

APFA

BOARD OF DIRECTORS MEETING

2016 FALL BOARD OF DIRECTORS MEETING

October 5-6, 2016
Embassy Suites DFW North
Grapevine, Texas

Resolution Tally Sheet	Resolution #: 2
	Maker: Vargas
	Second: Martin
	Date: 10/05/2016
	Time: 6:06 p.m.

Resolution Name: Relocation

<input checked="" type="checkbox"/> AFFECTS POLICY MANUAL: SECTION 5.H.2		
YES = Yes	ABS = Abstain	PXY = Proxy Vote
NO = No	N/A = Absent	REC = Recuse
PASS = Pass		

COMMENTS: WITHDRAWN due to extensive rewrite - became Resolution #3

	B O S	C L T	D C A - A A	D C A - U S	D F W	L A X	L G A	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	Nikides	Eherts	Trautman	Wroble	Kaswinkel	Seelye	Smedley	Adair	Foust	Ross
YES	<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"/>
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: NO: ABSTAIN: ABSENT:

Status: *Passed* *Failed* *Tabled* *Withdrawn* *Show of Hands*

WHEREAS, sections of Section 5.H of the APFA Policy Manual has been updated several times in the past few years, with the latest revision at the April 5-6, 2015 Special Board of Directors meeting via resolution # 4; and

WHEREAS, despite these updates to Section 5.H, the ten thousand (\$10,000) maximum amount allotted for relocation reimbursement in Section 5.H.2 is the original amount that was set in 1992; and

WHEREAS, the Policy Statement of Section 5 of the APFA Policy Manual states:

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The APFA encourages the voluntary participation of all members in the day-to-day running of the organization. It is anticipated that members who participate in APFA activities and functions will do so from a desire to help improve their working conditions and to better their Union.

APFA recognizes that the organization cannot function solely by the voluntary efforts of its members. Financial policies herein are structured to diminish any financial penalty that a member may incur as a result of providing Union services to Flight Attendants. It is not the intent of this policy for any individual to experience financial gain.

WHEREAS, the current language puts a member not residing in the DFW area at a financial disadvantage if s/he decides to run for a National Officer position and instead of accepting a corporate apartment chooses to relocate to the DFW area; and

WHEREAS, the current language also is discriminatory with regard to allowable moving expenses depending on the distance of their primary permanent residence from the DFW area; and

WHEREAS, 3 out of 4 current National Officers were not residing in the DFW area upon assuming office on April 1st, 2016; and

WHEREAS, after obtaining relocation moving estimates, it became apparent that the current relocation maximum language is outdated for expenses to/from many cities where our members reside and the DFW area; and

WHEREAS, on April 13, 2016 the APFA National Treasurer asked the Board of Directors for guidance interpreting Section 5.H.2 of the APFA Policy Manual; and

WHEREAS, all 4 current National Officers are now residing in the DFW area, representing a service and savings well over \$200,000 over the next 4 years;

BE IT THEREFORE RESOLVED, that Section 5.H.2 of the APFA Policy Manual is amended to read:

2. If, on the date of his / her election, a National Officer does not reside in the DFW area, s/he shall be reimbursed for actual moving expenses for relocation from / to his / her place of permanent primary residence by a certified mover as a condition of employment with the APFA, for a maximum of 25,000 pounds not to exceed twenty thousand (\$20,000) each way.