

APFA

BOARD OF DIRECTORS MEETING

SPECIAL BOARD OF DIRECTORS MEETING

August 22, 2017
via Teleconference

Resolution Tally Sheet	Resolution #: 2
	Maker: Trautman
	Second: Nikides
	Date: 08/22/2017
	Time: 2:22 p.m.

Resolution Name: Reverse EC Decision Ratifying Premium Pay for PTO

<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 - 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	Samacki	Valenta	Pennell	Walsh-Martin	Nikides	Dupilka	Trautman	Howard	Morgan	Babi	Kelso	Welpott	Foust	Ross
YES	<input checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
NO	<input 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 checked="" 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 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"/>
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: 9 **NO:** 4 **ABSTAIN:** 0 **ABSENT:** 1

Status: *Passed* *Failed* *Tabled* *Withdrawn* *Show of Hands*

WHEREAS, Article III, Section 3.L(22) of the APFA Constitution authorizes the APFA Board of Directors to “take any and all appropriate action deemed necessary by the Board and in accordance with [the] Constitution to promote the welfare of the members of the APFA,” including the “right to reverse an action or decision of the Executive Committee;” and

WHEREAS, under Article XI, Section 1.F. of the APFA Constitution, if a proposed letter of agreement substantially alters rates of pay, rules, or working conditions, the Executive Committee may approve it without submission to the membership for ratification so long as the substantial

APFA
BOARD OF DIRECTORS MEETING

alternation does not negatively impact the membership; and

WHEREAS, the Company proposed a Letter of Agreement pertaining to Adjustments to JCBA Letter of Implementation Timeline – Premiums for Paid Time Off (3.K); and

WHEREAS, based on its determination that the Letter of Agreement would not negatively impact the membership, on May 19, 2017, the Executive Committee passed the attached Resolution #16 ratifying the Letter of Agreement (with the Letter of Agreement attached to the Resolution); and

WHEREAS, because of matters unrelated to that Letter of Agreement, APFA did not sign it; and

WHEREAS, despite its commitment that PBS would be implemented at all bases simultaneous with Full Operational Integration (FOI), the Company is now intending to separate FOI from PBS and implement PBS at all bases at some point after FOI; and

WHEREAS, APFA strongly opposes such a separation and is prepared to file a Presidential Grievance challenging it, if necessary; and

WHEREAS, subsequent to the Executive Committee's passing Resolution #16, it came to APFA's attention that, as written, the Letter of Agreement which the Executive Committee ratified on May 19, 2017, could be construed as APFA's agreeing to the separation of FOI from PBS; and

WHEREAS, after extended discussions, the Company refused to modify the Letter of Agreement to make clear that it does not constitute or reflect any agreement by APFA to that separation; and

WHEREAS, APFA cannot responsibly enter into a Letter of Agreement that jeopardizes the union's efforts to oppose the separation of FOI from PBS; and

WHEREAS, at the direction of the Board of Directors, APFA informed the Company that the union could not sign the Letter of Agreement as written, effectively ending consideration of the Letter of Agreement; and

WHEREAS, despite that, the Company took the superfluous action of withdrawing the Letter of Agreement, acting as if that withdrawal was at the Company's initiative rather than as a result of APFA's decision that it could not sign the Letter of Agreement as written; and

WHEREAS, it is important that there is an official record of the Board of Directors' decision that APFA cannot sign the Letter of Agreement;

BE IT THEREFORE RESOLVED, that the APFA Board of Directors hereby reverses the decision of the APFA Executive Committee to ratify the Letter of Agreement pertaining to Adjustments to JCBA Letter of Implementation Timeline – Premiums for Paid Time Off (3.K).

APFA

EXECUTIVE COMMITTEE MEETING

1Q17 MEETING
 May 18-19, 2017
 APFA Unity Pays Conference Room

Resolution Tally Sheet	Resolution #: 16
	Maker: Ross
	Second: Watson
	Date: 05/19/2017
	Time: 9:07 p.m.

Resolution Name: PTO Premium LOA

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

COMMENTS:

	Watson	Price	McCauley	Taylor	Hartshorn	Treasurer	Secretary	Vice President	President
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>

YES: 9 **NO:** 0 **ABSTAIN:** 0 **ABSENT:** 0

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

WHEREAS, the Joint Collective Bargaining Agreement between American Airlines and APFA is in effect and is not yet amendable; and

WHEREAS, the Company has presented APFA with the attached proposed letter of agreement pertaining to the payment of premiums of paid time off; and

WHEREAS, under Article III, Section 4.A. of the APFA Constitution, the Executive Committee “shall interpret this Constitution, subject to the approval of the Board of Directors;” and

WHEREAS, Article XI, Section 1.F. of the APFA Constitution provides that: “Any letters of agreement or side letters entered into between an employer and the APFA during or outside of the Collective Bargaining negotiations which alter the rates of pay, rules, or working conditions

APFA
EXECUTIVE COMMITTEE MEETING

shall be subject to ratification by the Executive Committee. If the Executive Committee determines that the alteration is substantial, such letter of agreement or side letter shall be submitted for ratification to the membership;” and

WHEREAS, Article XI, Section 1.F. of the APFA Constitution requires submission to the membership for ratification only if the substantial alteration negatively impacts the membership; and

WHEREAS, in the past the Executive Committee has approved contractual modifications that do not negatively impact the membership, without any requirement of membership ratification; and

WHEREAS, the Executive Committee has determined that the attached proposed letter of agreement would not negatively impact the membership;

THEREFORE BE IT RESOLVED, that the Executive Committee ratifies, without any requirement of membership ratification, the attached letter of agreement pertaining to the payment of premiums for paid time off.

May 23, 2017

Bob Ross, National President
Association of Professional Flight Attendants
1004 West Euless Boulevard
Euless, TX 76040-5018

RE: Adjustments to JCBA Letter of Implementation Timeline – Premiums for Paid Time Off (3.K)

Dear Bob:

This letter will confirm our understanding and agreement regarding adjustments to the AA/APFA Joint Collective Bargaining Agreement (JCBA) Implementation Timeline Letter of Agreement (“Letter 1”). As we have discussed, when Flight Attendant Operational Integration (FOI) occurs, PBS (Preferential Bidding System) will be in place for some, but not all, crew bases. And, as we move forward toward an integrated work group, it will no longer be possible to distinguish the bases with “LUS” and “LAA.” Thus, bases that use PBS as their tool to bid and be awarded/assigned their monthly line of flying will be referred to as “PBS Crew Bases” and bases that will bid and be awarded/assigned from pre-established hard lines of flying will be “Non-PBS Crew Bases.” “Letter 1” of the JCBA recognizes differences between PBS and Non-PBS crew bases, including the timelines relating to certain provisions of the JCBA.

The parties have agreed, however, to adjust the timeline of “Letter 1” relative to the premium provisions as follows:

- 1) Premiums for Paid Time Off (Timeline Adjustment: Extends sick and jury duty premiums to Non-PBS bases until all bases are on PBS)

Non-PBS Bases:

- Premiums for paid time off (3.K.) will be implemented effective May 2, 2018 for LAA bases and will apply to Non-PBS Bases at FOI, with the following exception:
 - Premiums applicable (purser, lead, aft, galley, international) to sick claims and jury duty claims will be paid based on the eligible premiums associated with the trip dropped/missed.
- This provision applies only to Non-PBS Bases and will not apply after a base is converted to a PBS Base, regardless of whether PBS has been implemented for all bases.

PBS Bases:

- Premiums for paid time off (3.K.) will be implemented effective concurrent with FOI with the following exception:
 - Premiums applicable (purser, lead, aft, galley, international) to sick claims will be paid based on the eligible premiums associated with the trip dropped.
 - Premiums applicable (purser, lead, aft, galley, international) to jury duty will be paid based on trip(s) dropped for the jury duty, unless the jury duty was added prior to the PBS run – in which case the premiums will be applied if the credited hours in the flight attendant’s primary line are inclusive of 100% of any single premium(s).
- Effective with the same bid month PBS has been implemented for all bases, Section 3.K shall apply to all Flight Attendants and the exceptions to 3.K described in this letter will be discontinued.

It is understood that the provisions of the AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,

Cindi Simone
Managing Director
Labor Relations

Agreed to by:

Date: _____

Bob Ross, National President
Association of Professional Flight Attendants

Cc: Jill Surdek	Nena Martin
Sumit Butra	Marcy Dunaway
Chip Mayer	Eugenio Vargas
Thomas Wooten	Vince Heyer
Lynne Greene	