

APFA

BOARD OF DIRECTORS MEETING

SPECIAL BOARD OF DIRECTORS MEETING

April 5-6, 2015
Embassy Suites DFW South
Irving, TX

Resolution Tally Sheet	Resolution #: 5
	Maker: Vargas
	Second: Bedwell
	Date: 04/05/2015
	Time: 13:20

Resolution Name: Retirement & A5

<input checked="" type="checkbox"/> <i>AFFECTS POLICY MANUAL:</i> SECTION 6

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

COMMENTS:

	BOS	BOSS	CLT	DCAA-AA	DCAA-US	DFW	IDF	JFK	LAX	LAXI	LGA	MIA	IMA	ORD	IOR	PHL	PHX	RDU	SFO	STL	PRES — Tie-Breaker
	Milenkovic	Vargas	Darak	Valenta	Britton	O'Kelley	Bedwell	Eherts	Nikides	Ransom	Johnson	Legeros	Johnson	Breckenridge	Wroble	Kaswinkel	Seelye	MacPherson	Adair	Martin	Glading
YES	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
NO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PASS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ABS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N/A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PXY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
REC	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

YES: 20 NO: 0 ABSTAIN: 0 ABSENT: 0

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

WHEREAS, Section 6 of the Policy Manual serves as a guideline of the pay and benefits a flight attendant receives on Union Leave of Absence as a National Officer; and

WHEREAS, this guideline of benefits is intended to be consistent with what is received by a rank-and-file flight attendant with regard to pay, vacation, retirement, insurance, sick leave, disability, etc....; and

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WHEREAS, the policy statement of Section 5 of the APFA Policy Manual states:

The APFA encourages the voluntary participation of all members in the day-to-day running of the organization. It is anticipated that members who participate in APFA activities and functions will do so from a desire to help improve their working conditions and to better their Union.

The APFA recognizes that the organization cannot function solely by the voluntary efforts of its members. Financial policies herein are structured to diminish any financial penalty that a member may incur as a result of providing Union services to Flight Attendants. It is not the intent of this policy for any individual to experience financial gain.

WHEREAS, currently the company can offer confirmed A5 space travel passes for life to National Officer(s) who retires from office; and

WHEREAS, effective September 10, 2014 our rank-and-file retirees, even those already retired, were downgraded to D2R status from D2 showing the company's willingness to reduce travel priority status even after the employee has retired under a higher pass priority; and

WHEREAS, an Officer should NEVER receive a benefit in their retirement not afforded every flight attendant; and

WHEREAS, it goes against fundamental union principles and ideology for a Union Officer to accept a perk in retirement from the employer not given to those they represent;

THEREFORE BE IT RESOLVED, effective immediately the APFA opposes any enhanced pass travel classification and/or other retirement benefit(s) Officer(s) receive upon retirement greater than that which is afforded to our rank-and-file members; and

BE IT FURTHER RESOLVED, that the following POLICY STATEMENT be added to Section 6 of the APFA Policy Manual;

POLICY STATEMENT: The APFA recognizes the sacrifices of a flight attendant when they become a National Officer. They relinquish a great deal of personal time to better the life of all APFA members. Flight attendants serving in any union position are held to a higher standard by our members. Our National Officers are, first and foremost, rank-and-file members serving the membership and as such shall be entitled to the same benefits as those afforded to our line flight attendants when they retire ; and

BE IT FURTHER RESOLVED, that Section 6.B.6.b(1) of the APFA Policy Manual be amended as follows;

- (1) At the end of a term or consecutive terms. National Officers will be provided with a one (1) month transition period.; and

BE IT FURTHER RESOLVED, that Section 6.C of the APFA Policy Manual be delete and Sections 6.D and 6.E be renumber 6.C and 6.D.