

# APFA

## BOARD OF DIRECTORS MEETING

### SPECIAL BOARD OF DIRECTORS MEETING

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

Resolution Tally Sheet	<b>Resolution #:</b> 7
	<b>Maker:</b> Martin
	<b>Second:</b> Kaswinkel
	<b>Date:</b> 04/05/2015
	<b>Time:</b> 14:26

Resolution Name: Dues Obligation

AFFECTS POLICY MANUAL:

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

COMMENTS:

	B O S	B O S I	C L T	D C A - A A	D C A - U S	D F W	I D F	J F K	L A X	L A X I	L G A	M I A	I M A	O R D	I O R	P H L	P H X	R D U I	S F O	S T L	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 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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<input type="checkbox"/>

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

Status: **Passed**       Failed       Tabled       Withdrawn       Show of Hands

**WHEREAS**, the APFA Board of Directors is the governing body of the APFA; and

**WHEREAS**, on January 7, 2010, the APFA membership amended the dues provisions of the APFA Constitution regarding dues obligations while on unpaid status (“the Constitutional Changes”); and

**WHEREAS**, effective January 8, 2010, the Constitutional Changes made Flight Attendants

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dues obligated while on these leaves (“newly-obligated status”); and

**WHEREAS**, since these Constitutional Changes were adopted, a number of implementation questions has arisen; and

**WHEREAS**, when these provisions were adopted on January 7, 2010, there was no contemplation that significant numbers of flight attendants would be impacted; and

**WHEREAS**, on June 18, 2014, the APFA membership amended the dues provisions of the APFA Constitution regarding dues obligations while on unpaid status (“the Constitutional Changes”); and

**WHEREAS**, beginning on the effective date of this provision, the dues obligations were changed for members in an unpaid status from his / her employer in excess of thirty (30) consecutive days by:

- a. termination by the employer and the member is seeking reinstatement as provided for in the applicable Collective Bargaining Agreement or through an administrative or judicial proceeding;*
- b. suspension/withhold by the employer and the member is seeking reinstatement;*
- c. unpaid sick status;*
- d. unpaid Injury on Duty (IOD);*
- e. hardship as approved by the Executive Committee or by the Board of Directors;*
- f. approved military leave of absence; and/or*
- g. furlough by the employer.*

and

**WHEREAS**, unless a member wished to exercise the rights of membership during the unpaid status, when he/she returned to work, the dues accrued during the unpaid leave would be removed from the dues balance owing; and

**WHEREAS**, when the provision was adopted in 2010, there was no contemplation that significant numbers of flight attendants would be in an unpaid status and continue to be in an unpaid status for those years; and

**WHEREAS**, as a result of the dues obligation accrued during an unpaid status for those years, many members lost the benefit entitled to exercise the rights and privileges of APFA membership involuntarily; and

**WHEREAS**, your APFA leadership has heard the growing concern that the membership have voiced regarding the dues balance accrued during the unpaid status from January 8, 2010 through June 18, 2014; and

**WHEREAS**, it is in the best interests of APFA and our members that all members be entitled to exercise the rights and privileges of APFA membership; and

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**WHEREAS**, under the historic merger between American Airlines and US Airways, APFA and AFA produced an agreement that puts all flight attendants first and will allow us to blend the cultures of our two proud workgroups and unions; and

**WHEREAS**, legacy US Airways flight attendants were exempt from his / her dues obligation during a similar unpaid status, and these flight attendants are now members of APFA; and

**WHEREAS**, any legacy US Airways flight attendant who takes a leave of absence for any reason which exceeds ninety (90) days shall continue in active status and pay dues for the first ninety (90) days of said leave of absence; and

**WHEREAS**, any legacy US Airways flight attendant on a leave of absence which exceeds ninety (90) days may opt to remain on active status for the duration of said leave, providing that member continues to pay membership dues; and

**WHEREAS**, the strength and unity within the APFA are fundamental to the successful resolution of any endeavor the Union may undertake;

**THEREFORE BE IT RESOLVED**, that the APFA Board of Directors will form a committee to gather and evaluate relevant information concerning dues obligations accrued by Flight Attendants in an unpaid status between January 10, 2010 and June 18, 2014; and

**BE IT FURTHER RESOLVED**, that this Committee will make recommendations to the Board of Directors at its May 6-7, 2015 meeting regarding a possible membership referendum concerning dues accrued during that period.