

**APFA
OFFICIAL MINUTES
BOARD OF DIRECTORS' ANNUAL CONVENTION**

**FEBRUARY 13-16, 2008
SAN FRANCISCO HILTON
SAN FRANCISCO, CALIFORNIA 94102**

0930 President's Opening Remarks

President Hutto-Blake began the proceedings by acknowledging a welcome gift provided to all members of the Board from the SFO/SFOI base leaders and thanked them for their participation as representatives of the host city.

At this time, President Hutto-Blake read into the record the APFA Code of Conduct. This has been done for the past four years. As of the last Annual Convention, it is now a policy requirement for those assuming base or national office to review this Code of Conduct as established by the Board of Directors.

0935 Call to Order

President Hutto-Blake officially calls the 15th Annual Convention of the Board of Directors of the APFA to order. At this time, Secretary Hildreth is asked to take the roll call.

0940 Roll Call

Secretary Hildreth began the roll call. All members of the APFA Board of Directors are present

0943 Agenda Review and Approval

Several items were brought forth for addition to the agenda. All items were categorized as information, discussion or action. These additional items were added to the agenda. Resolution #1A was brought forth to amend the tentative agenda to include the items suggested by members of the Board. A roll call vote was taken and Resolution #1A was passed unanimously.

Resolution #1 was brought forth to approve the agenda as amended. Secretary Hildreth called the roll call vote and Resolution #1 was unanimously approved.

0954 Ad Hoc Nominations

The Ballot Committee reviewed the rules of the election process. Leatha Harding Berry, Chairperson of the National Ballot Committee, was not present due to the run off election for National Officers.

The Ballot Committee reviewed the rules and procedures for the election of the Ad Hoc Members of the Board. The members of the Board were asked to read and sign a copy of the Code of Conduct prior to beginning this process. This election is for places #1 and #2. No Willingness to Serve notices were received, therefore the floor was opened to nominations. The following individuals were nominated to fill positions #1 and #2:

Steve Watson	IDF
Marcus Gluth	IMA
Lenny Aurigemma	RDUI
Greg Hildreth	DCA
Greg Bertolini	JFK
Ted Bedwell	DFW
Clint Breen	DCA
Michael Medeiros	BOSI
Kat Clements	SFOI

1012 Budget Presentation – Review and Approval

Treasurer Lukensmeyer asked the Budget Committee to join her in the presentation of the suggested budget for the new year. Treasurer Lukensmeyer stated that this was one of the most difficult budgets to put together. She stated how grateful she was for the Budget Committee and their unique qualifications and hard work. The Committee was introduced at this point.

A review of the Board Meeting in January was done to reiterate the mandate of the Board of Directors concerning the budget as discussed in Washington, D.C. A brief overview of the financial position of the APFA was given with a more extensive report to be given off the record. The APFA has a health treasury, checking account and NNRF and does not have any lines of credit outstanding.

MIA Chairperson and budget committee member Sheri Washbish, addressed the Board. The issue of income increases was discussed. It was felt that there will not be an increase in revenue/membership with recalls as this will be offset by retirements. Protecting the NNRF Fund was a major topic of discussion within the Committee and their thoughts were shared with the Board regarding the protection of this fund. The budget for negotiations was discussed at length utilizing figures from previous contract negotiations.

It was agreed to review base headcounts and explain how the count was reached. The review was read by year beginning with 2006, 2007 and 2008. It was clarified that the figures for 2007 and 2008 did include the recalls. The system-wide headcount for 2006 was 18,003 and 2007 was 17,499. Additional numbers were shared that confirmed the

headcount was declining even with recalls. As the headcount diminishes so does the income.

Some questions were raised, by individual bases, concerning budgeted amounts in various categories. A break was requested.

1100 Break

1120 Meeting Back on the Record

Treasurer Lukensmeyer again addressed questions regarding budget items. Base numbers were discussed concerning recalls at each base. If a base count decreases, the approved budget will not be decreased – therefore, the base, receiving the transferees/recalls, can not be granted additional budget monies. The attrition rate has certainly increased.

1130 Resolution #2

Treasurer Lukensmeyer, the maker, read Resolution #2 into the record. This resolution was opened to additional discussion. It was focused once again on the base head counts. A flex formula was suggested but the question was raised from where to draw the additional funds. Secretary Hildreth was asked to do a roll call vote on this resolution. This resolution was passed unanimously.

1140 Break for Lunch

1245 Meeting Back on Record

PRESIDENT'S UPDATE

1245 Negotiations Prep Review

President Hutto-Blake began the presentation by going through the timetable of preparations taken so far. She spoke to the formation of the Negotiating Team and the first meeting that was held in October 2007. An additional meeting was held in late October. Presentations were given to the Negotiating Team from Coordinators, Department Heads and Officers. In November, the entire team was trained off-sight by Ken Margolis, Rob Clayman and Mark Richard. This was a three-day meeting. The Negotiating Team also had a listening tour in November. Through these efforts and information received, the work began on the members' survey. The survey was released to the membership at the beginning of January. The Team began working on the review and understanding of all current flight attendant contracts within the industry. The Team has also received Contract and Scheduling Training given by Brent Peterson and Clint Breen. A second round of off-sight training had been held in late January with Rob Clayman and Mark Richard. A deadline of February 29, 2008 was set for the contract reviews assigned to the Negotiating Team members.

The twelve (12) members of the Negotiating Team prepared individual statements to be given to the Board of Directors. This is a very diverse team – representing a diverse flight attendant corp. They have become a coalesced team that is very hardworking. In March, President Hutto-Blake intends to have the new chair of the Negotiating Team with her at all meetings. It is hoped to have a second listening tour in April enabling APFA to keep the membership involved and engaged. There has never been a time in Union history when so many contracts will be negotiated at the same time. Between the years of 2008-2009, the greater majority of aviation contracts will be opened for negotiation. The survey has had a tremendous response. President Hutto-Blake explained the pin jacket and the plans for when it should be flipped to “solidarity”.

Meeting Taken off the Record

This portion of the meeting was taken off the record for Rob Clayman’s Negotiations Prep Update.

1415 Meeting Back on the Record

1415 Legislative Report

President Hutto-Blake introduced APFA lobbyist, Joan Wages and Executive Committee member Anne Loew. Due to legislative pressure, the Transportation Bill included \$980,000 for a fatigue study done by CAMI. They have already started their research and surveys will be distributed to 30,000 flight attendants nationwide. Another bill that is being worked on is the FAA Reauthorization Bill which seems to be going on and on. Issues included in this bill are flight attendant fatigue, provisions for OSHA protection for flight attendants and a human information and motivation study. The pilots have had this provision for a period of time. This gives them a grant that enables pilots who are caught with substance abuse problems to utilize this program and save their job. The bill lets the flight attendants apply for this grant as well. The FAA Reauthorization Bill has not been passed and the time limit for it has been extended until the end of February. The hold up is how will Congress pay for the modernization of the air traffic control system. Several ideas have been brought forward. One idea is to increase tax on general aviation, which is not well received. There are huge differences of opinion on how to proceed with funding between the House and the Senate. The legislation proposed to extend recall rights is basically stalled at this point. Family and medical leave is covered in a pending bill. This bill does include family and medical leave for flight attendants. Joan Wages feels that with “merger mania” occurring that legislation may be sponsored and most definitely will be a topic on Capitol Hill. She does not feel there will be any healthcare legislation during the remainder of this Congressional session. Bankruptcy legislation impacting aviation companies and the effects on workers may be coming up. The foreign ownership of U.S. airlines is an issue to watch.

Executive Committee member Anne Loew spoke to the need for additional flight attendant lobbying teams to be on call bases near Washington, D.C. It is imperative at

this time. Joan wanted all to know that the PAC Fund has \$31,000 in it, which is an all time high. This fund is made up of voluntary flight attendant donations.

1435 Break

1440 Meeting Taken Off the Record

1635 Meeting Back on the Record

1638 Coalition Update

President Hutto-Blake began the presentation concerning the Flight Attendant Coalition meetings. In January, APFA co-hosted the first Flight Attendant Unions Strategic Bargaining Summit. The coalition is attempting to determine a tool (insignia) to be utilized by this group to show solidarity. During this meeting, the attendees were able to see how the communication and solidarity of all the unions on the property of these airlines utilized these tools during their bargaining process.

Greg Davidowitch of AFA was introduced and spoke to the positive influence of the APFA and their efforts. He congratulated the APFA, its leadership and membership, for the efforts utilized to avoid the ravages of bankruptcy and problems that have plagued the United flight attendants. He feels that the efforts of flight attendants of all airlines are stronger because of the Flight Attendant Coalition working together to identify issues to be addressed by all unions during the negotiating/bargaining process. Tommie Hutto-Blake spoke to the importance of these coalitions. It is time for the various unions to build upon their collective successes to address very important collective bargaining issues. The corporate goal, no matter which airline, is to get employees to work harder for less money. President Hutto-Blake complimented AFA, and its United flight attendants, on the fact that throughout the three years of bankruptcy battles, the flight attendants have remained strongly behind their union and its actions. The Union must engage the membership in this bargaining process. The power is in the solidarity of many. Greg Davidowitch spoke to the efforts made by AFA during the bankruptcy process to communicate with the membership and re-channel the obvious anger felt by all. Greg made the point that while there exists the extreme importance of the Negotiating Team, the true power to negotiate lies with the line flight attendants to speak as one voice.

1715 Recess for the evening

**DAY TWO
FEBRUARY 14, 2008**

0917 Call to Order - Roll Call

President Hutto-Blake requested the Secretary to take the roll. The roll call was taken. All Board Members were present at this time.

0920 Ad Hoc Place #1 and Place #2 Election

As per the Constitution and Policy Manual, the Delegate Certification was read into the record by the Secretary, Greg Hildreth.

0925 Voting Process

The ballots were passed for the first round of voting on Place #1 for the Ad Hoc position. The initial results were tallied by the Ballot Committee. As no one person received two-thirds of the vote, a second balloting was conducted. Once again, no nominee received a two-thirds vote (12); therefore, round three of balloting was conducted with the same result. It was suggested that a caucus break be taken but was voted down by the Board. The voting process was continued with round four. Because no one received a two-thirds majority vote, President Hutto-Blake called a caucus break of fifteen (15) minutes.

0949 Break

1010 Meeting Back on the Record

During the break, it was decided by the Board to continue to vote with the current list of nominees. Rounds 5 and 6 of the voting were commenced. The voting was not decisive with one individual receiving a two-thirds majority with this balloting. By a hand vote, the Board agreed to limit the next balloting to the two individuals with the highest number of votes. The two nominees were M. Gluth and L. Aurigemma. Rounds 7 and 8 were held with no majority winner. Once again, a break was called allowing the Board to caucus regarding this issue. The caucus was for the Board of Directors/Delegates only. All others in attendance were asked to leave the room.

1040 Caucus - Break

1135. Meeting Back on the Record

It had been decided during the caucus to continue with the President's Report at this point, postponing the vote.

The National Ballot Committee was released until notified by the Board to return to continue voting process.

1140 Communications Department

Leslie Mayo reviewed sections of the Policy Manual that pertain to this department, which needed revision. These revisions/updates pertain to the internet technology issues. Much of the wording was adopted prior to the extensive use of internet technology. It was suggested that the website be utilized for dues payment for those in arrears. This would simply be an additional option for recouping dues.

Leslie outlined all duties covered under this department and stated that in 2000 this department was primarily print and is now internet driven and covers a broad spectrum.

Jeff Pharr submitted information regarding the info-rep program. Currently there are 1,057 reps signed up. Info reps are frustrated with repetitive emails. Jeff suggested more topical info blasts, which would also cover the Policy Manual requirement of twice monthly messages. Wording was also suggested to revise this issue in the Policy Manual. Work is being done on a Skyword Express type of publication to be utilized by info reps during the negotiations process.

1152 Resolution #3

This resolution pertains to the Steering Committee. The resolution was read into the record by the maker, President Hutto-Blake. This resolution was passed (16-yes, 2-absent).

A formal thank you was given to Leslie Mayo, by the Board of Directors, for a job well done over the past four (4) years.

1157 Contract Coordinator

Brent Peterson made a presentation to the Board. This year 6,265 calls were received into the Contract Department. The main questions received involved medical certifications and FMLA. A recent issue that has arisen pertains to de-icing at the gate. We are to be paid when deicing occurs at the gate and the pilots have not submitted this information. The pilots do not get paid for this time. The Contract Department is working with Pay Comp to resolve this. The Company agrees we are due this compensation and are trying to work out the procedure. The last piece of the Healthcare Benefits settlement is still being worked on. This concerns the billing process for the benefit when a flight attendant is not receiving a paycheck. The A3 Deadhead issue is being worked on. There were problems regarding the placement on the standby list and the jump seat issue. If problems continue, Brent asks that it be brought to his attention.

Brent brought up the issue of new equipment being installed at Miami, Dallas and JFK gates. It is the Docking Guidance System (DGS). It is used to record in/out times at the gates. Brent has discussed this with the APA. Our contract contains no language about block to block time. This new system is to record the time of first movement away from gate and arrival at gate. This was previously done with the brake system. They have actually done a test of the DGS versus the brake system. The APFA could file on the

grounds of change of past practice. Brent will be continuing to monitor this issue. At the present time, this system is only being used on eleven (11) gates.

The Company is once again exploring the idea of “cashless” transactions onboard the aircraft. They were stating that this would be April 1st. This has since been postponed as the OSR’s have not been on the aircraft or did not function properly.

The Company is now looking into replacing the coffee making system on board the aircraft. Nothing has been decided at this point as the plumbing of the system is very expensive.

There has been a tremendous delay in replacement orders for the uniform dress. These are made in China. Brent has ask that if an order can not be filled in 30 days, that the flight attendant be supplied an alternate uniform at no point cost. The Company is trying to cycle in, piece by piece, rather than totally replace the uniform.

A form showing the TAFB information, which was not on the W-2, has been mailed to flight crews. They are trying to determine the procedure for next year to ensure this information is available.

The early boarding issue is still a problem especially at DFW. This problem is surfacing in Albuquerque and Portland where they are trying to board 40 minutes prior to departure. Brent is working with Cathy Scheu on this issue.

A test is being done in March on the Los Angeles – Heathrow and Dallas – Frankfort flights of selling additional food on board. The regular meal service will be provided and this is in addition to the meal service.

At this time, the Board thanked Brent Peterson for all his hard work the past four years.

1240 Break for Working Lunch

1310 Meeting Back on the Record

1310 Hotel Coordinator

The first issue involved the Policy Manual and a proposed revision. Dane Townsend explained the need for change in the wording concerning the number of people who are required to attend meetings with the Company. Does this apply to the hotel review as per the wording in the Policy Manual? The interpretation of the wording in the manual was discussed. It was suggested that perhaps a base chair with a particular problem with that hotel, be included in the meeting. By doing that the expense would come from the base budget and not the hotel department.

Approximately 3500 debriefs were conducted in 2007, 83 hotels eligible for review and 48 reviews were held. Eighteen (18) of those reviews resulted in a hotel change.

Several concerns were voiced regarding the new service to Moscow. Briefings will be released regarding security issues soon. There are many issues that need to be addressed; however would not be discussed at this time.

1334 Health Department

Patty French presented her report to the Board of Directors. The issue of apparent death in flight and procedures associated were discussed. If a physician is onboard and declares the passenger deceased, the Company is having the flight continue to the original destination regardless of time and distance. There are no procedures or training for what should be done after apparent death and continuation to destination. Patty French has met with Medical and Flight Attendant Procedures staff. A revision to the Flight Attendant Manual will be issued in March and covered at EPT's. The procedure determined is to leave the deceased where they are. The determination of whether or not to land lies with the Captain. They have been given certain criteria to consider when deciding to land – or not.

Patty French spoke to the formation of the EAP Specialist Program. Once this program is up and running, it is felt that this program will be extremely beneficial to the flight attendants. The APFA Extension is 8701 and it is also shown on the website. Patty French is answering the calls received.

The issue of communicable diseases that flight attendants are exposed to was discussed. Procedures must be established for information and testing to be given. A letter is being composed and will be distributed to flight attendants containing information about these various diseases and required tests. This letter will contain a question and answer section.

American extended United Healthcare's contract through 2008. Patty French has encouraged the Company to do a vendor review and take bids from other carriers concerning employee health coverage. UHC's denial of claims and poor service is unacceptable. American has agreed to take bids from Aetna, Blue Cross/Blue Shield and United Healthcare. It is believed that Aetna is the best as far as user friendly and customer service. They are talking about putting a site in the DFW area for claims processing. If a claim is denied, the employee can request a review. If once again denied, the employee is told within 72 hours of the review and Aetna explains exactly why and how to avoid the denial the next time. If a change is made, it will be for all employees and retirees. The plan will remain the same with only a change in administration of the plan. The APFA is staying very close to this process by appointing two representatives from APFA, Kim Coats and Steven Morrison, who will be involved until the end of this process to protect the interests of the flight attendants and flight attendant retirees.

Patty addressed the chairpersons who were having recalled flight attendants sent to their base as problems had occurred with MetLife STD and LTD coverage. Some flight

attendants were allowed to re-sign up without a statement of health. Some were denied until statement of health was submitted.

Patty French took questions from the Board regarding cases at their specific base.

President Hutto-Blake thanked Patty French for her hard work as Coordinator of this department for the last four years.

1435 Scheduling Coordinator

Jamie McNiece stated that this department received 8420 calls concerning scheduling issues. The biggest issue is the 777 cancellations and the impact on flight attendant schedules. IOR has filed a base grievance. Flight attendants who are above guarantee are going to be able to access open time and pre-plot or at the end of the month plot personal vacation days. The Company has stated that March should not be as effected by the mass pilot retirements and has been figured into the March bids. The JFK March proffer has been postponed.

The Company felt the “Holiday Plan” worked well. The flight attendants did not. The tremendous increase in the reserve list was very difficult for the flight attendants and they were underutilized. Extensive discussion ensued regarding the problem and possible solutions to the inefficient utilization of reserves.

On the long range Delhi flying, there is a 24-hour pre-duty rest provision. Commuters will not be able to come in that day. Also, the 48-hour post trip rest can't be waived. The pilots are asking that the departure slot be changed so that the trip does not arrive at 5:30 am.

Legal rest and five day pay protection is still being worked on. A meeting is scheduled next week once again to try to resolve this issue.

Jamie officially thanked Linda Hartling for her assistance in the Scheduling Department. The APFA is lucky to have her talents and energy. President Hutto-Blake also thanked Jamie McNiece for her hard work as Scheduling Coordinator and now, member of the Negotiating Team.

1530 Break

1554 Meeting Back on the Record

1555 Safety and Security Coordinator

Lonny Glover began his presentation by providing contact numbers and email addresses for the Safety and Security representatives. Also shown were the primary and secondary pagers, which are monitored at all times.

The first issue addressed was the Cabin ASAP Program. There has been some success in getting this program up and running. There is a problem right now concerning a conflict between AA and APA and the language of a Maintenance MOU. This program is none punitive if it is a self disclosed – sole source - issue. This program is on hold with APFA until adopted by the APA.

The CAMI Survey is being developed. The Safety and Security Department will be meeting with them prior to the distribution of surveys to 30,000 flight attendants nationwide. They are still working on the distribution process.

The next subject was ASRS (NASA Aviation Safety Reporting System). It is a database that NASA has that has worked very well to help implement change within the safety arenas. Pilots utilize the ASRS prior to their cabin ASAP. This information is de-identified and put into the database to help promote change. This can be very useful with the fatigue issue especially the ultra long-range flying.

Ultra long range flying: fatigue issues.

The next subject was the searches being conducted of crews and luggage upon arrival in London-Heathrow. The C909 must be filled out completely and correctly. The items that are carried into the UK must be declared. The question was raised about what needed to be listed – actual items or excess of limit allowed.

FAA Manual checks and the fines involved were discussed.

Lonny then addressed the 2008 EPT Program beginning in March and the changes that have been made. The online course will continue and will remain optional for completion online. They are utilizing an advanced qualification program concept. The pilots use this program for their training as well. There will be a difference in how the drills are handled. It no longer will be done in a group. A video will be playing outside the simulator. You will review the required drill by viewing that video. When you are comfortable with what is required, an instructor will take you through the aircraft to perform the required drills. The tasks required will be proficiency based as well.

Lonny addressed the reconfiguration of various aircraft, specifically the 757. They are talking about removing a closet behind first class. The number 5 jump seat will remain. There will be an extra six (6) inches of space by 2L & 2R enabling the flight attendants to arm/disarm these doors without having to climb over the people seated there. The 757 will be reconfigured to a domestic and international configuration for use in the Atlantic markets. It will be a total of twenty (20) aircraft used for this service. The crew rest areas are a big issue and are still being discussed. The 737 aircraft is being discussed regarding the proposed changes and the requirement of an additional flight attendant. The S80 will soon begin having bi-fold doors on the aft lavatories

In closing, Lonny expressed his pride in being part of this administration and is grateful for the support of the Board and the National Officers. Additionally, Lonny wishes to

thank a member of his team, Kelly Skyles, for her outstanding work and assistance. President Hutto-Blake, on behalf of the Board of Directors, thanked Lonny Glover for his service to the APFA and hard work these past four years.

1650 Happy Birthday Peggy Turley

A short break was taken and a cake brought to acknowledge Peggy's "celebration of life" day.

1652 Litigation Update

This is the final portion of the President's Update. President Hutto-Blake passed two written reports to the Board. These are confidential work product and should not be disseminated outside the Board. President Hutto-Blake briefly explained the reports to the Board. The Lawsuit Summary Report contained information on fourteen (14) cases. There are only three (3) remaining to be decided. Two are awaiting Federal District Court rulings. The Executive Committee will be updated in March.

1720 Ad Hoc Election – Continued

President Hutto-Blake asked for the Board's decision regarding the continuation of voting process as it stands with two candidates. The Board determined that the vote would continue with two candidates. This will be Round 9 of the election process for Ad Hoc #1. The remaining candidates are Aurigemma and Gluth. After the votes were tallied, it was determined that Lenny Aurigemma is elected as Ad Hoc #1 by a vote of 12 to 6.

1730 Ad Hoc Election for Position #2

The voting process for Ad Hoc #2 was begun. The ballots were passed for Round 1. Marcus Gluth was duly elected to Ad Hoc Position #2 by a vote of 18-yes.

1735 Ad Hoc Base Assignments

Steve Watson, current Ad Hoc #2, was thanked by President Hutto-Blake for his hard work during these past four years. The National Ballot Committee worked on the requested assignments.

The Ad Hoc assignments are as follows:

BOS	Gluth
BOSI	Weston
DCA	Weston
DCAI	Weston
DFW	Gluth
IDF	Weston

IMA	Gluth
IOR	Aurigemma
JFK	Loew
LAX	Aurigemma
LAXI	Glading
LGA	Glading
MIA	Gluth
ORD	Glading
RDU	Aurigemma
SFO	Aurigemma
SFOI	Loew
STL	Loew

1745 Motion to Recess

A motion was made to recess for the evening. The APFA Board of Directors will reconvene at 0900 on February 15th.

**DAY THREE
FEBRUARY 15, 2008**

0915 Call to Order

President Hutto-Blake called the third day of the Annual Convention to order. Secretary Hildreth is asked to call the roll.

0919 Roll Call

Secretary Hildreth called the roll call and all Board Members were present.

0922 VICE PRESIDENT'S UPDATE

Vice President Durkin began his presentation with the subject of outstanding arbitrations/grievances. There are nine (9) termination grievances scheduled. Two of the nine have already been heard and are awaiting decisions. There are multiple presidential grievances that have been filed regarding the AMR Event Form, off-schedule operations, changes to IVARS Testing, Article 3H3 (EPT training pay), 757 crew rest, Super 80 workload for staffing, health benefits changes and delayed trip assignment. The first five to be presented are the AMR Event Form, off-schedule operations, Article 3H3, 757 crew rest and the Company filed grievance against Vice President Durkin. There are a total of eight (8) presidential grievances outstanding.

The 757 staffing has been an issue worked on by the Vice President's office over the last few months. Diane Damos, who had previously worked on the 777 and 737 staffing issues, is now back on board to work on this issue.

The question was raised whether any progress had been made solving NOD's on a local level. Some of the issues involve Medical and Crew Scheduling. The Company has done a "Super Facilitator" Training Program with some management personnel. APFA wanted to have a representative at this program but the Company would not agree to that. The ADR Training will be held in early May. A discussion began regarding how the ADA should be handled. A recent arbitration focused on this and the award that will be distributed contains very good information for the Board to review.

Violations of the FML were discussed in conjunction with medical re-certification. An explanation was given how the NOD is ultimately assigned to the System Board. Questions were raised regarding advisories being issued for missed trips.

A question was asked that pertained to Attendance Exemptions issued to employees under the ADA. Some flight attendants are being required to "re-qualify" each year. This directive comes from Medical. It is not a Federal requirement of the ADA for this exemption.

1038 SECRETARY'S UPDATE

Secretary Hildreth presented Resolution #4 which recommended appointments to the National Ballot Committee. A brief discussion was held regarding candidates for this committee. Some candidates were unknown to the Board. The resolution was read into the record by Secretary Hildreth. This resolution named the members of the National Ballot Committee. They are: Karen Beavers, Deborah H. Bell, Patricia Gaye Floyd, Lana Karen Goodrich, Leatha Harding Berry, Linda Herod Rivas, Holly Kesley, Marilyn C. Murchison, Tim O'Connell, Nola Maureen Sanders and Kent McDougal. The chair person of this committee is determined by the National Ballot Committee itself.

1051 Resolution #4

Secretary Hildreth took the roll call vote of this resolution. Resolution #4 was passed with a vote of 16-yes, 2-no.

Break

1114 Meeting Back on the Record

Secretary Hildreth wanted to cover one housekeeping item concerning the Final Agenda. Secretary Hildreth asked that the next agenda item, AHROD (After Hours Rep on Duty), be the first item after lunch.

Secretary Hildreth spoke to the Archivist position. This position no longer exists. APFA now utilizes a Document Historian. Her name is Sally Prader. She is working hard and is comfortable with our archives and with UTA. A question was raised whether a chairperson or APFA member can view and/or request a copy of a historical document. There are certain items that can't be pulled for research. These are usually items donated by previous officers. A formal request must be done to view the collection. There is also a procedure to request a copy of a document from the archives. The appropriate procedure is posted at the entrance of the archives at the APFA Headquarters. Not all historical documents are at the University of Texas Labor Archives. It was requested that the APFA Archival procedures and the UTA Labor Archive procedures be forwarded to all Board Members for informational purposes.

1132 Policy Manual

A resolution will be presented after lunch. This will include all revisions requested during the Board Meeting.

1135 TREASURER'S UPDATE

1135 Investments

The Treasurer, Cathy Lukensmeyer reported the current financial status of the APFA. The Treasurer spoke to the volatility of the market as of November. It takes time for the lower interest rates to impact. The APFA has diversified, as of 2005, their funds from just treasury bills and bonds. This rebalance was done via resolution to the Executive Committee. The NNRF has grown significantly due to this diversification. It does appear that 2008 will be somewhat flat with only single digit increases in accounts. The Treasurer spoke to the financial team at Wachovia that has been handling our funds. This team is headed by Laurie Gebby. She is a Senior Vice President and twenty-five year employee of Wachovia. She has an outstanding team working with her and has done a wonderful job for us.

1142 NNRF

This portion of the presentation was made off the record.

President Hutto-Blake took a moment to note that while off the record, several of the Chairpersons complimented Treasurer Lukensmeyer on her ability to grow our money. This Treasurer had the foresight and tenacity to bring in the financial advisers to speak with the Board concerning changes to past investment practices, thereby resulting in a tremendous growth in APFA funds.

1153 Budget

The budget for 2008 was passed relatively quickly. The Treasurer feels it should be reviewed, however, in the fall. Several recommendations were put forth for additional

cuts and amendments to this budget in the fall. Several budget categories were compared historically with previous budgets. The Treasurer shared several ways she thought expenses should be cut. The Treasurer asked that the meeting be taken off the record briefly.

1158 Meeting Taken Off the Record

1218 Meeting Back On the Record

Although the meeting was brought back on the record after two minutes, it was once again taken off the record for a question and answer period.

1224 Resolution #5

Treasurer Lukensmeyer, the maker, read the resolution into the record. This resolution re-appoints the current Budget Committee to another term. Historically, the outgoing Treasurer appoints the “experienced” Budget Committee with the caveat that the new Treasurer does have the ability to replace anyone on the committee via resolution to the Board. Lengthy discussion began regarding the compliance with the Constitution concerning the “institutional” appointments to the Committee. These appointments are occurring during the transition from one administration to another. If any change is to be requested by incoming Treasurer, it would be handled during the September Board of Directors’ Meeting. Resolution #5 was put forth for a roll call vote. This resolution was passed with a vote of 12-yes, 3-no, 3-absent.

1240 Break for Lunch

1425 Meeting Back on the Record

The items that were postponed during the **Secretary’s Update** will now be presented.

1426 AHROD (After Hours Rep On Duty)

Clint Breen and Nancy Archer will be joining Secretary Hildreth in this presentation. They are attempting to provide this service to the membership without having to cause additional expense. There is a pool of people who are required to be available which include the assistants and two coordinators. We need a fix for this and to find the monies to fund additional staffing. Depending on the issues at hand, the call volume can be extremely high. There are specific criteria to utilize this service, which is outlined on the outgoing recording. The Secretary is looking to the Board for suggested solutions to this situation. The AHROD Program is covered through March 31, 2008. This was to be a one-year test, and has been covered at no cost with the help of the National Officer’s assistants and the contract and scheduling coordinators. Secretary Hildreth’s suggested solution is to provide more funds to the Scheduling and Contract Departments enabling them to handle this service. The Contract and Scheduling Departments have attempted to cover this but is impossible with the current manning and trip removals in these

departments. These departments have communicated with the Executive Committee throughout the year concerning the problems created by doing this. This subject generated considerable discussion bringing forth clarification requests and/or suggestions.

The discussion time allotted (twenty (20) minutes) had expired. By consensus of the Board, the time limit was extended.

A suggestion was made that the Negotiating Team also be utilized to cover this service. A member of the Negotiating Team spoke to this. It had been discussed amongst the team and could enable them to obtain information/training in these areas. For them to be in the “pool” would be acceptable; whereas, being totally responsible for this program would not. This idea had been previously discussed at Board Meetings and Executive Committee Meetings. A comment was received that the elimination of this AHROD Program is absolutely unacceptable – a solution must be found. It was felt that those with a full-time trip removal should be included in the “pool”. Another suggestion was to utilize the local counsel members providing education and guidance to those who are not experienced. It would enable us to train the future of APFA. A suggestion made to create a small monetary incentive to cover this program. President Hutto-Blake suggested that a work committee be formed to come up with a solution/solutions for the Board or Executive Committee to consider. A task force was established with the following Board Members: Gerri Lynn, Chris O’Kelley and Randy Trautman. They will report back to the Board in the morning with possible solutions.

1514 Policy Manual

Resolution #6

Resolution #6 was passed concerning changes and revisions to the APFA Policy Manual. The resolution was read into the record by the maker, Secretary Hildreth. This resolution was put forth for a vote. A hand vote was taken and this resolution was passed unanimously.

TREASURER’S UPDATE - Continued

1519 Insurance Collection

The Treasurer’s Department has been able to collect over \$1,000,000 in outstanding insurance claims. Mady Gilson has been very instrumental in this as well as Ann Mayerson. It is the Treasurer’s Department responsibility to begin the claim process and follow up as well.

1525 Article 31

This pertains only to active balance of dues owed to APFA. The meeting was taken off the record briefly for a discussion of a specific situation.

1530 Meeting Back on the Record

1530 Electronic Expense Reports

The Treasurer was asked at the Executive Committee Meeting to make a presentation regarding the electronic expense report suggestion. David Ray, APFA Programmer during his presentation to the E.C., stated that the best way to do this was to outsource it. It is cost prohibitive to do in-house as the host would have to be our own server, a program would have to be purchased for \$30,000, the hardware would have to be upgraded and we would need additional staffing. These were his reasons for suggesting that this be outsourced. We can use the third party software that we use for our accounting. We can do miscellaneous and weekly expense reports with this software. It would be web-based. The advantages are you can fill out a grid and e-mail it, the receipts could be scanned (originals would still need to be mailed in), the officers would only need to click approval and it would save file space. The disadvantage is that we still need the actual original receipts for the auditors and the cost would be \$13 to \$26 per month per user. At an average of \$20 a month for 100 users for 20 months, the cost would be \$40,000. The paper forms cost about \$4,600 for the same amount of time. It is about ten times more as a cost item. A Board Member explained another Union's procedure utilizing a template. It was not an interaction program. This subject will be discussed again as it is an agenda item.

1549 Policy Manual

The following resolutions are to clean up language in the Policy Manual. Most changes are minute. Most resolutions will not require discussion and may be able to be passed with a hand vote.

1555 Resolution #7

This refers to the headcount used for formation of the budget. The resolution was read into the record by the Treasurer. Some discussion was had regarding the basis of what the budget is based on. The discussion revolved around furlougees and inactive flight attendants and whether are not they pay dues and are included in base headcount. The question remained should these numbers be included in the budget. The total number of inactive flight attendants is 1077. This does not include furlougees. The way the Policy Manual is written regarding this issue does not follow standard business accounting practices. Standard business practice does not base a budget on monies or income that is not there. The only word that is being added is "inactive". Furlougees have not been included in headcounts for budget purposes. Resolution #7 is put forth for a vote. A hand vote was taken and this resolution fails (18-no).

1620 Resolution #8

The Treasurer spoke to this resolution that concerns MEA expenses. This resolution was briefly explained and discussed. Resolution #8 was passed by a hand vote of 16-yes, 2-absent).

1625 Resolution #9

Treasurer Lukensmeyer read this resolution into the record. This resolution deals with either a rental car or overnight accommodations for out of town APFA representatives, not both. It clarifies the current language in the Policy Manual. This does not change policy but clarifies the policy. There was a discussion as to the proper placement within the Policy Manual. While this is being done, the resolution will be postponed temporarily.

1640 Resolution #10

Resolution #10 was read into the record by the Treasurer. The subject of this resolution is the removal of verbiage regarding an additional meeting of the Budget Committee with the Auditors annually. A hand vote was taken and this resolution is passed. (17-yes, 1-absent).

1644 Resolution #11

This resolution was read into the record by Treasurer Lukensmeyer. The Treasurer spoke to this resolution. This resolution also removes verbiage from the Policy Manual. This resolution is passed by a hand vote of 17-yes, 1-absent.

1658 Resolution #12

Resolution #12 was read into the record by the maker, Treasurer Lukensmeyer. This resolution adds the outgoing coordinators to the current verbiage in the Policy Manual. Past practice has been that the outgoing national coordinators are given a transition time after completion of term. This involved into a lengthy discussion. The "transition time" phrase was extensively discussed. Several areas for placement in the Policy Manual were suggested. A break was requested.

Break

1715 Meeting Back on the Record

Discussion continued regarding Resolution #12. An amendment to Resolution #12 was read into the record by the maker, Treasurer Lukensmeyer. This amendment now aligns the coordinator's transition time with that of the base chairs (10 days). Resolution #12 was put forth for a hand vote Resolution #12 was passed unanimously.

1718 Resolution #13

Treasurer Lukensmeyer read Resolution #13 into the record. This resolution suggests the closing of the DFW Field Office when the lease expires as per the closing of other field offices. This resolution fails as no second to the resolution came forth.

While awaiting the printing of Resolution #9, Treasurer Lukensmeyer took this time to thank Michael Parker for all his assistance and advice. She also wished to thank Linda Herod Rivas for all her hard work and immense knowledge of the APFA. Mady Gilson has also been so valuable in her assistance and knowledge. Cathy Lukensmeyer also thanked the Board of Directors for all knowledge and experience she has gained during this four years.

1726 Resolution #9 – Amended and Withdrawn

Treasurer Lukensmeyer read the amended resolution into the record. A motion was made to reconsider this resolution. The Board agreed to reconsider this resolution. Discussion once again began on the issue of rental cars. The policy is that it is either a rental car or hotel accommodation, not both. This resolution clearly defines that. The Policy Manual provides for exceptions to this rule if approved by a National Officer. Even though this exception is provided, the Policy Manual does not clearly state either rental car or hotel accommodations/apartment for the Coordinators. Verbiage is provided regarding this subject for the National Officers. The purpose of this resolution was questioned by several of the chair people. The maker agreed to withdraw this resolution at this time.

1743 Recess

A motion was made to recess. Prior to recess, the agenda for the next day was reviewed to see if any items under New Business could be withdrawn as they may have been covered during the previous three days. Several agenda items were withdrawn at this time. The motion to recess was passed unanimously.

DAY FOUR FEBRUARY 16, 2008

1006 Call To Order

President Hutto-Blake called the last day of the 15th Annual Convention to order.

1007 Roll Call

Secretary Hildreth took the roll call vote. All Board Members were present at this time.

1010 AHROD

The Task Force presented their thoughts on solving this issue. Randy Trautman spoke for the committee. Monies had previously been budgeted for this program until last year. They did not feel it would be fair to only require those on full time trip removal to cover this program in addition to their other duties as has been done for the past year. A suggested budget would be \$26,000. This was budgeted for \$67,000 yearly in past budgets. The committee is considering an incentive of \$500 a week for those suggested to cover this duty. Another suggestion was to only man this position on weekends and holidays as a test program. The flight attendants would be informed that APFA must utilize cost savings measures coming into this negotiations period. The third solution is to re-visit the budgeting for the EAP Specialist. A poll was taken whether or not the chair people present would work this program for the \$500 incentive.

The Treasurer was asked how to figure this \$26,000 into the budget as currently approved. There were some areas in the transition costs that could be utilized. Also, some bases are under budget due to their diligent efforts. Just a "little bit" from everybody could help fund this program. This issue was opened to discussion between all Board Members. The question was raised as to who would administer this program and who would be assigned what weeks, etc. President Hutto-Blake suggested that the \$500 a week program be further researched for funding and administration. Treasurer Lukensmeyer made an additional suggestion for funding this program by taking 1% reduction of each base's pay loss to AAL. This would yield \$30,000 to cover this program. The Board agreed to at least discuss this base budget reduction. An opinion poll was taken whether or not this should be weekend and holidays only or the seven days a week after business hours. There is an Executive Committee Meeting in March. President Hutto-Blake asked that the Task Force report back with a more formal plan by working with the Treasurer and the Secretary, the current administrator of this program.

1037 APFA Staff Position

It was determined that this discussion would take place off the record.

1037 Meeting Taken Off the Record

1053 Meeting Back on the Record

1054 Certificate of Appreciation – Resolution #13

The resolution was read into the record by the maker, Chris O'Kelley. This resolution revises the Policy Manual wording concerning this certificate for volunteer work. Some of the wording was asked to be revised but with the same intent. While this resolution was being revised, a break was requested.

1102 Break

1120 Meeting Back on the Record

Prior to continuing the discussion of Resolution #13, President Hutto-Blake spoke to the formation of policy concerning the AHROD Program. According to the APFA Constitution, for the period of March through September, this must be a test only until the Board of Directors can establish this as policy at their September meeting.

The attention of the Board was then directed to the continuation of discussion regarding Resolution #13. The revised resolution was read into the record by the maker. The Treasurer conducted the roll call vote. This resolution was passed unanimously. (18-yes)

1125 SIA Agreement – Resolution #14

Resolution #14 was read into the record by the maker, Chris O’Kelly. The subject of this resolution is the SIA Agreement, dated 12-17-01, concerning seniority integration. It was requested that the second of this resolution, be changed to reflect the bi-partisan support of the Board. This request created intense discussion within the Board of Directors.. A break was suggested at this time.

1143 Meeting Taken Off the Record

1152 Meeting Back On the Record

1155 Lunch

1353 Meeting Back On the Record

A suggestion was made by the Parliamentarian to consider all action items under New Business and then return to this issue.

A Board Member still had the floor and wished to speak to Resolution #14. It was asked that the maker and current second, agree to change the second and the resolution wording be revised. An amended resolution was put forth by this Board Member and did receive a second. A caucus was called concerning this issue. A motion was agreed to by the Board to caucus on this issue. It was asked also that the room be cleared except for the Board of Directors and the National Officers.

1358 Meeting Taken Off the Record

1500 Meeting Back On the Record

President Hutto-Blake stated where the resolutions stood at this point. The maker of the second (amended) Resolution #14 was asked to withdraw it. An additional amended resolution #14 seconded by a different Board Member was brought forth. The Maker is DFW and is seconded by LAX. The amended resolution was read into the record by the maker. Resolution #14 was passed by a roll call vote of 17-yes, 1-no.

1513 Resolution #15 - APFA Awards Banquet

This addresses the solicitation of sponsorship and contributions to offset the cost of the Annual Awards Banquet. Conversation continued clarifying wording in the resolution. Also discussed were the different levels of contributions and sponsorship. Some wording changes were included in the resolution as per Board Member requests. A motion was made to postpone this issue until the fall (September) Board of Directors' Meeting. A hand vote was taken and this motion passed unanimously. Resolution #15 – APFA Awards Banquet will be the second item under Old Business on the agenda for the September Board of Directors' Meeting.

1540 Resolution #16 - Cell Phone Expense

Resolution #16 was read into the record by the maker, Eric Hodgson. This amends the Policy Manual wording concerning cell phone expense. This refers to e-mail and text messaging charges incurred. This wording is not included in the Policy Manual. It does not increase the budget, simply allows reimbursement within the base budget. The maker is asking for specific language regarding charges allowed and reimbursed. The Board Members discussed the various plans and how they would receive reimbursement. The maker is willing to reword the resolution to satisfy the needs of the various Board Members. A motion to extend the discussion time for this item failed. Resolution #16 was put forth for a vote. A roll call vote was taken and this resolution was passed unanimously.

1615 Resolution #17 - Electronic Expense Reports

Resolution #17 was read into the record by the maker, Suzanne Edwards. The maker spoke to the resolution as presented. This resolution suggests a template be created for the use of submitting expense reports. It is understood that the original receipts must be forwarded to Headquarters. The comment was made by a Board Member that this would not save any time nor money for APFA. The maker offered a different opinion. She felt that this would help meet the required deadline for submission. The subject of the electronic signature and the legality was raised. Legal Counsel felt this was an auditing question. This resolution only asks that the Treasurer's office begin the process of making it possible to file electronically. Several Board Members supported making this process electronic. It was asked that this process be started. All understood that this would take time but felt the process should begin. This will have to be an inter-active template. The Treasurer will work with the auditors for the appropriate template. The issue of signature verification must be worked on. A timeline was established for a report to be given, regarding progress on this implementation, at the June Executive Committee Meeting by the Treasurer's Department. Resolution #17 was brought forth for vote. A hand vote was conducted and this resolution was passed unanimously.

1623 Resolution #18 - Annual Convention Date

The resolution was read into the record by the maker, Suzanne Edwards. The resolution speaks to the date being changed to March for the Annual Convention rather than February. The resolution was opened to discussion. Secretary Hildreth that this be put in the Policy Manual if the resolution is passed since this is already outlined in the constitution. Discussion was held regarding the wording of the resolution and the location in the Policy Manual. Resolution #18 is put forth for a vote. A hand vote was conducted and the resolution was passed by a vote of 17-yes, 1-absent.

1638 Resolutions #19 and #20 - Honorary Recognition

Resolution #19 was read into the record by the maker, Vice President Durkin. This resolution honors Victor Thusen (19) and deems him an honorary member of the APFA. The Vice President spoke to this resolution and his reasoning for this honor. Resolution #19 was put forth for a roll call vote and was passed unanimously (18-yes).

Vice President Durkin read Resolution #20 into the record. This resolution honors Vicky Barker and deems her an honorary member of the APFA. This resolution was put forth for a roll call vote. This resolution was passed unanimously (18-yes).

1644 New Chair/Vice Chair Training

This agenda item was postponed until the fall Board of Directors Meeting as the third item under Old Business.

1648 Base Budget Trip Removal Reduction

The maker asks to speak to the resolution prior to initially presenting it. It deals with a trip removal reduction at the big bases; thereby obtaining additional funds for the negotiating process. The maker wishes the Board to engage in discussion prior to postponing the issue for action at the next Board Meeting. The comments of the Board leaned toward this change being implemented across the Board, if at all. With the increased workload, the suggestion was considered unfeasible and unworkable by a majority of the Board Members. The maker wishes to bring this forward to provoke thought and ideas. This issue will be postponed as item #4 under Old Business at the fall Board of Directors' Meeting.

1656 Policy Manual

The maker asks for a discussion on the issue contained in this resolution prior to presentation. The subject involves expenses for the Negotiating Team. There are two resolutions that pertain to this subject. A request was made to take the meeting off the record briefly. A motion was made to take the meeting off the record, which was agreed to by a majority hand vote of the Board.

1659 Meeting Off the Record

1724 Meeting Back On the Record

After an off the record discussion, no action will be taken on the issue of expense for the Negotiating Team at this time.

NEW BUSINESS – Discussion Items

The Board of Directors directed its attention back to New Business discussion items. The agenda discussion item – Section 14 – was postponed until the fall Board of Directors' Meeting as requested by the maker.

A review was conducted of items/issues that have been postponed to the fall Board of Directors' Meeting. These items are: Transition (BOSI), New Chair/ Vice Chair Training (BOSI), Base Trip Removal Reduction (IDF) and Section 14 (DFW). These will be shown as Old Business.

1720 AHROD – Emergency Item of Business

Due to APFA Constitutional requirements, a resolution must be presented and approved concerning this issue and the report to be presented at the Executive Committee Meeting in March.

The Board voted to accept the AHROD issue as an emergency agenda item to be addressed at this time.

1724 Resolution #21 – AHROD

Resolution #21 was read into the record by the maker, Randy Troutman. This addresses the AHROD solution being handled as a test for the period of six (6) months. This resolution outlines the budget issues and manning of this program. A brief discussion ensued regarding the content of this resolution. Specific amounts of budget reductions, (1% of pay loss), were given to the bases by the maker. The resolution was opened to discussion by the Board. The scheduling will be done through the Secretary's Department. Several questions were asked to clarify language in the resolution. The maker was asked to add some additional verbiage to this resolution as clarification and guidance. The current coverage is until March 30, 2008. This test coverage will commence as of April 1, 2008.

The time limit for discussion has expired. A motion must be made to extend discussion. The question was called and Resolution #21 was put forth for vote. A hand vote was taken and the resolution was passed 17-yes, 1-no.

1751 Unreasonable System-wide Increase of Reserve

The Company felt that their reserve manning was successful during December and January. The APFA disagrees as they feel the utilization was very poor. Some of the

base chairs have and/or will file NOD's on these extreme numbers and under utilization during these months. Most reserves were only used for a total of 30-40 hours by the 25th of December. The total hours worked were very low for most reserves. Several questions were asked regarding the filing of NOD's on this issue.

1802 Pension Funding Status

President Hutto-Blake briefed the Board concerning the status of the Flight Attendant Pension Fund. President Hutto-Blake has requested two things from the Company. A meeting is scheduled on the 28th with the CEO of the Beacon Funds. President Hutto-Blake feels strongly that a flight attendant should be seated on the committee that reviews and makes decisions on the flight attendant fund. Patrick Hancock will attend this meeting with President Hutto-Blake. Patrick will also be attending a meeting of the plan administrators with President Hutto-Blake. Every five (5) years, the plan administrator is required to furnish each participant with beneficiary receiving benefits - summary plan description update. The last briefing was 2003. In March at the Executive Committee Meeting, it will be necessary to establish the new APFA Pension Task Force.

1806 Attendance Test Policy – Information Only

Miami and San Francisco reps attended a meeting with the Company to go over the data for 2007 concerning this test. Only these two bases are involved in this test. Changes were suggested which APFA would not agree to. This will be presented to APFA at a Labor-Management Meeting on the 27th. President Hutto-Blake requested an extensive debriefing from those base chairs that attended this meeting prior to the meeting with the Company on the 27th.

1814 Expense Reports

It was requested that the meeting be taken off the record for the discussion.

1825 Meeting Back On the Record

1826 Base Budget

This concerned the expense of the laptop being charged to the base budget. This issue was determined last year and the base chair asked for recollections of the discussion and agreement concerning this issue. The Treasurer addressed this issue with the history of discussion, timetable and decision. The base chair asked that they be advised of a sizeable charge to their base budget prior to the occurrence.

President Hutto-Blake asked if any agenda items had not been discussed and once again reviewed the postponed items. There were no additions to the original list of items postponed until the fall Board of Directors' Meeting..

1830 March Transition

The National Officers feel very strongly about a solid transition from the outgoing administration to the new incoming administration, which has not been past practice for quite some time. The new officers will be working with the outgoing officers for the month of March to ensure a smooth transition

1832 Point of Personal Priviledge – Peggy Turley

The RDU Chair Person spoke to each of the National Officers extending the appreciation and gratitude of the Board of Directors for all their hard work over the past four years. It was felt by all that they did an excellent job and was followed by a standing ovation.

Brett Durkin took this opportunity to thank many people for their support and hard work through out this four year period, assisting and supporting him in all his efforts in the Vice Presidential position. Greg Hildreth also spoke his thanks and appreciation to Nancy Archer, the Board of Directors and his fellow National Officers for their help and support while serving in this position. Treasurer Lukensmeyer had addressed the Board after the conclusion of her report yesterday.

1835 Point of Personal Priviledge – Dr. Bettye Meyers

Dr. Meyers began her association with this Board four years ago. She recounted the beginning of her experience with the APFA. This was her first experience working with a Union and has learned so much and had such a wonderful experience. Dr. Meyers stated how honored she is to be an honorary member of the APFA and does hope that her friends will come and visit her in her office at TWU in Denton.

1840 President Hutto-Blake

President Hutto-Blake addressed the Board as President for the last time. She stated that this has been a very tough four years but working for the American Airlines flight attendants has been her life's work. She has raised a beautiful family but continued on her life's journey to work for the flight attendants of American Airlines. Yes, this has been a tough fours years, but she has enjoyed all efforts put forth. She does not regret a second of it – including the disagreements and difficult times. President Hutto-Blake asked the Board to not give up – do not lose hope. Collectively, we have all worked so hard to turn what was once a short-term job into a respected career. There are a lot of flight attendants depending on us to guarantee the future. She feels it is imperative that the APFA work with other flight attendant unions and aviation industry unions. This is sometimes difficult as it is hard to build those bridges and yet keep our solid independent union. She asks the Board to insure that we are not turned back into an isolationist union, which we had become. She hopes we continue to be the leader in the industry as we were in 1993.

President Hutto-Blake thanked the six (6) department heads for their hard work. President Hutto-Blake thanked her fellow National Officers and values the bonds and friendships that have been established. She wished to thank Clint Breen, Becky Kroll and Lori Bassani, who were a huge help. Thank you to each Board Member for the input and work. Thank you to Mady and Bettye for their support and work.

President Hutto-Blake said “Give ‘em hell, guys”. She spoke to the mindset of corporate management and ways the Board can use this. President Hutto-Blake sincerely thanked the Board for their communication, compromise and hard work. She asked that all keep the communication lines open to work together through differences of opinion. She spoke to the work done by the Executive Committee, which was comprised of many different factions but produced excellent work and results through communication.

1847 Motion to Adjourn

A motion was made to adjourn the 15th Annual Convention of the APFA Board of Directors. This motion was unanimously approved.