with the Company will begin on April 1st and the opener delivered at the end of April. For five (5) months after that, weekly face to face negotiations will be conducted with the Company with the hope of having a contract by the end of September. Questions were requested from the Board at this time. Roger stated that the Company's Negotiating Team is not complete as of yet. The survey was discussed and its distribution methods. Information will be included on the hotline and a postcard sent as well. The time limit for response will be three (3) weeks.

At this time, it was requested that the meeting be taken off the record (1436).

1454 Meeting Back On the Record

1454 President's Report – Continued

1455 Department Reports

1456 Communications Department

A written report was submitted to the Board of Directors. The Coordinator spoke to the work and efforts concerning the integration of the US Airways flight attendants into the APFA. A Skyword will be issued as well a Welcome Packet. This will be totally different than the new hire packet. The new hire packet will be updated as well. Road show/ base visits are coming up. The Fact Rep Program was briefly discussed. Social media pages are very active. President Glading stated that the Negotiating Team would like to visit the bases with President Glading and Roger Holmin conducting base briefings first.

1501 Contract and Scheduling Departments

President Glading asked that these two departments be allowed to make their presentation at the same time. The Contract Coordinator will speak first and be joined by the Scheduling Coordinator. Written reports were submitted by the Coordinators.

The Coordinator felt it would be beneficial to reestablish the structured meetings with the Company. He has set up a meeting for April with Flight Service and is trying to set up additional meetings on a regular basis to stay on top of the issues that are arising with all the changes that are taking place. Monthly seniority adjustments will be done except for March, which is the vacation awards month. The reps in the Contract Department are extremely busy and are looking for additional flight attendants to work the phones. Representatives of the Contract Department continue to meet with the new hire classes weekly.

The Coordinator spoke to the benefit deduction problems, which can leave some flight attendants without a paycheck. This Mercer problem is out of hand. This will be discussed with the Company during their visit tomorrow.

The seniority list is completed and the actual integration of the list with US Airways may begin in April. Two online training programs with deadlines approaching at the end of March, have high numbers of incompleteness. A Board Member pointed out that this training was included in Airbus training and perhaps those flight attendants are being reflected in the incomplete number. The Coordinator will look into this. The A321 door trainer is inoperative and classes were concluded without the flight attendants being fully qualified. Recurrent training and other Airbus qualification classes are still scheduled. The Coordinator is waiting to hear if/when this will be repaired. The 777-300 speaker test will begin at JFK and IDF in April. There are two aircraft reconfigurations occurring, 767-300 and the 777-200. The 767-300 will be in service next month and the 777-200 approximately mid-summer. The staffing will be an issue. Service pins for length of service will now be issued at five (5) years. As pertains to the integration, business travel on US Airways is being discussed and details worked out.

The Board had several questions for the Coordinator. A question was raised regarding speakers on the new Hong Kong flights, which will have dual language qualifications and how the bid awards will be done. Additionally, the question was raised whether the reconfigured 777 would be keeping the bunks, which was yes. A training question regarding the Airbus and the new hires was raised. That qualification is not required for all bases. This training would increase the already 8.5 week new hire training program. A discussion occurred regarding pass and jumpseat privileges on US Airways. These issues would be discussed during the MOU. It was requested that the meeting be taken off the record briefly (1518).

1521 Meeting Back on Record

There were no more questions for the Coordinator. At this time, the Scheduling Coordinator joined the presentation. Facets of combining the two operations overlap with these two departments as pertains to the trips and the training aspect. Training will be discussed first. A meeting was held for the international dual training last week. It was agreed that the seniority numbers identified in the original 9/20/12 dual qualification letter, stating who could be drafted,

will be used as of this date. The Coordinator outlined the number of flight attendants still to be trained. It will take until the end of the year to complete the combined operation training for this group. All US Airways flight attendants are internationally trained, but not qualified on all equipment. The international training is not divided by aircraft at this time. Also, the aircraft that will no longer be in the fleet need to be identified. It appears that it will take some time to train all flight attendants internationally. The combined operations could be occurring prior to the PBS. The guesstimate is two years for this to be completed. It was requested to take the meeting off the record.

1534 Meeting Taken Off the Record

1559 Meeting Back On the Record

1559 Scheduling Coordinator

The joint portion of the Contract and Scheduling Coordinators' presentation was concluded off the record.

At this time, the Scheduling Coordinator took questions from the Board. A question was raised regarding bid line pay protection. There is still work being done on the programming to put that in place. If a flight attendant is being assigned a trip because of MIC, it cannot conflict with a duty free period. If a MU HISEND is requested, then it is the flight attendant's choice. However; if the flight attendant requests to plot a trip to protect guarantee, that assignment cannot conflict with duty free period. Some questions regarding reassignment and reschedule would be researched.

Contract and scheduling training will begin on April 8-9 and will begin at 1:00 pm. The JSC meetings have been delayed but the Coordinator continues to request the date. The Coordinator spoke to the CLA. The Company has been unavailable but recently has seemed committed to wrapping this up. Training at the bases utilizing the new On Duty Contract Guide was discussed as a possibility. This would be a short class enabling better understanding of the agreement.

1606 Motion to Recess

It was unanimously agreed to recess for the evening. The Annual Convention will resume on March 13, 2014.

DAY TWO
ANNUAL CONVENTION
March 13, 2014

1159 Call to Order

President Glading called day two of the APFA Annual Convention to order.

1159 Roll Call

Secretary Pharr took the roll call of the APFA Board of Directors and all members were present.

1200 Ad Hoc Elections

The National Ballot Committee began the election process by passing hand written ballots to be used in determining Ad Hoc Position #1. All votes were collected and counted. No candidate received a majority of votes; therefore, round two of voting was conducted. Round two did not yield a majority of votes for any candidate so round three of voting commenced. The vote remained tied. President Glading explained the next step in the election process. A break will be called at this time.

1219 Break – including lunch

1316 Meeting Back On the Record

A decision was made to continue the voting process with the current nominees. Once again, the vote did not yield a majority winner. Round five of the voting process began followed by round six. Round six was called with the same results. A break was called for a caucus by the Board.

1325 Meeting Taken Off the Record

1710 Meeting Back On the Record

Following the break, Legal Counsel advised that the delegates' names should have been read prior to the voting process, which was now done by the Ballot Committee on the record. Following this correction on the record, the 7th round of voting was conducted. Lenny Aurigemma prevailed and will hold Ad Hoc Position #1.

Discussion began regarding the appropriate procedure to add nominees to the list for Ad Hoc Position #2 in compliance with the APFA Constitution and Policy Manual. The meeting was taken off the record very briefly (one minute) as the discussion continued regarding appropriate procedure at this point. Three rounds of additional voting for Ad Hoc Position #2 must take place prior to additional nominees being accepted into the voting process. Balloting Round #1 began at this time. Round #1 of balloting for Ad Hoc Position #2 resulted in a tie between current candidates. Round #2 of balloting commenced. Once again, no candidate prevailed. Round #3 was conducted and did not produce a majority for one candidate.

The Board decided to forego the break called for after three inconclusive rounds of balloting and chose Option C under APFA procedures for balloting and add a nominee(s) to the process. At this time, Balloting for Round #1 began. Steve Watson was elected to Ad Hoc Position #2.

At this time, the assignment of bases began for the newly elected Ad Hoc representatives. President Glading asked that the meeting continue while the Ballot Committee determined the assignments.

1749 Department Reports – continued under President’s Report

1749 Health Department

A written report had been submitted to the Board of Directors. The Coordinator spoke to the extensive and numerous problems with Mercer and is working very hard to resolve some of the issues under difficult circumstances. She and Brent Peterson are working together on this. The Coordinator has arranged for a presentation from Union Benefit Planners, a company used by the TWU as an enhancement to Company benefits. One benefit that she felt was good was the life insurance policy which is retained after retirement. Additionally, accident insurance covering both work and non-work related issues and enrollment counselors who help their membership during the Company’s enrollment period to determine the best plan for them were services she thought were valuable. Vice President Gluth spoke to TWU’s positive experience with this Company.

1753 Hotel Department

A written report had been submitted to the Board of Directors. The Board did not have additional questions outside of the submitted report. Vice President Gluth added that currently at US Airways, the Hotel Department is under Crew Schedule and American’s is under Flight. The department will remain under Flight.

1753 Safety & Security Department

A written report had been submitted and there were no questions raised by the Board.

1754 Archives

A written report had been submitted and there were no questions raised by the Board.

1755 Scheduling Department

This department’s report was discussed during the meeting yesterday.

1756 Retirement Department

There were no questions for the retirement specialist.

1756 EAP Department

This Coordinator had submitted a written report to the Board. A member of the Board spoke to the tremendous increase in EAP issues at their base and requested a base brief type of flyer be published. Patty French has created an EAP flyer that has just recently been shipped to all bases. A representative spoke to a program called FADAP, Flight Attendant Drug and Alcohol Program, which also has flyers published. There is an 800 number manned 24/7 with people to speak with them and direct them to appropriate help. These flyers are in operations at this time. The discussion continued regarding this specific base and disseminating information via a flyer. Additional EAP issues were discussed by the Board and possible solutions for assistance to the employee.

1756

A question was raised regarding the Hotel Department report. This discussion concerned the Los Angeles layover hotel, Doubletree in Carson, for LGA based flight attendants. The hotel currently used is totally unacceptable. Vice President Gluth will speak with the Coordinator as soon as possible and a grievance may be filed.

1804 Ad Hoc Positions – Base Assignments

BOS	Bernstein	LAX	Taylor
BOSI	Taylor	LAXI	Watson
DCA	Watson	LGA	Nasca
DFW	Taylor	MIA	Aurigemma
IDF	Bernstein	ORD	Aurigemma
IMA	Bernstein	RDU	Watson
IOR	Nasca	SFO	Taylor
JFK	Nasca	STL	Aurigemma

1806 VICE PRESIDENT'S REPORT

1806 SBA Update

As soon as the Vice President's Department is advised of the finalization of share distribution, they will begin withdrawing all pre-LBFO grievances that were part of the 3% agreement. The Vice President and Division Reps will go through all discipline cases to see what needs to be removed. This would be cases assigned a number but no paperwork received. Ninety percent of the time, the case had been resolved and paperwork not forwarded.

There are a couple of presidential grievances that are being reviewed for refileing including a LGA specialty drug case and the AMR event reporting as it is a continued violation and was not corrected. Article 20 and medical review has caused problems and APFA will be meeting with the Company concerning the procedures. It is felt that Article 20 could be an issue coming up.

Vice President Gluth sent everyone the Company's power point presentation regarding the CitiBank card being offered on board. All letters of agreement concerning the onboard sales were reviewed. This concerned the amount of commission to flight attendants. The only involvement of the APFA is coordinating the payment and at what rate. The US Airways flight attendants love the program. Vice President Gluth explained the details of this program. The Barclay's program ends in 2015 and will be converted to CitiBank. The agents and employees of the Admirals Club are in this program. Vice President Gluth feels the benefits outweigh the negatives. Questions were raised by the Board about the procedures utilized by US Airways. It was again emphasized how popular this program is with the USAirways flight attendants. This is a domestic program only. This discussion continued for quite some time with both positive and negative comments given regarding this program.

1832 Nine (9) Hour Meeting Limit

A motion was made to extend the meeting for fifteen (15) minutes. This motion was approved via hand vote.

The discussion returned to this credit card program with CitiBank. This discussion was concluded by the Vice President, who will send the Board a copy of a previously executed letter of agreement regarding commission for their review. The same format would be used for this program.

Vice President Gluth now discussed a DropBox option he had developed as a tool for the Chairpersons, which contains all arbitrations back into the 80's. This could be extremely beneficial when dealing with all types of potential grievances.

1837 Arbitration Update

There are two cases scheduled for arbitration. There is a MIA case in April and a LGA case scheduled for June. An arbitration was scheduled for next week in DFW; however, this case has been settled and the flight attendant put back to work.

There are no QSB cases scheduled as the arbitrator has been ill. The next QSB's will be scheduled for spring. The update on the drug case that was being arbitrated and followed by several members of the Board, is that the briefs are due next week. The Company requested two extensions, which were granted. The arbitrator will be meeting with the Board on that case on the 26th. It is hoped to know more at that point.

The early boarding situation was discussed. The Vice President feels this does need to be resolved with a commitment from the Company as to the required time.

The attendance policy issue and the discipline involved will be discussed in the morning. Several Board Members contributed to this discussion with examples of expedited discipline. The discussion turned to the new hire/probationary flight attendants and their understanding of this policy. Additional conversation centered on the cost of administering the current attendance policy versus that of US Airways.

1852 Motion to Recess

A motion was made to recess the meeting for the evening. This motion was unanimously passed. The Annual Convention will reconvene at 0900.

DAY THREE
APFA ANNUAL CONVENTION
March 14, 2014

0912 Call to Order

President Glading called day three of the Annual Convention to order.

0913 Roll Call

Secretary Pharr took the roll call of those present. All members of the APFA Board of Directors were present.

0915 Union Benefits Company

The Health Coordinator introduced the representatives of the company who will be making the presentation. At this point, Mark Johnson of the TWU spoke to introduce this company to the Board and explain why he felt this company was so beneficial for his union membership. He explained the reasoning behind attempting to enhance the benefits for their membership rather than be totally dependent on those offered by the Company. The benefits enrollment issue was also always a problem. It was a difficult decision for most employees to make without the complete understanding of all plans. This company's counselors have proven invaluable and are utilized by most union members allowing them to make the best decision for themselves and their family. Mr. Johnson spoke very highly of this company and its service to the TWU.

The representatives of Union Benefits then addressed remarks to the Board. They expressed the importance of the partnership aspect of their relationship with the client and their membership. They want the best that is offered for the union member. They are very proud of their relationship with Universe Workplace Solutions, who offer counselors for the benefits enrollment periods to assist in understanding the various plans offered. Jason Krause of Universe Workplace Solutions addressed the Board. Mr. Krause explained how he and Mark Johnson worked together to analyze the four plans that were offered by the Company to the TWU membership. It was determined that a vast number of people had the same plan for many years without any attention to coverage or cost. It was the plan signed up for when first employed through advice of friends and coworkers. Mr. Krause believes in educating the membership about the benefits of each plan and the application to the individuals' life. They have been working with the TWU for the past four years. They are the largest member enrollment company in the nation with offices throughout the US. They work in various industries with major corporate clients. The labor side of their business began five years ago with their partnership with Union Benefits. They are now tremendously involved with labor organizations throughout the country. Mr. Krause explained how they work with the individual employee in determining the needs of each person. Mark Johnson spoke to the excellent service and dedication to the needs of the employee demonstrated by these companies. They spoke to Healthcare Reform and the information offered to explain the effect on the employee via a website. The job of the counselor is not to sell but rather educate, assist and enroll. Services can

be provided in person in various airport locations or via the telephone center. They have a 1200 person call center available to employees.

Mr. Krause then spoke to additional or alternative coverage available that his company had researched for the flight attendant market. This included life insurance and a long term care policy. He extensively explained the policies found in this research effort. Critical illness insurance was discussed. The benefit of this type of insurance was explained in detail. Accident insurance was now discussed and it was found that American only offers off the job accident insurance. He spoke to the need and benefits of this type of policy. Disability insurance was discussed as pertains to the coverage offered by American.

Questions were asked of the representatives. Mark Johnson stated that the majority of his membership spoke with the counselors in person; however, this may not be possible for the flight attendants. The various fee structures were discussed. Questions were asked about the various additional insurance coverage situations that were previously discussed. The membership participation in these services offered during the benefits enrollment was discussed and how these numbers have increased over the four years of working with the TWU. This presentation was concluded.

1019 Break

1042 Meeting Back On the Record

At this time, Vice President Gluth was chairing the meeting as President Glading had to step away for an interview with Bloomberg News. Vice President Gluth continued his report with an off the record discussion concerning the attendance policy.

1043 Meeting Taken Off the Record

1131 Meeting Back On the Record – Vice President’s Report Continued

The fall Board of Directors meeting was discussed and the various topics that will need to be discussed. Vice President Gluth suggested training should be on 31R investigations utilizing a recent expert witness APFA used in an arbitration.

Some questions were raised about Transportation Emergencies (TE), which was established by the Company in 2006. Vice President Gluth will be meeting with the Company regarding this weather related issue and the effect on the flight attendants. The differences for the agents and ground personnel versus the flight attendants in these weather situations were outlined regarding how it is handled by the Company.

Comments were received by the Board regarding the notification time given to APFA representatives when a bag search will be conducted. The reps have been given only a one hour notice recently, which is almost impossible to do. Past practice has been a four hour window. Corporate security would alert Flight Service, who in turn communicated with the APFA representative. Flight Service has not been notified in a timely manner either. Vice President Gluth will be contacting Corporate Security to resolve this.

The lack of galley pay on the Airbus was discussed. Vice President Gluth is working on this and will not sign the Letter of Agreement regarding purser pay until this is resolved; however, the purser pay is imposed. A presidential grievance will be filed on the Airbus and the 757 galley pay issue within a couple of weeks

Conversation returned to the TE issue and the criteria involved in determining a weather situation as a TE.

The Vice President's Report was concluded.

1146 SECRETARY'S REPORT

1146 Ballot Committee Appointments

This issue will be postponed until after the budget has been passed as per the APFA Constitution.

1146 Constitution Presentation/Update

This will be a lengthy presentation and review and Secretary Pharr suggested this be presented after the lunch break and the Policy Manual Update be presented at this time.

The Board concurred. A brief off the record discussion with legal counsel took place prior to reading of this resolution into the record.

1152 Resolution #2 – Policy Manual Update

Maker: Pharr

Second: Gunter

Resolution #2 was read into the record by the maker, Secretary Pharr. This resolution speaks to policy changes suggested by the Policy Manual Committee to be adopted.

The resolution was open to discussion. These changes were discussed individually. The meeting was taken off record briefly at various times during these discussions for more detailed explanation. This was a time consuming review of all changes suggested. Questions and comments were received concerning some of those changes and this discussion did continue amongst the Board clarifying changes as they were listed. Some additional changes were requested. The changes and revisions will be incorporated while the meeting is taken off the record for lunch.

1237 Break – Lunch

1311 Meeting Back On the Record

President Glading has rejoined the meeting as chair. Secretary Pharr read the changes/ amendments incorporated into Resolution #2 accomplished during the break. Resolution #2 was put forth for a roll call vote and was passed. (15 yes, 0 no)

1316 Constitution Committee Presentation

It was decided by the Constitution Committee to accept comments on each revision as they proceed on the review of these changes. This will be a lengthy process. Additionally, discussion occurred regarding the approval process via resolution(s) as this review proceeds. Several changes triggered questions from the Board, which were then discussed. The suggestion was made and discussed regarding the renaming of the base chairpersons. A poll of hands indicated that the Board would like to pursue discussions concerning the renaming of base chairs. Legal Counsel advised the proper procedure for accomplishing this allowing the Board to proceed with the review of the additional Constitutional changes. Additionally, the term Division Rep may be changed to Regional Advocate more in line with terms used by American management. Also considered for change is the requirement that the Division Rep must live/be based in the area they are representing. Comments were made for the continuation of the policy of division reps being based in the area they were representing. Other Board Members concurred with this opinion. Comments both for and against this change were considered by the Board. This suggested change was put forth for a straw poll and the Board was in favor of this change. The other suggested change, regional representative, was also approved utilizing a straw poll. Several other positions were brought forth for name change. These changes will be incorporated into the attachment to the resolution currently on the floor and being considered and discussed.

1406 Meeting Taken Off the Record

1408 Meeting Back On the Record

The review of the suggested changes continued on to the next item with questions and comments received on each change as the review progressed. The Board continued to engage in this time consuming review process, one change/revision at a time.

1428 Meeting Taken Off the Record

1429 Meeting Back On the Record

The tedious process of reviewing each proposed change to the APFA Constitution continued with participation and discussion amongst the Board. This is a difficult task as the merger integration is still in progress.

1436 Break

1543 Meeting Back On Record

The review discussions continued at this time. Legal Counsel spoke to the Article VII issues involved in this review of Constitutional changes, which are very complex. A review of the substantive changes was conducted as this had been a lengthy discussion. The time limit for filing charges was discussed extensively. Several opinions were brought forth. A request to amend the suggested timeframe in the changes proposed was thoroughly discussed by several members of the Board. Members who had experienced the process contributed to the discussion. By consensus of the Board, the suggested change concerning the time line will remain.

Individuals recently personally involved in an Article VII proceeding, had submitted written comments and suggestions regarding the process. The Board will review these prior to continuing this discussion.

1636 Meeting Taken Off the Record

1654 Meeting Back On the Record

After consideration, the consensus of the Board was to leave the current language in place and have this issue revisited at another time. There will be no changes to Article VII.

The review of the proposed changes continued with explanations by the Committee concerning each section. Some final questions were asked and comments shared about interpretation of language in the Constitution and proposed changes. A member of the Constitution Committee spoke to the intent of the particular language in question.

1719 Break

1751 Meeting Back On the Record

It was initially agreed to have just one ballot with all changes incorporated. An opinion was expressed that some changes should be put forth separately. A majority of the Board disagreed. All changes will be on one ballot. The timing of the balloting was then discussed.

There is a resolution on the agenda for tomorrow that will apply to the Constitutional changes and would need to be proposed on the ballot as a separate item. It was determined that changes to the original resolution would not be completed until tomorrow morning. The Board was advised to vote on the original resolution and the attachment at the beginning of the meeting tomorrow. This was agreed to by consensus of the Board.

At this time, the timing of the balloting was discussed. A request was made to take the meeting off the record briefly. The discussion continued after a one minute period off the record. It was decided to utilize one resolution accepting all changes in the attachment. A booklet will be included with the ballot to explain the changes. It is felt this will be ready to be mailed in approximately two and a half months. This concluded the Constitution Committee's presentation. President Glading extended gratitude to this Committee for all their hard work.

This concludes the Secretary's Report with the exception of the National Ballot Committee appointments, which will be done following the budget approval.

By consensus of the Board, the meeting will be extended beyond the nine hour limit by thirty (30) minutes.

1812 TREASURER'S REPORT

The third quarter fiscal year 2014 report ending 12/31/13, was distributed to the Board and read into the record by Treasurer Gunter. Various account balances were also read into the record as well as earnings, assets and liabilities.

At this time, the Budget Committee would begin the presentation of the proposed APFA budget for the fiscal year 2015. One minor change was discussed by the Treasurer. The October headcount was utilized for the formation of this proposed budget. It was suggested that the base headcount be shown on this budget. The formulas used for both international and domestic were discussed as based on ninety (90) hours. Treasurer Gunter highlighted the major changes made in the proposed 2015 budget. The conversation turned to the method of compensation of various union representatives at US Airways presently. If there are any changes required to the budget, it can be handled by the Executive Committee. As soon as a transition agreement is negotiated, a meeting will be held with the Budget Committee.

The dissemination of information to all Board Members was discussed as some Board Members are flying during the scheduled telephone conferences. It was acknowledged that all have been accommodated if there have been extremely urgent issues or information to disseminate. The informational Friday calls will be continued.

1835 Resolution #3 – FY2015 Budget Approval
Maker: Gunter
Second: Breckenridge

Resolution #3 was read into the record by the maker, Treasurer Gunter. This resolution speaks to establishing the APFA 2015 Budget. This resolution was opened to further discussion. There were no additional questions at this time. This resolution was passed unanimously. (16 yes, 0 no)

Treasurer Gunter thanked his committee members for all their hard work.

1838 Meeting Taken Off the Record

1851 Meeting Back On the Record

A motion was made to extend the meeting an additional fifteen (15) minutes. This motion was unanimously passed.

1851 Secretary's Report – Continued

At this time, a resolution would be presented appointing the members of the National Ballot Committee. This resolution had been postponed pending the budget approval process.

1851 Resolution #4 – National Ballot Committee
Maker: Pharr
Second: Denmark

Resolution #4 was read into the record by the maker, Secretary Pharr. The resolution appoints the following individuals to the National Ballot Committee: Cindy Horan, Leatha Harding Berry, Avis Rivas, Tim O'Connell and Kent McDougal. This resolution was put forth for a roll call vote and was passed unanimously. (16 yes, 0 no)

1853 Resolution #5 – Budget Committee
Maker: Gunter
Second: Gluth

Treasurer Gunter read resolution #5 into the record. This resolution appoints the following individuals to the Budget Committee for the two year period beginning April 1, 2014 through March 31, 2016: Todd Breckenridge, Larry Salas and Beth Flannery. This resolution was put forth for a roll call vote and was passed unanimously. (16 yes, 0 no)

The PAC was discussed and a written report distributed to the Board for their review. This is public information available online. All monies are contributed on a voluntary basis and no APFA funds are utilized. Another PAC drive will occur this year.

1857 UnionWare – Withdrawn

Treasurer Gunter has personally briefed each Board Member on the agenda item.

1858 Resolution #6 – Honorary Membership
Maker: Gunter
Second: Glading

Resolution #6 was read into the record by the maker, Treasurer Gunter. This resolution bestows honorary membership upon Laura Gebbie and Michelle Copeland of Horton Financial Consulting Group, a division of Wells Fargo Advisors, for many years of assistance and service to the APFA. This resolution was passed by the Board of Directors unanimously. (16 yes, 0 no)

1901 Motion to Recess

There was a brief discussion concerning the first agenda item to be discussed at tomorrow's meeting and the motion was passed to recess until March 15th.

DAY FOUR
APFA ANNUAL CONVENTION
March 15, 2014

The continuation of the APFA Annual Convention was brought back on the record at 0919 by President Glading.

0919 Roll Call

Secretary Pharr took the roll call of those present. All members of the APFA Board of Directors were present.

At this time, the Board was requested to suspend the rules allowing for an agenda item to be moved and discussed at this time. The dues obligation while inactive will be discussed first. Additionally under New Business, a new resolution to Welcome US Airways Flight Attendants will be presented. This motion to suspend the rules and accept the two agenda items was passed by the Board.

0922 Resolution #7 – Dues Arrears Obligation While Inactive – Withdrawn
Maker: Foust

Resolution #7 was read into the record by the maker, Matt Faust. This resolution speaks to the obligation while on an inactive status and revises the current policy. The resolution was open to discussion. The maker read a statement of intent explaining his reasoning for presenting this revision to the Constitution. President Glading read the AFA/CWA Constitution Policy regarding non dues obligated - active status. The policies were compared and differences highlighted for discussion.

A motion to postpone was put forth by a member of the Board. This motion failed and the discussion continued on Resolution #7. Statements were made regarding the making whole of those individuals who have remained current while on various categories of unpaid status. It was stated that this resolution was future forward only and not retroactive. Individuals on an injury on duty status and receiving monies while on an unpaid status were discussed. Comments were received supporting the resolution but also supporting the request to postpone enabling the Board to refine the language. Several scenarios were discussed. A request was made to take the meeting off the record.

0940 Meeting Taken Off the Record

1012 Meeting Back On the Record

Resolution #7 will be withdrawn by the maker and the changes will be incorporated into the Constitutional Referendum.

1013 Break

1109 Meeting Back On the Record

A resolution will be presented to the Constitution Committee at a later time during the meeting; therefore, the meeting will continue with the next agenda item.

Vice President Gluth asked the Board to discuss the CitiBank issue, which had been previously discussed. No decision was made pending the Board's review of previous Buy on Board Letters of Agreement with American Airlines. This having been done, a discussion and decision were requested prior to the Vice President continuing discussions with management. Several comments both for and against this program were brought forth by the Board. The Board raised several issues they would like to have discussed with management prior to a Letter of Agreement. Certain parameters of this program were clarified. This is a program that will be implemented by the Company and APFA simply wants to have some control over the commission program.

The Board approved the continued discussions/negotiations with the Company concerning this program.

1116 OLD BUSINESS

1117 Resolution #8 – National Officers at Headquarters – Withdrawn

Maker: Vargas

Resolution #8 was read into the record by the maker, Vargas. The resolution created extensive discussion. A request was made by the Board that the maker withdraw this resolution. The maker agreed and the resolution was withdrawn.

1129 Resolution #9 – Constitutional Referendum

Maker: Gunter

Second: Trautman

The resolution was read into the record by the maker, Secretary Pharr. This resolution speaks to the changes requested to the APFA Constitution by the Board of Directors. These changes will be sent to the membership for approval. This resolution was put forth for a roll call vote and was passed unanimously. (16 yes, 0 no)

1132 NEW BUSINESS

1132 Base Transfers – Integrated Seniority List

This is a discussion item only. Several flight attendants have been on transfer lists for quite some time. The question was raised when the seniority integration occurred if there would be any consideration for clearing lists. President Glading spoke to this situation as there has been no movement whatsoever at certain bases. Vice President Gluth also spoke to this. A member of the Negotiating Team also contributed to the discussion. The effect of the integration on these transfer lists was discussed. A grandfather list was discussed but would have to be agreed to by both the APFA and AFA. Both unions may experience the same situation. Several suggestions

and scenarios were discussed. It was suggested that this issue be addressed at the MOU discussions.

1144 Resolution #10 –APFA Website Access for those in dues arrears
Maker: Nikides
Second: Casadey

Resolution #10 was read into the record by the maker, Nikides. This resolution requests that the website be available to those in dues arrears. Full website access is requested in this resolution. This resolution was open to discussion. Opponents and proponents spoke to this resolution. This issue was thoroughly discussed prior to the voting process. Resolution #10 was put forth for a roll call vote and was passed (14-yes, 2-no).

1156 Resolution #11 – Equity Distribution/Trading Stock
Maker: O’Kelley
Second: Bedwell

Resolution #11 was read into the record by the maker, O’Kelley. This resolution speaks to policy being set by the Board regarding future sale, trade or exercise of such stock or stock options for the retained shares issued to the APFA in the future. Extensive discussion occurred at this point as several questions were raised. Rewording of this resolution was suggested by the Board. The revised resolution was read to the Board and the amended resolution was agreed to by the maker and second. Resolution #11 was put forth for a vote and was passed unanimously. (16 yes, 0 no)

1215 Weekly Board Call Participation – Previously discussed

1215 Resolution #12 – National Officers’ Salary – Postponed
Maker: Vargas

Resolution #12 was read into the record by the maker, Vargas. The maker spoke to this resolution. Several points both for and against this resolution were brought forward. The Board suggested a break enabling a caucus amongst the Board.

1229 Break – including lunch

1307 Meeting Back On the Record

The maker agreed to postpone Resolution #12 until the Fall Board Meeting. By a hand vote, the Board also agreed to postpone the resolution.

At this point, a request was made to suspend the rules for a discussion. The Board voted in favor of this request.

1308 Ad Hoc Elections

The Ad Hoc election issue was discussed. It was suggested that this order of business be moved to the last day, last agenda item for all future meetings. It has caused delays in proceeding with

the business of the Union in past meetings. This suggestion was positively and enthusiastically agreed to by the Board. Legal Counsel reiterated that this order of business must be accomplished prior to adjournment. This change will be incorporated in the Constitutional Referendum. The point was made that the nominations will still be made on day one of the Annual Convention.

By a show of hands, it was unanimously agreed that this issue will be included in the Constitutional Referendum.

1315 New Business – Continued

1316 Resolution #13 – Trip Displacements – Tabled **Maker: Vargas**

Resolution #13 was read into the record by the maker, Vargas. After some discussion on the resolution, a motion to table the resolution was put forth. By show of hands, this motion resulted in a tie. Per the APFA Constitution, the President must cast the deciding vote and this resolution was tabled.

1330 Resolution #14 – Up-to-date Line Qualifications – Postponed **Marker: Vargas**

Resolution #14 was read into the record by the maker, Vargas. After some discussion, a motion was made to postpone the resolution to the next Board Meeting. By show of hands, this motion resulted in a tie broken by President Glading. This resolution was postponed to the next Board Meeting.

1402 A5 – Withdrawn

1402 System-wide Attendance Issues – Withdrawn

1402 Early Boarding – Withdrawn

1403 Claim Trust

All unions opened a trust for the remainder of the stock disbursements. The last tranche will not be needed to pay the professional bills. This balance will eventually be distributed to the flight attendants during the last tranche. This is not a considerable amount. There may or may not be enough for each person to receive one share. The APFA name is on the trust for these institutional shares and President Glading, Greg Gunter and Jeff Pharr are the “board or committee” able to activate this trust. This question was raised for informational purposes only. These shares are being held until the last tranche. If there are any leftover institutional shares, they will be distributed to the flight attendants in the last tranche and not separately. A communication will go out to the flight attendants explaining this. Additionally, once all professional bills are received and the remainder of the institutional stock determined, the Board will be advised via a teleconference.

1414 American Eagle Flight Attendants – Withdrawn

1414 Resolution #15 – AFA & US Airways Flight Attendant Recognition

Maker: Nikides

Second: MacPherson

Resolution #15 was read into the record by the maker, Nikides. This resolution speaks to the merger of American Airlines and US Airways and the agreements reached between the AFA and the APFA. This resolution thanks AFA and welcomes the US Airways flight attendants as partners in achieving a joint collective bargaining agreement that reflects the promise and potential of the new American Airlines. Resolution #15 was put forth for a roll call vote and was passed unanimously. (16 yes, 0 no)

Prior to adjournment, questions were raised regarding certain procedures under Roberts' Rules of Order. These questions were researched and addressed by Legal Counsel.

Secretary Pharr requested a clarification on an issue concerning the Constitutional Referendum "bundling" of certain changes. The Constitution Committee will decide this issue and advise the Board.

1423 Resolution #16 – Motion to Adjourn

Maker: Gluth

Second: Valenta

It was unanimously agreed by the Board of Directors to adjourn the 2014 Annual Convention.