

APFA

BOARD OF DIRECTORS MEETING

FALL BOARD OF DIRECTORS MEETING

October 5-6, 2015
Sheraton Dallas
Dallas, TX

Resolution Tally Sheet

Resolution #: 6
Maker: Nikides
Second: Martin
Date: 10/06/2015
Time: 2:31 p.m.

Resolution Name: Union-Company Relationship

AFFECTS POLICY MANUAL:

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

COMMENTS:

	B O S	C L T	D C A - A A	D C A - U S	D F W	L G A	L A X	M I A	O R D	P H L	P H X	R D U I	S F O	S T L	PRES - Tie- Breaker
	Milenkovic	Bossi	Valenta	Britton	Bedwell	Eherts	Nikides	Trautman	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 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"/>
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"/>
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"/>
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"/>
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"/>
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"/>

YES: 14 **NO:** 0 **ABSTAIN:** 0 **ABSENT:** 0

Status: *Passed* *Failed* *Tabled* *Withdrawn* *Show of Hands*

WHEREAS, the US labor movement finds its roots in the 19th century; and

WHEREAS, US labor history is rooted in the historical tensions arising from counter-forces opposing better wages, work rules, benefits and working conditions; and

WHEREAS, it is those counter-forces which give rise to individual and collective activism; and

WHEREAS, the power of the labor movement arises not only from the collective but from the

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individual; and

WHEREAS, while those who oppose labor may change names and faces, their objective is always the same...to extract maximum work for minimum pay, work rules and benefits, and those forces, no matter how superficially congenial, remain relentless in their quest; and

WHEREAS, the loyalty to the member should be the only loyalty of importance to the labor union; and

WHEREAS, in 2003, APFA entered into a collaborative phase with management, one which exists, to varying degrees, to this day; and

WHEREAS, the union should never behave like the company because the company will never behave like a union; and

WHEREAS, the delicate balance of opposing forces should be steadfastly protected by the organization which gives the members' their collective voice; and

WHEREAS, a pattern of union-company collaboration only gives management credibility while simultaneously destroying the unions', and any corruption of the delicate balance of power between opposing forces, union and company, serves to undermine the strength of the collective, as well as power of the individual; and

WHEREAS, the APFA has a rich history of activism, no better demonstrated than in our industry-leading strike in 1993, and while that collective activism and pride survived for years after that historic strike, intervening events since then have undermined the faith of the membership in APFA's role as an empowered, aggressive, member-driven organization; and

WHEREAS, it is imperative that APFA re-embrace the spirit of activism once felt by its members with the understanding that said activism has been bequeathed to us by all those who came before us to fight the numerous inequities flight attendants have suffered over the years, and with that legacy comes responsibility; and

WHEREAS, the company only acts as quickly as you compel it to act; and

WHEREAS, the company claims to be responsive and employee-friendly, recent events suggest otherwise, Such recent events include, but are not limited to, the company's refusal to return the company pre-funding match without a protracted battle; the imposition of the failed TA; refusal to consider offering profit-sharing to employees; the continued deterioration in working conditions (sequence quality, LUS PBS/ETB/ISAP problems); delayed implementation of pay protection; leaving reserves with no 35/7 protection during a two month period; and unilateral changes to Family Leave and medical insurance.

THEREFORE BE IT RESOLVED, that it is time to "draw the line in the sand," and put the company on notice that APFA will engage and activate the membership to meet head-on all attacks on

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our wages, work rules, benefits and working conditions, and that such membership engagement will build individual and collective activism; and

BE IT FURTHER RESOLVED, that it be made clear, in word and in action, to all involved, company, union and membership, that the line has been drawn and the traditional labor-management dynamic of pre-2003 has been restored; and

BE IT FURTHER RESOLVED, that the APFA will re-invigorate its efforts to compel the company to fulfill its promises, such efforts to include but not be limited to arbitrations, legal actions, grass root campaigns, and clear, direct actions indicating that the line has been drawn, leaving no question in any members' mind that the APFA is a labor union, and that its only loyalty is to the member.