

**APFA
SPECIAL BOARD OF DIRECTORS MEETING**

**DFW MARRIOTT SOLANA
Westlake, Texas
June 24-25, 2017**

0916 Call to Order

The Special Board of Directors Meeting was called to order by the National President.

0916 Roll Call

The National Secretary took roll call and all members of the Board of Directors were present.

0917 Agenda Review and Approval

Additions, deletions and revisions were requested to the agenda as currently presented.

0922 Resolution #1A – Amend the Agenda

Maker: Valenta

Second: Kaswinkel

Resolution #1A was unanimously approved (14-yes, 0-no).

0924 Resolution #1 – Approve the Agenda

Maker: Ross

Second: Valenta

Resolution #1 was unanimously approved (14-yes, 0-no).

0924 NEW BUSINESS

0925 Resolution #2 – Overturn EC Vote on LOAs

Maker: Nikides

Second: Trautman

After the Board was given an opportunity to review the resolution, Resolution #2 was read into the record by the maker. This resolution speaks to the recent Executive Committee decision to forward a vote to the membership and recent actions by the Company concerning this vote. The maker spoke to the resolution and his specific reasoning for bringing it forth. The maker asked that the decision be based solely on the issue without politics and personality differences involved. He also explained the APFA Constitution provision for the Board of Directors to overturn an Executive Committee decision.

Discussion was opened concerning the proposed resolution including why the actual question of overturning the EC vote was not included in the resolution. The maker stated he wished to have a broad scope of wording to allow dialogue and eventual solution to the issue. It was reiterated

that this is a Board decision. A poll was requested regarding obtaining the legal opinion on the issue. The National President spoke to his conversation with upper management concerning the extension of the deadline involved in this issue and their unwillingness to extend beyond the current August 3rd deadline.

A straw poll was taken (11-yes, 3 no) to seek legal counsel's opinion at this time before continuing the discussion.

0949 Meeting Taken Off the Record

1125 Meeting Back On Record

The meeting was brought back on record by the National President after a lengthy discussion between the Board and Legal Counsel concerning all legal aspects of the issue and eventual resolution of same. Comments were requested from the Board and gallery members in attendance at this meeting.

The maker once again spoke to the many issues involved in this decision. He further stated that he would like comments from the Officers, Board and gallery members. An AdHoc member asked for specifics of what is being voted upon. The maker once again stated he would like to encourage additional discussion. The broad parameters of this resolution versus a specific question was again discussed. The maker stated that the Flight Attendant educational process and basic understanding of this issue cannot occur during the voting process. Several Board Members expressed concern about this being sent out for a vote without the proper amount of time to disseminate educational information to the Flight Attendants.

A Board Member spoke to the recent training and gratitude for it. These are complex issues that require extensive education prior to a vote. An AdHoc member spoke to the major differences for LUS and LAA and how difficult it is to understand such different, unfamiliar and new information and procedures. Another Board Member stated that she would like a better understanding of the issues involved in these LOAs. A gallery member requested the Board keep in mind the numbers of new hires and the fact that this will be their first time to vote. Additional comments were received concerning the lack of communication and education for Flight Attendants.

A suggestion to send hard copies of the information through the mail in addition to hotlines was made.

A Board Member suggested one last attempt be made to speak with the Company requesting an extension of the August 3rd deadline. The National President spoke of his last conversation with the Company requesting an extension, however he agreed to call once more.

An AdHoc commented on how the issues are confusing and the information incomplete and felt a hotline should be released while the National President is attempting to communicate with the Company to have this deadline extended. She felt the hotline should also state that the Board is awaiting the results of this communication with the Company and an additional hotline would follow. Several speakers addressed the education/communications issues.

Two speakers addressed the issue of a plan for education if an extension is received. It will be a major issue and a plan must be in place prior to an extension request.

A Board Member spoke to the Board and strongly suggested that the division of the two merged airlines be put aside for the good of all and build strength within the Union.

Several questions were asked of the JSIC regarding the vacation letter.

1308 LUNCH BREAK

1420 Meeting Back on the Record

After the lunch break, the meeting resumed. There was a discussion as to whether the vacation LOA could be sent for a vote without sending the 40-hour letter out. An email from the Company confirming that all three (3) LOAs must be signed no later than August 3, 2017 was read to the Board. The point was made several times that Company deadlines for implementation of several issues have not been met. The National President read his response to this email to the Board reiterating the failure of the Company to meet its stated deadlines.

A statement was made by a Board Member that the same information is being discussed over and over. It was suggested that the Board caucus to formulate a decision. The decision was made to have only the voting members of the Board discuss the issues privately.

1437 Meeting Taken Off the Record

1807 Meeting Back On the Record

The National President stated that the Board voted while off the record to extend the meeting by one (1) hour.

1807 Resolution #2

A motion to withdraw Resolution #2 was made and agreed to by the Board of Directors.

1809 Resolution #3 – Letters of Agreement **Maker: Nikides** **Second: Babi**

Resolution #3 replaces Resolution #2. Resolution #3 was read into the record by the maker. This resolution reverses the Executive Committee's decision to send the two Letters of Agreement (LOA) to the membership for ratification. An unrealistic deadline was set by the Company for a vote on these issues. The Resolution further states that these LOAs will be returned to the Company. A roll call vote was taken and Resolution #3 was passed unanimously (14-yes, 0-no).

The National President thanked the Board for work well done honoring the process outlined in the APFA Constitution.

A motion was made to recess. The meeting will resume June 25th at 0900.

DAY TWO
APFA SPECIAL BOARD OF DIRECTORS' MEETING
JUNE 24-25, 2017

0930 Call to Order

The National President called day two of the Special Board of Directors Meeting to order.

0930 Roll Call

The National Secretary took the roll and all members were present.

0931 NEW BUSINESS – Continued

0932 Trip Construction

The Board Member spoke to the plotting of day and night trips, specifically creating a 12 hour pay, three (3) day trip. The optimizer restricts two duty periods within one day. This eliminates the ability to fly a morning trip from the east coast and an all-nighter back. These trips were very popular as it maximized hours yielding additional days off. This will be discussed with the Scheduling Department.

0941 Uniform Updates

The National Secretary spoke of recent announcement that American Airlines will be changing vendors and there will be a complete uniform change. It will be the same design but will be discernably different from the current uniform. It could take two to three years for a complete transition to the replacement uniform. APFA will be involved every step of the way. This would not have happened without the persistence of APFA and the Flight Attendants.

The National Vice President spoke to the remaining items in the Presidential Grievance. One issue is the restoral of family leave hours/sick time and pay loss issues. The remaining issues will be worked on. The question was raised regarding the ordering of Aramark uniforms. The link is still open and communication should be sent to Flight Attendants from the Company soon.

A question was raised whether a Letter of Agreement will be issued concerning this. National Secretary Dunaway stated that the new uniform fabric will be chosen by a committee with the Company and other Unions on the property involved.

0950 PBS Specialist

A question was raised regarding the search for a PBS Specialist as was suggested and approved at the last Board Meeting. A candidate was suggested and endorsed by a Board Member. The Board Member bringing the agenda item asked that the position be opened to determine if additional individuals were qualified and interested versus only one nomination. Additional information was asked of the JSIC as to whether they had any candidates to suggest. There may be several very qualified candidates and they should be considered. It was decided that a procedure and decision process should be established to fill this position and previously the

Board appointed the specialists. The Scheduling Chair felt the duties should be defined first. This encouraged discussion amongst the Board as to the qualifications desired. The point was made that extensive knowledge and experience with PBS is paramount; however, the individual also needs to be able to challenge the Company when necessary. Both LUS and LAA should be represented utilizing perhaps two individuals. Legal Counsel suggested a procedure to the Board for their consideration. The National President suggested the end of July as a deadline for appointing a PBS Specialist.

1025 FOI Definition

A member of the Board submitted a timeline report concerning FOI and how it relates to the implementation of PBS. He feels that there is a conflict with the contract language. He reviewed the documentation he submitted to the Board. Legal Counsel asked that the meeting be taken off the record.

1030 Meeting Taken Off the Record

1357 Meeting Back On the Record

The National President stated that discussions regarding legal aspects and strategy were held while off the record.

1357 JSIC – Withdrawn

The requesting Board Member felt this agenda item had been sufficiently addressed during the off-record discussions.

1358 Special Assignment Flight Attendants

The National President wished this issue be addressed by the Board. The Company has begun offering many special assignment positions paying 105-115 hours each month. He stated he has never seen so many positions being offered. These are very lucrative for the Flight Attendants accepting the positions and he questions whether there should be a policy going forward concerning the ability of an APFA rep to also work special assignment. The National President felt the current policy should be reviewed at some point. A Board Member shared the history of the special assignment program and APFA. It was agreed that more discussion is needed regarding the parameters. Legal Counsel felt the problem could be a conflict of interest; therefore, the nature of the special assignment should be considered. Several examples, both positive and negative, of special assignment work were given by Board Members. Most felt it should be handled on a case by case basis.

1411 Resolution #4 – Motion to Adjourn

Maker: Vargas
Second: Valenta

A motion to adjourn was unanimously agreed to by a show of hands from the Board.