

**APFA
2016 FALL BOARD OF DIRECTORS' MEETING
OCTOBER 5-6, 2016**

**Embassy Suites DFW North
Grapevine, Texas**

0920 Call to Order

National President Ross called the Board of Directors to order.

0921 Roll Call

National Secretary Dunaway took the roll call.

0922 Agenda Review and Approval

At this time additions, deletions and revisions were requested and included in the revised agenda.

0937 Resolution #1a – Amend the Agenda

Maker: Ross

Second: Bedwell

Resolution #1a was put forth amending the agenda. The resolution was unanimously passed. (14 yes, 0 no)

0938 Resolution #1 – Approve the Agenda

Maker: Ross

Second: Dunaway

Resolution #1 was put forth approving the agenda as amended. The resolution was unanimously passed. (14 yes, 0 no)

0939 NATIONAL PRESIDENT'S REPORT

0939 President's Update

National President Ross spoke to the meeting regarding the United Airlines contract and asked that any remaining questions be directed to him. Additionally, he spoke of the Flight Attendant Coalition Meeting he attended on September 28th. AFA and IMA cancelled their attendance from this meeting the day prior. Issues concerning cabin air, fatigue and fume events were discussed as was the FAA Reauthorization Bill.

0942 Merger Implementation Update

The Joint Scheduling Implementation Committee (JSIC) made a presentation to the Board. A brief slide presentation was given. A member of the Committee explained a contractual committee formed by the JCBA. They are overseeing the implementation of the scheduling sections and other parts of the JCBA. Three members were also negotiators. Meetings are held three (3) times a week with the Company. The subject of Flight Attendant Operational Integration (FOI) was a major part of the presentation. This subject is defined in the implementation schedule letter. The Committee was informed on August 25, 2016, that FOI would not be completed as scheduled. The speaker stated that the PBS speaker situation is creating a problem with the differences in the contract. At this meeting, they separated PBS from FOI. Sections to be implemented prior to FOI were highlighted along with those implemented concurrently with PBS.

Anyone who had not signed the Code of Confidentiality was asked to leave the room briefly during the ensuing discussion.

The Committee has been meeting with the Company in an attempt to agree on implementation of provisions associated with FOI, with the exception PBS. At this point, National President Ross requested the discussion go off the record.

0953 Meeting Taken Off the Record

1126 Meeting Back On the Record

The discussion continued with additional items being worked on including Business Requirements Documents (BRDs). The JSIC Work List included:

- Implementation of the JCBA – all sections
- BRD's completed – 50 total
- BRD Mapping
- Redbook Jury Duty
- Redbook Pay Protections (crew sub)
- Redbook UBL Carryover – 90 day trial period
- Redbook Forced Double Ups – Resolved
- Four (4) Hour Unscheduled Break – Resolved
- ATC (Code 59)
- Interim Pay Protections
- UAL Comparison
- Train the Trainer

A question was raised regarding Jury Duty. The LUS Flight Attendants are encouraged to enter the Jury Summons prior to PBS ensuring they will be paid 4.15 hours for each day scheduled. This information will once again be disseminated to Flight Attendants.

An update was given of the systems currently being worked on:

Trip Trade System (TTS)
Electronic Trade Board (ETB)
Reserve Open Time Awards (ROTA) and
Reserve Open Time-Daily (ROTA-D)

JSIC hopes to hold a meeting within the next few months for updates. It was asked that as many reps/officers attend as is possible so they might provide input.

The examples and explanations in the slide presentation continued for some time and the capabilities of these programs were explained. Screenshots of ROTA were displayed. The question was raised as to whether the live demo originally scheduled for Thursday would be taking place. The Committee stated that it would not as it would be too lengthy. They are hoping to reconvene the Board at another time with the Base Vice Presidents included. Requested changes to the ETB (Electronic Trade Board) were outlined and explained. There were no additional questions for the JSIC.

1203 Break for Lunch

1303 Meeting Back On the Record

1303 Active Litigation

Two cases are pending. One lawsuit is a TWA seniority based case which was won by APFA in the Appellate Court and now being asked to be heard by the Supreme Court. Legal Counsel does not think this will happen. The second case has been pending for quite some time. It is a duty of fair representation case. Motions to dismiss have been filed by APFA and Company.

1305 Coalition Update – Previously discussed

1306 Legislative Report

The Interim Specialist spoke to the APFA endorsement for Hillary Clinton that was accomplished at the 2Q Executive Committee meeting. She then spoke to the Flight Attendant Coalition meeting which was recently held and previously discussed. She encouraged everyone to vote and to encourage friends and family to do so as well. She spoke to the Political Action Committee and the work that has been done in Washington, D.C.

A question was raised regarding the recently held Flight Attendant Coalition Meeting. The Board Member was not clear on what information was presented. National President Ross addressed this question. He stated Air Quality was discussed at this meeting as well the FAA Reauthorization Bill concerning 10 hour rest. The cabin temperature for boarding was discussed. Most other airlines have the maximum at 85 degrees, whereas, American is 90 degrees. A unity letter was authored and signed by APFA and TWU. This will be presented for signature to AFA and IAM. This unity letter states that the Coalition of Flight Attendants represents all Flight Attendants and will stand together.

1316 Departmental Report

1316 Communications Department

The Chair spoke to the Board about the written report and statistics submitted to them.

The Chair spoke to the Flyer App developed by Alex Rodriquez. Currently this app is only available for use on iOS. The Chair proposes the usage be expanded to Android devices. He spoke to the cost of this development and included the cost from another source for this project as a means of comparison. He felt very strongly that this app would be invaluable to Flight Attendants. A question was asked to Alex concerning the legality calculator that was in the Crew Lounge app. Specifically, would he be including this in the Flyer App. He stated that he had considered that possibility once all details of the contract legalities are clear. Additional requests were made of Alex concerning the final version of the suggested app. The two most requested concerned home domicile rest and legalities. He estimates the time for development for two separate systems would be 3-6 months at least.

The next question concerned Live Chat. The Board Member wondered if the Chair could be specific about the questions asked on Live Chat. He stated that they are very similar to the calls received at the Help Desk concerning contract and/or scheduling. Additionally, it was requested that a breakdown by base be provided as to the numbers of Live Chat requests. The cost pertaining to this service was questioned. The Chair could not be specific at this point but stated that two full time reps are utilized. National President Ross stated that a detailed report concerning Live Chat was submitted by the Chair to the Executive Committee at their meeting in September. He continued by saying that this situation shows how costly working under two contracts is for APFA. The Chair feels this is an excellent means of communication for many different situations. The Live Chat is not manned 24 hours at this point.

A Board Member is concerned that Union pins are not worn in the recorded safety demos. She feels this should be brought to the Company's attention and a strong statement made. She stated this is a blatant disregard for the APFA.

The Chair stated his main objective is to engage the membership and increase their knowledge of the contract and its implementation as it is changing daily. He feels that the Live Chat is an excellent tool and investment by APFA. The question was raised whether the two cell phone systems previously discussed would be worked on simultaneously and rolled out at the same time.

1340 Safety and Security Department

The Chair read a briefing issued by American Airlines concerning Hurricane Mathew. This briefing spoke to the latest weather briefing and scheduled cancellations. It was suggested this information be put out immediately to the membership.

The Chair was asked to continue her report at this time. She spoke to a water problem concerning beer inserts in the galley/carts. This has been worked on and some solutions have been

attempted. If the problem still exists, she asks that she be notified for further discussion with the Company. The next issue addressed was galley latches and teeth involving the reconfiguration of galleys to accommodate the Atlas carts currently used by LUS. They are narrower and a bit shorter and do not fit into the LAA galley slots. Bumpers were installed on the sides of galley slots to hold the cart in place; however, the latches holding the carts in are too short. They are still working on a solution. Another concern with Atlas carts on the 757 long haul is the stowing of trash. The support divider is located much lower on this cart and does not enable utilizing the giant trash bag previously used for trash collection and this has become a huge issue. There is nowhere to store trash resulting in safety issues and FAR violations. Utilizing cabin ASAP was suggested. The mixing of internal cart equipment (LAA inserts in LUS Atlas carts) has also been creating problems.

A meeting was held regarding the problem of staff entering rooms at the Mexico City hotel. A standard was supposedly developed; however, it does not seem to be working.

The hot cabin situation is still being monitored. The Chair requested Flight Attendants report these situations to the Safety Department for submission to the Company.

The Chair will be holding Go Team training. APFA has not held a training program in about ten (10) years. The Company Go Team training is held annually. This program will be developed with the help of Peter Goelz. The Chair asked if members of the Board and National Officers would like to be included in this training once it has been established. They would not be qualified members of the Go Team, but would have knowledge of the procedures and processes.

A statement was made asking the Safety & Security Chair to discuss situations with intoxicated passengers being allowed to board with the Company. He felt these passengers should never have been allowed to board and the problem then ends up being the Flight Attendant's. The Chair assured the Board Member it would be discussed with management.

Another update was received from the Company regarding Hurricane Mathew and the pre-scheduled cancellations involved were relayed to the Board.

1408 Contract Department

A written report was submitted to the Board of Directors. A meeting was held with the Company concerning the staffing on the 321T and 767-300. They agreed to consider his suggestions and get back to the Chair to continue to discuss staffing levels.

The LUS Flight Attendants will be required to take a web based training class on the A330 Inflight Entertainment (IFE) system. This must be completed by November 15th, 2016 and Flight Attendants will be paid \$25. There were some compatibility issues which have been worked on.

The delivery of checked crew luggage to the jetbridge when deadheading or jumpseat riding was discussed. Several factors, including the impact to the contracts of other Unions on property, were discussed.

There were five (5) Contract/Scheduling classes held in 2016 for both LUS and for LAA. There will be additional classes in 2017. The 787-900 has been introduced into the fleet and it is comparable to the 787-800. The Chair spoke to the structure of the Economy Cabin which includes three (3) different economy based sections: 21 premium economy seats, 34 main cabin extra and 200 main cabin seats. The new hire training will include all 787 aircraft. There have been some catering issues and the Company wants to develop a focus group involving the Flight Attendants concerning the new packing of galley items. Additionally, the LUS problem of crew meals was discussed.

The new uniform launch was discussed with the Chair outlining specific problems that have occurred. There was an issue with the approval of alteration charges outside of the basic charges as outlined by the Company. The Chair asked that these problems be forwarded to him and he will resolve with management.

There will be an additional 12 new hire classes in 2016 as well as 20 classes planned for 2017. The Chair asked the Board if they felt the Phase5 Committee should be reintroduced to new hire bases. The Phase5 Committee Chairperson spoke to this issue. She stated they would be available at whatever bases requested them.

The 401K match issue was discussed as some Flight Attendants are not meeting the minimum requirement to qualify for the match program. A campaign is currently underway to outline their options.

The JCBA language concerning the uniform changeover and the differences in policy and procedures was discussed.

A question was raised concerning the staffing and procedures on the 787-9. The Board Member shared his concerns about the ability to accomplish 3 different services in Economy with the current staffing. He wished to be advised on the procedural charts once issued by the Company for the services.

Additionally, the Board Member felt the Company's payroll should be audited. He believes Flight Attendants have lost a tremendous amount of money that they are not aware of. He feels formalities should be filed to force this to happen.

The conversation returned to the checked bag issue concerning Flight Attendants and the Chair expressed concern with overlapping contract issues in all work groups. He felt it was imperative to make sure that they did not conflict with each other.

A question was raised regarding the staffing and services required on the 787-900. The Chair agreed to schedule a meeting with the Company concerning this issue. There is great concern regarding the staffing and suggested services. The consensus is that this should be resolved prior to the aircraft going into service.

A suggestion was made to make the Contract training a web-based service. The Chair agreed to look into this.

The 787-900 conversation continued as it was very troublesome to the Board. The expectations of the passengers are a concern based on how American Airlines is representing this service. National President Ross agreed with all comments regarding the problems discussed concerning this three (3) levels of service in Economy Class.

1437 Meeting Taken Off the Record

1438 Meeting Back On the Record

The distribution or placement of headsets in the new Premium Economy Class was discussed.

1439 Scheduling Department

A written report was submitted to the Board. The Chair wished to speak to critical coverage in Miami as well as the Code 59 concerns. An explanation of the new problems occurring with the Code 59 issue was provided. Captains are entering the Code 59 and being overridden by the Tower on a worldwide basis. It is difficult to determine how many times this has happened causing pay denials. The procedure concerning reassignment of the crew was discussed. Past practice was brought up and discussed regarding the responsibilities of Flight Attendant #1 when a reassignment occurs. The Allocation Meetings and the overall dissatisfaction of them was discussed. There has been no improvement. The Optimizer has not improved the allocations. This is very problematic and must be dealt with as per comments by various Board Members.

A Board Member stated that Crew Tracking is still an issue. There have been incidents, usually late at night after a long duty day, where Flight Attendants are unable to get through to Crew Tracking to find out what to do next in an irregular operation. The specific personnel issue was discussed. APFA is actively working on this and reaching out to upper management to resolve this issue. A Board Member would like Presidential Grievances filed on the many issues caused by this problem. A Board Member expressed that it is time to play hardball on this issue and expose the Company's manipulation on this issue. This conversation continued for quite some time with several comments and suggestions brought forth. The Optimizer's effect on the sequences was discussed at length as well as the bid line. Several examples of the horrific sequences and pairings were highlighted, specifically the mixing of Domestic and International flying within a sequence. A JSIC member also commented on this issue. It was suggested by comments from gallery members that since the marketing department is creating numerous problems with the sequences, they be included in the allocation meetings. It was agreed to start calling out the individuals within the Company who are responsible for these situations continuing to occur. A question was raised concerning the appointment of a new LUS Reserve Rep. This information was not included in a Hotline, but was put on the Scheduling Department page on the website.

1530 Break

1548 Meeting Back On the Record

1548 Health and IOD Departments

Written reports were submitted by both Chairs. The Health Chair began by addressing the upcoming Health and Benefits enrollment period. The Chair addressed the fact that APFA reps would not have any interaction with the open enrollment; however, there will be a Call Center provided through the Company. All calls will be recorded and it is suggested the Flight Attendant begin by stating the time, date and with whom they are speaking should it be necessary to pull up the record of conversation. There are a few increases in cost of some of the plans.

A meeting was held with the Company and APFA reps from the Health and IOD departments to address the issues of adverse reactions to the new uniform. A Company operated call center will be set up to receive calls regarding adverse reactions to the uniform. Callers will be advised they may order an alternative uniform and wear their old uniform in the meantime or they could buy a pair of charcoal grey pants and a white shirt and wear that. They want to do this collaboratively; however, they did release a PR statement saying it was their idea to test the fabrics when in reality it was APFA's. To date, APFA has received at least 700 complaints. The Company states their number is 50. Thirty (30) of these complainants filed for IOD and five (5) have been denied with the remaining pending. A statement was made by a Board Member concerning many of the unsafe and toxic issues now associated with the Flight Attendant job. The IOD Chair stated that it is important to obtain medical advice, which may be the only way to have an IOD approved. Twin Hill, the manufacturer of the uniforms, stated they were not aware of these problems but would be willing to meet with APFA. Other work groups have experienced reactions as well. APFA will reach out to the other Unions to obtain specific numbers of reactions. This discussion continued for quite some time with input from several individuals. It was suggested that a letter be distributed to the Flight Attendants outlining all steps taken regarding this uniform situation as well as those actions that will be taken. It is imperative that the Flight Attendant's name be on the call center list if they are going to wear the old uniform or substitute the grey pants and white shirt.

Union Benefits will not be able to be in operations during this enrollment period to assist with enrollment. Their additional insurance coverage items will be available to the Flight Attendants. The TWU is able to have Union Benefits on their property.

1624 EAP Department

A written report was submitted to the Board. The Specialist has finalized the training program for EAP and it consists of a comprehensive program for the reps. This should be rolling out in the next two weeks. He feels a need to bolster the sections on suicide as there has been an increase within the Flight Attendant group. The Specialist wished to discuss the EAP misconception. There seems to be an opinion that EAP is associated with the Company. The EAP does not report anything to the Company with the exception of DOT testing. This must be reiterated by APFA leadership. A Board Member stated that this is indeed imperative that the misconception be changed via information to the Flight Attendants and included in the Hotlines. The Specialist was asked to speak to the number of Flight Attendants trip removed in his department and what he feels the need to be. The Specialist feels one full trip removed individual for each base in addition to volunteers would be the optimum situation. Currently, he is the only person removed full time in the EAP Department.

1640 Hotel Department

A written report was submitted to the Board. The Chair conducted a DFW review for the long layover. A review was also held for Minneapolis including both short and long layovers. Later in the month, a Los Angeles site review will be conducted. A question was raised concerning a mouse problem at the American Airlines Training Center. The Chair did not receive any reports of that nature concerning mice. There is construction in the area and a member of the Board received photos of mouse traps in a guest room. It was suggested that Flight Attendants stay on higher floors as the problem seems to be the ground level only. The original structure will eventually be torn down and two 10 story buildings will be constructed in 2017. Additional calls have been received complaining about mold. The Chair requested reports be submitted to her so she can address the problems.

1652 Archives

A written report was submitted to the Board with updates on the scanning and digitalizing project. The Archivist asked that all make certain that documents are dated when sent to the Archives department. All documents deemed historically important are stored at the University of Texas at Arlington Archives. They have just completed a vault for the storage of negatives. There were no additional questions asked.

1654 Retirement Department

The new Specialist submitted a written report to the Board. Concerning retirement, the 50/55 rule will be discontinued. However, those who previously utilized it will be grandfathered. He discussed a problem with the 401K program and several Flight Attendants who were furloughed after 9/11. J.P. Morgan was handling the 401K program at the time. Those individuals who returned after furlough were told their 401K election would remain the same. However, payroll was not aware of this and no deductions were taken. There has been a settlement and those eligible will receive 100% of what the Company would have matched and 50% of their 401K deduction. The Specialist also spoke to the Flight Attendants who do not contribute 2.5% to their 401K. They will not be eligible for the Company match. The Specialist spoke to aging into a higher contribution tier and getting paid at the previous percentage. The 401K administrators are aware of this glitch. Two seminars were held with good attendance in Chicago and Philadelphia. In November, seminars will be held in Los Angeles, San Francisco and Phoenix. There will be a seminar held in St. Louis after the first of the year. An additional meeting will be held in Pittsburgh for the numerous commuters.

1700 VICE PRESIDENT'S REPORT

1700 SBA Update

National Vice President Martin began her presentation by saying that she had contacted the Company for a meeting regarding a Letter of Agreement to cover a Transportation Emergency (TE) for Flight Attendants affected by Hurricane Mathew. She will advise as soon as she receives a response.

1700 Presidential Grievances

Currently there is a 767 staffing Grievance open. This Grievance is on the agenda under New Business and will be discussed at that time. The Weight & Balance was settled in August and National Vice President Martin extended her thanks to all who assisted. Concerning the ETB ISAP Presidential, APFA met with the Company at their request to work on a settlement. There has not been a decision at this time.

1701 Quarterly System Board (QSB)

In May, there were 375 open Grievances at the local level. It is now down to 206. In order to decrease this number, the Dashboards will be provided to the Base Presidents twice a month. AA Regional Directors will receive this report once a month and all have committed to working to help to decrease the number of outstanding grievances. A letter has been drafted to send out to Flight Attendants with open cases that have had no activity and are out of timelines. Several cases remain open, the oldest going back to 1992. If there hasn't been any activity on a particular case, the Flight Attendant will have 30 days to contact their Regional Rep to set up first level or DRC. If there is no response, the case will be withdrawn.

Electronic Notice of Dispute (eNOD) Training is almost complete with only two people waiting to be trained. On November 15-16, 2016, there is a joint training session with the Company for an Alternative Dispute Resolution (ADR) Refresher Course. As soon as the open slots are determined for attendance, it will be forwarded to the Board for those who wish to attend.

National Vice President Martin requested more information and a brief explanation be provided on the Grievance forms. If a NOD is submitted, extensive detail is needed under the "Remedy Sought" section. Also, when a Facilitator makes a recommendation, all parties must sign the document. Everything must be scanned into ULink at this point when submitted.

QSBs are held every quarter. APFA will be meeting with the Company on the second day of prep to try to settle the dispute prior to QSB. There have been two grievances where the Company had much more documentation pertaining to the case than APFA. Again, the request was made to scan all pertinent documents.

1707 Terminations

Since May, there have been 25 terminations. Nine people have been returned to work prior to Arbitration. One case was pursued by the Flight Attendant and had a positive outcome.

A question was raised regarding open cases at a particular base. This will be looked into and reported back to the Base President. A question was raised about scanning procedures using a phone.

A question was asked about streamlining the Facilitator's recommendation form. There seems to be some confusion on processing this form as all individuals are not assembled together when signing this form. The Base President also had a question regarding the number of open cases

shown for his base on the Dashboard. National Vice President Martin will check with Kim Ramos concerning numbers for both bases that have been questioned.

1714 SECRETARY'S REPORT

1714 Result of Electronic WTS (Willingness to Serve) Test

The National Ballot Committee Chairperson, spoke to the Board at this time. On September 27-30th a test using the Electronic Willingness to Serve form was conducted. Alex Rodriguez worked on this test with the Ballot Committee. The problems that occurred were outlined and will be worked on. The Chairperson asked for the approval of the Board to conduct another test in November. The results will be reported back to the Board. This electronic WTS would be very helpful to the National Ballot Committee. The Board approved this request by a show of hands.

1719 Break

1745 Meeting Back On Record

National President Ross began a discussion regarding the Union Benefit Planners representatives being present in operations areas during the enrollment period. A Letter of Agreement signed and dated October 2015 was read regarding this situation. The TWU is allowed to have counselors on the property during the enrollment period. National President Ross will continue this discussion with the Company. There were several comments shared with the Board. It is felt that the Flight Attendants would like to have these counselors and to have access to the additional coverage available to them. There will be follow up on this issue.

The Safety & Security Chair again addressed the Board with relevant information concerning Hurricane Mathew. She spoke to a clarification received from the Company concerning A-1 and A-3 travel. It is for crewmembers or commuters trying to get home or cover a trip. In regard to the Board Members present, the Company stated that they are on A-12 business travel and will remain so. However, the Company stated they would consider changes on a case by case basis. The Company stated that they had not determined a plan for crews who may be stuck in the affected areas by the storm because of preplanned cancellations.

1756 NATIONAL TREASURER'S REPORT

National Treasurer Vargas read the most recent financial statement into the record. This report is dated June 30, 2016. The Wells Fargo Investment Report was provided in the written report submitted to the Board of Directors.

1759 Investment Policy

The APFA Investment Policy was discussed and reviewed per advice received from the Wells Fargo Investment Counselors. It was suggested that the percentage be increased to 30% from 25%. The Board was asked to consider this. Additional information was requested by Board

Members as to the positives and negatives of this change. This issue and Resolution will be postponed until the next Board Meeting.

1806 Resolution #2 – Relocation Expenses
Maker: Vargas
Second: Martin

Resolution #2 was read into the record by the maker, National Treasurer Vargas. This Resolution speaks to reimbursement limits for relocation costs as shown in the Policy Manual. This Resolution increases the amount allowed for relocation expenses. This Resolution will revise the Policy Manual. The National Treasurer spoke to the Resolution and included actual costs of relocation by three National Officers. These costs do include the discounts offered to American Airlines employees. Additional moving sites and costs were included for comparison. Several Board Members spoke to this Resolution and the need for change from the original 1992 Resolution; however, with reservation as to actual numbers. A suggestion was made to amend the specific language. It was suggested by a Board Member that moving expenses mirror what is reflected in Section 5 of the JCBA for relocation expenses for Flight Attendants displaced to another base. This discussion continued for some time with varying opinions brought forth resulting in further discussion. It was suggested to use pounds instead of dollar amounts as the guide. National Secretary Dunaway read from her notes taken from the Board of Directors conference call that transpired on April 13, 2016, just 13 days into the Administration's term. The subject was the relocation of National Officers and the 1992 Policy Manual language. The notes showed that it was stated that \$10,000 roundtrip was not enough with the question being asked how to proceed at this point. There were 13 Base Presidents on the call and all stated they should revisit this topic at next Board Meeting. It was agreed by all that policy should be updated during this call. Several more comments were brought forth by several members of the Board both for and against this Resolution.

At this time, the maker was asked to revise the wording of Resolution #2 to mirror the policy shown in the JCBA covering Flight Attendant move reimbursements. The maker had no objection; however, it was felt that there should be some sort of limit or guideline included in this Resolution. National President Ross also spoke to the Resolution and will concur with the will of the Board. He felt that this issue should be resolved at this time.

The nine hour limit was reached for the meeting. The maker was asked to rewrite the Resolution to mirror the JCBA language and present as the first order of business on Day 2. The maker agreed to this suggestion; however, wanted guidance on the wording the Board wished included. The Board was asked if they wished to extend the meeting. The Board voted to recess the meeting for the day.

1906 Meeting Recessed

By a majority vote of the Board, the meeting was recessed until 9:00 AM, October 6th.

APFA
FALL BOARD OF DIRECTORS' MEETING
DAY TWO
October 6, 2016

0931 Call to Order

National President Ross called the meeting to order.

0931 Roll Call

National Secretary Dunaway took roll. All Board Members and National Officers were present at this time.

There was some confusion and discussion as to whether Resolution #2 was withdrawn at the conclusion of the meeting yesterday. Due to numerous revisions, Resolution #2 was withdrawn and reintroduced as Resolution #3, as revised.

0934 Resolution #3 – Relocation

Maker: Vargas

Second: Martin

Resolution #3 was read into the record by the maker, Vargas. The revised Resolution reflects the will of the Board to mirror the moving provisions shown in the weight is more than 16,000 pounds, it will require approval for further reimbursement from the APFA Board of Directors.

A motion was made to suspend the rules allowing time for ample discussion on this issue which the Board Member felt was of the utmost importance. The motion was passed with a 2/3 show of hands vote.

The Resolution was opened for discussion. The opinion was brought forth that the revised APFA policy should reflect that in the JCBA and be included in the wording of the Resolution. A differing view was brought forth concerning the mirroring of the JCBA language. A Board Member asked certain portions of this Resolution be removed concerning the move of three National Officers to DFW, which at this time the maker refused to do. Several additional comments and suggestions for wording were offered by the Board and gallery members. The question was raised as to why this issue was brought up at this time and not in previous years. The answer given was that APFA had never had an elected National Officer relocate their home and family to DFW. Most chose to commute and utilize the temporary APFA apartment housing. An additional request was made of the maker to remove another portion of the Resolution to which he agreed. The wording and intent of this Resolution continued to be the issue of this extended debate with several revisions being suggested. There was support on the Board for mirroring this Resolution/policy revision to the JCBA. An additional suggestion was made to have APFA obtain bids on further moves. Questions on procedures arose creating additional questions and discussion with no Resolution apparent at this point.

A suggested revision to a portion of the Resolution was read to the Board after being revised by Legal Counsel. The original request to remove a portion concerning three National Officers, first denied by maker, was now agreed to be removed. An additional amendment was suggested at this time and also requires a motion of approval. This amendment to the amendment was approved by a show of hands. The original amendment was then put forth for approval; however, an additional suggestion was made at this time. The original amendment was then approved unanimously by the Board. The Board then moved on to other amendments requested to this Resolution. There was some confusion as to whether a subject “whereas” was agreed to be dropped by the maker. Discussion for clarification occurred. The National Treasurer made a motion to eliminate both “whereas” paragraphs as requested by the Board.

At this point, it was requested that a break be taken to print a revised copy of this Resolution as agreed to at this time.

1041 Break

1104 Meeting Back On Record

Resolution #3 as revised was read into the record by the maker, National Treasurer Vargas. The Resolution was put forth for additional discussion at this time. The question concerning who would approve the moving expense was raised. Legal Counsel stated this expense would have to be approved, as is procedure, by two (2) National Officers. The question again arose as to who would handle the bids. The original question was whose responsibility is it to approve a bid and payment. Legal Counsel felt this should be treated as any other expense and go through the normal process. A gallery member felt that it should involve the approval of the Board for transparency. The transparency issue was raised by another gallery participant who stated that answers are expected and should be given when asked. The gallery member continued to express concern about how the moving situation has been handled. Another gallery member felt that the apartment/new furnishings were an actual issue that has not been discussed. National President Ross spoke to this issue as pertains to the Policy Manual. He also explained the situation with an apartment prior to moving his family to DFW and the timing which involved schooling for his children after the decision was made to move to DFW. The Board all agreed that they were happy that the decision was made by the three National Officers to actually move to DFW versus attempting to commute. This discussion with the gallery members, Board Members and National Officers continued for quite some time.

The discussion returned to the wording of the Resolution. The maker was again asked to withdraw this Resolution as the issue appeared to become more complicated with the involvement of apartment rentals and furniture purchases. The requesting Board Member requested a motion to withdraw this Resolution. This was reiterated by another Board Member requesting this Resolution be withdrawn. A show of hands taken to withdraw this Resolution resulted in a tie.

The Resolution, as amended, would then be voted upon if there was no further discussion. The National Treasurer brought up the issue of what policy, old or new, the current National Officers would fall under when leaving office. Additionally, the furniture issue was raised as to when and

at what cost it was purchased by the previous administration. It was stated that previous National Officers were given the opportunity to purchase the furniture, which some did. This is the furniture that was replaced by the current National Officers.

At this time, National President Ross was scheduled for a conference call with management regarding the new uniforms and a subsequent press release. It was agreed by the Board to take a lunch break at this time.

1201 Lunch

1315 Meeting Back On the Record

National Treasurer Vargas began the continuation of the discussion regarding Resolution #3. He spoke to assigning the Office Coordinator the duty of obtaining the three (3) moving bids for the person leaving office. This would not be a violation of the Staff's UAW contract.

1316 Resolution #3 – Relocation

Maker: Vargas

Second: Martin

Resolution #3 was put forth for a roll call vote and did not pass. (6 yes, 8-no)

1319 Transition

National Treasurer Vargas spoke to this agenda item. His first concern was the definition of transition as pertains to specific position and whether you are discussing incoming or outgoing representative. There is a 30 day transition period at this point. He would like to have the duties or responsibilities defined for this 30 day period. A Board Member stated he felt the intent was for the outgoing individual to work with the incoming person, which is not always the case. An additional comment was brought forward as to the ramifications of not following the policy. It was stated by a Board Member that this particular transition was problematic. It was felt that it is difficult to force a working relationship, but comments were made that all animosities, if they exist, should be put aside to benefit the Flight Attendants. It was felt it was a matter of personal ethics and morals and could not be mandated or disciplined. The Board felt the transition should ultimately be non-political. National President Ross felt the only thing that should be considered is that the outgoing individual not be allowed to take vacation time during the transition. The seniority issue involved in vacation bidding was discussed. Examples were given of both good and bad transition experiences.

1339 Resolution #4 – APFA Emails, Videos and Presentations – Withdrawn

Maker: Vargas

Second: Dunaway

Resolution #4 was read into the record by the maker, Vargas. This Resolution speaks to a Policy Manual revision regarding APFA emails and video recordings. The maker spoke to this Resolution. He stated that emails were only backed up for five (5) days. He felt there should be

a software update. He stated that business should only be conducted within the APFA email system. The power outages at APFA were discussed as pertains to this subject. The National Treasurer clarified that this Resolution speaks to individuals requesting the IT Department delete all their emails. The second issue is whether to upgrade to Microsoft 365 which would eliminate problems associated with the power outage. Various members of the Board spoke to the confidentiality of their emails in dealing with certain cases. This discussion continued concerning the confidentiality of APFA documents in regard to settlements and who would have access to this information. Several opinions were brought forth and clarifications requested. It was felt that it was imperative for Reps to have access to this confidential information when necessary and appropriate. The use of personal email addresses for APFA business was discussed and examples of this happening with previous administrations. The National Treasurer encouraged all to utilize their APFA email account versus personal email. Once again National Treasurer Vargas clarified that the intent of this Resolution is to prevent people from requesting the IT Department delete all their emails leaving APFA with no record. Legal Counsel did speak to this issue. It was felt that Union business should be conducted on apfa.org and is the property of the Union. The use of personal email for APFA business was discussed at length by several Board Members.

The cost of upgrading the current software system was discussed. It was suggested that the immediate solution is the Microsoft 365 upgrade, which is also recommended by the IT Department and Tim Trochelman. APFA is currently two upgrades behind. A Board Member requested that the Resolution be withdrawn pending additional language modification. The decision; however, should be made whether or not to upgrade to Microsoft 365. At this time, the maker withdrew the Resolution. He did ask the Board to contact him regarding any questions about the 365 upgrade. He stated that there would not be any disruption in service during the upgrade.

At this time, the National Treasurer asked for a poll of the Board concerning the purchase of the Microsoft 365 upgrade. The Board unanimously agreed by show of hands.

1424 5 Hour Pay-no-Credit

National Treasurer Vargas spoke to language in the Policy Manual concerning LUS rep on PPO (paper bid). He discussed the differences utilizing LUS and LAA Flight Attendants for Union work when on a paper bid. He is looking for clarification on how this is utilized by the LUS bases. An LUS Base President spoke to his way of utilizing this 5 Hour Pay. This alleviates trip removing someone from an entire 3 day trip for a single meeting. There were two different interpretations of the language in the subject Resolution. The history of the Resolution was discussed by Board Members present at that time. The National Treasurer felt the language was clear as pertained to LAA but not LUS.

1446 Policy Manual Section 5.D – Vacation time

National Treasurer Vargas discussed the wording of deferred vacation or payback for clarification. Suggestions were made to revise this policy to make it easier for a Rep to defer and then reinstate their vacation at another time.

A Board Member asked if these Policy Manual discussions/revisions could be handled under another agenda item entitled "Policy Manual Review Committee". The Board Member bringing that agenda item stated he was going to withdraw that item. National President Ross felt that the Board should move on to the many items on the agenda directly affecting the Flight Attendants. The National Treasurer will address additional Policy Manual issues under New Business. The Board agreed.

1451 Policy Manual Section 5.H.7.a

This speaks to the disposal of older furniture in storage. The National Treasurer would like direction from the Board as to how to handle this. The Policy Manual refers to a "sealed bid." A Board Member suggested a consignment store that specializes in selling furniture as they will want to maximize their commission and are able to handle the entire process. Anyone interested can deal with the consignment store. National Treasurer Vargas would like permission from the Board to utilize a consignment store. Legal Counsel reworded the Policy Manual to cover utilizing a store. A Resolution will be presented later in the meeting.

1503 Policy Manual 13.B.1.b

This refers to call log information being forwarded to Base Presidents. According to National Treasurer Vargas, this is upon request and covers the Scheduling and Contract Departments. This discussion had occurred at the previous Board Meeting and an email was supplied to substantiate the request. The question was when the verbiage had changed and Resolutions pertaining to this subject will be researched.

1512 Items Requiring Discussion prior to Old Business

1512 Hurricane Mathew

A new alert was received from American Airlines concerning cancellations in the Southeast due to Hurricane Mathew. National President Ross read this information to the Board.

1515 Mutual Transfer Letter of Agreement - LUS

A representative from the JSIC presented a Letter of Agreement concerning mutual transfers for LUS. The Company agreed to implement this language effective December 2, 2016. At FOI, the remainder of the language in the JCBA would apply. This Letter of Agreement would be effective until FOI.

1522 Uniform Reactions

National President Ross briefed the Board regarding his conference call with the Company concerning the uniform items. The Company stated they did not put out the recent release concerning the uniform problems. The Contract and Health Chairs presented information to the Board from their meeting with the Company.

They have a copy of a statement being released by American Airlines today. The Contract Chair asked the Company for a separate email address to report problems for those Flight Attendants out of the country unable to use the Call Center. At this point, the Company has declined. The Health Chair toured the Call Center which was manned by six people, some of whom may be Flight Attendants. It will be open from 7 AM – 6 PM CST, seven (7) days a week. A script will be supplied stating what the Company will suggest and alternatives to the current fabric. The previous testing procedures and results will be forwarded to the Board. All came back above acceptable standards. APFA is welcome to visit and/or monitor calls at the Call Center at any time. The Company stated that all pants were to come lined. The Health Chair stated that her pants were not lined. This is information the Company would like to have. The Chairs and National President Ross thanked Bernadette Cassidy for compiling and organizing this information. The Health Chair asked that she be advised if members of the Board received uniform pants with lining.

1534 OLD BUSINESS

1534 Trip Removal Process – Postponed until March meeting

One member of the Board objected to the postponement of this agenda item and spoke to the issue. The maker still wanted to postpone as the issue is not one that affects the Flight Attendants. A show of hands was taken and the Board agreed by a majority to postpone.

1542 Article IX – Committee & Task Force – Withdrawn by unanimous consent

1544 TDY Trip Removals – Withdrawn by unanimous consent

1544 Resolution #5 – Air Quality National Committee – Postponed

Maker: Seelye

Second: Bossi

Resolution #5 was read into the record by the maker, Seelye. This Resolution speaks to the formation of an Air Quality National Committee outlining the makeup of this Committee. As the Safety Chair is not present at this time, Resolution #5 will be postponed until the maker can confer with the Chair. Resolution #5 will be postponed until the March Annual Convention; however, meetings will be held prior to that.

1550 Organize Air Quality National Committee – Withdrawn by unanimous consent

1552 NEW BUSINESS

1552 Resolution #6 – Full -Time BCR Expense Reimbursement

Maker: Trautman

Second: Bedwell

Resolution #6 was read into the record by the maker, Trautman. This speaks to BCR reimbursement for cell phones and fax lines. A Board Member spoke in support of cell phone

reimbursement only. National Treasurer Vargas explained his inability to pay for these expenses as per the Policy Manual; therefore, this Resolution is to change language. Another Board Member spoke in favor of this Resolution if the base budget supports this expense. Board Members spoke in favor of this as it was felt their service to the Flight Attendants is invaluable and helps the base function. The overall feedback of the Board was positive concerning this Resolution. A few questions were raised and answered to the satisfaction of the Board. Resolution #6 was put forth for a roll call vote and was passed unanimously.

1611 Break

1630 Meeting Back On the Record

1630 Professional Standards at Small Bases

A Board member stated that there are problems inherent to small bases by the fact that the Flight Attendants all know each other. It is difficult for a Professional Standards Rep as they may have to talk with a friend or someone they know. The Board Member suggested that the Professional Standard Reps at these bases have a reciprocal agreement with each other to accept the calls from other bases taking the personality issues out of it. If this was not agreeable, it was further suggested that APFA Headquarters could be utilized to accept the Professional Standards calls from the small bases. A Board Member from a smaller base concurred with the idea. Other Board Members agreed with this suggestion. National President Ross agreed with all the positive feedback. There was no action taken. This was a discussion item only and will be handled by the smaller bases involved.

1633 Base Transfers

The Board Member asked that more communication be given regarding APFA's determination to bring the base transfers to the forefront. It is a very important issue to the Flight Attendants. APFA should make it clear that it is the Company holding it up.

1636 Staffing – 767

The Board Member spoke to the issues and extra workload being created by the loss of the 9th position on this aircraft. She outlined the history of this issue. There is a Presidential Grievance on this and APFA has requested that the #9 be put back on the aircraft until the older fleet is retired.

1639 Less than Contractual Callout Times – Withdrawn

1639 Reserves on Special Assignment

The Board Member feels that this creates a problem by pulling people from the backup list. It is felt the problem may increase with the PBS training. It was requested to go off the record briefly.

1643 Meeting Taken Off the Record

1645 Meeting Back On the Record

Once again, it was requested to take the meeting off record.

1645 Meeting Taken Off the Record

1649 Meeting Back On the Record

1649 Lack of Presence of Base Management

This was especially prevalent during the summer at the Board member's small base. She wished to know if this was system wide. National Vice President Martin stated that it was indeed system wide. This issue has been brought to the Company's attention. The Flight Service Managers have been doing check rides and have not been in the offices. It is understood that meetings are required from time to time, but the check rides are causing a problem as well. A Base Vice President spoke to a recent situation in a larger base where all management was absent while they all attended a meeting in Dallas for a week. He had a situation that needed to be handled and the temporary management person, from Washington, was unable to help in any way. Several Board Members cited examples of management at various bases not being present or available for extended lengths of time. National President Ross will make this an agenda item for the next quarterly meeting with the Company.

1704 International Flying at BOS – Withdrawn – Previously discussed

1704 Premium Economy Service Level/Staffing – Withdrawn – Previously discussed

1705 APFA Workplace Code of Ethics

This was a discussion item and a reminder of the Code of Ethics and Conduct does exist at APFA. It was suggested that a Social Media Policy be established. Other Unions' social media policies will be researched. National President Ross addressed the social media situation and the quandary as to how to handle and respond to it as an APFA representative.

1710 Policy Manual Sec. 5 – Withdrawn – Previously discussed

1710 Resolution #7 – National Officer Representation – Withdrawn

Maker: Seelye

Second: Bossi

Resolution #7 was read into the record by the maker, Seelye. This Resolution speaks to the attendance of either the National President or National Vice President be at 9/11 Memorial Services held in either New York City or Washington, D.C. National Vice President Martin had compiled an informational folder concerning all efforts of APFA since 9/11 and she asked the Board to take a few minutes to review the information. A clarification was asked regarding the

intent of this Resolution. The maker explained that he wished the attendance of the National President or National Vice President at any public memorial service in New York City or Washington, D.C. There were several negative and emotional comments concerning this Resolution from the Board of Directors. The maker was asked to withdraw this Resolution. The maker spoke to the Board of Directors apologizing to all as it was not his intent to insult or insinuate anything negative with this Resolution. He asked that his apology be accepted. National President Ross accepted the apology on behalf of the Board and thanked the maker for withdrawing this Resolution.

1724 Online Bidding Tool

The Board Member experiencing problems with this tool explained that the bids had to be rerun three (3) times. She read the Company's response to an email she sent regarding this problem. This online bidding tool has created several problems at other bases as well. A Base President mentioned that this tool is used by many Flight Attendants and APFA should insist the Company ensure it is working as intended.

1729 Break

1742 Meeting Back On the Record

1742 Live Chat

Information was requested as to who is in charge of this program and how many individuals comprise this effort. This is operated by the Communications Department monitored by the Chair. Any of the Contract or Scheduling Reps can man the Live Chat as they have been trained and are qualified. The Live Chat expenses are covered by the Communications Department. Kudos were extended to Megan Blanchard who frequently works Live Chat. The traffic on Live Chat for LUS is not extensive at this time.

President Ross stated he was not happy with the uniform statement released by the Company and will discuss this with them. APFA will be putting out a separate release concerning the uniform problem.

1752 Base Transfers – Withdrawn

1753 Code of Conduct – Withdrawn

1754 Roles of Scheduling Reps

A Board Member stated that she thought the reps were doing a good job. The question was whether or not it was customary for them to suggest calling the Base President to file a NOD. An explanation was given by the Chair how this may have occurred. There have been situations where the answer given by the Scheduling Rep was not accepted by the Flight Attendant calling in. It was suggested that when situations like this arise, the Base Reps could be notified.

1757 Social Media

Once again, it was stated that a Social Media Policy should be established. It was stated that APFA must be careful to not create censorship. This created discussion with varying opinions amongst the Board. The point was made that this policy would only pertain to APFA and its representatives.

1804 Resolution #8 – Constitution Review Committee

Maker: Adair

Second: Bossi

Resolution #8 was read into the record by the maker, Adair. This Resolution speaks to the establishment of a Constitutional Review Committee to consist of a minimum of five (5) members. The maker spoke to this Resolution. This is an issue that has been discussed for quite some time. It is imperative that the Constitution represent all members. Differing opinions were presented concerning the timing of this Committee. It was suggested that the Resolution be reworded to include representatives from the general membership versus totally comprised of APFA reps. A revision was suggested allowing this Resolution to be passed today forming a Committee; however, the appointments, duties and budget would be decided at the March Annual Convention. The amendment to Resolution #8 was put forth for a show of hands. The amendment was approved. The discussion continued on the amended Resolution. Several clarifications of the intent of this Resolution were discussed. A suggestion was made to have the Resolution deal more specifically with the budgeting for this Committee with the specifics of forming a Committee accomplished at a later date. Additional amendments were suggested allowing the Budget Committee to establish a budget for this Committee. The maker spoke again to the need to accomplish this formation. Extensive discussion continued for quite some time.

The nine (9) hour meeting limit had been reached. By Board consensus, the meeting was extended for one (1) hour.

Once again, the maker was asked to consider an amendment to this Resolution. Discussions regarding rewording of the Resolution took place. Several questions were raised. Clarifications were requested. A show of hands was taken concerning the many revisions and rewording discussed. This motion was passed. At this time, Resolution #8 was put forth as amended for a roll call vote. Resolution #8 was passed. (13-yes, 1-absent)

1910 Resolution #9 – Policy Manual Review Committee

Maker: Adair

Second: Britton

Resolution #9 was read into the record by the maker, Adair. This Resolution speaks to forming a 3-member review committee for the APFA Policy Manual. The maker chose to speak to this Resolution. The maker highlighted problems with the Policy Manual being outdated as was demonstrated several times at this meeting. The maker stated he would be willing to amend this

Resolution to mirror the wording in Resolution #8 concerning the Constitution Review Committee. There needs to be a budget for this Committee as well.

Legal Counsel will work on this Resolution, mirroring Resolution #8 and let the Board know when she has it completed. In the interest of time, the Board moved on to the next agenda item.

1915 Resolution #10 – Elimination of Executive Committee
Maker: Adair
Second: Foust

Resolution #10 was read into the record by the maker, Adair. This Resolution speaks to the proposed elimination of the Executive Committee. It directs the Constitution Committee to research this during their revision of the Constitution. The maker spoke to this Resolution stating that the need for the Executive Committee no longer exists. The Board has decreased in size since the formation of the Executive Committee in 1991. The Board at that time consisted of 20 members. The Resolution was opened to discussion. Several points both for and against this Resolution were discussed. Resolution #10 was put forth for a roll call vote and failed. (6-yes, 8-no)

1930 Return to Resolution #9

Resolution #9 as amended was read into the record by the maker, Adair. This Resolution was put forth for a roll call vote and passed unanimously. (14-yes, 0 no)

1931 Grievance Review Committee Training

This agenda item was postponed to the March Annual Convention.

1932 Resolution #11 – Budget Committee
Maker: Vargas
Second: Valenta

Resolution #11 was read into the record by the maker, National Treasurer Vargas. This Resolution speaks to the filling of a vacancy on the Budget Committee. This Resolution appoints the current RDU Chairperson, Kimberly Smedley to replace the former RDU Chairperson who served on the Budget Committee. The Resolution was put forth for a roll call vote. This Resolution was passed unanimously. (14 yes, 0 no)

1935 Resolution #12 – Outgoing National Officers Furniture
Maker: Vargas
Second: Foust

A motion was made to suspend the rules to discuss an agenda item previously discussed. The Board agreed to this. The agenda item pertained to APFA owned corporate apartment furniture. Resolution #12 was read into the record by the maker, National Treasurer Vargas. The Resolution speaks to the procedures to be used to dispose of the furniture. The outgoing Officers

would have the opportunity to purchase at fair market value; otherwise, the furnishings would be taken to a consignment store for sale. If a sale does not occur within six (6) months, the items will be donated to charity.

Resolution #12 was put forth for a roll call vote and was passed unanimously. (14 yes, 0 no)

1941 Base Transfers

The discussion item concerned the numbers of Flight Attendants on transfer lists at all bases. The Board Member suggested that the Company be approached to clear the transfer lists prior to FOI. He asks that National President Ross pursue this with the support of the Board. Several points were made concerning how Flight Attendants can be transferred to a base that doesn't have the flying. The "snapshot" idea was discussed but could create seniority violations.

The meeting has reached the one hour extension limit. The Board agreed to continue for an additional hour.

The optimizer showed more flying coming into certain bases. It was felt this should be brought to the Company's attention. The grandfathering issue was discussed further. Input was received regarding the effect on the LUS transfer lists to the larger bases versus the smaller LAA bases being discussed. Several thoughts both positive and negative were shared concerning this topic.

2006 Uniform/Bunks – Previously Discussed – Withdrawn

2007 Optimizer/Bid Line – Previously Discussed – Withdrawn

2007 Member Reimbursement Expense – Resolved – Withdrawn

2008 Base Communication

A Board Member asked that the approval process be streamlined for Hotlines and Base Briefs. National Secretary Dunaway spoke to the differences in approval for each of these methods of communication. The Hotlines do require the approval of three (3) National Officers. Base Briefs require the approval of two (2) National Officers. The Board Member felt that the process has slowed since April. Some examples of the importance of an issue and the lack of speed in getting that information out were given. National President Ross stated that the Officers will be more aware of speeding up the approval process.

2015 FOI Delay – Previously Discussed – Withdrawn

2015 Elimination of Regional Reps – Postponed to the Annual Convention

National President Ross thanked all for their hard work and professionalism at his first Board of Directors Meeting.

2017 Resolution #13 – Adjourn
Maker: Ross
Second: Valenta

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