

APFA

EXECUTIVE COMMITTEE MEETING

SPECIAL EXECUTIVE COMMITTEE MEETING

December 23, 2014
Via Teleconference

Resolution Tally Sheet	Resolution #: 2
	Maker: Glading
	Second: Pharr
	Date: 12/23/2014
	Time: 3:18 p.m.

Resolution Name: Wage Increase

YES = Yes	ABS = Abstain	PXY = Proxy Vote
NO = No	N/A = Absent	REC = Recuse
PASS = Pass		

COMMENTS:

	Aurigenma	Watson	Bernstein	Taylor	Nasca	Treasurer	Secretary	Vice President	President
YES	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" 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"/>
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"/>
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"/>
N/A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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"/>
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"/>

YES: 8 **NO:** 0 **ABSTAIN:** 0 **ABSENT:** 1

Status: *Passed* *Failed* *Tabled* *Withdrawn* *Show of Hands*

WHEREAS, on December 18, 2014, the APFA Executive Committee ratified the restoration effective January 1, 2015, of the wage rates in the rejected Tentative Agreement, without any requirement of membership ratification; and

WHEREAS, in an unprecedented move, on December 23, 2014, American Airlines management offered an additional wage increase for Flight Attendants effective January 1, 2015; and

WHEREAS, with this increase, American Airlines Flight Attendant rates of pay will be seven percent (7%) higher [eight percent (8%) higher at the top of the scale] than those of Delta Flight Attendants; and

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WHEREAS, these rates will be further increased by the previously agreed upon out-year increases in the JCBA of 2% on January 1, 2016, 2% on January 1, 2017, 2% on January 1, 2018, and 3% on January 1, 2019; and

WHEREAS, the wage increases are an improvement for our membership; and

WHEREAS, under Article III, Section 4.A of the APFA Constitution, the Executive Committee “shall interpret this Constitution, subject to the approval of the Board of Directors;” and

WHEREAS, Article XI, Section 1.F of the APFA Constitution provides that: “Any letters of agreement or side letters entered into between an employer and the APFA during or outside of the Collective Bargaining negotiations which alter the rates of pay, rules, or working conditions shall be subject to ratification by the Executive Committee. If the Executive Committee determines that the alteration is substantial, such letter of agreement or side letter shall be submitted for ratification to the membership;” and

WHEREAS, Article XI, Section 1.F of the APFA Constitution requires submission of any substantial alterations to the membership for ratification only if those alterations negatively impact the membership; and

WHEREAS, the new wage rate increase positively impacts the membership;

THEREFORE BE IT RESOLVED, that the Executive Committee ratifies, without any requirement of membership ratification, the attached wage rate table which will be effective January 1, 2015.

Years of Service	Effective Date				
	1/1/15	1/1/16	1/1/17	1/1/18	1/1/19
1st year	\$24.18	\$24.67	\$25.16	\$25.66	\$26.43
2nd Year	\$25.65	\$26.16	\$26.68	\$27.22	\$28.03
3rd Year	\$27.29	\$27.83	\$28.39	\$28.96	\$29.82
4th year	\$29.06	\$29.64	\$30.24	\$30.84	\$31.77
5th Year	\$32.01	\$32.65	\$33.31	\$33.97	\$34.99
6th Year	\$36.25	\$36.98	\$37.72	\$38.47	\$39.62
7th Year	\$40.53	\$41.34	\$42.17	\$43.01	\$44.30
8th Year	\$41.83	\$42.66	\$43.52	\$44.39	\$45.72
9th Year	\$42.98	\$43.84	\$44.72	\$45.61	\$46.98
10th Year	\$44.59	\$45.48	\$46.39	\$47.32	\$48.74
11th Year	\$45.82	\$46.73	\$47.67	\$48.62	\$50.08
12th Year	\$48.00	\$48.96	\$49.94	\$50.94	\$52.47
13th Year	\$55.58	\$56.69	\$57.82	\$58.98	\$60.75