

# 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> 11
	<b>Maker:</b> Gunter
	<b>Second:</b> Breckenridge
	<b>Date:</b> 04/06/2015
	<b>Time:</b> 11:58

Resolution Name: Pay Loss

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:

	BOS	BOSS	CLT	DCAA	DCAUS	DFW	IDF	JFK	LAX	LAXI	LGA	MIA	IMA	ORD	IOR	PHL	PHX	RDU	SFO	STL	PRES — Tie-Breaker
	Milenkovic	Vargas	Bossi	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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input 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"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 checked="" 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:** 14      **NO:** 6      **ABSTAIN:** 0      **ABSENT:** 0

**Status:**    *Passed*        *Failed*        *Tabled*        *Withdrawn*        *Show of Hands*   

WHEREAS, Article III, Sections 3.L.(1) and (2) of the APFA Constitution authorize the Board of Directors to set policy for the APFA and to modify the APFA Policy Manual as it deems appropriate; and

WHEREAS, LUS Flight Attendants and LAA Flight Attendants who are trip removed to do union work are compensated differently by APFA because PBS currently applies only on the LUS side; and

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WHEREAS, this inconsistency, which potentially works to the disadvantage of LUS APFA representatives, is inequitable and must be corrected so that all APFA representatives are compensated using the same principles; and

WHEREAS, the crafting of a long-term solution for eliminating this inequity will take careful consideration; and

WHEREAS, because that process will take some time, a temporary correction is needed until the process is completed;

THEREFORE BE IT RESOLVED, that the APFA Budget Committee, with input from LAA and LUS union representatives, consider the options for consistent compensation principles for both LAA and LUS representatives who are trip removed to do union work; and

BE IT FURTHER RESOLVED, that the APFA Budget Committee make recommendations for the APFA Board of Directors to consider at its May 2015 Board of Directors meeting, for possible modification of the APFA Policy Manual; and

BE IT FURTHER RESOLVED, that on a temporary basis until the Board of Directors adopts a policy that achieves consistent compensation of both LAA and LUS Flight Attendants who are trip removed to do union work:

1. APFA will reimburse LUS union representatives who are full-time trip removed for a guaranteed minimum of 85 hours per month up to a maximum of 105 hours per month, so long as the base or department budget permits; and
2. The representative's seniority will dictate what he or she can hold.

**BE IT FURTHER RESOLVED**, this temporary correction to the LUS Pay Loss will be in place for the months of April, May and June or until an acceptable, permanent resolution is approved by the Board of Directors, whichever comes first.