

**APFA
2015 ANNUAL CONVENTION
MARCH 10-13, 2015**

**Courtyard Philadelphia Downtown
Philadelphia, Pennsylvania**

0930 Call to Order

National President Glading brought the 2015 Annual Convention onto the record.

0930 Opening Remarks

National President Glading began her opening remarks, which she stated would be brief as she had invited a guest speaker. National President Glading stated that APFA is now an eclectic group of 25,000 members that is rich with history and experience. APFA is a rainbow coalition comprised of members from 10 legacy airlines. Almost 15% have been hired within the last three years. Each member brings unique work and life experience. We have all suffered obstacles in our turbulent industry but have overcome, survived and excelled proving that labor unions can do things differently and succeed.

0932 Presentation Dr. Donna Hicks

National President Glading invited a guest speaker, Donna Hicks, who is an expert in conflict resolution. She has written a book called, Dignity. Her book speaks to the importance of that word in conflict resolution. National President Glading felt that she could bring valuable insight into future challenges.

Ms. Hicks started her presentation by stating that she is familiar with both APFA and American Airlines. She had previously done some work with the “old” American Airlines management group. She was grateful to be able to share her thoughts with the APFA on conflict negotiations. She strongly feels that there are emotional issues that prevent resolution and opportunities must be presented allowing these issues to be aired and acknowledged. Even in the most difficult, complicated conflict, the emotional issues were not acknowledged but always present. She has discovered that the base emotion is the negating or violation of dignity. This has become the basis of her dispute resolution process. She spoke to how this relates to the establishment of a relationship with the new management at American Airlines. The actual perceived definition of dignity was discussed. Words that were suggested were respect and trust. Dignity is a deeply emotional concept. Ms. Hicks has a simple and practical definition which is that dignity is our inherent values and vulnerabilities. Research has shown that the brain processes dignity wounds in the same area as physical wounds. She referred to statements made by Nelson Mandela referring to the fact that only he controlled his dignity, it can be attacked, wounded, etc., but cannot be stripped by other people. Dignity is within and cannot be taken away by someone else.

A graph was shown outlining the 10 elements of dignity. These elements had been mentioned by individuals worldwide and Dr. Hicks felt were universal. These elements were: acceptance of

identity, recognition, inclusion, safety, fairness, independence, understanding, benefit of the doubt, and accountability. The power of acknowledgement was stressed by Dr. Hicks. It shifts the dynamics within the relationship immediately by simply acknowledging the other person's perspective. Each element was explained as to effect on the relationship and communication. Dr. Hicks also felt very strongly about accountability and the power of the apology and how difficult that is to do. Relationships flourish if these 10 things are honored; however, if just one is violated, the relationship will break down in minutes with no trust. Trust is all about how an individual is treated. When people treat others with dignity, they strengthen their own. Saving face is an instinctive reaction to making a mistake. It is difficult to acknowledge and apologize for mistakes. It is also instinctual to assume the other person is guilty and you are innocent of the violation of dignity. It is important to learn to take feedback about yourself. What do you do with these instincts that are felt? You really want to feel that you have a choice in your response. A pause for 90 seconds seems to allow time to formulate the appropriate response versus allowing the emotional response to take over. In closing, Dr. Hicks spoke to forgiveness as part of the role in the dignity work. All have violated dignity and we all must learn from it. All have the same vulnerabilities.

National President Glading spoke to the perceived indignities of management that actually started 50 years ago. Flight attendants were treated very, very differently. The Company has never acknowledged this and therefore, most come into their relationship with the Company already feeling their dignity violated. Some experiences were shared and questions raised by members of the Board, which Dr. Hicks addressed. The negativity of the current social media communication was discussed. It is a huge obstacle in maintaining relationships with dignity. A conflict resolution mechanism is imperative to be in place when dealing with organizations and large groups of people.

1043 Break

1103 Meeting Back On the Record

1103 Roll Call

National Secretary Pharr was asked to take the roll call of those present. All members of the APFA Board of Directors were present. National Secretary Pharr reminded those in the gallery that neither audio nor video recording of this meeting was permitted. Additionally, National Secretary Pharr asked those Board Members who left hard copy resolutions with him, forward them electronically for presentation at this meeting.

1106 Agenda Review and Approval

Additions and revisions were requested at this time. Several items were put forth as well as items removed. Resolutions must accompany agenda item calling for action. Several resolutions were passed out for review during agenda item additions. If a resolution is not available at this point, the individual requesting the action agenda item must explain to the Board the content of the proposed resolution. This discussion continued for quite some time as several new agenda items and resolutions were brought forth for inclusion on the agenda.

Prior to the vote on Resolution #1a amending the agenda, National President Glading addressed the Board of Directors concerning very important information that she had recently been made aware of. National President Glading began by saying the APFA has done incredible work together and with strong support of the membership has overcome difficult challenges and have, before us, promising opportunities. As expected, the LUS flight attendants are dedicated professionals and strong union advocates. They have by way of their Red Book brought us some of the best and hardest fought work rules in the industry. They have adopted the new PBS system with courage and grace. They dealt with serious disruptions and problems surrounding ETB, ISAP and various IT issues and have done so with determination and professionalism.

Unfortunately, much of what we have accomplished is in jeopardy. The more we succeed it appears more of a target we become. Last Tuesday, the AFA International President called a meeting of the APFA LUS Leadership. National President Glading did not know what was said about the intent of the meeting, but feels certain it was to be kept confidential. No one discussed this meeting with National President Glading. She does feel most are not aware, until this moment, that she had knowledge of this meeting. At this meeting, they discussed AFA's plan to take control of the APFA's Board of Directors and membership. Similar meetings have taken place in the past which National President Glading has previously briefed the Board about. This meeting was different as it is not only AFA International's intent to discredit the APFA, but to willingly and knowingly hurt our membership in the process. The AFA International plans to get control of the APFA Board through havoc or chaos. The strategy was planned and timed to occur at the Annual Convention.

National President Glading asked all to differentiate between the LUS flight attendants and the AFA International whose plans these are. Their goal is to exploit political divisions on this Board and use it for their own gain. This strategy is not complicated, nor groundbreaking. With control of the Board, they hope to hobble defenses from within. They plan to terminate our outside professionals, some of whom have been with this Union for decades. The professional team in place now was able to bring AFA to the table to hash out an agreement that brought LUS flight attendants into our Union without any unnecessary bloodshed and they want that team gone. It is important to note that AFA International has done away with their own internal communications team and has hired a PR firm. We believe they intend to take drastic actions that will expose APFA to expensive litigation in an attempt to deplete our treasury before launching what they are calling a voluntary merger, but which we know is actually a raid. Our treasury has been carefully managed for years and the AFA is broke. They have thwarted our efforts to integrate communications and comply with the APFA policy. National President Glading will not attempt to say what the LUS reps thought of the meeting with the AFA International; however, the fact that none stepped forward and admitted that it took place speaks volumes.

It is easier to deny the problem exists but we can no longer do that. It is up to this Board to stand up and fight for the Union and most importantly, the membership. What is most disturbing is that this scheme would deprive the APFA flight attendants of the benefits of this merger. You need to look no further than the Joint Negotiating Committee equally represented between the LUS and LAA flight attendants that came together and produced a contract that is clearly better than if either side acted on its own. That kind of synergy is what APFA can achieve in every

arena if we act as a single unified workforce – something we need to do from this point forward. We cannot allow outsiders to rob us of our potential by injecting discourse, distrust and dysfunctionality. We are at the crossroads. We can either build our union or allow others to destroy it. We can devote our time to opportunities that lie before us or waste our time on internal conflict. Our choice is clear. Through the commitment of everyone sitting here and the 25,000 flight attendants we represent, we can and must move forward and not backward.

National President Glading's hope is that all can walk out three (3) days from now with this hashed out and with one unified voice and one unified message that we are going to fight for the flight attendants, putting everything else aside. The term 'merger' is being used as it is not chargeable under our Constitution. If there is an interest in merging with another union, conversations would occur with the officers. Those conversations have not taken place; therefore, that is not what this is about. National President Glading asked the Board to meet before the agenda is presented, to talk about where we are headed, what we want to do and send a message to the flight attendants that we are strong and we are unified. National President Glading asked all, LUS and LAA to remember the extraordinary accomplishments in creating the world's largest airline, having achieved the highest paid contract and having done an absolutely incredible job representing the flight attendants. National President Glading asked the Board to discuss this matter now. We must walk out of this meeting as one with a specific purpose and goal.

It was suggested by a member of the Board that a break be taken and this matter resolved now before proceeding further.

1140 Meeting Taken Off the Record

1606 Meeting Back On the Record

1606 Resolution #1a – Amend the Agenda
Maker: Glading
Second: Valenta

Resolution #1a was presented for approval; however, it was determined that additional amendments would be presented. The process of amending the agenda continued for quite some time. Resolution #1a amending the agenda as originally presented was passed by a roll call vote. (20 yes, 0 no)

1621 Resolution #1 – Approve the Agenda
Maker: Glading
Second: Pharr

Resolution #1 approving the amended agenda was put forth for a vote and was passed unanimously. (20 yes, 0 no)

1624 Ad Hoc Nomination – Position #5

A list of the Board Members able to vote on this position was read into the record. At this time, nominations were received. There were seven (7) willingness to serve notices received. At this time, additional nominees were presented. The election will be conducted prior to the conclusion of the Annual Convention.

1629 National Ballot Committee Update

Alex Rodriguez has been working on a program for an online willingness-to-serve form. The goal is to have this available for the 2016 election.

The Ad Hoc assignments will be redone once the merger of the domestic and international bases takes place. The committee is looking for suggestions on how to accomplish this and suggested faxing the information to them.

1633 NATIONAL PRESIDENT'S UPDATE

1633 Merger Update

An updated Implementation Schedule was passed to the Board Members. The latest revision of this is March 3rd and is currently on the website. Updates, as received, will be posted. Meetings have been held weekly with the Company on implementation and interpretation. Some items have taken quite a bit of time to work out. The list is getting shorter; however.

LUS PHX –LIH Crew rest was discussed and has been resolved. The bid leave situation for LAA and the full 30 day bid leave will accrue sick and vacation time. If only a partial leave is taken, the flight attendant will be required to fly 35 hours to accrue sick and vacation time. The LUS portion will remain status quo for the time being. Location delay as pertains to LUS was discussed. If the flight attendant receives location delay incentive pay and last 5 days of month pay protection, the flight attendant will receive the greater of the two. Pay protection, last trip versus last five (5) days was discussed during the JNC.

ACARS was discussed as this is the way LUS flight attendants sign in for the premium pay positions. If you are not on the original pairing due to any reason, the pilots will now have to log you in for each leg since they have switched ACARS systems. The pilots have been advised of this procedure.

Beginning in May, the sick cap for LAA flight attendants – 85 hours – will be eliminated. All trips will be covered under the JCB language. LUS flight attendants do not have a sick cap.

Also beginning in May, the JCBA's requirement for purser designation will only be required on 3 class domestic transcon for A321T or 777 3-class transcon and IPD flying. On wide body domestic flights and overwater flights, all flight attendants will be eligible to bid position 1. This new provision will be implemented in May; however, the Company has identified a problem. The problem is in FOS. The FOS setting must be changed regarding city pairs. This will cause

problems in trip trading with another flight attendant or open time. This will be a problem for AVBL, MU and HVBL. The Company is working on this.

Duty time limitations as pertain to voluntary waiver for domestic and international were discussed. In the Red Book you can waive at 16 with a hard stop at 18. For domestic, there was never a max and the Committee is trying to introduce one and should have a resolution soon. Boarding times have been suggested to be implemented at the same time for both LAA and LUS. The check in times would not change but the boarding times would. The biggest change would be for the LUS flight attendants flying NIPD. This is still in discussion phase.

A Priority Chart was submitted to the Board with items that have been implemented, those currently in process and those that are still being discussed as to completion date. The Committee felt that all are trying to complete these items as soon as possible with full cooperation. The Company has assigned a Project Manager for the implementation of these IT issues.

The LUS Contract Guide has been completed and with the Company for its review. The Company also has the LAA Contract Guide for review. The MEET Committee has an update, which shall be discussed in the morning.

1710 Motion to Recess

A motion was made to recess for the evening and was passed unanimously.

1711 Meeting recessed until 9:00 am, March 11th.

DAY TWO
March 11, 2015
Annual Convention

0920 Call to Order

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

National Secretary Pharr stated that a new tradition would begin with this convention initiated by the PHL representatives. APFA Leaders from the convention's host city will highlight a local charity for the APFA to give back to the community. This year local pizzeria Rosa's Fresh Pizza was chosen for their unique feed the homeless program. A group will visit the restaurant this evening with a personal donation from the convention attendees.

National President Glading distributed a letter received from TWU thanking APFA members Ruth Salinas and David Wieling for their heroic life saving efforts performing CPR on a Fleet Service Clerk in DFW.

0931 Roll Call

National Secretary Pharr proceeded to take the roll of those members present at this time. All members of the APFA Board of Directors were present.

0931 MEET Initiative (Membership Education & Engagement Team) Update

Several individuals have spent numerous hours putting this program together and will give a briefing to the Board. This is focusing on new hires and encouraging them to become educated and involved. Local meetings will be open to all flight attendants and the suggested training in DFW to new hire flight attendants.

Prior to that briefing, National President Glading spoke to the professionalism and cohesiveness of the combined Negotiating Team. They have worked so hard for so long blending the two complex contracts under extraordinary circumstances. National President Glading spoke to the APFA history with Rob Clayman and his extensive list of accomplishments with APFA. National President Glading wished to extend this formal thank you and acknowledgement of all efforts.

A grievance pertaining to deadheading, training and the pay involved was filed this morning. The grievance was discussed. The Company would not move on this issue and it is hoped there will be a speedy resolution.

The MEET Committee representatives explained the upcoming training, meetings and scheduling of this committee. They will be creating educational tools to be utilized online as well concerning scheduling and contract issues. The history of labor and the APFA will be highlighted. There will be two groups – LUS and LAA, which are geared to the new hire flight

attendants with little or no experience with labor/labor unions encouraging them to be involved and educated about the work rules and contract issues.

0955 Litigation Update

National President Glading spoke to outstanding lawsuits. Legal Counsel was asked to explain the insurance policy that is carried by APFA. There is a \$50,000 deductible and if it is a covered matter, pays the balance of the fees with a high cap. A synopsis of both lawsuits was submitted to the Board.

0957 Coalition Update

There have been no coalition meetings recently. The Teamsters were to host the next meeting but had a lot of things happening. APFA was present in London at the ITF Cabin Crew Meeting. APFA is continuing to have communication with TWU and APA. National President Glading stated that the Flight Attendant Coalition will continue to work together to maintain the strength of the labor unions despite some current problems and conflicts.

1002 Legislative Report

Julie Frederick began this presentation with a explanation of the power structure existing in the 114th Congress. Currently, the US Senate is controlled by the Republican Party. The House of Representatives also is controlled by the Republicans. The Homeland Security Bill was discussed. The Democrats are attempting to keep riders off significant legislation. Legislation affecting labor was discussed especially collective bargaining rights and the right to work states. APFA remains opposed to voice communication onboard the aircraft. The APFA did testify at the DOT hearing. The FCC is underway to expand broad band connectivity. Air rage attacks have increased over the years as have the fines; however, when applied they have been decreased by the FAA. The APFA feels that the FAA should review this policy of reducing fines. The flight attendants have received the beginnings of OSHA protection onboard the aircraft through the FAA Reauthorization Bill. It is hoped to improve this protection. APFA stands adamant regarding no knives onboard the aircraft. The Norwegian Airline application situation is ongoing and totally circumvents U.S. labor laws.

The Gulf carriers receive excessive subsidies from their governments and have intentions of competing in the global market. Also, human rights abuses have been uncovered at Qatar Airlines as well as Asiana and Singapore airlines. National President Glading and Anthony DeMaio met with the Executive Vice President of Government Affairs, American Airlines, regarding this issue. American, Delta and United joined forces and approached the White House asking them to look at the Open Skies Agreement. This was put in place in 1992 to create a level playing field internationally. There were certain conditions and parameters. This concerns the government subsidies of these airlines. This is a difficult issue as it affects many industries here in the US, not the least, Boeing. National President Glading spoke to the abuses within Qatar Airlines as pertains to the flight attendants. This is an ongoing priority and the efforts will continue concerning the expansion of their international flying and the human rights abuses.

On February 25th, it was the 25th anniversary of no smoking onboard aircraft. Patty Young was the American Airlines flight attendant responsible for the termination of smoking onboard the aircraft.

1030 Break

1105 Meeting Back On the Record

1105 Special Assignment

Hector Adler is working on aligning the special assignment pay as it is different for LUS and LAA. He is trying to establish 5 hours flight pay for a day of special assignment.

1106 IOD Department Chair

This will be accomplished after April 23, 2015, allowing this opening as well as two division representatives to be posted. Bellia Peckson will be acting as the National Chair until then. Both the DFW President and National President spoke to the outstanding and committed job performance of Ms. Peckson in this position over the years. It is a very difficult position.

1107 Jumpseat Priority

A balloting will be conducted regarding the seating priority for the jumpseat. The hard 40 must be voted upon as well. It was suggested that these issues be balloted separately. A hand vote was taken and a majority felt these issues should be voted on separately.

1112 DEPARTMENTAL REPORTS

1113 Archives

The National Chair submitted a written report to the Board. The archiving of lawsuits, specifically from the 1993 strike and through to early 2000 is completed. The last large project is the negotiation team documents from 2008 – 2012.

Sally Prater spoke to the need to digitize the history of APFA. There are more than a million pieces of paper and documents as well as documents from the 1930's and 1940's that are aging. Most have been sent to the University of Texas at Arlington to their climate controlled archives. However, there are still important older documents at APFA. All documents would be protected from fire or natural disaster by digitalizing, not to mention bringing the archives into this new age. This will enable easy access to all documents. The written report given to the Executive Committee was shared with the Board. An independent consultant was utilized, who recommended the Adobe Acrobat PDF-A software for the APFA Archives. This will enable the scanning and retrieval of all documents and eventually eliminate all the paper that is coming into the Archives. The legal aspect has been addressed with assistance from the APFA Legal Counsel.

Tim Trochelman spoke to the Board regarding this change/upgrade and the immediate necessity for this. Data preservation is not a small project. This will be a slow methodical process whereby the documents will be scanned, returned to APFA, checked for accuracy and quality of scanning and then the shredding may begin. This will allow repurposing of space within the archives. Tim also touched on the legal requirements to ensure scanned documents are acceptable in the legal system. Once this is complete, the work will focus on implementing procedures allowing accessibility to these documents and the restrictions involved therein.

Training will be involved in this project as well. Once a deadline has been set to become paperless, all information must be forwarded in a PDF file. Three bids have been received for the scanning work as per the APFA Policy Manual. It was reiterated that this is a long term project. This presentation was opened to questions. One question concerned documents that are currently housed at UTA. They will remain at the UTA archive as per the agreement. Legal Counsel has done a tremendous amount of research concerning what legal documents are acceptable to the courts in a digitalized format. All necessary steps are being taken to assure that the scanned documents are acceptable in any legal proceeding. The subject of the LUS documents was raised and their integration into the archives. Tim explained the identification system that will be used when scanning that allows footnotes to be added concerning date, scanning company and origination of document; i.e., AA, USAir, TWA, Reno. There will be different levels of security on documents. The data will be stored on a server at APFA with two backups in a firesafe at APFA and in the safe deposit box at the APFA bank. A live backup will be done every evening and stored in a North Dallas secure facility. Both National President Glading and National Secretary Pharr extended their gratitude and appreciation for the hard work put forth by Tim and Sally.

1140 Scheduling Department

The satellite base coordinators were discussed. The Scheduling National Chair has had conversations with the Base Presidents that currently have satellite bases regarding how to proceed with the selection of coordinators. Flight Service will take the lead and the APFA will have involvement in the selection of the individual. Each base will have a similar process. Discipline issues were raised and it was agreed to utilize the NOD process if necessary.

The HISEND Ballot versus HISEND Make-up was discussed as pertained to make-up flying enabling a more time efficient system for the crew scheduler and flight attendant. This is in discussion phase. The problems with the HISEND Make-up versus HISEND ballot were discussed by the National Chair and Base Presidents extensively. Several questions were raised regarding accessibility of Company people enabling the resolution of problems especially that arise for the Base Presidents. It was requested that more LUS information be included in the National Chairs' reports. The LUS scheduling reps will address the Board at the conclusion of the National Chair's report.

The waiver of duty time restriction as pertains to international long range flying was discussed. The pilots have the ability to extend their day past the legalities for the flight attendants which is - pilots extend to 19, flight attendants to 18. The Board wished to discuss this at length. It was decided to take a break for a working lunch.

1206 Lunch Break

1314 Meeting Back On the Record

1314 Scheduling Department – Continued

The discussion returned to the long range waiver. An informal poll of the Board would be conducted concerning the extension to hard maximum of 19 hours with 200% pay premium via letter of agreement. Several clarification questions were asked prior to the poll. The test period timeline was discussed. The Board unanimously agreed to pursue this discussion with the Company.

Reserve headcounts were discussed regarding the domestic-international merge. It was felt that the lists will remain basically the same. The allocations were discussed as to differences between LUS and LAA. The LUS allocations are built approximately 60 days out versus LAA much closer to bid date. This will be discussed with the Company during their visit with the Board.

1339 Meeting Taken Off the Record Briefly

1346 Meeting Back On the Record

The meeting continued with additional comments about one particular individual involved in the allocation planning and the difficulties resulting. Several Board Members expressed their displeasure with this individual. The subject of flex flights was explained and discussed. This was utilized by LUS network planning. They will add an additional complex at the end of the day on certain days in order to maximize income. This will begin for LAA approximately May 11th. Numerous allocation issues were discussed by several Base Presidents. This subject was discussed extensively. Additionally, several questions were raised that need to be addressed during the meeting with the Company tomorrow.

The LUS Contract Rep has several issues that he will take up with the Company tomorrow. The PBS went relatively well and was felt it was due to Union oversight on that program. The scheduling at LUS is going through a structure change as they are essentially building a four (4) domicile solution including Phoenix and slowly breaking away from the co-pairings with the pilots.

1409 Communications Department

The National Chair spoke to the integration of the website which will be completed on April 1st. All websites (Our American and Phoenix website) will be redirected to apfa.org. The LUS CEC e-lines are now all listed on the APFA Hotline page. The National Chair asks that if the Base Presidents have anything specific on their base pages, please advise and it will be added. There is a new Q & A section that is inter-active and thanks go to Michel Truan for this.

The Fact Rep Program is progressing and an email will be established internally for Steve and Chris. Factrep1@apfa.org will be the email for Chris and Steve's will be Factrep@apfa.org. The National Chair will advise when these are up and running.

The National Chair asked the Board if the Fact Reps should be included on Board call on Fridays; as well as in the "All Leadership" mailing Lists.

Steve and Chris spoke to the combining of the LUS Mobilizer and LAA Fact Rep Programs. It will maintain the name of Fact Rep Program. They will be working on recruiting and training for this program. At this point, it is felt the training will be held at each base versus bringing everyone to Dallas/Ft. Worth. It also enables Chris and Steve to meet the Base Presidents and Reps.

A Facebook Q & A Group has been established and now has 1,600 flight attendants members. The goal is to have questions answered quickly and accurately. The page is monitored by LUS and LAA reps. The National Chair asked that all APFA reps join this site. There has been discussion about adding an additional Info Reps to answer questions about the Facebook page, but who would also be able to help with the scheduling and contract desks. A suggestion was made that this be active after hours and weekends for highest impact.

The MEET Initiative is continuing with the formulation of a booklet to be distributed at the bases describing each department and every specialist available at APFA. It will be followed by a one page info sheet with more detailed information for new hires flight attendants.

Media continues with some press events concerning the Open Skies Agreement. If an APFA rep receives a call from a news reporter, please contact the Communications Department for talking points. It is very helpful to have media trained reps in the field.

The APFA Flyer App is being enhanced for both LAA and LUS friendly. A question was raised whether the archived LUS hotlines could be "searched" on the website, as LUS is able to do now. This is not possible at this point with the integration of the websites; however, the National Chair will research this. A question was raised regarding the distribution of information regarding various contract implementation issues. It is planned to use, among other avenues, the FactRep Program versus the MEET Program.

1434 Contract Department

There have been several pay comp issues. The National Chair just received verification that 192 flight attendants were not paid correct holiday pay; however this should be corrected and payment deposited by the end of the week. Situations were found where flight attendants did not receive the international override when carrying a trip into the month that they either resigned or fell back to domestic. They have now been made whole. The last piece to be solved concerns language pay on a deadhead segment which has been agreed to be corrected; however, no timeline has been determined. Payroll has been moved to Phoenix from Tulsa; so many contacts are different. If a problem is encountered, the National Chair does have the names of individuals to contact.

The uniform test ends next week. Several changes have been requested regarding the women's uniform and these will be incorporated into the design. They are still accepting comments at newaauniform@aa.com. National President Glading reiterated that there will be significant changes to the female uniform. The new uniform is targeted to debut mid to late 2016.

The National Chair will be working with Crew Resources get a combined seniority list posted hopefully in April. Additionally, the National Chair is attempting to have the adjusted seniority be reflected for LAA flight attendants in FOS on the HI8. The target date is mid-April.

The vacation buddy bidding problem has been resolved and the National Chair has been assured, by the Company, that this will not happen in April for May in the combined operation.

Both the Scheduling and Contract National Chairs are working with LUS flight attendants to assure reps for the month of April. A RedBook training class will be held for those interested in becoming reps. Another training class will be held for LAA on the 14th-15th of April as many flight attendants have expressed interest.

The Company has asked how many additional copies of the JCBA APFA would like to have. The National Chair asks that you advise him of the number of copies needed.

It was determined that the next item to be discussed was confidential at this time and would be discussed off the record. (1443)

1550 Meeting Back On the Record

At this time, the Contract National Chair opened his presentation to questions. The question was raised regarding who would be responding from the Company regarding the Uniform Wear Test Program e-mails. On April 8-9, a meeting will be held with the Company, the design firm and the APFA regarding the uniform. National President Glading spoke to conversations held at the most recent Leadership Conference concerning the uniform program. The Company shared some of the changes that will be made.

A question was raised whether the Chase Program will continue considering the number of new flight attendants. The National Chair will make inquiries and report back. Additionally, the question was raised whether the Light Duty Program will be continued. The new tablet was discussed and the reason for the replacement. The reason for Samsung Galaxy Note versus Apple was discussed.

1559 Health Department

Benefit enrollment is the busy time but as of right now, all benefit issues have been worked out. The issue at this time is the tremendous increases in the cost of life insurance and long term disability. The dental plan enrollment is complete. The injury on duty issue is a problem as so many are being denied. Union Benefit Planners are still being utilized and additional plans may be offered as an alternative. The National Chair attended the Global Cabin Air Quality Executive Committee Meeting in London. Research is being done and LUS flight attendants

have been very involved. Harvard has asked for a follow up on a study they did in 2007 on flight attendants. They do occupational studies for health for those with unusual schedules. It is an online survey for tracking and trending; however, the National Chair must have the approval of the Board in order to put it out to the flight attendants to participate voluntarily. The Union Benefit Planners were well received by the flight attendants, especially the counselors who were in operations to help with benefit selections. UBP products are scheduled for LUS flight attendants in 2016.

The IOD denial situation is ongoing. A meeting with the Company is scheduled; this issue will be discussed. The LUS transitional insurance problems were discussed and all have been resolved.

1610 EAP Department

LUS has adopted the LAA drug and alcohol policy. One new LUS case was handled in January and several LUS flight attendants are in the process of returning to work. In February, a EAP/Professional Standards training session was held to enable the LUS reps to thoroughly understand the drug and alcohol policy, how to access the information, who the Company reps were and also professional standards information. Seventy-seven (77) APFA LUS and LAA flight attendants attended, nine (9) flight service managers both LAA and LUS and two APA professional standards reps. Some changes were decided concerning the return to work issue. The termination letter will no longer show the drug that the flight attendant tested positive for. Also, many of the professional standards policies will be aligned with those of the APA. The Chair will be working with Human Resources regarding the timeframe of drinking prior to a flight. Currently LUS is 12 hours and LAA is 8 hours and the limit must be consistent. It was stated that the LAA 8 hour timeframe will be adopted sometime in April with the single operations certificate. The Chair mentioned how grateful the LUS flight attendants were to be advised that they would be reinstated and coming back to work.

While the Chair was on vacation in February, the EAP team handled 12 alcohol and drug issues, 6 mental health cases, 3 assaults, 1 suicide and 2 evacuations. The workload has increased tremendously.

The remainder of the Chair's report addresses the Critical Incident Stress Management Program, wherein a number of changes have occurred. The objective is to turn stress into strength for those involved. In October a two-day training program was conducted with 127 LAA representatives and 44 LUS representatives. This laid the foundation for starting the combined program. Everybody should understand this program as all could be touched by an event in some way. The program is still a work in progress. All contacts within this team have been provided to the Board. The report outlined the eight (8) components of the program, which Patty French reviewed at length with the Board and where some problems have appeared. The Chair mentioned the outpouring of volunteers for this program and the training that will be done within the year. The Base Presidents were asked for their help and mentoring of these individuals ensuring their success.

The presentation was then opened to questions. The last training session was discussed as there was an error with the notification of this training to the LUS base leaders and therefore did not attend this important training. An apology was extended to the LUS reps for this mistake and miscommunication.

The procedures involved in a recent incident were discussed. A question was raised regarding the individuals training and duties for this program within an individual base. The role of the Base President and Base Council Reps in conjunction with the CISD Reps ensuring the proper division of responsibility was thoroughly discussed. The need for a training class prior to fall was again reiterated. The utilization of the volunteers and their various skills and interests was discussed.

The point was made that the LUS Representatives should be trained as soon as possible to ensure the continuity of this program. The recent LUS Houston incident was discussed and the problems that occurred. The crews were immediately exposed to the press.

The notification process was discussed and the three calls that are to be made simultaneously. The Base Presidents were concerned about when they were notified with two examples given. National President Glading had spoken to the Company about the notification process. The Company base director is to call the Base President immediately regarding an incident or injury. The communication with international crews was discussed as not all are able to utilize email, text or facebook. It was suggested that the hotel can be contacted and notification made.

1733 Break

1751 Meeting Back On the Record

1752 Hotel Department

The system list for the LUS hotels has been added to the Hotel Department's page on the APFA website. The National Chair attended a refresher/ training course with the LUS and LAA hotel reps. Company Hotel Reps did stop by for lunch enabling introductions. The new long layover hotel in New York was acknowledged and compliments conveyed. Also, kudos were given for the resolution of the Los Angeles hotel situation.

1755 Safety & Security Department

The National Chair stated that the Joint Security Committee has been tasked with a security audit for Madrid, Spain and Barcelona, Spain due to negative feedback from crews. For the LUS representatives, Kelly stated that Barrington Johnson has decided to retire from union work and return to the line. He will be available for questions and is an excellent resource. When the SOC occurs in April, the ASAP programs will be combined. The updates on the recurrent training will be emailed to the Board.

The conversation turned to the LUS Air Quality Specialist Reps at each base. It was stated that these Reps would continue their important work and studies.

1802 Motion to Recess

A motion to recess for the day was unanimously passed.

DAY THREE
ANNUAL CONVENTION
March 12, 2015

1439 Call to Order

National President Glading brought the Annual Convention of the APFA Board of Directors onto the record. Lengthy discussions had occurred off the record with American Airlines representatives and were deemed confidential.

1440 Roll Call

At this time, National Secretary Pharr took the roll of Board Members present at this time. All members were present at this time.

1442 Department Reports – Continued

1442 Retirement

The retirement numbers have returned to the normal attrition numbers of 15-20 a month. There are some open issues such as deferment of your vacation time into your 401K, which is an option for LAA. It is shown and defined as an employer contribution. With the 401K match in the contract, the Company will not pay the match on this contribution amount. The questions on the equity into IRA hopefully will be answered soon. This was for LAA flight attendants who received stock equity in exchange for the claims they had in bankruptcy. There is some confusion on this. The Company is waiting for the IRS to publish the forms. These monies can only go into a traditional IRA versus previous information that had been provided; and are not subject to the federal maximums.

A retirement seminar was held in Los Angeles with a good turnout of both LUS and LAA flight attendants. National President Glading thanked Patrick Hancock also for his assistance in putting together the APFA History booklet.

1450 NATIONAL VICE PRESIDENT'S UPDATE

1450 SBA Update

National Vice President Gluth began by discussing action that may be taken regarding the problems that arose this winter in the Northeast and Dallas with the extreme weather. Work will begin on a Presidential Grievance. ADR Training will be held next week and it was suggested that during that week, perhaps meetings could occur regarding the storm grievance.

The APFA Constitutional changes stating that the rep does not have to live in, or be based in, the division anymore allows the National Vice President latitude in assignments. A slide was posted showing the assignments effective April 1, 2015. A Nationwide Rep position has been created

and filled by Paul Frishkorn. He will handle grievances regarding IOD, health issues and FMLA nationwide. This is an interim assignment. Region 6, and Region 7 are interim assignments. Resumes for these positions will be accepted at APFA Headquarters until April 23rd. An Executive Committee will be held thereafter to decide the permanent assignments.

National Vice President Gluth spoke to what is felt by the APFA to be an arbitration violation in regards to the 777-200 staffing and workload. New diagrams have been received from the Company. This discussion centered on a new ice cream/beverage service now included on this aircraft with the current staffing. The APFA asked for under-staffing pay, which was denied. However, this will be pursued by the APFA.

Staffing is also an issue on the 777-300 aircraft. APFA has spoken with the advisers and attorneys on the original 777 presidential grievance. London to New York is a particular problem.

ADR Training will be held next week. This is the first time a number of participants will be involved in the NOD (notice of dispute) process. Another class will be held June 2-4, 2015, and will primarily be LUS management. To date, only base managers have attended this training. President Gluth felt it may be beneficial for the LUS Base President and Vice Presidents to attend the June training session with their counterparts from management even if they have already attended ADR training.

The National Vice President spoke to a vacancy in the SBA department for a clerk position. This vacancy was posted within APFA; however, no one applied. This position will be filled from outside APFA.

National Vice President Gluth spoke to the efforts concerning the changeover for LUS to the LAA drug and alcohol policy with the conditional reinstatement, which has gone well with only a few problems. Under this policy, the individuals return to work sooner than under the LUS program. This program has positively affected so many.

The prefunding arbitration will be going forward in April in Washington, D.C. The QSB's will not be held in April due to a conflict with the arbitration.

A question was raised regarding other Flight Service Managers attending the ADR training scheduled in June. National Vice President Gluth stated that the June class may be very large or that a couple more training classes could be scheduled shortly. The conversation returned to the reconfiguration of the 777-200 to a two class aircraft. The Company has committed to not change staffing until the entire fleet is reconfigured.

A request was made to suspend the rules to go off the record for a discussion of an upcoming agenda item involving the Negotiating Team. The Board agreed to suspend the rules allowing this discussion at this time.

1519 Meeting Taken Off the Record

1521 Meeting Back On the Record

1521 National Vice President's Report – Continued

National Vice President Gluth directed the conversation to the deposit into an escrow account of \$5,000 each by two flight attendants. The Union elected, through the GAP procedure, not to go forth with their termination cases. The escrow accounts are totally separate from APFA accounts, but they are costing APFA money to maintain the escrows. National Vice President Gluth felt there should be an official policy formulated for inclusion into the Policy Manual.

The LUS outstanding grievances were now discussed. At the end of March, there is a grievance mediation being held. This matter was addressed by Roger Holmin. During negotiations, the Company made a promise to resolve a number of outstanding issues. There are 110 outstanding grievances in the LUS system. A number are below the System Board level. They are awaiting approximately 25 decisions at this point. It is felt that a number of cases will be settled. This will be a timely process however. The differences, between APFA and AFA, in the handling and reporting of these cases was discussed for mutual understanding of procedures enabling resolution.

At this point, the meeting was taken off the record for a discussion previously requested during the National Vice President's report.

1531 Meeting Taken Off the Record

1804 Meeting Back On the Record

The meeting was brought back on the record after extensive discussion. While off the record, the Board agreed to extend the meeting to 1900.

1805 National Vice President's Update – Continued

1805 Aircraft Door Closing

As per legal counsel, the straw poll will be conducted off the record. Once again, the room was cleared for those not in the Code of Confidentiality.

1806 Meeting Taken Off the Record

1845 Meeting Back On the Record

The National Vice President's report was concluded off the record. National President Glading asked that the Board approve the suspension of the rules allowing the National Treasurer to begin his presentation prior to the National Secretary's Report. This request was approved by the Board.

1846 NATIONAL TREASURER'S UPDATE

National Treasurer Gunter read the financial report for the third quarter of fiscal year 2015, which ended on December 31, 2014, into the record. This information included savings and reserves, assets, liabilities and fund balances as well as earnings. Dues and fees and net income are reflected in this report. Budget variance is also included.

1848 APFA Annual Budget Presentation – Fiscal Year 2016

The Budget Committee began their presentation to the Board. The proposed budget had been forwarded to the Board of Directors prior to this meeting for their review. Due to the merger of domestic and international bases, an explanation of figures for particular months was explained. The budget is based on total head count at bases. The special projects within particular departments were included in this budget. Trip removal increases were explained per department. There were a number of increases in budget amounts due to the merger and additional workload. A question was raised regarding the code of confidentiality as pertains to conference calls. It was reiterated that those included on these calls must sign a code of confidentiality and this will be reflected in the policy.

1855 Motion to Recess

Day three of the APFA Convention was recessed until 9:00 am, March 13, 2015.

DAY FOUR
APFA ANNUAL CONVENTION
March 13, 2015

0922 Call to Order

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

0923 Roll Call

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

0925 NATIONAL TREASURER'S UPDATE – Continued

0926 Budget Presentation

The Budget Committee joined the National Treasurer on the podium for the continuation of the presentation. National Treasurer Gunter spoke to the MEET Program in relation to the 350-company flight pay loss. National President Glading continued the explanation of this issue and how it was resolved. The meeting was taken off the record briefly (0930).

0949 Meeting Back On the Record

National Treasurer Gunter opened the presentation to questions from the Board Members. It was requested by a Board Member that the rules be suspended to discuss an agenda item under New Business, which he felt was germane to the discussion at hand. Other Board Members asked for the reasoning behind this request. National President Glading spoke to the issue regarding various legal counsels utilized by APFA. The budget item in question is entitled “legal fees”, which encompasses all legal advisers, attorneys and fees. A question was raised regarding the timing and suspension of rules at this time. Several Board Members were in favor of the resolution/agenda item being discussed. Board Members were asked to give examples of when they thought a legal second opinion would have been or would be beneficial. Several opinions, both for and against, were brought forth and discussed.

It was stated by a Board Member that a decision should be made whether or not to suspend the rules allowing debate to occur regarding this agenda item/resolution. The discussion continued however, as a previous request had been made for examples of when a second opinion on an issue would have been prudent. An example was brought forth. At this time, a motion was made to suspend the rules allowing debate on this issue. This motion was passed by a majority of the Board.

Legal Counsel chose to respond to the example given during the previous discussion. It was stated the Legal Counsel's position has been to always be available to all that asked for her advice or assistance in resolution drafting and constitutional advice. It was noted that work was

done last evening with two individuals to find the best solution to accomplish their goal. Legal Counsel's position is to represent the Board, all members of the Board, and she has never refused advice or assistance to anyone. The statement was made that most unions have a parliamentarian available during meetings. The second on this resolution spoke to the need for the action described in the resolution which allows access to an alternate legal opinion and not an attack on present legal counsel. Examples were given where second legal opinions were obtained in the past when needed. This debate did continue with strongly differing opinions on this issue. The maker clarified that the wording of the resolution states that a majority of the Board must be in favor of calling for a second legal opinion. A Board Member once again stated that this has been accomplished in the past without a Constitution change or a resolution. Several Board Members spoke in favor of the ability to obtain a second opinion. Other opinions were that all legal advice has been impeccable and spot on.

Clarification was needed as to why the rules were suspended. Some understood it to be to discuss the effect of the proposed resolution on the budget, which was the scheduled agenda item at this time; whereas, others felt it was to debate and vote on the subject resolution. The National Treasurer stated in the beginning of the discussion that if the resolution was passed later in the meeting, monies would be available in the budget under "legal fees". It was decided to return to the subject of the APFA Budget approval at this time.

The proposed Budget presentation was opened to questions. Questions were raised by several members of the Board and were answered or clarified. The budgeting for the MEET initiative was discussed. Some corrections would be made to the budget prior to the vote. It was decided the Board would take a short break while this was being done.

1028 Break

1052 Meeting Back On the Record

The changes made during the break were outlined by the National Treasurer. A point was made that the actual letter from the Company regarding the fringe penalty waiver had not been received. It was understood that this would apply for the duration of the contract. It was decided by a poll of the Board to proceed with the vote on the Budget despite the absence of the formal letter.

1054 Resolution #2 – APFA Budget

Maker: Gunter

Second: Breckenridge

Resolution #2 was read into the record by the maker, Gunter. This resolution puts forth the proposed budget for approval. There was no further discussion on the budget. Resolution #2 was put forth for a roll call vote and was passed (16-yes, 3-no, 1-absent).

1057 NATIONAL SECRETARY'S UPDATE

1057 Policy Manual Update

National Secretary Pharr directed the Board's attention to proposed APFA Policy Manual updates. The changes/deletions were reviewed and opinions sought from the Board on certain policy applications and wording. All changes within the proposed resolution were discussed, reviewed and approved by the Board. Considerable discussion occurred regarding the deadline imposed for reimbursement of personal expenses. Legal Counsel offered an opinion on the tax consequences involved. A straw poll was taken to determine if the discussion should continue. A majority of the Board wished to continue discussion to formulate an acceptable extension policy. Once again a hand vote was taken and it was decided that the original language would remain allowing a one-time appeal to be heard by the Executive Committee; whose decision would be binding. The additional changes included in the subject resolution were now discussed. This review of changes in the Policy Manual was a lengthy process to ensure the correct wording and intent.

1149 Resolution #3 – Policy Manual Changes
Maker: Pharr
Second: Salas

National Secretary Pharr read Resolution #3 into the record. This resolution was put forth for a roll call vote and was passed unanimously. (20-yes, 0 no)

National Secretary Pharr stated that the new rep training would be held on March 30-31, 2015. This date will ensure that reps are trained prior to taking office and kudos were extended to the National Secretary for accomplishing this. The National Secretary also thanked all involved for an outcome that addressed all parties concerns. A request was made that the Board be provided with the cost amounts of this additional training. The National Secretary will provide this information.

A discussion began regarding the Ad Hoc election timing. Legal Counsel stated that according to the APFA Constitution it should be the last order of business. It is not part of the Policy Manual. A motion was made to postpone the New Business agenda items until the next meeting scheduled in May with the exception of the APFA Unity Letter allowing the Ad Hoc election to proceed. This motion initiated extensive discussion amongst the Board. Board Members spoke both for and against this motion. The motion was put forth for a vote. The subsequent vote ended in a tie; however, National President Glading cast an affirmative vote breaking the tie. The motion was passed.

1213 Break for Lunch

1324 Meeting Back On the Record

1325 Resolution #4 – Unity Letter
Maker: Valenta
Second: Britton

Two changes were noted by the maker prior to reading this resolution into the record. Resolution #4 was read into the record by the maker, Valenta. This resolution speaks to the

unity of the 25,000 flight attendants now represented by the APFA and the solidarity and unity of the APFA Board of Directors. Resolution #3 was put forth for a roll call vote and was passed unanimously. (20 yes, 0 no)

1340 National Ballot Committee – Ad Hoc Election

The first round of balloting began. A two-thirds majority vote is required for election totaling fourteen (14) votes. If no one candidate receives 14 votes, an additional round of balloting will occur. As no candidate received 14 votes, another round of balloting began. At this point, votes can only be cast for those individuals receiving at least one vote in the last round. Round three was begun as no one candidate received 14 votes.

The Board now has three options. A short break was taken enabling discussion amongst the Board.

1409 Break

1422 Meeting Back On the Record

The Board chose Option A which is to continue the balloting with the most recent candidates. Round four of the voting process began. No one candidate received the majority vote, therefore, round five began. Round six was conducted with no majority vote. A break is mandatory at this point. The next step was briefly discussed.

1422 Break

1508 Meeting Back On the Record

The Board chose Option A once again and the balloting continued with the current candidates. No candidate received a majority of the vote. Round eight would now be conducted. No candidate received a majority vote. Round nine of balloting would be conducted. At this time a break was called, as per the Policy Manual, allowing the Board to caucus.

1531 Break

1606 Meeting Back On the Record

This is now round four and vote #10. The Board wished to continue with the voting process under Option A. No candidate prevailed. Vote #11 was conducted with the same result of no majority. Vote #12 was therefore conducted. Only three of the previous four candidates received votes. All further votes will be conducted with three candidates. Additionally, another mandatory break for caucus will be called. National President Glading suggested mediation might be useful; however, the Board did not concur.

1628 Break

1644 Meeting Back On the Record

The Board chose Option A to continue balloting in Round 5, Vote #13. Vote #14 was conducted as no candidate received a majority vote in Round 5, Vote #13. Vote #15 was conducted as once again a majority of votes was not cast for one individual. The mandatory break was called at this time.

1705 Break

1755 Meeting Back On the Record

The Board voted to continue with Option A. Round 6, Vote 15 was conducted. This round of balloting was not successful in producing a majority winner. Vote #16 was conducted. No candidate received a majority vote. Vote #17 was conducted with no winner determined. Vote #18 was conducted.

A member of the Board requested a caucus of the delegates and candidates only. National President Glading asked the meeting be taken off the record.

1751 Break

1810 Meeting Back On the Record

The meeting had run past the 9 hour limit. The Board voted to extend the meeting to 7 pm. Eighteen rounds of voting had been conducted. The Board must once again select from the options available per the Policy Manual on how to continue the Ad Hoc election process. The Board chose to continue under Option A. Round 7, Vote #19 was conducted. Paul Hartshorn received 15 of the 20 votes cast and was elected to Ad Hoc Position #5 during this round of balloting.

1822 Meeting Taken Off the Record

1833 Meeting Back On the Record

The Ad Hoc assignments were given by the National Ballot Committee in accordance with preferences indicated by the Base Presidents.

Aurigemma	CLT, IOR, ORD, RDUI
Bernstein	BOS, IDF, IMA, MIA
Hartshorn	DCA-US, JFK, LGA, PHX
Taylor	BOSI, DCA-AA, DFW, SFO
Watson	LAX, LAXI, PHL, STL

1835 Miscellaneous

A document recently received was passed out to the Board for their review by Legal Counsel. This document must be returned at the end of the meeting. The Board took a few minutes to review this document.

An updated Confidentiality Agreement incorporating the weekly Board calls was distributed to be signed by all members of the Board and the National Officers. National Secretary Pharr stated he would follow up with those representatives not in attendance today to ensure they also sign this document.

National Treasurer Gunter mentioned to the Board that the PAC Report was not included in his presentation to the Board; however, a copy is in the Board Annual Convention folder.

1842 Resolution #5 – Motion to Adjourn
Maker: Vargas
Second: Valenta

A motion was made to adjourn the APFA Annual Convention - 2015. This motion was unanimously passed by the Board. (19 yes, 0 no, 1 absent)