

# APFA

## BOARD OF DIRECTORS MEETING

### SPECIAL BOARD OF DIRECTORS MEETING

January 12-13, 2016  
Sheraton Dallas  
Dallas, TX

Resolution Tally Sheet	<b>Resolution #:</b> 2
	<b>Maker:</b> Nikides
	<b>Second:</b> Gluth
	<b>Date:</b> 01/12/2016
	<b>Time:</b> 14:43

Resolution Name: Non-Compete Resolution

<input type="checkbox"/> 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	Gluth
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 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 checked="" 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: 13      NO: 1      ABSTAIN: 0      ABSENT: 0

Status: **Passed**       **Failed**       **Tabled**       **Withdrawn**       **Show of Hands**

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

**WHEREAS**, the APFA Constitution invests in the Board the ability to set policy; and

**WHEREAS**, it is imperative that the line between union and company be firmly defined; and

**WHEREAS**, the membership is entitled to a commitment from each elected and appointed APFA leader that those leaders' loyalty is to the membership and only the membership; and

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**WHEREAS**, the membership is entitled to a commitment from each elected and appointed APFA leader that those leaders' time in office will be devoted to serving the membership, and not to furthering their own professional interests; and

**WHEREAS**, recent events have further undermined the membership's trust in their elected and appointed officials;

**THEREFORE BE IT RESOLVED THAT**, effective immediately, all APFA leaders from the list below...

National Officers  
Executive Committee Members  
National Officers' Assistants  
Regional Representatives  
National Chairpersons & Specialists  
Base Presidents  
Base Vice-Presidents  
JNC Members  
JSIC  
JIRC

will be asked to sign a commitment that they will not accept employment with American Airlines Group, or any of its subsidiaries, in a management / consulting capacity, not including jobs related to Flight Service training, for a period of 2 years from the date they leave office or an elected position.

**BE IT FURTHER RESOLVED**, the Board will make a recommendation to change the Constitution to reflect this mandate and also seek legal and financial penalties for any individual who violates this requirement.

**BE IT FURTHER RESOLVED**, that the voting Board, or its designees, will meet with Legal Counsel, subject to a second legal opinion as provided for in Resolution 6, passed at the April 2015 Board of Directors meeting, to draft a Non-Compete policy for final Board approval at the next Board of Directors meeting.