

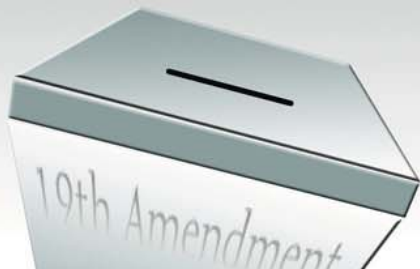
The Official Publication of the Association of Professional Flight Attendants

**SKY**word

Third Quarter 2004



But It's Only **One...**



- ✘ John F. Kennedy's margin of victory over Richard Nixon in 1960 was less than **one voter** per precinct.
- ✘ Marcus Monton was elected Governor of Massachusetts in 1839 by **one vote** out of 102,066 cast.
- ✘ In 1996 Ron Wyden won election to the U.S. Senate from Oregon to replace former Senator Robert Packwood. He won by **one percent** of the vote.
- ✘ **One vote** gave statehood to Texas (1845), California (1850), Oregon (1859), Washington (1889), and Idaho (1890).
- ✘ A Democratic candidate for the Massachusetts Governor's Council arrived too late at the polls in 1988, and lost the election by **one vote**.
- ✘ **One vote** saved President Andrew Johnson from impeachment conviction in 1868.
- ✘ **One vote** elected Rutherford B. Hayes to the presidency in 1876, and the man in the Electoral College who cast that vote was an Indiana Congressman elected by one vote.
- ✘ In 1950, a State Senator from Garrett County, Maryland was elected by **one vote**. The winner had 3,080. The loser, 3,079.
- ✘ **One vote** kept Aaron Burr from becoming President. That one vote elected Thomas Jefferson in 1800.
- ✘ In the 1974 New Hampshire Senatorial race, Louis Wyman appeared to be the winner by 542 votes. But after a recount, John Durkin was certified the winner by 10 votes. Still later, the decision was reversed and Wyman was declared the winner by **two votes**. After a year of court battles and controversy, a special election was held and Durkin won.
- ✘ Woodrow Wilson was elected President in 1916 by carrying one state by less than **one vote** per precinct.
- ✘ In 1776, prior to the onset of the American Revolution, the newly formed United States considered severing all ties with the mother country by changing our language from English to German. A proposal for this was presented to Congress, but the vote ended in a tie. The deadlock was finally broken when the son of a German immigrant cast his **one vote** in favor of English.

**President** . Tommie Hutto-Blake  
**Vice President** . Brett Durkin  
**Secretary** . Greg Hildreth  
**Treasurer** . Cathy Lukensmeyer

**Editor** . Leslie Mayo  
**Graphic Artist** . Skylar Turner

...**VOTE!**

✘ Women won the right to vote in 1920 by passage of the 19th Amendment to the Constitution. Tennessee, the last state needed to pass the amendment, ratified the Amendment by **one vote**.



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# SKYword

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**Tommie Hutto-Blake**  
APFA President

## President's Report

**As I write my first *Skyword*** article as APFA President, I can't help but reflect on the importance of every single vote. This is especially true in light of how and why I have been installed as your elected President. As you probably already know, following my election complaint to the U.S. Department of Labor, subsequent Executive Committee findings and further investigation by the DOL, the APFA presidency was decided by a mere seven votes – seven votes that changed the outcome of our election. We all recognize that this could be a pivotal election year for our country and for labor. I know, too, that working women and men need a new voice in the White House. Please don't squander your precious right to vote - yours may be the one vote that changes the outcome.

As your President, I am acutely aware of the daunting challenges facing our industry, our Company and our Union and I wholeheartedly accept my responsibility as your new leader. There are issues of grave concern to me regarding the status of our career – we are flying exhausted, we are performing safety sensitive duties with-

**“...I will uphold the standing Seniority Integration Agreement put into place by the APFA Board of Directors...”**

out food, we are trying to get by on greatly reduced wages and some of us are even working sick. The looming question is: How do we get back to where we need to be from here? No one can work miracles, but I do have a plan; however, it must include every one of us to succeed.

That is why my primary goal is to unify our membership. To do so, it's important for me to address issues that divide us. So, let's talk about seniority. I will state again for the record that I will uphold the standing Seniority Integration Agreement put into place by the APFA Board of Directors and I will do everything in my power to protect your seniority as it is today. I reiterated my resolve on the first Hotline I recorded August 25, 2004; I stated this fact publicly in my first press conference on August 26, 2004; and, I relayed this information to you in my first letter to the membership on Labor Day. I urge you now, please do not allow this issue to harm us any longer. This dispute is in the courts.

False rumors only serve to divide us at a time when unity is crucial to our very survival. As a diverse group, our members will always have issues to debate. Debate creates solid policy. But, we cannot afford to have falsehoods

cloud our collective vision. There is no doubt in my mind that we can and will return to a strong, unified organization.

We have another goal, as well. That is to ensure that our Company remains solvent. Watching what's happening at USAirways, United and even Delta is dreadful. Having a strong Union and a healthy Company will be the only way we can begin to restore what we've lost.

I ask each of you to get involved by calling our APFA Hotline, tapping into the APFA Web site, reading every piece of APFA mail that you receive and encouraging your co-workers to access these valuable communication sources for factual information. Help stop the divisive rumor mill.

It's important that you be kept abreast of the true status of the Seniority Integration case as well as any other lawsuits in which APFA may be involved. These cases certainly affect the treasury of our Union and may impact your job directly, as well. In my second week in office, I traveled to Washington, D.C., and New York with Vice President Brett Durkin to meet with the lead counsel representing APFA in both the Seniority Integration and Restructuring Participation Agreement lawsuits. Please

review the litigation report on the next pages for the current status of these disputes. APFA members deserve factual accounts of ongoing lawsuits and I plan to include regular updates in future issues of *Skyword*.

In addition, here is a preview of some of the other things my administration has on the front burner: We will continue our efforts on Capitol Hill regarding Flight Attendant fatigue (refer to page 19) and we will enlist the help of our members to take our message to the Hill and to the public if need be. We will also reach out to other labor groups to fortify our common interests. After discussions with the Company during my first week in office, and in accordance with Article 24 of the Contract, the Company will be printing and distributing our entire Contract as it was altered in May 2003.

We have taken a proactive stance to protect our negotiated benefits and have already formed a Pension Task Force (refer to page 24) to assist your leadership in safeguarding your negotiated retirement benefits. We also recognize the need for being on the front end of decision making and presenting the Flight Attendant perspective on management initiatives. Internally, we have formed an Elections Procedure

Task Force with the purpose of establishing future internal Union policy to protect the interests of our members. We are building a strong Communications Department to deal with internal and external issues; our goal is to ensure that your concerns are heard and acted upon and we will utilize all resources available to do so.

Not surprisingly, I have received hundreds of messages via phone and e-mail since taking office. Please know that your messages of support as well as those messages asking for action are both welcomed and valued. They show me that you care about your job. They remind me of our most important issues. I wish I could answer every message personally and quickly. Please know they are read, notes are taken and each message strengthens my conviction to lead this Union as we restore our reputation as the "Little Union that Could" - and still can.

I look forward to seeing you on the line or meeting you at one of my base visits as I make my way around the system in the coming months.

Warmest Regards and in Support,



Tommie Hutto-Blake

## Active Lawsuits Filed Against APFA

**NOTE:** The lawsuits listed below were filed against APFA either in 2001, 2002, or 2003. To date these active disputes have cost our union hundreds of thousands of dollars. Both the SIA and RPA complaints are just beginning the discovery phase - a tremendously expensive phase of litigation. APFA will vigorously defend our position to protect both our current Seniority List and the union's efforts to keep the bankruptcy courts off AA's property. However, we must inform our members that the continuing costs of these lawsuits may force the APFA leadership to consider a one time member's litigation fee assessment to both protect APFA's treasury and the financial stability of our union. Currently we are not at that stage but this is notice it may come to that point. We intend to keep our membership updated and informed as to the status of all outstanding lawsuits.

Case	Issue	Court
<b>Cooper, et al. v. TWA Airlines, LLC, et al.</b> (Sherry Cooper, Cynthia Jones, Pamela Jackson, Paige Verducci, Wilson Aviles, Kristine Wolanske, Cathy Whittington, on behalf of themselves and all others similarly situated, and The International Association of Machinists and Aerospace Workers, Plaintiffs, -against- TWA Airlines, LLC, American Airlines, and The Association of Professional Flight Attendants, Defendants.)	Seniority Integration Supplemental/Restructuring Participation Agreement	U.S. District Court Eastern District of New York
<b>Anthony v. American and APFA</b> [Margaret Anthony and all other persons similarly situated, Plaintiffs, v. AMR Corporation, d/b/a American Airlines and Association of Professional Flight Attendants (APFA), Co-Defendants.]	Seniority Integration Age and Sex Discrimination	U.S. District Court Northern District of Illinois
<b>Christina Ford, et al., Plaintiff, -against- Association of Professional Flight Attendants, et al., Defendants</b> (See Ann M. Marcoux, et al. v. American Airlines, Inc., et al.)-Consolidated Class Action Complaint	Restructuring Participation Agreement	U.S. District Court Eastern District of New York
<b>Jill Lindsay, Plaintiff, v. Association of Professional Flight Attendants, et al., Defendants</b> (See Ann M. Marcoux, et al. v. American Airlines, Inc., et al.)-Consolidated Class Action Complaint	Restructuring Participation Agreement	Originally Filed in the U.S. District Court Central District of California Western Division/Consolidated w/Marcoux Case Transferred to the U.S. District Court Eastern District of New York
<b>Lesley Van Anne v. American Airlines and Association of Professional Flight Attendants</b> [Lesley Van Anne, Plaintiff v. American Airlines, Inc., a Delaware Corporation, authorized to do business in the State of Colorado, and Association of Professional Flight Attendants, Defendants.]	Duty of Fair Representation Plaintiff terminated without just cause for non-payment of union dues	U.S. District Court District of Colorado

## Active Lawsuits Filed Against APFA, cont.

Case	Issue	Court
<b>Sean St. John v. American Airlines, Gerard Arpey, Association of Professional Flight Attendants</b> [Sean St. John, Complainant, -against - American Airlines, Gerard Arpey, Association of Professional Flight Attendants, Respondent.]	Plaintiff terminated without just cause for non-payment of union dues	City of New York Commission on Human Rights
<b>Ann M. Marcoux, et al. v. American Airlines, Inc., et al.</b> [Ann M. Marcoux, Jill Lindsay, Kirsten Evans, Constance LaMattina, Elizabeth Lee Price, Judith Alexander, Deborah Dean, Christina Ford, Patti Gentry, LaTonya K. Gillmore, Janet Gold, Dale Hagar, Julie Horan, Louis Horter, Carol Johnson, Molly Kaiman, Beverley Kalkhof, NancyAnne Kello, Patricia Kennedy, Janet Kirby, John Kline, Dottie Long, Karen Rivoira, Laurence E. Salomon III, Daniel Santiago, Rebecca Smith, and Deborah Whittington on Behalf of themselves and all others similarly situated (i.e., the "Class"); Constance LaMattina also on Behalf of Subclass I, Kirsten Evans, Jill Lindsay and Elizabeth Lee Price also on Behalf of Subclass II; Deborah Whittington also on Behalf of Subclass III, and Janet Kirby also on Behalf of Subclass IV, Plaintiffs, v. American Airlines, Inc., A.M.R. Corporation, Association of Professional Flight Attendants, and John Ward as President of Association of Professional Flight Attendants, Defendants.]-Consolidated Class Action Complaint	Restructuring Participation Agreement	U.S. District Court Eastern District of New York

Strength and unity within the APFA are fundamental to the successful resolution of any endeavor the Union may undertake. The APFA strives for a standard of conduct and behavior wherein all flight attendants are treated with respect and consideration. The APFA seeks an atmosphere wherein all flight attendants conduct themselves in a manner which promotes unity and strength and reflects credit to the individual, other flight attendants and the Union. Differing points of view, expressed in the open forum of reasoned debate should be welcomed, honored and valued as necessary and essential to the development of a shared unity of purpose.

The APFA is proud of and grateful to the men and women who serve as its representatives and give so generously of their time and talents to promote the goals of our Union. The APFA reminds its representatives of the trust they hold for flight attendants and that their responsibilities should not be taken lightly or without due thought and consideration.

The varying backgrounds and unique perspectives of individual representatives mirror the diversity within the APFA and offer the promise of great strength. The APFA encourages its representatives to work to build consensus when making decisions affecting the welfare of the bargaining unit. Legitimate differences of opinion are to be expected and should be resolved by a steadfast reliance on the Constitution of the APFA which vests in the membership and the Board of Directors the authority to determine the course of the Union. The APFA asks that its flight attendants and representatives pledge their best efforts to meet and exceed the ideals expressed in this Code of Conduct.

It is not intended that violation of this Code of Conduct shall in any manner constitute grounds for any charges under Article VII of the APFA Constitution by or against any flight attendant.



**Association of Professional Flight Attendants**  
*Office of the President*

**September 17, 2004**

**Senator John Kerry  
Victory Fund – DNC  
Attention: Peter O’Keefe  
430 S. Capitol Street, S.E.  
Washington, D.C. 20003**

Dear Senator Kerry:

As the newly installed President of the Association of Professional Flight Attendants (APFA), the union representing the 25,000 Flight Attendants at American Airlines, I am pleased to join my fellow union sisters and brothers in our endorsement of your successful bid for the United States Presidency. The APFA Executive Committee voted unanimously to endorse your campaign for President.

As you know, the airline industry and the flight attendant career have suffered many recent setbacks resulting in lower wages, less than optimal working conditions, reduction of benefits and loss of employment for thousands of furloughed workers.

Our Union’s endorsement recognizes your long history of support for airline workers including your support of direct aid and loan guarantees to airlines after the September 11th attacks, a measure to elevate cargo security and passenger screening, “whistleblower” protections for airline employees, banning permanent replacement workers in strikes, opposition to proposals for “baseball style” binding arbitration in contract negotiations, your pledge to oppose the outsourcing of jobs for U.S. airline workers through cabotage, and your promise to fight efforts to increase limits on foreign ownership of U.S. carriers.

Our Union takes special notice of your support and work on issues directly impacting our work group. In support of flight attendant secu-

...rity training, you sponsored a letter last year to the TSA urging them to develop a mandatory security training program. As a result of your letter and other congressional action, the TSA recently announced action toward such a program. You also co-authored a provision that increased the penalty for flight attendant assault from \$1,000 to \$25,000 focusing much needed attention on safety and welfare of our crewmembers in the air. These are some of the issues that are of critical importance to our members, and we appreciate the time and effort you have spent supporting our efforts publicly and on the Hill.

The APFA represents 25,000 American Airlines Flight Attendants. We are proud to offer our endorsement and wish you victory on election day.

Sincerely,

**Tommie L. Hutto-Blake**





**Brett Durkin**  
APFA Vice President

## Vice President's Report

# Time to Hand Over the Keys to Those Super 80's *But Not Until You Have Your Money!*

On October 15, 2004, American Airlines will have to make good on its requirement to pay out over 10 million dollars in understaffing pay to those members who worked eligible flights without FA #12 on the 777AE beginning April 2002. The amount will include interest for each payout at the rate of 4.25 percent per year. This award is the result of an unprecedented scientific study launched by APFA and presented before the System Board of Adjustment challenging the Company's reduction in staffing onboard 777 flights to Europe and South America.

In finding the APEA's scientific testimony and presentation credible, Arbitrator Bonnie Weinstock concluded that the Company's staffing on the B-777AE was improper and violated the Interest Arbitration Award that came out of the 1993 Strike. The money awarded has been protected by APFA's procurement of liens on two of the Company's Super 80

aircraft, including the engines, as collateral. After the Company disburses the money owed to APEA members eligible for this award, this collateral will be returned to American Airlines as unencumbered assets.

I'd like to thank everyone on APEA's SBA 777 staffing team as well as the APFA members who testified in the arbitration. Thanks also to those of you who worked all those flights understaffed and reported your findings in APEA's surveys, enabling this landmark award. You may wish to reread former Vice President Jeff Bott's article concerning the Arbitration and Award in Volume 6, Issue 4 of *Skyword*, April-May 2003. The 777 Award has helped set the standard for evaluating staffing issues onboard all American Airlines aircraft and has triggered the current study on understaffing of certain domestic and international Boeing 737 flights.

### **PRESIDENTIAL GRIEVANCE FILED BY APFA PROTESTING AMERICAN'S REDUCTION IN STAFFING ON THE BOEING 737 AIRCRAFT**

Prior to becoming Vice President, I served as a Division Representative and, as such, was part of the 777 staffing team that worked on the data gathering, preparation and presentation of that arbitration case. Because of this experience, I also became a member of the 737 staffing team before assuming the Vice Presidency in April 2004. APEA's 737 team reported directly to former Vice President Jeff Bott and consisted of many of the same individuals as the 777 staffing team. When I succeeded Jeff as Vice President, it became my job to ensure that APEA continues to protect its position concerning understaffing on certain services performed on the 737 aircraft. Therefore, on May 25, 2004, I filed a Presidential Grievance on this issue. I am

including an excerpt of that grievance explaining the position of APEA:

*It is the position of the APFA that the Company did violate Article 9.B.2. and all related Articles, and the Interest Arbitration Award dated October 20, 1995, by implementing new staffing formulas for the Boeing 737 aircraft which result in an unreasonable workload for Flight Attendants assigned to work onboard these flights. The Company's violation is evidenced through a Flight Service Bulletin dated November 21, 2003, enclosed as Attachment 1. under all the facts and circumstances of this case. It is therefore, respectfully requested that the Board render a decision finding the Company unjustified in its actions and requiring it to, in accordance with the Collective Bargaining Agreement and AAA Case No. 131990037494, American Airlines and APEA, Interest Arbitration Award dated October 20, 1995, pages 61-62 ("Interest Arbitration Award"),*



*immediately cease and desist violation of Article 9.B.2., and any and all related articles of the current Agreement, the Interest Arbitration Award and the APFA/AA Restructuring Participation Agreement effective May 1, 2003; immediately pay understaffing pay to those Flight Attendants flying the Boeing 737 aircraft who were and are affected by the reduction in staffing and the increased work load commencing on January 1, 2004, to date by paying understaffing pay to each eligible Flight Attendant; cease and desist from staffing Boeing 737 aircraft with a reduced number of Flight Attendants without creating an unreasonable workload on the other Flight Attendants; find the Company has received a financial "windfall" from such staffing reductions on Boeing 737 aircraft; and, find that the APFA should share equally in any cost savings generated by such reduction in Flight Attendant staffing on Boeing 737 aircraft.*

As you are acutely aware, since the Restructuring Participation Agreement your workday has become longer, your rest breaks and layovers shorter and conditions on the airplane worsened. Remember, each time you take a short cut or do someone else's work, such as cabin service or catering, you are increasing your workload, thereby guaranteeing that the Company will continue to understaff your flights. The APFA 737 staffing team and APEA's experts continue to gather and document evidence and fine tune the presentation that will prove your increased workload violates the Interest Arbitration Award. Feedback to your Base Chairs and Vice Chairs will be forwarded directly to the 737 staffing team so please continue to provide written feedback concerning staffing on 737 flights.

The following individuals are part of the APFA 737 staffing team: Jeff Bott-LAX-I, Kim Boyett-DFW,

## MEMBER ALERT

On October 1, 2004, the Company began enrollment for Flight Attendants and their dependents health and medical benefits. The Company has advised APFA that it will, for the first time, be offering a Point-of-Service plan (RPOS) for those already retired and those soon retiring. As of the printing of this *Skyword*, APFA has not received sufficient information from the Company to compare the value of this type of plan for APFA retirees or for those planning to retire. APFA members who enrolled in pre-funding are provided the Standard PPO health medical plan under the APFA contract at no cost. The details of this plan are contained in Appendix K.

**Before enrolling in the RPOS Plan, you should thoroughly review all of the plan details and be informed on the current and future costs associated with this type of Health Medical Plan.**

Tony Leonhardt-LAX, Steven Ellis-STL, Liz Mallon-ORD, Patt Gibbs-IDF, and APEA System Board Members Susan French-IDF and Julie Moyer-MIA. Others participating on this project include Steven Morrison-DFW, APEA Secretary Greg Hildreth, Jeff Crecelius-LAX, Linda Prosser-LAX-I, Kathy Lord-Jones-ORD, Hugh Wagner-IDF and many other support personnel from the APEA staff.

### **YOU KNOW ABOUT "BILL AND DILL," SO NOW THE COMPANY WANTS BOB!**

Okay, just when you thought your workload might be decreasing with the removal of the Bistro Bag, the Company implements a "test," selling food items onboard the aircraft. Yes, it's all about BOB - that stands for "Buy On Board." And, yes, you are the one having to sell these items to passengers who are supposedly clamoring to buy. In September, APEA set up a

task force to monitor this test and determine whether a grievance may need to be filed. Obviously, adding the sale of meals requires more time and more work for those of you flying the legs where "BOB" is onboard. Anyone working BOB flights should be receiving a survey from APEA.

APEA is also aware of the Company's test of different snack items on beverage flights, so please send your feedback concerning problems related to these additions and changes as well. You can forward this information to the SBA Department by dropping it off in any APEA Lockbox.

### **WHAT IS APEA DOING ABOUT FAMILY MEDICAL LEAVE?**

On June 30, 2003, the System Board of Adjustment concluded "that the Company's October 2001 reinterpretation of the phrase, '60% of a full-time sched-

ule' as 720 on-duty hours, violates the Collective Bargaining Agreement." This award is based upon the legal theory of "equal pay for equal work." In other words, the Board determined that the Company could not create two different classes of full-time Flight Attendants solely for the purpose of eligibility for FML benefits. The Board in this case retained jurisdiction over the question of an appropriate remedy. Beginning in June 2003, had numerous meetings and discussions with Company representatives in an attempt to hammer out the details of an acceptable remedy. While progress was made in fashioning some relief, several issues remain outstanding and, to date, no final remedy has been issued.

Nonetheless, the Company has proceeded with making new changes to the Family Leave Policy that APEA believes violate the spirit and intent of the

Arbitration Award. Therefore, I requested that the attorneys assigned to this case take all necessary steps to ensure that a remedy be entered under the present award as soon as possible and to research additional steps that might be needed to protect your right to FML benefits. The System Board will be convening again soon to consider a remedy and we will keep you updated on their progress.

Shortly after the latest FML changes were announced, I addressed a detailed written request for information regarding these changes to Company representatives Lorraine Mase-Hecker and Lauri Curtis and on August 11, 2004, I filed a Presidential Grievance on the Company's FML changes that are now in effect. A copy of this grievance is printed here for your review.

### **WHAT SHOULD YOU DO IF YOU ARE DENIED FAMILY LEAVE?**

Immediately contact your local Base Chair, Vice Chair or Council Representative to file a Notice of Dispute. Be sure to accurately document your request and maintain copies of all correspondence

between you and your supervisor or any Company representative concerning FML denial or improper calculation of your time. A copy of this documentation, along with a detailed statement from you, should be provided to your local APFA representative who will process your NOD.

It is important to note that the Company has the right to have a Family Leave policy and that certain benefits under their policy may differ from the federal Family Medical Leave Act or "FMLA."

It is the responsibility of the office of the APFA Vice President to ensure that our Contract is followed properly by the Company and that your rights are protected. You can rest assured that my Department will be diligent in this effort and I will continue to keep you apprised of how that is being accomplished.



*Association of Professional Flight Attendants*

August 11, 2004

Mr. Michael Waldron, Commissioner  
Flight Attendant System Board of Adjustment  
American Airlines, Inc.  
Employee Relations - Mail Drop 5235  
P.O. Box 619616  
DFW Airport, TX 75261-9616

RE: SS-26-2004-APFA-3 Association of Professional Flight Attendants  
v.  
American Airlines Incorporated

SUBJECT: Changes to FMLA Policy Implemented on June 1, 2004  
and Article 26

Dear Mr. Waldron:

In accordance with the Agreement between American Airlines, Inc. and the Flight Attendants in the service of American Airlines, Inc., as represented by the Association of Professional Flight Attendants, APFA hereby submits the grievance of APFA v. American Airlines, Inc. to the System Board of Adjustment.

#### (1) Question at Issue

Are the Company's new changes to its FML Policy and past practices implemented on June 1, 2004 reasonable, including but not limited to (1) changing the time periods within which flight attendants must request FML leave and furnish medical documents, from business days to calendar days and changing the number of days; (2) the rejection of medical certifications and further requested information when the treating physician is out-of-state or on an emergency room staff and will not or cannot respond to the flight attendant's request; (3) the refusal to permit a flight attendant to reapply for FML leave once the leave has been denied for her or his failure to meet the requisite time limits, regardless of the circumstances or the importance of the missing information; (4) the refusal to certify for intermittent leave sinusitis and other conditions

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Mr. Michael Waldron, Commissioner  
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that would periodically render a particular flight attendant unable to perform one or more of the essential functions of a flight attendant's job; (5) the Company's method for calculating FML eligibility using a 12-month look back which includes more than 12 months from the date of the first missed trip, and; do some of these new changes alter the spirit and intent of the provisions of Article 26-Sick Leave of the current agreement between the parties under all the facts and circumstances of this case?

(2) Statement of Facts

This grievance was filed on July 14, 2004 (Submission Exhibit No. 1). No initial hearing or investigation was conducted by Ms. Lorraine Mase-Hecker, Managing Director, Employee Relations who rendered an initial written decision dated July 21, 2004 (Submission Exhibit No. 2). This decision being unsatisfactory, this case is respectfully submitted to the System Board of Adjustment for adjudication.

(3) Position of the APFA

It is the position of the APFA that while the Company may currently make changes in its FML policy without notice or bargaining, the APFA contends that several of the new changes made by the Company to its FML Policy and past practices on June 1, 2004 were unreasonable and that other changes to its prior medical certification practices, were unreasonable and grievable under the "any action" language of Article 28. These changes in policy and practice include, but are not limited to (1) changing the time periods within which flight attendants must request FML leave and furnish medical documents, from business days to calendar days and changing the number of days; (2) the unreasonable rejection of medical certifications and further requested information when the treating physician is out-of-state or on an emergency room staff and will not respond to the flight attendant's request; (3) the refusal to permit a flight attendant to reapply for FML leave once the leave has been denied for her or his failure to meet the requisite time limits, regardless of the circumstances or the importance of the missing information; (4) the refusal to certify for intermittent leave sinusitis and other conditions that would periodically render a particular flight attendant unable to perform one or more of the essential functions of a flight attendant's job; (5) the Company's method for calculating FML eligibility using a 12-month look back which includes more than 12 months from the date of the first missed trip.

APFA further contends that some of these new changes in the FML policies and past practices violate the spirit and intent of the provisions in Article 26-Sick Leave of the current agreement between the parties under the facts and circumstances of this case. It is therefore respectfully requested that the Board render a decision finding the Company unjustified in its actions and requiring it to cease and desist applying these unreasonable new FML policy and practices implemented on June 1, 2004; cease and desist from further violating the provisions of Article

Mr. Michael Waldron, Commissioner  
Page 3

26-Sick Leave; restore and make whole all benefits, lost wages and rights of flight attendants negatively impacted by these new changes in the FML Policy and past practice.

It is further requested that the Board provide such other and/or additional relief as in its opinion is necessary and proper.

(4) Position of the Company

Presumably the position of the Company is contained in the decision of Ms. Lorraine Mase-Hecker, Managing Director, Employee Relations (Submission Exhibit No. 2). If such is not the position of the Company, or if the Company desires to amend or supplement its position, it is required to do so no later than thirty (30) days from the Commissioner's receipt of this Submission.

With reference to setting a date for the hearing of this case before the Board, your attention is directed to Article 29.K.3. of the current working Agreement.

Very truly yours,

*John Ward*  
For J. Ward

John Ward  
President

cc: Deputy Commissioner of the Board (4)  
APFA BOD  
APFA SBA



**Greg Hildreth**  
APFA Secretary

# Secretary's Report: The U.S. Department of Labor Intervenes in APFA's National Election

*"It is concluded that there was no violation of Section 401 of the Labor Management Reporting and Disclosure Act (LMRDA) presented by the allegations discussed herein, and I have closed the file in this matter."* (Refer to letter on page 16)

The other two election complaints stemmed from separate complaints - one from the losing candidate for APFA President and the other from the STL Base Chair. The losing presidential candidate's complaint was primarily focused on the 412 voided ballots in the presidential category with a secondary focus on the overall administrative election procedural practice as observed during the March 2004 three-day ballot count, with the request for institutional changes to APFA's election process. The STL Base Chair's complaint was focused strictly on the voided STL ballots and why these members had been ruled ineligible voters by the Treasurer's office.

The Department of Labor's Office of Labor Management Standards, after conducting a thorough investigation, determined that the APFA was in violation of sections of the LMRDA

when 16 APFA members were placed on the ineligible list by the previous incumbent Treasurer. In a preliminary findings letter to APFA dated July 13, 2004, the DOL stated:

- *APFA denied the right to vote to five eligible members who were improperly determined to be dues delinquent in violation of Section 401(e) of the LMRDA.*
- *APFA denied the right to vote to eleven eligible members who had faxed applications on file in violation of Section 401(e) of the LMRDA.*

In the category of the faxed membership application, this procedure to render these eleven votes invalid was an administrative decision developed only for this run-off election. All 16 dues histories of the questionable ballots were first discovered by members of the APFA National Ballot Committee and/or members of the Executive Committee during the internal election dispute process. The 16 questionable ballots included ballots cast from APFA members based in STL, DFW, SFO and IMA. The DOL investigators came to the same conclusion as the APFA's

internal investigation by finding the Union's failure to count these 16 ballots was a violation of federal protective labor law.

Because the margin of victory for the Office of President was only five votes, the DOL concluded that the outcome of the March 12, 2004, runoff election could have been affected. Thus, on August 12, 2004 the DOL took possession of the 16 unopened ballots, and after validating these said ballots, opened and counted these ballots in the presence of the candidates and/or their representatives. This ballot count took place in Fort Worth, Texas at the offices of the outside accounting firm Whitley Penn who had been in possession of the opened and unopened ballots since the March run-off ballot.

I am including a reprint of the letter sent to John Ward (refer to page 13), former President of APFA, from John H. Heaney, Chief Division of Enforcement for the U.S. Department of Labor, dated August 17, 2004. Mr. Heaney states, "APFA's voluntary installation of Ms. Hutto-Blake to President for the remainder of the term will remedy the violations of Section 401(e) that occurred dur-

ing the runoff election."

As a result of this investigation, the APFA Board of Directors, on August 25, 2004, decertified the runoff election for the office of President, removing John Ward and installing and certifying Tommie Hutto-Blake as the winner of the runoff election for the Office of APFA President.

APFA's voting process may need to be revisited to ensure that problems and mistakes of the past are remedied. At the August 2004 APFA Board of Directors meeting a resolution was put forth to form a task force to review and recommend to the APFA Board of Directors appropriate solutions to resolve the voting problems that have plagued APFA's past. (Refer to page 25)

We can ill afford a "hanging chad" reputation in APFA elections. I promised in my campaign for the Office of APFA Secretary that your vote will count. You have my word that I will guard the right to vote for all members-in-good-standing and see to it that every eligible vote is counted. The lessons of the past must be heeded to effect the changes needed for the future.



## Does one vote really count?

You bet! One vote can and does make a difference. Nowhere is that more evident right now than at APFA.

Over the last several months, the APFA voting process has once again been called into question. Several members challenged the results of the last election for National Officers, specifically regarding the disqualification of votes cast by eligible APFA members. There were a total of five election complaints filed with the U.S. Department of Labor.

The losing candidates for Vice President, Secretary and Treasurer filed identical complaints, which were ultimately treated as one by the Department of Labor (DOL). In response to each of these complaints the chief DOL officer of enforcement in a four page letter dated August 23, 2004, stated:

U.S. Department of Labor

Employment Standards Administration  
Office of Labor-Management Standards  
Washington, D.C. 20210



AUG 18 2004  
RECEIVED *qel*

August 17, 2004

John Ward, President  
Association of Professional Flight Attendants  
1004 West Euless Boulevard  
Euless, Texas 76040

Dear Mr. Ward:

Pursuant to the authority of Section 601 of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), and receipt of election complaints, the Office of Labor-Management Standards (OLMS) conducted an investigation of the March 12, 2004, runoff election for officers of the Association of Professional Flight Attendants (APFA).

On July 13, 2004, OLMS District Director Kermit Perkins notified you of the OLMS investigative findings into the complaints filed by Sherry Cooper and Tommie Hutto-Blake. Specifically, OLMS concluded that 16 eligible members were denied the right to vote in violation of Section 401(e) of the LMRDA when their ballots were not counted in the March 12, 2004, runoff election.

Since the margin of victory for president was 5 votes, OLMS concluded that the union's failure to count the 16 ballots may have affected the outcome of the March 12, 2004, runoff election for president. On August 12, 2004, OLMS opened and counted the 16 challenged ballots in the presence of candidate observers. When OLMS added the 16 votes to the March 12, 2004, tally, the revised election results showed that candidate Tommie Hutto-Blake received 7 more votes than candidate John Ward.

With regard to the election complaints filed by Ted Bedwell, Juan Johnson, and Linda Lanning, the OLMS investigation found no violations that may have affected the runoff election outcome. In the near future, OLMS will issue its statement of reasons for dismissing these complaints, and provide a copy to APFA.

Based on these additional findings, it is the OLMS position that APFA should immediately install candidate Tommie Hutto-Blake to the position of APFA president. APFA's voluntarily installation of Ms. Hutto-Blake to president for the remainder of the term will remedy the violations of Section 401(e) that occurred during the runoff election.

OLMS understands that the APFA Board of Directors is convening on August 25. We, therefore, request that any information concerning action contemplated by APFA to recognize the results of the August 12 ballot count, or otherwise address these findings, be provided to this office on or before August 26. OLMS will defer a final decision on enforcement until that time so that we may consider APFA's response. If OLMS does not receive a response from APFA by August 26, the Department will refer this matter for enforcement proceedings.

We appreciate the union's continued cooperation in this matter. Thank you.

Sincerely,

John H. Heaney  
Chief, Division of Enforcement

cc: Steven Moldorf, APFA Counsel  
Greg Hildreth, APFA Secretary

# APFA Board of Director's Installation of Hutto-Blake to President August 25, 2004

## Resolution #2

Resolution Tally Sheet

Resolution: #2

Maker: Hodgson

Second: Nikides

Date: 8/25/04

Time: 1205

		Y	N	P	A	N/A
BOS	Carrigan	√				
BOSI	McCauley	√				
DCA	Weston	√				
DCAI	Horan	√				
DFW	O'Kelley	√				
IDF	Watson	√				
JFK	Edwards (V. Chair)	√				
LAX	Nikides	√				
LAXI	Mitchell	√				
LGA	Hodgson	√				
MIA	Washbish	√				
IMA	Trautman	√				
ORD	Mallon	√				
IOR	Moehring	√				
RDUI	Turley	√				
SFO	Syracuse	√				
SFOI	LeWinter	√				
STL	Cooper	√				
PRES	Ward (Tie Breaker)					

YES: 18      NO:      ABSTAIN:      ABSENT:  
STATUS: PASSED (√)      FAILED ( )      TABLED ( )      WITHDRAWN ( )

WHEREAS, in accordance with Article III, Section 3.A. of the APFA Constitution, the APFA "Board of Directors is authorized and empowered to take any and all lawful action" [...] "to safeguard and protect the APFA", as well as "the rights, privileges, duties, and responsibilities of the APFA"; and

WHEREAS, Article VI, Section 5.H. (2) of the APFA Constitution declares that "the candidate receiving the majority of valid votes cast for an office in the run-off election shall be deemed elected to that office and be so notified by the Secretary"; and

WHEREAS, on August 12, 2004, by order of the Office of Labor-Management Standards of the U.S. Department of Labor (hereafter, "DOL"), District Director Kermit Perkins and Investigator Ann Woodward, validated, opened, counted and certified sixteen (16) additional ballots for the office of APFA President; and

WHEREAS, on that day and in the presence of the above DOL representatives who certified this August 12, 2004, "Additional Ballot Count", representatives of Whitley Penn, CPAs and Professional Consultants to the APFA, added the DOL tally of sixteen challenged ballots to the formerly recorded certified tally of March 12, 2004; and

WHEREAS, when combined with the previous totals, candidate Tommie Hutto-Blake received a total of 7407 valid ballots and candidate John Ward received a total of 7400 valid ballots; and

WHEREAS, pursuant to the authority of Section 601 of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA) the Office of Labor-Management Standards (OLMS) conducted an investigation of this March 12, 2004, run-off election for officers of the APFA; and

WHEREAS, in a letter dated August 17, 2004, under the signature of John H. Heaney, Chief, Division of Enforcement, U.S. Department of Labor, states that "it is the OLMS position that APFA should immediately install candidate Tommie Hutto-Blake to the position of APFA president, and

WHEREAS, the DOL in above referenced letter of August 17, 2004 further determined, with respect to the election complaints filed by the unsuccessful runoff election candidates for the other APFA National Officer positions, that there were no violations of law that may have affected the outcome of those elections; and,

WHEREAS, Chief Heaney's letter further states that "APFA's voluntary installation of Ms. Hutto-Blake to president for the remainder of the term will remedy the violations of Section 401(e) that occurred during the runoff election," giving APFA a deadline of August 26, 2004;

THEREFORE, BE IT RESOLVED, that the Governing Body of the APFA, the Board of Directors, directs the APFA National Balloting Committee to immediately decertify the ballot count of March 12, 2004 effective August 25, 2004, for the office of President and in conjunction with Whitley-Penn to recertify the National Run Off Election for president in accordance with the above findings and the DOL tabulations counted on August 12, 2004.

BE IT FURTHER RESOLVED, that the APFA Board of Directors by authority of the APFA Constitution and this said Resolution immediately installs Tommie Hutto-Blake to the office of APFA President; and

BE IT FURTHER RESOLVED, that the APFA Secretary shall notice Candidate Hutto-Blake that she is deemed elected to the office of President effective immediately for the remainder of the term; and

BE IT FURTHER RESOLVED, that this Resolution shall be immediately prepared for notice and publishing to the APFA Membership on the APFA Hotline and the APFA Web site; and

BE IT FURTHER RESOLVED, that the APFA Secretary shall notify the Department of Labor of this election recertification and installation immediately upon the completion of both actions.



# WHITLEY PENN

CPAs AND PROFESSIONAL CONSULTANTS

### Partners

- Larry C. Autrey, P.C.
- Felix J. Lozano III, P.C.
- Scott A. Mayfield, P.C.
- Ricky L. McBride, P.C.
- David L. Neal, P.C.
- James C. Penn, P.C.
- Thomas J. Rein, P.C.
- Mark A. Topel, P.C.
- J. Alan White, P.C.
- B. Glen Whitley, P.C.

August 27, 2004

Mr. Greg Hildreth  
 Secretary, Association of Professional Flight Attendants  
 1004 West Eules Boulevard  
 Eules, Texas 76040

### Re: Certification of National Officer Election Count Results

Pursuant to the request by Association of Professional Flight Attendants, (hereinafter referred to as "APFA") of Whitley Penn (hereinafter referred to as "Administrator"), the Administrator conducted a National Officer Election Count.

Twenty four thousand two hundred and fifty three (24,253) ballots were mailed by the Administrator on December 31, 2003 to APFA members.

To be counted, ballots had to be received by the Administrator no later than 9:00 a.m. CDT on Thursday, January 29, 2004.

Of the fifteen thousand two hundred and thirty five (15,235) ballots received, three hundred and ninety six (396) were not opened and/or counted for the following reasons:

1	Void - Duplicate
316	Void - Ducs Arrears
73	Void - Not in secret ballot envelope
6	Void - Did not follow instructions/other
396	Total voided ballots

The original counting of the ballots took place at the Radisson in Irving, Texas on Thursday, January 29, 2004.

The run-off election took place on Wednesday, March 10, 2004 at the Radisson in Irving, Texas.

The manual recount took place on Thursday, March 11, 2004 at the Radisson in Irving, Texas.

A limited manual recount took place on Friday, March 12, 2004 at the Fort Worth office of the Administrator.

The Department of Labor manual recount took place on Tuesday, June 15, 2004 at the Fort Worth office of the Administrator.

Dallas: 5420 LBJ Freeway, Suite 1440 • Dallas, Texas 75240 • (972) 392-6600 • fax (972) 392-6601  
 Fort Worth: 1701 River Run Road, Suite 507 • Fort Worth, Texas 76107 • (817) 258-9100 • fax (817) 877-3036  
 Mid-Cities: 860 West Airport Freeway, Suite 501 • Hurst, Texas 76054 • (817) 258-9100 • fax (817) 656-4013

www.wppca.com

The Department of Labor count of 16 additional votes for the office of the President took place on Thursday, August 12, 2004 at the Fort Worth office of the Administrator. These additional 16 votes for the office of the President have been included in our final results presented on the following page.

The secrecy and confidentiality of the ballots were maintained at all times.

The results are certified as follows:

<b><u>President</u></b>	
<b>Tommie L. Hutto-Blake</b>	7,407
John Ward	7,400
Total	14,807
Overvotes	5
Undervotes	27
	14,839

<b><u>Vice President</u></b>	
Ted Bedwell, Jr.	6,784
<b>Brett Durkin</b>	7,827
Total	14,611
Overvotes	2
Undervotes	210
	14,823

<b><u>Secretary</u></b>	
<b>Greg Hildreth</b>	7,729
Linda Lanning	6,864
Total	14,593
Overvotes	2
Undervotes	228
	14,823

<b><u>Treasurer</u></b>	
Juan Johnson	6,897
<b>Cathy Hermann Lukensmeyer</b>	7,718
Total	14,615
Overvotes	1
Undervotes	207
	14,823

Felix J. Lozano, III  
 Partner



## Dismissal of Election Complaints by the Department of Labor

The Department of Labor dismissed the three election complaints filed by the losing candidates for the offices of Vice President, Secretary and Treasurer following the March 2004 runoff election. In letters to each of these candidates dated August 23, 2004, John H. Heaney Chief of the DOL Division of Enforcement wrote:

*"This statement of reasons is in response to your complaint filed with the Department of Labor on June 4, 2004, under Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA or Act), 229 U.S.C. §§ 481-84, concerning the runoff election of officers conducted by the Association of the Professional Flight Attendants (APFA or union) in its runoff election of officers concluded on March 12, 2004. The initial election was conducted on January 29, 2004, and, as no candidate won a majority, a runoff was (sic) election was held for all races..."*

The letter concluded with the following:

*"...For the reasons set forth above, it is concluded that there was no violation of section 401 of the LMRDA presented by the allegations discussed herein, and I have closed the file in this matter."*

For the entire text of this letter, please visit APFA's Web site at [www.apfa.org](http://www.apfa.org)



**Association of Professional Flight Attendants**  
*Representing the Flight Attendants of American Airlines*  
*Office of the Secretary*

BY FACSIMILE AND U.S. MAIL

August 26, 2004

John H. Heaney  
Chief, Division of Enforcement  
U.S. Department of Labor  
Employment Standards Administration  
Office of Labor-Management Standards  
Washington, D.C., 20210

Dear Mr. Heaney:

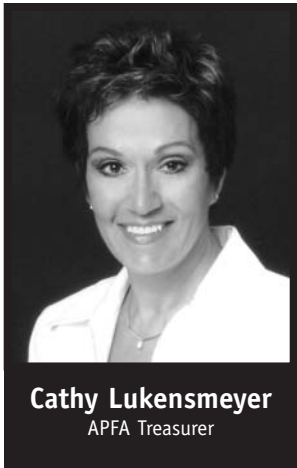
I am writing to inform you that the APFA Board of Directors passed a Resolution on August 25, 2004, (copy enclosed) directing the APFA National Ballot Committee to immediately decertify the March 12, 2004, ballot count for the office of APFA President; to recertify, in conjunction with Whitley-Penn, the National Run Off Election for President in accordance with the Department of Labor's findings and the Department of Labor's tabulations counted August 12, 2004; installing Tommie Hutto-Blake to the office of APFA President deeming her elected to the Office of APFA President effective immediately for the remainder of the term.

If you need anything further, please let me know.

Sincerely,

Gregory Hildreth  
APFA Secretary





**Cathy Lukensmeyer**  
APFA Treasurer

## Who Is Minding the Store?

The answer is, I am, you are, we all are - collectively!

The Treasurer is responsible for, among other things, making sure that your dues money is spent in a responsible and productive way. This department must ensure that your hard-earned dollars are placed where you are getting the most value for them. Some of you may not know this, but APFA has a strict Policy Manual in place, created and revised over the years by the Board of Directors. Adherence to this Policy Manual is required of all APFA Representatives. Much of it governs the expenditure of your dues dollars. That is what I would like to address, as it relates directly to our recent audit recommendations. Topics covered in that audit report include officer's credit cards and furniture and equipment owned by APFA.

First, though, I'll explain our two types of expenses and how members benefit from them. APFA has both administrative and operational expenses. Administrative expenses are the costs of running the business of APFA while operational expenses go toward the services that you, the member, receive directly. An example of this is the 777 Arbitration and Award from the Vice President's System Board of Adjustment Department. The

administrative expenses, from which you don't usually see much of a direct return, included such costs as staff salary, building expenses, hotels and phone. The operational expenses, where you really see a benefit, covered such items as trip removals for Union Representatives working on the case and legal fees. The total cost to the union for the 777 Arbitration was just over \$500,000. The Award, however, was over \$10,000,000 (ten million dollars) and also included coverage of the three months of "underfly provision" of the Restructuring Agreement that was eventually eliminated. The benefit of this arbitration was a 2000% return on your investment. I consider that money well spent.

When I took office April 1, 2004, no audit firm was yet in place to perform the required annual audit for the APFA fiscal year ending March 31, 2004. An audit is normally due by June and, fortunately, we were able to meet that deadline. A firm familiar with non-profit organizations and unions was retained and approved by the APFA Executive Committee. At the completion of the audit a list of recommendations was issued by this firm to the APFA Board of Directors. The recommendations addressed internal controls that were either not in place or not being implemented

at the time of the audit.

The other issue I'd like to address concerns furniture and equipment owned by APFA and subsequently put up for resale. Out-of-town National Officers and Coordinators, including myself, live in "union" apartments while working at APFA Headquarters. These apartments are furnished by APFA. The Policy Manual provides that, "A National Officer may choose not to relocate to the Dallas-Fort Worth metropolitan area, but instead choose to accept suitable furnished accommodations paid for by the APFA..." When I took office, there was no policy, per se, in place concerning the depreciating of assets like furniture and equipment. One apartment had to be completely refurbished. Replacement should only be on an as-needed basis. This is an area of concern that I now have addressed with the Executive Committee and am working to put into policy. You've already had to tighten your belt, now it's time to ensure that your Union does the same.

Credit card disbursements, which are considered cash disbursements, are an area of concern. The National Officers are issued an APFA credit card in order to conduct the business of the Union; however, there was no signed acknowledgement letter in

place. The report from the auditor specifically states, "Management of the APFA should consider implementing a policy whereby all officers who are issued an APFA credit card are required to sign a statement acknowledging that the use of the card is only for authorized Union related purposes." The Auditors went on to state that, "...based on our year-end audit fieldwork testing, we noted many of the credit card cash disbursements failed to have appropriate back-up documentation. With respect to the credit card disbursements, all APFA officers should be required to turn in their credit card receipts to the senior accountant in a timely manner." This policy is in place in the APFA Policy Manual but was not being implemented across the board. Those cards was cancelled and a new card put in place along with a Cardholder Agreement signed by each officer with strict controls and accountability for the four officers.

Finally, I promised that during my term as APFA Treasurer I would work trips from time to time. In July I worked a trip out of IDF and I plan to continue the practice, working trips out of various bases. I look forward to seeing you on the line as well as around the system at base visits to be scheduled shortly.

### Correction

I am compelled to backtrack for just a moment to my first article after taking office that appeared in the last issue of *Skyword*. The last column did not read properly. **It was printed as:** "There's much more work to be done. They had almost quadrupled." **I submitted it as:** "There's much more work to be done. Over the past four years, with numerous charges outstanding, our legal bills and subsequently the APFA's liability insurance premiums have gone through the roof. In fact, they had almost quadrupled."



**Leslie Mayo**  
Interim Communications  
Coordinator

## From the Editor

Following a two-and-a-half-year term as the Northeast Division Rep working for the New York and Boston bases at the appointment of former Vice President Jeff Bott and current Vice President Brett Durkin, it feels a little out-of-body to be sitting in my old chair once again in the Communications Department. But it's nice to be back in the building with both the APFA Representatives and the APFA Staff for whom I have a great deal of respect, working to get this Department where it needs to be for you, and particularly trying to keep up with our new President who hit the ground running and as a result, is getting more done in a month than any of us thought possible.

# Filling in the Blanks

It seems that once you get into union work, it's kind of like circling the drain - it's nearly impossible to say no when those who are trying to make our job a better place to work ask for help. With this job comes a whole different style of operating. Rather than spending my time researching and preparing cases to present before an arbitrator or trying to get the Company to agree to settle and return a Flight Attendant back to work without the risk of an arbitrator's binding and potentially damaging award language one way or another, I find myself in the public eye again with every weekly Hotline I record, every typo I don't correct in *Skylord*, or every outdated piece of news published on the APFA Web site. I've received a few criticisms for positions APFA has taken publicly since Tommie Hutto-Blake was installed as our President on August 25, 2004, but for the most part, I find that Flight Attendants appreciate a straight answer, honesty and a timely response. I'm pretty good at straight and honest answers - not so good at sugar coating, and oh how I wish I had time to be more timely in my responses - but I will do my very best to be respectful of my fellow Flight Attendants and listen to your concerns and hopefully help you

find the answers you are seeking. Weekly, Tommie and I have been writing and recording the Hotline. With the approval of all four National Officers, I have included a rumor control column in my section of the Hotline updates. This was due to the amount of phone calls and emails we received following the expedited departure of John Ward from office by the APFA Board of Directors and the immediate and subsequent installation of Tommie Hutto-Blake. At first, it was difficult to keep up with my other responsibilities in this department due to the amount of time I spent on the phone responding to Flight Attendants' calls and emails. That's explicable given the circumstances and lack of information the membership received on the actual process by the Department of Labor's Investigation Unit into the National Officer Election this past winter. Some of you were literally frightened at the prospect that our new APFA President might be giving your seniority away. I'm sure you've realized by now that this false and divisive rumor spread like wild fire from the onset of the National Officer Campaign and became a lot of people's truth. By now, I'm also sure you know that this is not

Tommie's position, as she reminds us once again in her article at the beginning of this magazine, but the fact that the lies and the fear factor were so effective is disheartening to say the least.

What I've realized is that when the Union or the Company doesn't give it to us straight so that we can make our own decisions, what's left for us to do? Galley gossip becomes our source of information and the fact base from which we will operate. And frankly, I don't blame any of you who believe these rumors. After all, what else was there to believe?

So, it is my promise that I will provide you with the most factual up-to-date information APFA receives in as timely a manner as possible and without sugar coating.

Let's not jump ship and abandon our Union like some of our former top-level execs and Service Managers who didn't like the dim view of their future at AA so they carted off to Jet Blue or Wal-Mart hoping for friendlier aisles. The only way we are going to regain the power we had in 1993 with our 4 1/2 day strike and again in 2001 with our industry-leading Contract is by remembering that this is OUR Union and

OUR Company - in good times and in bad. For many of us - it is our future. And we can either abuse this relationship until the divorce is final or we can cultivate our strength in numbers and work toward a common goal. As Tommie stated in her article: a strong Union and a healthy Company is the only way we can begin to restore what we've lost. ▲

### FACT:

With fuel at an all time high - increased from approximately \$10 a barrel in 1999 to over \$50 a barrel in 2004, it is no wonder the airlines are struggling so badly and bankruptcy seems to loom in every major's corner. And the airlines aren't charging more for tickets than in '99, they're charging less. We are officially competing with Jet Blue and Southwest. There are only three major carriers who have not filed bankruptcy in their history - yet: Northwest, Delta and American Airlines.

**Go to [apfa.org](http://apfa.org) and urge Congress to lower fuel prices.**

# The Next Step on Fatigue

By Joan Wages, APFA Washington Lobbyist

## The University of Denver

Intermodal Institute completed a survey in April on fatigue experienced by APEA members. Over 1,000 Flight Attendants took the time to fill out the initial lengthy questionnaire. The survey results provide valuable information. An early assessment shows that Flight Attendants at American are experiencing extreme fatigue.

Capitol Hill offices have expressed their concern with the fatigue levels. Rep. Peter DeFazio (D-OR) sponsored a letter to AA CEO Gerard Arpey asking AA to review its "current flight scheduling practices to ensure that your Flight Attendants are provided with adequate rest and an opportunity to eat so that they can perform their critical safety functions." Others who signed onto the letter are Reps. Jerrold Nadler, Eddie Bernice Johnson, Michael Capuano, Jim Moran, Jan Schakowsky and Peter Deutsch.

What next? This survey will be used to demonstrate that a

fatigue problem exists. But surveys are a first step and can be criticized by skeptics when they point out that surveys are "self-reports." In other words, the Flight Attendants filled out the questionnaire because they were motivated to do so, not at random.

The Federal Aviation Administration will require a study on Flight Attendant duty and rest rules before considering a change. To get a jumpstart on the process, APEA is pursuing several avenues for resources including the possibility of money in an appropriations bill. Whether the University of Denver or another institute performs the study, APEA will monitor it closely to ensure that areas of concern are considered.

While there have been numerous studies on pilot fatigue (mostly on military pilots), NO study has ever been done on a predominantly female workgroup in the transportation industry. Fatigue could impact women in different ways, resulting in dif-

ferent outcomes.

One of the areas that the University of Denver included in its questioning related to depression. Could it be that women experience depression more readily than men when fatigued? Could it be that depression impacts job satisfaction and consequently, job performance? This will be a particularly interesting line of questioning and the results should have the air carriers' complete attention.

Common sense says that dog-tired flight attendants cannot be affable and charming. Everyone who has experienced extreme fatigue finds themselves more in a zombie state than one in which they can respond to others. Yet, the FAA does not make rules according to common sense. A study will provide the empirical proof the FAA demands.

## Fatigue on the Highways

In April, APEA, AEA and TWU

met with the Chairman of the National Transportation Safety Board (NTSB) Ellen Connors to discuss flight attendant fatigue. After hearing of the situation flight attendants face, Chairman Connors said that she was very empathetic. She had to travel extensively in earlier jobs and knows the fatigue that one experiences after many hours of flying on consecutive days.

Then she brought to our attention that she was not only concerned about inflight fatigue but that Flight Attendants then get off the aircraft and into automobiles to drive home at their domiciles. The NTSB is concerned with the cause of accidents in all modes of transportation so she opened our eyes to seeing crewmember fatigue as part of a larger problem.

For the first time ever, federal legislation has passed in both houses of Congress that identifies "drowsy driving." The Senate bill (S. 1072) is stronger than the House bill and contains recommendations including research to

counter fatigue on the highways and "not less than five demonstration projects to evaluate new and innovative means of combating traffic system problems caused by distracted, inattentive, or fatigued drivers." The Senate bill has been rolled into the Highway bill, which is in conference between the House and Senate, and both are at odds with the White House over provisions. Its outcome is uncertain.

In addition, several state legislatures have passed bills making it illegal to drive when one has not slept for 24 hours. All of this points to an increased interest in the impact of fatigue in multiple modes of transportation and indicates that we will be hearing much more about this subject.



# Where We Are in the First 100 Days of this Administration

✓ Accomplished or in the process of being accomplished  
(F) - Future Plans

## 1. Engage the membership.

Survey the membership on priorities regarding the most urgent issues facing our workforce today.

✓ APEA is in the process of logging calls and e-mails from APEA members regarding your primary concerns with our working conditions and the industry as a whole.

(F) It is imperative that we hear from each and every one of you concerning your priorities for improving areas of our Contract and our current working conditions. A survey is in the process of being formulated to efficiently respond to your needs. Once tallied, these survey results will be used for our next Negotiation process beginning with Openers as early as 2006.

**2. Our Contract.** Begin research immediately on the membership's priority issues and lay the groundwork for discussions with the company for possible immediate resolution and also for openers in future negotiations.

✓ APEA and its experts met with the company on September 22, 2004, and began the re-valuation of our current Restructuring Agreement. Our goal is to ensure APEA's "credit column" is valued accurately for all items of the May 2003 Concessionary Contract.

✓ A Pension Review Task Force was established at the APEA Board of Directors Meeting on August 25, 2004.

✓ On September 2, 2004, APEA met with Gerard Arpey and he agreed that the company would provide the contractually mandated printed contract incorporating the restructuring provisions into our Current Bargaining Agreement. We need a single working document for our members.

## 3. Financial Accountability.

Evaluation of the APEA treasury and its disclosure published for membership to view. A review of current membership dues structure with recommendations to the BOD to best balance the needs of the union and membership.

✓ Eight percent dues relief for all members beginning July 1, 2004

✓ Auditing firm specializing in Labor hired to replace former Auditing firm with specific recommendations on cost-saving measures.

✓ Established compliance with State Regulations regarding Workman's Comp, Liability and Building Insurance reducing our costs by \$75,000 annually.

✓ Reorganized dues filing system for more efficient dues collection procedures

✓ Collection of more than \$8,000 in back dues collected from Flight Attendants in delinquent dues status

✓ Collection letters sent to some recent retirees who owe more than \$69,000

(F) Proposed budget adjustment to Executive Committee for reallocation of funds for following task forces: (Attendance Control Policy Task Force, Pension and Retirement Task Force, Legislative Task Force and Election Procedures Task Force)

**4. Legal Issues.** Evaluate all current litigation involving APEA

with a report to the Board of Directors and membership prepared by neutral labor counsel. The Board shall evaluate the financial impact and need for retaining a permanent general counsel for APEA.

✓ APEA President Tommie Hutto-Blake and APEA Vice-President Brett Durkin met with Union counsel in Washington, D.C. and New York to review all current pending litigation filed against APEA.

✓ Currently, APEA has chosen to operate without General Counsel, and will hire counsel as needed. So far, this has saved APEA tens of thousands of dollars.

## 5. APEA Leadership Summit.

Invite all current and former APEA Officers and current National Officer candidates to take part in a brainstorming session to discuss important issues that face labor, the airline industry, Flight Attendants and most importantly, APEA members. The purpose of this meeting will be to develop plans on how to best reach our goals in the current economic and governmental environment.

✓ National Coordinator Summits were announced on the APEA Hotline on August 27, 2004. All APEA members had the opportunity to attend these summits held September 7-8, 2004, at APEA Headquarters. These summits were designed to collect suggestions from the APEA membership and leadership on how to best meet the needs of our members. We received literally hundreds of ideas from those who participated and will be incorporating many of these ideas into our National Coordinator implementation plans.

More than 50 Flight Attendants participated in these discussions, including 21 members expressing interest in the five available Coordinators' positions. Presentations were made to the Executive Committee on September 14, 2004, and the following Flight Attendants were confirmed as National Coordinators for the term ending April 30, 2006:

**National Contract Coordinator:** Brent Peterson (JFK)

**National Safety Coordinator:** Lonny Glover (ORD)

**National Hotel Coordinator:** Dané Townsend (JFK)

**National Scheduling Coordinator:**

Jaimie McNeice (DFW)

**National Health Coordinator:**

Patty French (IOR)

**6. Communications.** Create a department that addresses both internal and external communication issues that benefit our union. Utilize the media and publicity to focus on our issues and gain awareness in our struggles. Expand on government contacts and maintain a constant presence on the Hill. Streamline internal APFA communications by communicating facts to the membership expeditiously.

✓ More efficient APFA Communications to our members is imperative. With rumors running rampant, we must improve our quality of communication to you. Our new Web site is finished. We are focusing on a more organized environment where you can locate the information you need immediately. Internally, the Department is also working to improve the information we disseminate via the Hotline and **Skyword.**

✓ The Executive Committee has

created the APFA Legislative Action Task Force to help create Capitol Hill strategy for an APFA presence with Congress. In October, members of APFA joined APFA lobbyist on the Hill along with the Legislative Task Force.

(F) We will be organizing future events on Capitol Hill and asking for your involvement in getting attention from Congress to assist us in our struggles for Crew Rest and other areas that need immediate attention. We will also utilize the media to focus attention on our issues when the situation warrants.

**7. Labor Outreach.** Develop important dialogue with AA's labor unions and other flight attendant unions. Develop relationships to work together on a much broader scale during all contract negotiations and also with the media and government on flight attendant issues.

✓ APFA invited APA and TWU to the first of what we hope will become many Labor Breakfasts with our fellow Unions on the property. APFA set the working

breakfast for September 21, 2004, with APA set to schedule the next one. It is important that we keep the dialogue open and fluid and share our ideas and concerns with one another regarding the industry and our company.

**8. The Balloting Process.**

Research different methods of balloting available. Board of Directors shall set proper guidelines to adhere to in the event of crisis or emergency situations. The Democratic process must always prevail.

✓ An Election Procedures Task Force was established by the Board of Directors on August 25, 2004. This Task Force will be investigating several different balloting options and will make its recommendations to the Board no later than November 15, 2004.

**9. Training.** The Board of Directors shall resume annual training with a session on Roberts Rules to ensure more efficient use of time during board meetings. Training to be held by coordinators for their support staff who answer Flight Attendant questions. Our mem-

bership should always receive up-to-the-minute and accurate information when they call APFA.

✓ Board Training was held on October 12-13 in Dallas Ft. Worth. Day One addressed Pension and Benefits, and Day Two was devoted to Governance Procedures.

**10. Mergers and Acquisitions.**

Reconvene the Merger and Acquisition committee to research and make recommendations on language to include in our future Collective Bargaining Agreement for seniority protections for our membership should AA become acquired by another airline in the future.

(F) The Merger and Acquisition Committee will meet prior to contract negotiations to prepare language for every possible protection of our members in the event of an unforeseen merge with or acquisition of/by another airline.





The new Safety Coordinator, Lonny Glover, has extensive experience in Airline Safety. He began his involvement with Flight Attendant Safety in the early 1980s by teaching EPT's and working on several safety-related projects at the Learning Center. His union activism began shortly after that, again concentrating on safety issues about which he is truly passionate. In 1993, he switched gears a bit and was appointed as the North Central Regional Strike Coordinator. Lonny is well remembered as an eloquent APFA media spokesman during our successful strike. Resuming his commitment to safety, he assisted in developing APFA's Critical Incident Debrief program and the Go-Team, APFA's accident response process. As a member of both groups, Lonny has participated in several accident investigations with the NTSB and in many Flight Attendant debriefs. His goal as Safety Coordinator is to help prove to the flying public that our job description as "Safety Professionals" is certainly warranted!

**Lonny Glover**  
APFA Safety Coordinator

## The Newly Appointed National Coordinators



Since 1997, Jaimie McNeice, the new Scheduling Coordinator, has worked at APFA Headquarters regularly in the Contract, Scheduling and Health Departments. She began her union work when she volunteered to assist during the threatened APA strike and continued as a health and IOD representative for several years. After the birth of her son, she returned to APFA and devoted her energies to the contract and scheduling areas. Her flying career began in 1992 following her graduation from the University of North Texas. She's been based at LGA and IMA and is currently based at DFW. Jaimie is looking forward to the challenges of the Scheduling Department and welcomes your comments and suggestions.

**Jaimie McNeice**  
APFA  
Scheduling Coordinator



**Brent Peterson**  
APFA Contract Coordinator

The new APFA National Contract Coordinator is JFK-based Brent Peterson. While he believes that the Contract Department has served the membership well in the past, Brent wants to “fine tune” this Department with plans to increase educational opportunities for APFA Reps and members on contract issues. Brent’s previous APFA experience includes serving as both the Vice Chair and Chair of Nashville. When the base closed in 1995, he proffered to JFK and has continued his Union work there primarily as a Contract and Scheduling Rep. He has also been involved with the APFA Budget and Hotel Committees and now looks forward to serving the membership in his newly appointed role.



**Patty French**  
APFA Health Coordinator

In addition to 29 years as a Flight Attendant, Patty is also a Licensed Clinical Professional Counselor and a Certified Alcohol and Drug Counselor. She holds a Master’s Degree in Counseling and, since 1983, has served as the APFA Referral Representative in Chicago, working closely with AA’s Employee Assistance Program. From 1989 until 1993 she also held the office of APFA Base Chairperson for ORD. Her goals as Health Coordinator include keeping the membership fully informed of issues being addressed by the APFA Health Department and building the skill level of local representatives through a mentoring program for those wishing to broaden their experience and skills in this area. She truly subscribes to the old adage, “knowledge is power.”



**Dané Townsend**  
APFA Hotel Coordinator

Dané Townsend is very pleased to be serving the membership of APFA as the new Hotel Coordinator. She is a five-year Flight Attendant currently based at JFK. For the past 15 months she has covered a variety of base tasks including Reserve Rep, Dispute Resolution Rep and JFK Hotel Rep. In addition, she has worked at APFA Headquarters on the contract and scheduling desks. She considers herself the “new kid on the block,” but believes she’s certainly made the most of her short time here. Dané has lots of plans for her department and hopes to add new members with varied backgrounds to her National Hotel Committee. She would also like to add a “Hotel Discounts” page to the APFA Web site in the future. She invites all members to share their ideas with her and to watch for new and exciting things from this department!

# Pension Task Force

by Jill Frank, IMA and  
Patrick Hancock, IDF

The following resolution was passed  
unanimously on August 25, 2004.

## RESOLUTION #4

**WHEREAS**, Article III, Section 2, of the APFA Constitution vests the governmental powers of the APFA in the Board of Directors; and

**WHEREAS**, the APFA Board of Directors must act in the collective best interest of the American Airlines Flight Attendants; and

**WHEREAS**, the current instability at some of American Airlines competitors is causing anxiety in the membership; and

**WHEREAS**, the defined pension benefit plan, as outlined in Article 36 (thirty six) of the Collective Bargaining Agreement with American Airlines, must be protected by the Board of Directors;

**THEREFORE BE IT RESOLVED**, that effective immediately, the Board of Directors hereby establishes a Pension Task Force with the specific mandate of researching the current funding or under-funding of the Retirement Benefit Plan for Flight Attendants referenced above and developing expertise in this area in order to make recommendations to the Board on how to best preserve and protect this crucial benefit.

**BE IT FURTHER RESOLVED**, that the Task Force be comprised of APFA members Tommie Hutto-Blake, Jill Frank and Patrick Hancock.

**BE IT FURTHER RESOLVED**, that the Taskforce has the authority to seek outside advice as necessary.

### Our plans are to:

1. Acquire and review the most recent retirement filings by AMR (known as the Annual Return/Report of Employee Benefit Plan Form 5500 for the Retirement Benefit Plan of American Airlines, Inc., for Flight Attendants);
2. Acquire and review the data AMR supplies to the actuarial firm of Towers Perrin in order to learn what assumptions are being used to determine our funding requirements;
3. Acquire and review the Towers Perrin reports to AMR;
4. Employ outside consultants to review the appropriateness of the actuarial assumptions used by AMR;
5. Research and review various alternate benefit plans and prepare a concise report for the Board of Directors;
6. Furnish training on our pension benefits and on the issues involving funding levels to the entire Board of Directors of APFA; and

7. Ensure that should APFA enter into any future discussions with AMR regarding pensions, we will be knowledgeable and prepared concerning these issues.

The press lately has been full of headlines concerning the funding and under-funding of pensions in the airline industry. The Task Force is committed to uncovering the facts and making sure that the Board of Directors and the membership of APFA are fully aware of them.

The Task Force met with senior AA Management on September first and second, and as a result of that meeting, contacts have been established and documents requested. We will be reporting our findings in future Skyword issues. In the meantime, if you have any information to supply for this project, please forward it to APFA Pension Task Force, 1004 West Eules Blvd, Eules TX 76040.



### CORRECTIONS TO RETIREMENT BOOKLET

**pg. 2, bottom of page, below "Early Out" bullet points, please add:** "NOTE: In considering the 50-55 Rule, remember it is a Company policy, not a Contractual right.

**pg. 5, 2nd subject should read:**  
**"IS THERE ANY WAY TO LEAVE BEFORE AGE 55 WITH MEDICAL COVERAGE?"**

If you have at least **ten (10)** years of company seniority and are receiving Social Security Disability Benefits you are eligible for retiree medical and life insurance coverage."



# Election Procedures Task Force

by Steven Ellis, STL

The following Resolution was passed at the APFA Board of Directors Meeting on August 25, 2004.

**WHEREAS**, Article III, Section, of the APFA Constitution vests the governmental powers of the APFA in the Board of Directors; and

**WHEREAS**, the APFA Executive Committee established an Election Procedures Task Force through Resolution number nine (9) at its regularly scheduled Quarterly Meeting on June 28, 2004; and

**WHEREAS**, the Task Force met in July, identified election issues that need to be addressed and made preliminary findings to report to the Board of Directors; and

**WHEREAS**, the Department of Labor has subsequently made findings and taken action in the National Officers Run Off Election that demonstrate the need for the APFA to thoroughly examine its election procedures; and

**WHEREAS**, it is in the best interest of the APFA for the membership to have complete confidence in the integrity of the APFA's internal electoral procedures;

**THEREFORE BE IT RESOLVED**, that the Board of Directors hereby reestablishes the Election Procedures Task Force.

**BE IT FURTHER RESOLVED**, the three members shall be Steven Ellis, Executive Committee Member, Rebecca Kroll and Board member Cindy Horan, DCA-I Chairperson.

**THEREFORE BE IT FURTHER RESOLVED**, this Task Force shall have a written report for the Board of Directors no later than November 15, 2004.

On August 25, 2004, the Board of Directors passed a Resolution establishing an Elections Procedures Taskforce. The Board appointed former Constitution Committee member, Becky Kroll, DCA-I Chairperson, Cindy Horan, and Executive Committee

Member, Steven Ellis as members of this Taskforce.

APFA elections are regulated by federal law and overseen by the U.S. Department of Labor. The APFA Constitution is the Union's supreme law and, in Article VI, it sets out the basic structure of our internal election process. The APFA Policy Manual, Section 14, details the "how, when and where" of our elections. The National Balloting Committee (NBC) is responsible for administering elections and assuring that every aspect of every election is in compliance with all relevant legislation. The NBC is comprised of at least seven members who are appointed by the Board. They are expected to be apolitical and must remain non-partisan. This requirement is mandated so that the membership feels confident in the impartiality of those who oversee our elections.

The DOL has reminded us that a union has an affirmative obligation to encourage voter and candidate participation in the election process. The Elections Procedures Task Force has been

charged with examining all facets of APFA elections and making recommendations to the Board prior to the upcoming Base Elections. It is a task that we undertake very seriously. Regaining our membership's confidence in the integrity of our Union's elections is of critical importance and it's our goal to reassure ALL APFA members as to the inviolability of our internal electoral process.



# *In Memoriam*

## **September 11, 2001**

### **AA Flight 11**

Barbara "Bobbi" Arestegui - AA 11  
Jeffrey Collman - AA 11  
Sara Low - AA 11  
Karin Ann Martin - AA 11  
Kathy Nicosia - AA 11  
Betty Ong - AA 11  
Jean Roger - AA 11  
Diane Bullis Snyder - AA 11  
Madeline Amy Sweeney - AA 11  
Captain John Ogonowski - AA 11  
First Officer Thomas McGuinness, Jr. - AA 11

## **TWA Flight 800**

### **July 17, 1996**

Charbonnier, Jacque - TWA 800  
Callas, Dan, 22 - TWA 800  
Charbonnier, Constance - TWA 800  
Christopher, Janet - TWA 800  
DiLuccio, Deb - TWA 800  
Lang, Ray, 51 - TWA 800  
Lockhart, Maureen - TWA 800  
Meade, Sandra - TWA 800  
Melotin, Grace - TWA 800

## **September 11, 2001**

### **AA Flight 77**

Michele Heidenberger - AA 77  
Jennifer Lewis - AA 77  
Ken Lewis - AA 77  
Renee May - AA 77  
Captain Charles "Chic" Burlingame - AA 77  
First Officer David Charlebois - AA 77

Rhoads, Marit - TWA 800  
Schuldt, Mike - TWA 800  
Torche, Melinda - TWA 800  
Ziemkiewicz, Jill - TWA 800  
Aikens-Bellamy - TWA 800  
Braman, Rosie - TWA 800  
Dodge, Warren - TWA 800  
Edwards, Daryl - TWA 800  
Griffith, Joanne - TWA 800  
Harkness, Eric - TWA 800  
Hull, James, 46 - TWA 800  
Ingenhuett, Lonnie - TWA 800

## **November 12, 2001**

### **AA Flight 587**

Deborah Fontakis - AA 587  
Barbara Giannasca - AA 587  
Wilmer Gonzales - AA 587  
Joe Lopes - AA 587  
Michele Mills - AA 587  
Carol Palm - AA 587  
William Valdespino - AA 587  
First Officer Sten Molin - AA 587  
Captain Ed States - AA 587

Loffredo, Elaine - TWA 800  
Luevano, Eli - TWA 800  
McPherson, Pamela - TWA 800  
Simmons, Olivia - TWA 800  
Warren, Lani, 48 - TWA 800  
Capt. Steven E. Snyder - TWA 800  
Capt. Ralph G. Kevorkian - TWA 800  
Flight Engineer Richard G. Campbell - TWA 800  
Flight Engineer Oliver Krick - TWA 800  
Capt. Gid Miller - TWA 800  
First Officer R.L. Verhaeghe - TWA 800  
Flight Engineer D.A. Eshleman - TWA 800

*In Memory  
of the friends we've lost*

# Base Field Reports

## DFW

### JUST A REMINDER!

When you are on duty, please make sure that you continue to challenge all individuals in restricted areas for proper identification, that your manual is up to date and that you are in possession of all of your required FAA equipment. The FAA is out and about and can check your Flight Attendant manual at origination and termination of your flight assignment. If your manual is missing revisions and/or bulletins, you could face a fine for each leg flown.

### THE GREEN FORM

We have placed green reschedule forms in front of each APFA lock-box in operations. If you are rescheduled to do additional flying at the end of your sequence, please fill out this form and attach the required information listed on the form. Be sure to pull all relevant documentation as soon as possible because it can only be retrieved through Sabre for a short while after the flight is affected. Please drop all information into any APFA lock-box or send it to APFA Scheduling at

1004 West Eules Blvd., Euless, Texas 76040.

APFA will investigate and if an error has been made, we can file a Notice of Dispute on your behalf. This form does not apply if you experience a MIC (misconnection, illegality, or cancellation).

**Chris O'Kelley**  
DFW Chairperson  
**Margaret Stewart**  
DFW Vice Chairperson

## IOR

Since reserve can be such a headache and it affects so many Flight Attendants, there are always items that need addressing. Recently, there have been many questions regarding credit for serving a reserve month. In a nutshell, if you are awarded a reserve line (active or paper bid), you will be credited for serving the month on reserve. However, there is one exception. If a Flight Attendant is on an unpaid status, e.g., US or IU, prior to the bid run and that absence will continue throughout the entire month, then she/he will be deemed inactive for that month and will not

be awarded reserve or credited with serving a month of reserve. Also, if a Flight Attendant has been on a leave, e.g., M3, M4, PL or EL, deemed inactive and thus not available on the first day of the month, then s/he will also not be awarded reserve.

We have also had many inquiries regarding retirement and its various options. There is a great resource included in the center of this *Skyword* addressing a variety of retirement topics. The information contained in the booklet is expansive and easy to follow. It is most important that you familiarize yourself with the components that comprise your pension formula including years of credited service and the yearly cap on eligible hours. Utilizing this tool can maximize your pension benefits. Also, remember that paid hours including SK and VC, are included in the calculation of your Final Average Earnings.

**Nancy Moehring**  
IOR Chairperson  
**Michael Meyer**  
IOR Vice Chairperson

## ORD

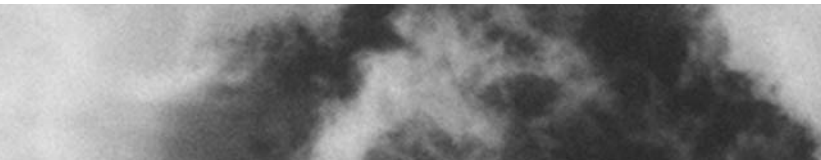
The ORD APFA e-mail group continues to grow. If you want to join, please send your e-mail address to [apfachord@earthlink.net](mailto:apfachord@earthlink.net). You will be added immediately. We also use e-mail extensively for problem solving. It allows us to either answer directly or forward the problem to those who provide solutions. If no solution is found, then the e-mail contents become valuable documentation should a Notice of Dispute need to be filed.

All of us should realize that American Airlines is getting better and better electronically as well. Management can track issues such as pass usage very quickly now. They can also track things such as how many bags non-revs check and their seat numbers. Using the Jetnet Web site is very easy. Stay informed as to eligible individual's pass usage. Everything is now listed in Jetnet by pass classification and the name of the traveler. Pass abuse investigations are no picnic! Make sure that no one is using your passes for anything related to their business.

We also have been dealing with

suspected FML abuse, especially Intermittent FML. The investigations seem to originate at AA Headquarters and are then sent to the appropriate FSMs. Here, too, pass usage is monitored. Please, do not presume that because you are certified for one type of Intermittent FML, that you can use it for any reason other than the one specified.

Also, when you see the APFA copied in on an attendance letter, you should note that this is for administrative purposes only. It does not mean that there have been any discussions between APFA and your FSM regarding your attendance. Particularly, if you are headed for a pre-term conference, we URGE you to call us for representation. We will be there for support and to ensure your records are correct and that proper procedures are being followed. We will also go into great detail regarding any extenuating circumstances in your life. We want you to stay employed! You have a contractual right to representation. Please use it. Winning a case after termination is much more difficult than preventing the termination in the first place.



# APFA SPECIAL BOARD OF DIRECTORS MEETING

RADISSON HOTEL, DFW SOUTH  
APRIL 14 – 17, 2004

## OFFICIAL MINUTES

### 1000 Call to Order

President Ward welcomed the Board of Directors to the Special Board of Directors meeting.

### 1030 Roll Call

All members present. All Chairs were present except for JFK Chairperson Michelle Nasca. OCR member Jeff Bott sat in for her and represented the base of JFK. President Ward had a housekeeping item, this is a Special Board of Directors meeting called by him for a review of the Constitution and the Constitution Review should be the first item on the agenda. Debate followed and it was decided that Constitution Review would be the third agenda item.

### 1035 Agenda Approval

The agenda (Resolution #1, Maker - Hildreth, Second - Trautman) was approved, 17 yes, 1 no. The amended resolution #1A (Maker – LeWinter, Second – Bott) was approved. (See Tentative Agenda and Amended Agenda as approved and Resolutions #1 and #1A.

### Old Business

#### 1050 DFW Inforep Captain

Tabled Resolution #14 from BOD's Annual Convention. Resolution was tabled to next BOD meeting.

### New Business

#### 1100 Dues Decrease

Resolution #2. (Maker – Edwards, Second – Bott). Resolution proposed that a dues decrease not be tied to a Constitutional Referendum. The Dues reduction would be immediate and separate from a Constitutional Referendum. After much discussion a motion was made to table resolution #2 until after the presentation by the Constitution Review Committee. Resolution passed, 11 yes, 7 no.

#### 1110 APFA Media Response

No Resolution, discussion. LGA Chairperson Suzanne Edwards informed the BOD of the letter from Flight Service Regional Manager John Taliacos addressed to JFK, LGA, BOS and DCA flight attendants. The letter was extremely degrading and

egregious to flight attendants. (See attachment A). The letter was printed in the Dallas Morning News and the New York newspapers. It was agreed upon that a response from a national level was warranted. A press released was released (see attachment B).

#### 1120 Constitution Review Committee

#### 1120 Closed Session/Off Record Discussion

Meeting was moved to a close session for a presentation by the Constitution Review Committee.

### April 17, 2004

#### 1604 Back on Record

Returned back on the record. We were in closed session for four days discussing the proposed changes to the APFA Constitution. Constitution Review Committee almost complete with their presentation. APFA Board of Directors to reconvene May 4<sup>th</sup> to complete review of the draft changes and complete the Agenda.

#### 1605 Adjourn

Motion to adjourn. Moved by Mallon, Seconded by Watson. Motion passed unanimously by a show of hand.

*In an effort to keep the membership apprised of the business conducted by the APFA Board of Directors, we will include an overview of each meeting in Skyword. This overview will not contain any reference to discussions held "off the record." These discussions usually pertain to confidential issues, like negotiating strategies, and often include attorney-client conversations that are privileged (meaning the attorney cannot legally disclose what is discussed). Off-the-record discussions are never part of the official minutes. All open portions of Board meetings are videotaped. Members in good standing may view the actual tapes by making an appointment with the APFA Secretary. Minutes and resolutions are also available on the APFA Web site.*

Please make sure to utilize the bright lime green RSK/RA (reschedule/reassignment) forms located under the APFA Bulletin Boards at K19. We need documentation to get this mess back in line. ORD has been hit very, very hard. No one should be regularly subjected to the disruption of rescheduling. It's just plain counterproductive.

We have many projects in the works to improve our health and safety. Go to [www.apfa.org](http://www.apfa.org) to find out how you can participate in improving your own future.

Remember, if you leave a message for any of the ORD APFA Reps and you have not heard back within a few hours, please call again! Your message may not have come through. We take pride in our response time at ORD. We have a huge base with many issues to handle and we have great people working to provide you with the best representation available!

If you have an interest in getting involved and would like some APFA training, please contact us directly at 773-714-7925. All you

need to have is a flexible schedule and a basic knowledge of the Contract.

That's it for now!

In Unity,

**Liz Mallon**  
ORD Chairperson

**Steve Wilson**  
ORD Vice Chairperson



# OFFICIAL MINUTES OF THE APFA SPECIAL BOARD OF DIRECTORS MEETING CROWNE PLAZA HOTEL ADDISON, TEXAS MAY 4 – 5, 2004

## 1020 Call to Order

President Ward calls the special meeting of the APEA Board of Directors to order. This meeting is a continuation of old business from the prior meeting and the original agenda for the meeting held April 14 - 17, 2004 shall be followed.

## 1021 Roll Call

Secretary Hildreth took roll call. All Board Members, or their designated representatives, were present. A gallery was present. Legal counsel, Steven Moldof was also in attendance.

## 1025 Agenda Approval

Resolution #1 is introduced. (Maker - Secretary Hildreth, Second - SFOI Chair LeWinter) President Ward asks if there are any comments or amendments (attached).

Several members of the Board request specific topics amending the agenda.

Resolution #1A is put forth amending the agenda. (Maker - DCAI Chair Horan, Second - IDF Chair Watson). Amending the agenda to include:

Article VII Charges	(Horan)
<b>Skylord</b>	(Weston)
Insurance	(Edwards)
Hotel Location	(Mitchell)
<b>Skylord Express</b>	(Washbish)
APFA Voicemail Extensions	(Syracuse)
APFA Press Release	(Ward)
SBA	(Nikides)
APFA Press Release	(Nikides)

Resolution #1A is unanimously approved (attached).

Resolution #1 approving the agenda as amended is presented. (Maker Secretary Hildreth, Second SFOI Chair LeWinter). This resolution is passed unanimously.

## AGENDA ITEMS

### 1032 Insurance Coverage

LGA Chair Edwards speaks to the item; however, no resolution put forth. There is much concern regarding the current policy covering Directors & Officer's liability as it stands. Ms. Edwards asks for an outline of the current policy. Steve Moldof responds to this question and fills the Board in on the current policy provisions, as he understands them.

He is concerned about the current policy and stated that it is difficult to obtain this type of insurance for unions. There are very few companies offering this coverage. He outlines the coverage utilized by APA including the huge difference in premium costs and deductible amounts. Due to the lack of companies offering this particular coverage, many larger unions choose to self-insure.

Treasurer Lukensmeyer has met with the insurance underwriters concerning two insurance issues pending at APFA. Two policies are currently expiring with very near expiration dates. Several non-compliance issues were involved and this created a very difficult situation for the incoming Treasurer. All insurance issues are being addressed and coverage secured.

Vice President Durkin directs several questions to Steve Moldof concerning officers' liability coverage and the options Mr. Moldof feels are available.

There was an inquiry concerning insurance for APFA issued laptops. Treasurer Lukensmeyer will look at the contract to determine what type of damage/accident coverage there is.

President Ward suggests that the Board move on to the next item on the agenda, which is the continuation of a presentation by the Constitution Review Committee. A break is suggested to give the Committee an opportunity to set-up for presentation.

## BREAK

This portion of the meeting will be off the record. The gallery may remain. They cannot participate in the formal discussion. The Board Members will be the only attendees to address questions to the

Constitution Review Committee. The gallery may funnel their questions through their chairperson.

## 1542 Meeting back on record

### 1542 Constitution Review Committee

Resolution #2 (attached) is put forth. (Maker - IDF Chair Watson, Second SFOI LeWinter) Resolution #2 states the Board of Directors recommends and approves changes the APEA Constitution. President Ward asks for discussion on Resolution #2.

Resolution #2 is presented for vote. This resolution is passed. (17 - Yes, 1 No)

President Ward thanks the Constitution Review Committee for all their hard work and thanks the Board of Directors for embracing the changes suggested. This will now be submitted to the membership for a vote.

Tabled Resolution #2 (Temporary Dues Decreases)

Resolution #3 (attached) is introduced by LGA Chair Edwards and read into the record. Ms. Edwards informs the Board that she has a substitute resolution that supersedes the previous wording of Resolution #3. (Maker - LGA Chair Edwards, Second Vice President Durkin).

This resolution addresses a possible temporary dues decrease. There is discussion concerning the wording and dates involved within this resolution. Steve Moldof requests that the discussion go off the record.

## 1556 Meeting off the record

### 1615 Meeting back on record

Resolution #3 is presented for vote. This resolution is passed unanimously.

## Reduced Rest Provision

Resolution #4 is read into the record by ORD Chair Mallon. (Maker - ORD Chair Mallon, Second - BOSI Carrigan). Resolution #4 states that the APEA continue its actions on Capital Hill regarding crew fatigue. President Ward asks for discussion on this resolution.

IDF Chair Watson understands that the Board needs to

establish a long-term plan to build upon - and we should begin with a framework. The issue of all expenses coming out of the IMA budget and the concern of this base is understood.

IMA Chair Trautman states that this effort by Rick Musica is very important and successful at this point, but the expense of this should be charged elsewhere. The current response to this issue and the support we are receiving is very good. We should not let the momentum subside.

ORD Chair Mallon would like mandatory updates of the issue/project included in the resolution. It was acknowledged that the communication regarding this project has been excellent since Rick has become involved.

Treasurer Lukensmeyer suggested two or three areas that could absorb the expense of this project more appropriately than IMA or the General and Administrative Account.

Resolution #4 (attached) is put forth for a vote. This resolution is unanimously passed.

## Proposed Company Training

This discussion is initiated concerning the Company attempting to develop customer strategy meetings. All Chairpersons need to remain vigilant to the Company's attempts to schedule these sessions. Also, of concern, are advisory boards being set up by the Company. Other employees throughout the Company attend these meetings during their workday, thereby, receiving full pay. LAX Chair Nikides will determine what compensation flight attendants who participate on these advisory boards are receiving.

It is the consensus of the Board that no training shall be scheduled until our salary and benefits are restored.

## Officer on Duty

Resolution #5 (attached) is read into the record. (Maker - ORD Chair Mallon, Second - BOSI - Carrigan). President Ward asks for discussion on this resolution (attached).

Much discussion takes place concerning this issue focusing on the rotation and ability to trade and drop rotation. This is first established as a training tool

and is not being utilized as such. It is suggested that perhaps this system should be changed whereby the OOD would become a more permanent position.

The question of the resolution is called and all debate ceases. President Ward asks that the vote proceed on this resolution.

Resolution #5 is presented for vote. This resolution fails (6 - yes, 12 - no)

### **Election Complaints**

There is no resolution put forth. ORD Chair Mallon is concerned that she was not advised by the National Ballot Committee that election complaints had been filed. Ms. Mallon was asked by flight attendants at her base why the NBC was calling them. Ms. Mallon feels the Board of Directors should be immediately advised of such complaints.

President Ward responded to this citing Article 6, Sec. 6, Page 36. He stated that there is no role for the Board in the contest of an election. Only the candidates can contest through the Secretary's office who then forwards to the National Ballot Committee. The National Ballot Committee investigates, makes its decision and informs the Executive Committee. At that point, the Board has a role.

Secretary Hildreth responded that when the Executive Committee meets on these items, the Board receives copies of the complaints, the NBC investigative response, and the individual complainant's response back to the Executive Committee.

Legal advice was asked of Steve Moldof. The meeting is taken off the record.

### **18:05 Meeting back on record**

President Ward asks to move the meeting on to the next agenda item.

### **Chicago Base Update**

Discussion begins with the staffing of charter flights. American Airlines is doing many more charters than they have previously. There needs to be a reiteration of agreement and/or contract language concerning this. The question also was asked that if, under the current staffing by the Company of these charters, a seniority violation occurs. The Board requested a copy of the current procedures for manning these

charters. President Ward will request that these be disseminated to the Board by Jena Hopkins.

President Ward then requests the Board direct its attention to the next agenda item.

### **Dues Decrease**

This agenda item, Dues Decrease - ORD Chair Mallon, was withdrawn.

### **Hotel Location**

Resolution #6 was brought forth and read into the record by LAXI Chair Mitchell. (Maker - LAXI Chair Mitchell, Second - SFOI Chair LeWinter)

President Ward asks for discussion concerning this resolution.

LAXI Chair Mitchell states that during previous administrations, attempts were made to have as many meetings as possible at Headquarters. It is not possible, however, to host the Board of Directors' Meetings at Headquarters because of size constraints. This resolution speaks to location of meetings.

There was much discussion about this issue and the reason for the change from the Radisson. Secretary Hildreth responds to the questions asked. It was his intention to save money by utilizing this hotel. It was a cost savings move. However, due to the transportation costs, the savings were not as large as anticipated. The Board agreed to set guidelines and requirements for future meetings which will include cost savings and convenience for the membership attendance.

Resolution #6 is withdrawn.

At this time, adjournment was discussed. It is determined that the meeting would reconvene at 9:00 am, May 5, 2004.

### **18:45 pm Meeting Adjourned**

### **MAY 5, 2004**

### **0922 Call to Order**

President Ward calls the APEA Special Board of Directors Meeting to order and asks that roll call be taken.

### **0923 Roll Call**

Secretary Hildreth proceeds with roll call. All Board Members are present. There is also a gallery present.

### **0925 President Ward Comments**

President Ward asks that before the Board proceeds, he would like to cover two items. One item will need only a consensus of the Board. The other item for discussion was received by his office this morning.

President Ward reads into the record, a letter signed by seven Senators, members of the Congress of the United States, to Gerald Arpey, President and Chief Executive Officer of American Airlines concerning crew rest and provision of food. (Letter attached)

### **0930 Meeting off record**

President Ward asks to go off the record briefly for a lawsuit legal update.

### **0935 Meeting back on record**

President Ward asks the Board to direct its attention to the next agenda item.

### **Company Meetings**

Resolution #6 is read into the record by SFOI Chair LeWinter. (Maker - SFOI Chair LeWinter, Second - DCA Chair Weston)

President Ward asks for discussion on this resolution.

Extensive, spirited, and often heated debate ensues.

Most Board members that are not in favor of the resolution feels this to be a totally political act and perpetrates the current atmosphere at APEA limiting the abilities of the Vice President, Secretary and Treasurer to do their jobs. Whether or not you supported these three officers in the election, your flight attendants did. You therefore owe it to your base - the members that you represent - to continue the business of APEA and support those who were elected. These three officers were elected by the membership, just as John Ward was elected to his office. Those not in favor of this resolution also expressed concern about the lack of cooperation by the President to work with the other three national officers.

Those in favor feel that this resolution would force

communication within APEA and the Board. By John Ward only being able to talk to or sign something from the Company, no "back door" issues will occur. President Ward states he is in full support of this resolution. He feels it sends a strong message to the Company that the President is in charge of the Union and only he speaks for the Union. He feels this demonstrates to the company that they are not going to be able to interject themselves into the inner politics of the APEA.

The issue of outside influences and opinions is also extensively discussed as well as the past practice concerning which officers attend what meetings.

The maker of the resolution is formally asked by several members of the Board to withdraw the resolution. The answer to these requests is denied.

Prior to the request for a vote on Resolution #6, the maker is again asked to withdraw this resolution. Once again, the maker refuses.

President Ward asks for a vote on Resolution #6.

### **10:54 am Meeting Quorum**

At this time, the meeting quorum is broken by the base chairpersons from ORD, BOS, IOR, STL, JFK, LGA, RDU, IMA, the Vice President, Secretary and Treasurer leaving the meeting room.

### **10:55 am Meeting goes off record**

### **11:09 pm Meeting is back on record**

President Ward states, that Resolution #6 has been withdrawn by SFOI Chair LeWinter.

A motion is made to adjourn this meeting. (Maker - ORD Chair Mallon, Second IDF Chair Watson)

### **11:10 pm Meeting adjourned**



# APFA SPECIAL BOARD OF DIRECTORS MEETING REVIEW

July 26-27, 2004  
Radisson DFW South

*This Special meeting was called by a request of a majority of the Board of Directors. All voting members of the BOD or their designated representatives were present or proxy authorizations were given. The APFA Vice President and Treasurer were absent.*

## Agenda

Resolution #1 to approve the agenda.  
Motion passes 12 Yes, 6 No.  
Resolution #1a to approve the agenda as amended.  
Motion passes 13 Yes, 6 No.

## OLD BUSINESS

Four items were withdrawn at this time.

## Skycord

**BE IT FURTHER RESOLVED**, that section 12.B.3. of the APFA Policy Manual be amended as follows: *Skycord* and *Skycord Express* text, style, content and layout must be approved by the APFA President or, in the absence of the President, another National Officer, prior to publication to ensure compliance with APFA policy and positions.”

**BE IT FURTHER RESOLVED**, that this change shall take effect immediately. Resolution passes 11 Yes, 7 No.

## Skycord Express

**BE IT FURTHER RESOLVED**, that the APFA Board of Directors hereby reverses Executive Committee Resolution #10 from the June 28, 2004, Executive Committee Meeting.

## THEREFORE BE IT

**RESOLVED**, that the APFA Board of Directors hereby reverses Executive Committee Resolution #7, except that the Board of Directors agrees that *Skycord Express* shall be the name of the smaller, less expensive publication that will be published on an as-needed basis as determined by the President and at least one other National Officer.

**BE IT FURTHER RESOLVED**, that, as with the regular *Skycord*, the Communications Coordinator will be responsible for coordinating the publication of *Skycord Express*.

**BE IT FURTHER RESOLVED**, that the Communications Coordinator, as with the regular *Skycord*, will be responsible for determining the style, content, and layout of *Skycord Express* and for ensuring its approval prior to publication in accordance with APFA Policy. Motion passes 18 Yes, 0 No.

## APFA Press Release/Official Spokesperson

**BE IT FURTHER RESOLVED**, that Section 12.H.2. of the APFA Policy Manual be amended as follows: “All official statements made to the public/press by representatives of the APFA in their official capacity must reflect the official position of the APFA and the text of any written statements, press releases, etc., must be approved by the APFA President or, in the absence of the President, another National Officer.

**BE IT FURTHER RESOLVED**, that this change shall take effect immediately. Motion passes, 11 Yes, 7 No.

## Hotline Approval

**BE IT FURTHER RESOLVED**, that Section 12.D.5 of the APFA Policy Manual be amended as follows: “With the exception of balloting results, Hotline text must be approved by the APFA President or, in the absence of the President, another National Officer, prior to recording.”

**BE IT FURTHER RESOLVED**, that this change shall take effect immediately. Motion passes 11 Yes, 7 No.

## Headquarters Dress Code

**BE IT FURTHER RESOLVED**, that the APFA Treasurer is directed to issue another memo to all APFA Headquarters Representative and Staff reaffirming the appropriate dress code. Resolution passes 17 Yes, 1 No.

## Graphic Artist Termination THEREFORE BE IT

**RESOLVED**, that Resolution #5 adopted by the Executive Committee on April 13, 2004 is reversed and vacated to the extent that it determined that the action of APFA President Ward in terminating APFA Graphic Artist Skylar Turner was in violation of the APFA Constitution and in interpreting the APFA Constitution as requiring APFA President to have sought and obtained the approval of the APFA Executive Committee prior to terminating Skylar Turner. Resolution passes 11 Yes, 2 No, 5 Abstain.

## Freelance Graphic Artist

**BE IT FURTHER RESOLVED**, that the APFA Board of Directors hereby reverses Resolution #5 from the April 13, 2004, Executive Committee Meeting, thereby upholding the termination of the former APFA Graphic Artist. **BE IT FURTHER RESOLVED**, that the Communications Coordinator or her designee shall immediately begin the process of gathering the necessary data so as to provide the Board of Directors with a financial impact study in order to determine whether APFA requires a full time

graphic artist on staff at this time or whether it would be more cost effective to utilize the services of a graphic artist on a part time or freelance basis instead. The results of this financial impact will be provided to the APFA President within ten (10) working days and will be shared with the Board of Directors.

**BE IT FURTHER RESOLVED**, that the Communications Coordinator is authorized to utilize the services of a graphic artist on a freelance basis until the results of the financial impact study are known. Resolution passes 11 Yes, 3 No, 4 Abstain.

## National Committees

**BE IT FURTHER RESOLVED**, that Section 13.D. of the APFA Policy Manual be amended to read:

1. Composition  
All APFA National Committees established pursuant to paragraph a. above shall be comprised of the National Coordinators and five (5) national representatives. The national representatives should include at least two (2) from the Domestic and two (2) from the International Operation, provided that each representative;
  - a. Same
  - b. Same
  - c. Is approved for appointment to the National Committee by the President. Resolution passes 13 Yes, 5 No.



## **Juris Doctorate**

**BE IT FURTHER RESOLVED**, that the APFA Board of Directors immediately set a minimum standard for all those individuals serving in a legal capacity for the Association; those minimum standards to be the successful graduation from an American Bar Association accredited law school and the successful completion, with a passing grade, on one or more state bar exams.

**BE IT FURTHER RESOLVED**, that such minimum requirements shall include, but not be limited to, those individuals serving as General Counsel, Counsel to the System Board of Adjustment or as an advisor to any Officer, Coordinator or Representative, whenever that advisor is compensated in any way by the Association, including, but not limited to, being paid on either a salaried, hourly, flat-fee or trip-removal basis. Resolution fails 8 Yes, 9 No, 1 Abstain.

## **Financial Information**

**BE IT FURTHER RESOLVED**, that the APFA Treasurer shall promptly respond to any/all requests by any member of the Board of Directors for financial reports/records.

**BE IT FURTHER RESOLVED**, that in no case shall the Treasurer take longer than five (5) business days to respond in full to a request by a member of the Board seeking said access. Resolution passes 17 yes, 1 Absent.

## **Web Site Approval**

**BE IT FURTHER RESOLVED**, that Section 12.C. of the APFA Policy Manual be amended to read: 1. The Communication Coordinator is responsible for ensuring that any information electronically disseminated to flight attendants via the APFA website and/or email has been approved by the President to ensure compliance with APFA policy and positions, and one other National Officer. 2. Delete 3. 3 becomes 2 4. 4 becomes 3. Resolution passes 12 Yes, 6 No.

## **Parking**

**BE IT FURTHER RESOLVED**, that Section 5.G.3.(b) be amended as follows:  
b. "Where employee parking is provided and the authorized member has access to such parking, the free parking facility should be used."  
c. "Should circumstances warrant a member to park in a pay parking lot at an airport in lieu of available free parking, such member will be reimbursed." Resolution passes, 18 Yes, 0 No.

## **Company Meetings and the Vice President**

**THEREFORE BE IT RESOLVED**, that the Vice President and or designee shall be included in all meetings with the Company. Resolution passes 11 Yes, 7 No  
A motion to reconsider Resolution #14 was made. Resolution Fails 8 Yes, 10 No.

## **Dissolve Election**

**Task Force**  
**THEREFORE BE IT RESOLVED**, that Resolution #9 adopted by the Executive Committee on June 28, 2004, is reversed and vacated, the Election Procedures Task Force established by such Resolution is dissolved, and no further expenditures or activities by or on behalf of the Committee are authorized. Resolution passes 10 Yes, 8 No.

## **APFA Building Security**

**BE IT FURTHER RESOLVED**, that section 8.A.2. of the APFA Policy Manual shall be amended to read:  
c. "The National Officers shall ensure that the National Coordinators and Representatives using a Base/Division/Field Office established by the Board and physically located within APFA Headquarters are afforded separate access to such office after HDQ normal business hours. Coordinators must be granted access to their offices, the supply room, the copy room and restroom."  
d. "Access to the security system codes and building keys, and access after hours to other individuals other than in  
c. above shall be determined by the National Officers with notification to the Board." Resolution passes 18 Yes, 0 No.

## **Department of Labor**

Resolution 17 is put forward. A substitute Resolution, 17a, is put forward shortly after. Resolution 17a fails 7 Yes, 11 No.

## **BE IT THEREFORE**

**RESOLVED**, that the APFA Board of Directors must rely upon the DOL's findings;

## **BE IT THEREFORE**

**RESOLVED**, that the Department of Labor's finding was to recognize the existence of 16 uncounted ballots, which they deemed valid.

**BE IT RESOLVED**, that the APFA Board of Directors directs the National Ballot Committee in conjunction with Whitley-Penn to open the ballots in question and recertify the National Officers runoff election.

Resolution #17 is now before the Board. Resolution passes 11 Yes, 7 No.

## **Legal Counsel**

**THEREFORE BE IT RESOLVED**, that Resolution #3 adopted by the Executive Committee on April 13, 2004, is reversed and vacated to the extent that it purports to authorize or recognize the APFA Treasurer to retain legal counsel;

**BE IT FURTHER RESOLVED**, that the APFA Treasurer is not authorized to retain legal counsel. Resolution passes 18 Yes, 0 No.

## **BOD Packet**

**BE IT FURTHER RESOLVED**, that the Board of Directors is to receive the same packet of material as the Executive Committee. Resolution passes 18 Yes, 0 No.

## **Adjourn**

Move to adjourn.  
Motion passes 18 Yes, 0 No.

# APFA SPECIAL BOARD OF DIRECTORS MEETING REVIEW

August 25, 2004

## The Radisson DFW South

### MEETING #1

#### 1015 Call to Order

President Ward calls the Special Meeting of the APFA Board of Directors to order. The participants and spectators were reminded to shut off all cell phones.

#### 1017 Roll Call

Secretary Hildreth took the roll call. All Board Members were present. Steven Moldof was present, as well as a gallery of Vice Chairpersons, Executive Committee Members and APFA members in good standing.

#### 1019 Point of Order

LAX Chair Nikides asks to be recognized and reads into the record the APFA Code of Conduct as a guide and inspiration during this meeting.

#### 1024 Agenda Review and Approval

Resolution #1, maker Secretary Hildreth, to approve the agenda is put forth. Due to the lack of ten (10) days notice, as per the APFA Constitution, there are no agenda items. Therefore, Resolution #1A, maker Mallon-ORD, is put forth adding the DOL Findings as an amended agenda item. Several additional topics were offered to be included in the amended agenda. A clarification of procedure was asked of legal counsel concerning the placement of agenda items. Additional discussion ensued involving several members of the Board regarding a dispute of agenda

item order. The amended agenda items and their order of discussion were agreed to. A motion was put forth and approved to place Old Business following New Business on the amended agenda.

Resolution #1A is put forth for vote. This resolution passes unanimously.

Resolution #1 is put forth to approve the agenda. This resolution passes unanimously.

#### 1044 Department of Labor

President Ward states that the Board of Directors will be meeting off the record to formulate a resolution with regard to the Department of Labor's decision concerning the APFA.

#### 1047 Meeting Off the Record

The National Officers and gallery leave the room.

#### 1255 Meeting Back on Record

President Ward asks the maker, Hodgson-LGA, to read Resolution #2 into the record.

#### Resolution #2

**Whereas**, in accordance with Article III, Section 3.A of the APFA Constitution, the APFA "Board of Directors is authorized and empowered to take any and all lawful action" ... "to safeguard and protect the APFA", as well as "the rights, privileges, duties, and responsibilities of the APFA"; and

**Whereas**, Article VI, Section 5.H. (2) of the APFA Constitution declares that "The candidate receiving the majority of valid votes cast for an office in the run-off election shall be deemed elected to that office and be so notified by the Secretary"; and

**Whereas**, on August 12, 2004, by order of the Office of Labor-Management Standards of the U.S. Department of Labor (hereafter, "DOL"), District Director Kermit Perkins and Investigator Ann Woodward, validated, opened, counted and certified sixteen (16) additional ballots for the office of APFA President; and

**Whereas**, on that day and in the presence of the above DOL representatives who certified this August 12, 2004, "Additional Ballot Count," representatives of Whitley Penn, CPAs and Professional Consultants to the APFA, added the DOL tally of sixteen challenged ballots to the formerly recorded, certified tally of March 12, 2004; and

**Whereas**, when combined with the previous totals, candidate Tommie Hutto-Blake received a total of 7407 valid ballots and candidate John Ward received a total of 7400 valid ballots; and

**Whereas**, pursuant to the authority of Section 601 of the Labor-Management Reporting and

Disclosure Act of 1959 (LMRDA), the Office of Labor-Management Standards (OLMS) conducted an investigation of this March 12, 2004, run-off election for officers of the APFA; and

**Whereas**, in a letter dated August 17, 2004, under the signature of John H. Heaney, Chief, Division of Enforcement, U.S. Department of Labor, states that, "it is the OLMS position that APFA should immediately install candidate Tommie Hutto-Blake to the position of APFA President," and

**Whereas**, the DOL in the above referenced letter of August 17, 2004, further determined, with respect to the election complaints filed by the unsuccessful runoff election candidates for the other APFA National Officer positions, that there were no violations of law that may have affected the outcome of those elections; and,

**Whereas**, Chief Heaney's letter further states that, "APFA's voluntary installation of Ms. Hutto-Blake to president for the remainder of the term will remedy the violations of Section 401(e) that occurred during the runoff election," giving APFA a deadline of August 26, 2004;

**Therefore**, be it resolved, that the Governing Body of the APFA, the Board of Directors, directs the APFA National Balloting Committee to immediately decertify the ballot count of March 12, 2004, effective August 25, 2004, for the office of President and in conjunction with Whitley Penn to re-certify the National Run Off Election for president in accordance with the

above findings and the DOL tabulations counted on August 12, 2004.

**Be it further resolved**, that the APFA Board of Directors by authority of the APFA Constitution and this said Resolution, immediately installs Tommie Hutto-Blake to the office of APFA President; and

**Be it further resolved**, that the APFA Secretary shall notice Candidate Hutto-Blake that she is deemed elected to the office of President effective immediately for the remainder of the term; and

**Be it further resolved**, that this Resolution shall be immediately prepared for notice and publishing to the APFA Membership on the APFA Hotline and the APFA Web site; and

**Be it further resolved**, that the APFA Secretary shall notify the Department of Labor of this election re-certification and installation immediately upon the completion of both actions.

President Ward asks if there is any further discussion on this resolution. There is no additional discussion brought forth.

Resolution #2 is put forth, to the APFA Board of Directors, for vote by Secretary Hildreth. Resolution #2 passes unanimously.

John Ward asks to address the Board of Directors and gallery wherein he shared a personal message with the Board and gallery.

#### 1250 Meeting One Adjourned

# APFA SPECIAL BOARD OF DIRECTORS MEETING REVIEW

August 25, 2004

## The Radisson DFW South

### MEETING #2

#### 1440 Call to Order

President Hutto-Blake calls the second APFA Special Board of Directors Meeting to order. President Hutto-Blake addresses the Board of Directors, followed by remarks to the gallery.

#### 1444 Roll Call

The roll call is once again taken. All Board Members are present.

#### 1441 Agenda

The agenda topics and their order of presentation are reviewed. A motion is made by the Treasurer to approve the agenda.

Resolution #1 is put forth for vote. The resolution is passed.

#### 1444 Safety Conference

DFW Chair, O'Kelley is asked to speak to this agenda item. The question of APFA's participation in the International Air Safety Investigators Conference in Australia is addressed. Treasurer Lukensmeyer is asked to respond to the DFW Chair's question. Discussion concerning this issue involved several members of the Board. President Hutto-Blake also addressed the Board concerning the Safety Coordinator's attendance at this conference as well as the expense. Several questions were asked and answered concerning this expense. It was suggested by the National Officers that this decision regarding expense and attendance at

this conference be turned over to the Board of Directors. The Board would assume the responsibility for the decision. Additional discussion regarding the issue of attendance and its benefit to the APFA commenced. At the conclusion of discussions, a hand vote was taken whereby the Board agreed that the Safety Coordinator would attend the International Air Safety Investigators Conference in Australia. The Safety Coordinator would be notified immediately of the Board's decision.

#### 1530 Seniority Integration Agreement

#### Meeting Taken Off the Record

#### Meeting Back on Record

Resolution #2 was read into the record by the maker, Mallon-ORD. The maker speaks to the resolution. President Hutto-Blake opens the resolution to discussion. A clarification is made concerning the previously agreed to procedure for the APFA Hotline message for the evening of August 25, 2004.

This resolution is put forth for vote. Resolution #2 is passed.

#### 1700 Election Procedures Task Force

Resolution #3 is read into the record by the maker, Mallon-ORD. The maker speaks to this resolution

and the reasons for putting it forth.

This resolution is opened to discussion. The composition of and budgeting for this task force was discussed amongst the Board Members. It was determined that the members of this committee would need to be known to the Board prior to any vote. Discussion continued concerning the proposed members of the task force. Discussion was then directed to the wording of the resolution. Additional opinions were shared regarding the necessity of forming this task force. A break was called enabling the maker to caucus with supporters of this resolution to provide additional nominees for the subject task force.

#### 1725 Break

After a short break, President Hutto-Blake asks the maker to inform the Board of the suggested Task Force members. The maker yields to the IDF Chair who informs the Board that the nominees are Ad Hoc Steven Ellis, Becky Kroll and Board Member, Cindy Horan-DCAI. A defined timeframe will also be included in the resolution.

Resolution #3 is put forth for vote. Resolution #3 is passed.

#### 1818 Pension

Resolution #4 is read into the record by maker, Moehring-IOR.

The maker speaks to the resolution presented. The Board thoroughly discusses the negatives facing the flight attendants' defined pension plan. A proactive approach is encouraged by several Board Members. A task force/committee is suggested, as well as proposed members. APFA members Jill Frank and Patrick Hancock are suggested as members of this Task Force. Additionally, discussion is held regarding the utilization of outside sources as assistance to the Task Force. Discussion continues and the language of the resolution is refined by several suggestions of members of the Board.

Resolution #4 is put forth for vote. This resolution passes unanimously.

#### Hotline

IDF Chair Watson speaks to the previously agreed to arrangement for John Ward to record a message for the August 25, 2004, Hotline. The message, if submitted by John Ward, will be reviewed by John Nikides, Randy Trautman and Steve Watson. The IDF Chair asks that the three appointed Board Members be allowed to handle this issue. The Board concurs.

#### National Balloting Committee

Secretary Hildreth presents the Board with the official letter to President Hutto-Blake installing her as President of the APFA, as well as the accompanying certificate. The Secretary then addresses, through Resolution #5, the oversight of APFA member, Leann Pelzel, from the list of National Balloting Committee members. The resolution is read into the record by the maker, Secretary Hildreth.

Resolution #5 is put forth for vote. This resolution passes unanimously.

Vice President Durkin requests an off the record discussion regarding the next agenda item.

#### Meeting Off the Record

#### Meeting Back on Record

The next agenda item is withdrawn by Vice President Durkin.

#### Archives

This agenda item is tabled to the next Board of Directors Meeting to enable the APFA archivist to be present.

#### National Officer Recognition

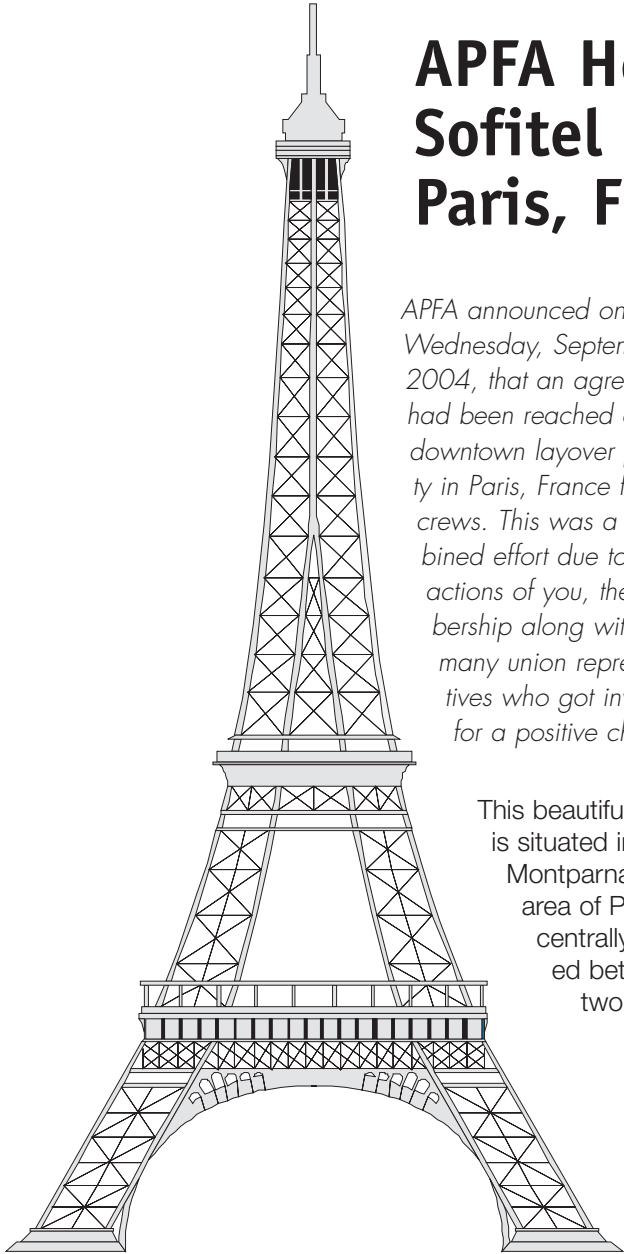
This agenda item is also tabled to the next Board of Directors Meeting.

The next agenda item is withdrawn by the IDF Chairperson.

A motion is made to adjourn. At this time a hand vote is taken to adjourn the meeting.

#### Meeting Adjourned





# APFA Hotel Review

## Sofitel Forum Rive Gauche

### Paris, France *By Joel Medford, DFW*

*APFA announced on Wednesday, September 1, 2004, that an agreement had been reached on a downtown layover property in Paris, France for our crews. This was a combined effort due to the actions of you, the membership along with the many union representatives who got involved for a positive change.*

This beautiful hotel is situated in the Montparnasse area of Paris, centrally located between two stops on the

Metro system. The surrounding area includes two grocery stores, various brasseries, restaurants and wine shops and even a large movie centre. The neighborhood is surprisingly quiet and quaint, yet easily accessible.

The room we viewed is described as a “chambre typique” or typical crew room. It contained a king-size bed with triple sheeting, an up-scale bathroom with ample counter-top space and an exceptional tub. Individual heating and a/c were provided. The black-out curtain was very effective.

A crew room is available containing vending machines, a TV, free coffee and tea, free internet access, an ice machine and a refrigerator. A vending machine with soft drinks and beer is to be added.

#### **SECURITY:**

The hotel staff has access to video monitoring of the entire grounds, inside and out, with a playback of five days worth of

viewing. Uniformed security guards are on the premises and rooms are accessed with an electronic key system. There are four security rounds a night, and an in-house fire brigade and alarm system connected to the Fire Department.

#### **FOOD/ SUNDRIES:**

The hotel is offering a generous crew discount of 20 percent in each of the eating establishments: *Le Patio*, (small coffee shop with various buffets daily), *Café Francais* (buffet breakfast with a substantial 50 percent discount for crews), and the haute cuisine restaurant *La Table et la Forme* (local chef specialties). Room service is available 24 hours daily. Each room is supplied with an automatic charging mini-bar. *The Nelli Bar* will offer crewmembers happy hour including two-for-one drinks. There are also several shops in the hotel as well as an in-house hairdresser.

#### **GYM/ HEALTH CLUB:**

On site is a gym room complete with the latest in cardio equipment including stairmasters, treadmills and bikes. It also offers showers with fresh towels. For the avid jogger, there is a park nearby. The health room has the added bonus of a fabulous all-glass view of Paris.

#### **OVERALL:**

This hotel was “first choice” for the APFA Hotel Department. With the promise of quick check-in/check-out, exceptional “Cle d’Or” (gold key) service to assist with transportation, show tickets and guides to exploring neighborhood, the *Sofitel Forum Rive Gauche* is viewed as an exceptional choice for our Paris layover hotel. Senior management and other staff members are eager to welcome our AA crews and business and we are extremely pleased to have secured this fine hotel for our members.



# This Just In... Welcome Back!

In mid-September, the Company let APFA know that there would be a need for about 300 additional Flight Attendants for the month of November. This was due to a higher than expected attrition rate and an anticipated increase in the international operation and wide-body flying.

During the recall meetings with the Company, the APFA communicated the desire for relief for Flight Attendants wishing to utilize personal vacation days (PVD's) or personal mini or bid leaves (PLOA's). Due to the less-than-favorable staffing we have been experiencing, leaves have been sparse and we have heard from our members that there was an interest in more flexibility for these provisions. The Company

agreed to double the number of recalls needed in order to account for the anticipated retirements later this year, as well as the potential opportunity for granting leaves of absences beginning in 2005.

American Airlines and APFA announced the recall of 610 Flight Attendants on September 28, 2004. Recall notices were mailed to the address on record for the 610 most senior Flight Attendants on the furlough list.

Those Flight Attendants who accepted the recall offer will report for duty at their new bases on November 17, 2004. The most junior Flight Attendant issued a recall notice has an occupational seniority date of March 22, 2001.

All Flight Attendants who receive a recall notice have ten (10) days from the postmarked date to either reject or accept the offer. If they accept the recall, they must then list their base preferences from the domestic bases where openings currently exist. For the November 17th recall, the bases are: LGA, BOS, STL and DCA. Transfer lists are cleared at these bases prior to posting positions available per domicile. Transfers were processed on October 15th. Recalled Flight Attendants will be awarded base preferences in seniority order.

Flight Attendants returning to the line must attend a three-day refresher course in DFW. there will be two classes in October and two in November. Additional

information on travel arrangements to new bases will be provided at training. Those recalled will receive a bid schedule containing available days for the remainder of November and may serve reserve in December depending on seniority at their new base.

More information on recalls and furloughs can be found on the APFA Web site (under the main topics menu). You may also refer to article 16 (Reduction in Force) of the Contract. If you have questions or hear rumors about recalls and furloughs please call the contract desk or drop us a line so we can address your questions and provide you with the correct information.

We know that returning back to the line and to a potential new base will be a challenging transition for our recalled Flight Attendants. Please join us in welcoming each of our members back to the line and remember there are still 4541 Flight Attendants still on furlough.

American Airlines notified APFA that among the 610 furloughed flight attendants offered recall, 496 accepted the offer of recall effective November 17, 2004, 57 rejected the offer, and 57 did not respond.

# Constitution Ballot Tally

BASES Constitutional Referend	MACHINE COUNT					MANUAL COUNT									BALLOTS NOT COUNTED				TOTAL			
	YES	NO	UNDER VOTE	OVER VOTE	TOTAL MACHINE	YES	NO	UNDER VOTE	OVER VOTE	TOTAL MANUAL	Total Yes	Total No	Total Under	Total Over	TOTAL BALLOTS COUNTED	DUES IN ARREAR	NOT IN SECRET BALLOT	DUPLICATE	DID NOT FOLLOW RULES	TOTAL BALLOTS RECEIVED	TOTAL BALLOTS MAILED	% RECEIVED
BOS	62	93	0	0	155	4	2	0	0	6	66	95	0	0	161	2	4	0	0	167	664	25.15%
BOSI	64	76	0	0	140	1	0	0	0	1	65	76	0	0	141	2	0	0	0	143	417	34.29%
DCA	63	89	0	0	152	0	4	0	0	4	63	93	0	0	156	1	1	0	0	158	554	28.52%
DCAI	20	30	0	0	50	0	1	0	0	1	20	31	0	0	51	0	0	0	0	51	125	40.80%
DFW	528	317	0	0	845	21	11	0	0	32	549	328	0	0	877	16	12	0	0	905	3329	27.19%
IDF	271	316	0	0	587	8	13	0	0	21	279	329	0	0	608	3	4	0	0	615	1539	39.96%
IMA	0	0	0	0	0	188	262	0	0	450	188	262	0	0	450	10	2	0	0	462	1571	29.41%
IOR	200	227	0	0	427	4	3	1	0	8	204	230	1	0	435	1	0	0	0	436	1283	33.98%
JFK	186	423	0	0	609	5	7	1	0	13	191	430	1	0	622	9	7	0	0	638	1913	33.35%
LAX	0	0	0	0	0	173	252	0	1	426	173	252	0	1	426	10	2	1	0	439	1549	28.34%
LAXI	74	165	0	0	239	1	8	0	0	9	75	173	0	0	248	3	2	0	0	253	665	38.05%
LGA	0	0	0	0	0	136	217	0	0	353	136	217	0	0	353	11	3	0	0	367	2043	17.96%
MIA	168	206	0	0	374	6	5	0	0	11	174	211	0	0	385	4	2	0	0	391	1432	27.30%
ORD	254	214	0	0	468	9	6	1	0	16	263	220	1	0	484	3	6	0	0	493	2131	23.13%
RDUI	20	6	0	0	26	0	0	0	0	0	20	6	0	0	26	2	0	0	0	28	87	32.18%
SFO	126	109	0	0	235	5	7	0	0	12	131	116	0	0	247	8	2	0	0	257	1036	24.81%
SFOI	39	23	0	0	62	1	1	0	0	2	40	24	0	0	64	1	1	1	0	67	232	28.88%
SLT	56	99	0	0	155	0	4	0	0	4	56	103	0	0	159	3	1	0	0	163	495	32.93%
ISL/STL	32	1788	0	0	1820	3	48	0	0	51	35	1836	0	0	1871	80	35	2	0	1988	2930	67.85%
	2,163	4,181	0	0	6,344	565	851	3	1	1,420	2,728	5,032	0	1	7,764	169	84	4	0	8,021	23,995	

Grand Total 8,021 23,995 33.43%

## Proposed Constitutional Changes Fail August 11, 2004

Yes Votes = 2,728 • No Votes = 5,032

Pre-voids  
Amt not counted  
Void no  
label 5

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## ELECTION NOTICE

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The National Ballot Committee announces that, in accordance with Article VI, Section 2.A of the APFA Constitution, Notifications of WILLINGNESS-TO-SERVE are now being accepted for Chairperson, Vice Chairperson and Operation Council Representatives for the following bases: **BOS, BOSI, DCA, DCAI, DFW, IDF, JFK, LAX, LAXI, LGA, MIA, IMA, ORD, IOR, RDUI, SFO, SFOI and STL.**

Each elected or duly elected **Chairperson** will be authorized, in addition to their duties of the Chairperson:

- (1) to serve as a Delegate to the Annual or Special Convention(s) for the purpose of electing the Ad Hoc Members of the Executive Committee,
- (2) and exercise a vote to remove an individual from the position of Ad Hoc Member of the Executive Committee should such action be deemed necessary.

Each elected or duly elected **Vice Chairperson** will be authorized to serve as a Delegate pursuant to (1) and (2) above only in the absence of the Base Chairperson.

Per Article III, Section 7 of the APFA Constitution, each base shall be entitled to one OCR for each on hundred (100) members or fraction thereof, stationed at the base.

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## CANDIDATE INFORMATION

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This election is open to all members in good standing. Each candidate for Chairperson, Vice Chairperson, and Operation Council Representative (OCR) must be a member in good standing as of January 12, 2005, and must be based at the base to which she/he is applying by February 1, 2005.

Any active member may self-nominate her/himself or may nominate another member. Candidates that are nominated by another APFA member will be contacted by the National Ballot Committee to confirm their Willingness-to-Serve. Withdrawals will not be accepted after January 15, 2005.

**Candidates for either Base Chair or Vice Chair may run simultaneously for an OCR position; however,**

- (1) if a candidate is duly elected as a Base Chair or Vice Chair, that candidate's name will not appear on the ballot for OCR, or
  - (2) if a candidate for Base Chair or Vice Chair also has submitted a WTS for OCR, and an OCR election is conducted, and if the candidate is elected Base Chair or Vice Chair, votes cast for her/him in the OCR election shall **not** be considered.
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## VOTER INFORMATION

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In order to be deemed eligible to vote and in accordance with Article VI, Section 4.D of the APFA Constitution, each APFA member must be in good standing (dues current) by the close of business on February 25, 2005, or on an APFA payment plan. Any member with a dues balance that was accrued during a leave of absence must execute a payment plan no later than February 1, 2005, to be eligible to vote in the Base Representative Election.

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## ELECTION TIMETABLE

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Willingness-to-Serve Notifications must be received in the designated P.O. Box by 10:00 AM CT, January 12, 2005. The National Ballot Committee accepts no responsibility for the failure of the U.S. Postal Service to deliver Express Mail, Certified Mail, or proper notification thereof, to the PO Box. Regular mail, posted in a timely fashion, is recommended.

Ballots will be mailed to all Flight Attendants who are APFA members, including those who are furloughed, on February 1, 2005. Any member not receiving a ballot within a reasonable time after that date should request a duplicate ballot from the APFA National Ballot Committee at (800) 395-2732, extension 8311. Duplicate ballots will be issued, upon request, through February 25, 2005, which is five (5) days prior to the ballot due date

**Ballots must be received in the designated P.O. Box by 9:00 A.M. CT, March 2, 2005. The ballot count will commence immediately at a location to be announced.**

Newly elected base representatives will assume office April 1, 2005, for a two-year term ending March 31, 2007.

**NOTIFICATION OF WILLINGNESS-TO-SERVE**

**Chairperson, Vice Chairperson and Operation Council Representatives for**

**BOS, BOSI, DCA, DCAI, DFW, IDF, JFK, LAX, LAXI, LGA, MIA, IMA, ORD, IOR, RDUI, SFO, SFOI and STL**

**INSTRUCTIONS FOR WILLINGNESS TO SERVE**

Only this form or a photocopy will be accepted, one form per envelope. Candidates who wish to run for Base Chair and OCR must submit a separate WTS for each position. All information should be typed or printed. If additional space is needed, a separate sheet of paper may be used and attached to the form. Each candidate's information will be reprinted with a consistent format, excluding all graphics.

All candidate information is optional, including personal statements and references. There will be no corrections made to spelling, punctuation, grammar, capitalization, intent, or content. If limitations are exceeded, personal statements will be cut off at the limit and biographical information will be brought into compliance by deleting the oldest items. It is the responsibility of the candidate to inform references that their names will be printed in the ballot packet. As a reminder to all prospective candidates, the use of the APFA logo on campaign material is prohibited.

All Willingness-to Serve Notifications must be in the following P.O. Box by 10:00 AM CT, January 12, 2005: APFA National Ballot Committee, P.O. Box 907, Euless, TX 76039-0907

**CANDIDATE INFORMATION:** *All information must be typed or printed.*

NAME: \_\_\_\_\_ CURRENT BASE: \_\_\_\_\_ PREVIOUS BASES: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ LENGTH OF SERVICE: \_\_\_\_\_ EMPLOYEE #: \_\_\_\_\_

CITY/STATE/ZIP: \_\_\_\_\_ TELEPHONE #: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

*Please complete the following information if nominating another APFA member.*

NAME: \_\_\_\_\_ EMPLOYEE #: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_ TELEPHONE #: \_\_\_\_\_

**SLATE INFORMATION** List name(s) and position(s) of person(s) running with candidate and/or any slate slogan. A Willingness-to-Serve with corresponding slate information must be submitted by each member of a slate in order for the slate to be included in printed candidate information. Candidates not running on a slate may likewise use this category to express individual candidacy information including slogan. Limit thirty (30) words for each candidate, slate or non-slate.

**F/A REFERENCES:** *Supporters must be members in good standing. All information must be complete or reference will not be printed. (Limit 10)*

1. Name \_\_\_\_\_ Emp. # \_\_\_\_\_ Base \_\_\_\_\_ 6. Name \_\_\_\_\_ Emp. # \_\_\_\_\_ Base \_\_\_\_\_

2. Name \_\_\_\_\_ Emp. # \_\_\_\_\_ Base \_\_\_\_\_ 7. Name \_\_\_\_\_ Emp. # \_\_\_\_\_ Base \_\_\_\_\_

3. Name \_\_\_\_\_ Emp. # \_\_\_\_\_ Base \_\_\_\_\_ 8. Name \_\_\_\_\_ Emp. # \_\_\_\_\_ Base \_\_\_\_\_

4. Name \_\_\_\_\_ Emp. # \_\_\_\_\_ Base \_\_\_\_\_ 9. Name \_\_\_\_\_ Emp. # \_\_\_\_\_ Base \_\_\_\_\_

5. Name \_\_\_\_\_ Emp. # \_\_\_\_\_ Base \_\_\_\_\_ 10. Name \_\_\_\_\_ Emp. # \_\_\_\_\_ Base \_\_\_\_\_



**BIOGRAPHICAL INFORMATION:** There are four (4) categories for biographical information. Biographical information will consist of no more than forty (40) items, to be divided in any combination of the four (4) categories. Each item will be limited to ten (10) words. Please do not create your own categories. If you do not use a category, that categorical title will not be printed

**FLIGHT ATTENDANT CREDENTIALS**

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_
- 4. \_\_\_\_\_
- 5. \_\_\_\_\_

- 6. \_\_\_\_\_
- 7. \_\_\_\_\_
- 8. \_\_\_\_\_
- 9. \_\_\_\_\_
- 10. \_\_\_\_\_

**EDUCATIONAL BACKGROUND**

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_
- 4. \_\_\_\_\_
- 5. \_\_\_\_\_

- 6. \_\_\_\_\_
- 7. \_\_\_\_\_
- 8. \_\_\_\_\_
- 9. \_\_\_\_\_
- 10. \_\_\_\_\_

**PREVIOUS BUSINESS/JOB EXPERIENCE**

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_
- 4. \_\_\_\_\_
- 5. \_\_\_\_\_

- 6. \_\_\_\_\_
- 7. \_\_\_\_\_
- 8. \_\_\_\_\_
- 9. \_\_\_\_\_
- 10. \_\_\_\_\_

**LABOR RELATIONS BACKGROUND**

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_
- 4. \_\_\_\_\_
- 5. \_\_\_\_\_

- 6. \_\_\_\_\_
- 7. \_\_\_\_\_
- 8. \_\_\_\_\_
- 9. \_\_\_\_\_
- 10. \_\_\_\_\_

**PERSONAL STATEMENT:** Personal statements will be limited to two hundred and fifty (250) words excluding the following articles and prepositions: a, an, and, at, before, by, for, from, if, in, into, of, on, or, the, to, upon, and with.

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## ELECTION NOTICE

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Pursuant to Article III, Section 4,J,1 of the APFA Constitution, Notifications of Willingness-to-Serve are now being accepted for **AD HOC MEMBER OF THE EXECUTIVE COMMITTEE PLACE #1 and PLACE #2** for the three-year term of office beginning April 1, 2005.

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## CANDIDATE INFORMATION

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This election is open to all active members in good standing as defined in Article II, Section 4.B. of the APFA Constitution.

The Executive Committee Ad Hoc Member Place #1 and Place #2 will be elected at the APFA Annual Convention which will commence March, 2005, by the Base Chairs (or the Vice Chair the absence of the Base Chair) who have been elected or duly elected as Delegates to the Convention pursuant to Article 1, Section 7,C. of the APFA Constitution.

The nomination and balloting process for each Ad Hoc Member Place is conducted separately and independently from the other places. When a candidate receives two-thirds (2/3) of the valid votes cast, that individual will be deemed elected to that Ad Hoc Member Place.

Refer to Article III, Section 4 of the APFA Constitution for details regarding the jurisdiction and duties of members of the Executive Committee.

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## ELECTION TIMETABLE

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Members of the National Ballot Committee will retrieve the Willingness-to-Serve Notifications from the designated P.O. Box at **10:00 A.M. Central Standard Time on January 31, 2005**. The candidate's names will be recorded on the APFA Hotline and copies of their Notifications will be sent to each member of the Board of Directors and Executive Committee. Additional Willingness-to-Serve Notifications may be returned to the APFA Secretary or the National Ballot Committee anytime prior to the Convention.

**NOTE: The National Ballot Committee accepts no responsibility for the failure of the U.S. Postal Service to deliver Express Mail, Certified Mail, or proper notification thereof, to the P.O. Box. Regular mail, posted in a timely fashion, is recommended.**

Nomination Envelopes containing copies of all Willingness-to-Serve Notifications that have been returned to the APFA will be distributed to the Board of Directors and Executive Committee when the Convention is first called to order. No other Notifications will be accepted by the APFA after the Convention is called to order.

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## INSTRUCTIONS FOR WILLINGNESS-TO-SERVE

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And active member may self-nominate her/himself or may nominate another member. Candidates are required to contact the National Ballot Committee to confirm their Willingness-to-Serve if other than self-nominated.

Only this form or a photocopy will be accepted, one form per envelope. Biographical information and personal statements should be submitted on a separate sheet of paper and attached to this form. A copy of each candidate's Willingness-to-Serve will be distributed to the Board of Directors and the Executive Committee. **It is the responsibility of the candidate to inform references that their names will appear on the Willingness-to-Serve that is sent to all members of the Board of Directors and Executive Committee.**

All Notifications of Willingness-to-Serve must be sent to: **APFA National Ballot Committee**  
**P.O. Box 907**  
**Eules, TX 76039-0907**

**NOTIFICATION OF WILLINGNESS-TO-SERVE**  
**Ad Hoc Members of the Executive Committee Place #1 and Place #2**

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**CANDIDATE INFORMATION:** *All information must be typed or printed.*

NAME: \_\_\_\_\_ POSITION DESIRED: \_\_\_\_\_ EMP#: \_\_\_\_\_ TELEPHONE#: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_ LENGTH OF SERVICE: \_\_\_\_\_ BASE: \_\_\_\_\_ PREVIOUS BASES: \_\_\_\_\_  
CITY/STATE/ZIP: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_

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*Please complete the following information if nominating another APFA member.*

NAME: \_\_\_\_\_ EMPLOYEE #: \_\_\_\_\_  
SIGNATURE: \_\_\_\_\_ TELEPHONE #: \_\_\_\_\_

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**F/A REFERENCES:** *Supporters must be members in good standing. All information must be complete or reference will not be printed. (Limit 10)*

Name _____ Emp# _____ Base _____ Phone# _____	Name _____ Emp# _____ Base _____ Phone# _____
Name _____ Emp# _____ Base _____ Phone# _____	Name _____ Emp# _____ Base _____ Phone# _____
Name _____ Emp# _____ Base _____ Phone# _____	Name _____ Emp# _____ Base _____ Phone# _____
Name _____ Emp# _____ Base _____ Phone# _____	Name _____ Emp# _____ Base _____ Phone# _____
Name _____ Emp# _____ Base _____ Phone# _____	Name _____ Emp# _____ Base _____ Phone# _____

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***Use a separate sheet of plain white paper for Biographical Information and Personal Statement.***

**BIOGRAPHICAL INFORMATION:** There are four categories for biographical information:

**Labor Relations Background  
Flight Attendant Credentials**

**Educational Background  
Previous Business/Job Experience**

Biographical information will consist of no more than forty (40) items, to be divided in any combination of the four (4) categories. Each item will be limited to ten (10) words. Please do not create your own categories. If you do not use a category, that categorical title will not be printed.

**PERSONAL STATEMENT:** Personal statements will be limited to two hundred and fifty (250) words excluding the following articles and prepositions: a, an, and, at, before, by, for, from, if, in, into, of, on, or, the, to, upon, and with.

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