

**APFA  
BOARD OF DIRECTORS' CONVENTION  
FEBRUARY 27 – MARCH 2, 2018**

**Hilton Charlotte University Place  
Charlotte, North Carolina**

**1031 Call to Order**

The National President called the 2018 Annual Convention of the Board of Directors to order.

**1032 Roll Call**

The National Secretary was asked to take the roll call and all members were present.

**1034 Agenda Review and Approval**

Additions, revisions or removals to the agenda were requested. Several items were requested to be added to the agenda.

**1050 Resolution #1a – Amend the Agenda**

**Maker: Dunaway**

**Second: Valenta**

Resolution #1a Amend the Agenda was put forth for a roll call vote and was passed unanimously. (14-yes, 0-no)

**1051 Resolution #1 – Approve the Agenda**

**Maker: Ross**

**Second: Valenta**

Resolution #1 Approve the Agenda was also put forth for a roll call vote and was passed unanimously. (14-yes, 0-no)

**1052 AD HOC NOMINATIONS**

This election will fill the current vacancy for Ad Hoc Place 5 for the rest of the unexpired term as well as filling the position of Ad Hoc Place 5 for the term beginning April 1, 2018. Willingness-to-Serve forms were submitted by several individuals. Additional nominations were submitted by members of the Board of Directors.

**1058 NATIONAL PRESIDENT'S UPDATE**

**1058 National President's Remarks/Update**

The National President stated that several topics usually discussed at this point will be covered under certain agenda items and the JSIC's portion. The National President felt that the efforts

regarding the Open Skies Agreement have been positive. He discussed the results and upcoming meetings concerning this and he complimented the involvement of all Unions that have worked so hard with the Congressional leaders on this issue. The Presidential Grievance on the 48-hour freeze is coming up shortly.

Legal Counsel involved in the 48-hour arbitration addressed the Board. This arbitration deals with the 48-hour freeze during the processing of PBS, wherein Flight Attendants cannot utilize ETB or TTS to adjust their schedules the last six (6) days of that month as per the current agreement. He stated that this is very clear in the agreement. The Company has stated that they will require a 120-hour freeze for computer processing. A Presidential Grievance has been filed, an Arbitrator selected, and an Arbitration date in mid-April has been agreed to. The pre-Arbitration meetings have been held with the Company. The Company feels an Arbitrator cannot solve the issue and it must be settled between the Company and the JSIC. APFA and Legal Counsel do not agree with this position and the Arbitration will go forward. Counsel invited any additional input regarding this issue.

Legal Counsel then spoke to the second Presidential Grievance regarding Pay Protection. This involves the pay protection for rescheduling and deadheading. These are currently under effect on the LUS side and will be coming into effect on the LAA side under the JCBA. This dispute involves interpretation of the rescheduling provisions of the contract and when pay protection is provided for Flight Attendants whose flights have cancelled, crew or equipment substitution, or when deadheading. The grievance challenges changes that have been made to past practice in 2016. No arbitrator has been selected or date set. Legal Counsel requests any information pertaining to this issue.

Another member of APFA's Legal Counsel spoke to the Janus case, which is very important to the Labor community, and is now before the Supreme Court. This case has direct implications for public sector unions. Oral arguments have already been presented. Legal Counsel explained agency fees, how they have been discussed through various court cases over the years, and the effect this has on labor unions. Today, 93% of US workers are non-union. This case, filed in Illinois by a public-sector employee, involves agency fees. Legal Counsel emphasized how important this Supreme Court case is and explained the negative implications it could have on labor should the Plaintiff prevail, which is presumed outcome. This case should be decided by June 2018.

### **1127 JSIC Update**

JSIC requested that the meeting be taken off the record for a presentation to the Board of Directors. The gallery was cleared.

### **1128 Meeting Taken Off the Record**

### **1507 Meeting Back On the Record**

The JSIC presentation continued with the spokesperson discussing the vacancy transfers and mutual transfers. The first system-wide vacancy transfers will be awarded and posted on August 27, 2018 for the November bid month. Any required equipment training will be completed prior

to the November bids. The mutual transfers for the month of November will be awarded on September 27, 2018, effective for the November bid month. Awards will continue to be posted on the 27<sup>th</sup> of each month for vacancy transfers then mutual transfers. If transferees are going from a non-PBS base to a PBS base or vice versa, bidding training will be available to them at each base.

A JSIC representative spoke to Leadership Training. These would be in depth sessions for all leadership spanning three (3) days. The proposed class structure was shown to the Board. The training would include the trip trade system (TTS/UBL), electronic trade board (ETB) and reserve (ROTA/ROTD), golden/flex app/line holder/reserve designator (LRD), credit window/TTS MAX, rescheduling procedures and pay protection. The size of the classes and numbers are still being discussed and formulated. Ideally, the training could be scheduled in April. JSIC requested input from the Board.

The base training was discussed. Some bases have requested a second training session. JSIC spoke to the need for notification of this training at the base to be sent out via several methods. The question was raised as to whether there has been a problem having the Company provide space for these meetings on the property. JSIC stated for the most part, they have not. JSIC asked that these meetings be specifically advertised as training sessions. The question was asked if the Leadership Training and the roadshow/training classes would be done simultaneously and JSIC stated that the Leadership Training should be conducted first in April, followed by the base training classes. The base training classes would be scheduled for 3 or 4-hour sessions.

JSIC opened the floor to questions. A discussion regarding secondary vacation bidding ensued. JSIC discussed VEX days that can be placed on either end of vacation to extend one's vacation. An example was given by a Board member where it was not possible to have the first contractual day of the month off, even with VEX days. JSIC committed to research this and discuss it with the Company.

JSIC stated they would go back to the Company to tell them they do not have an answer regarding the Recurring Calendar, the topic that was discussed off the record.

### **1536 Meeting Taken Off the Record for a Brief Break**

### **1602 Meeting Back On the Record**

### **1602 Active Litigation Update**

Legal Counsel spoke to the outstanding legal issues. The DOL issue is being implemented. The uniform issues will be addressed during the National Secretary's Report.

### **1603 Departmental Reports**

### **1604 Communications Department**

The Chairperson submitted a written report, however he was unable to attend this meeting because of his jury duty obligation.

## **1605 Contract Department – Scheduling Department**

The department chairperson was thanked by the National President for stepping up to fill the vacancy and was complimented on a job well done. The Chairperson thanked the Scheduling Chairperson for all her help as they have been working in tandem to solve many of the issues that have arisen. The Chair spoke to the Elevate training and other mandated training and the scheduling issues that are resulting from this training. Additionally, the issue of “positive contact” for reserves was discussed. The Company is stating the two or three hour call out time starts when the message is left for the reserve and not when positive contact actually occurs with the call back within 15 minutes. APFA adamantly disagrees with this. This could create a problematic situation and will be closely monitored. The Elevate Training is creating problems which could affect the reserve numbers. The question was asked if this training would be suspended and the Chairperson feels that this is highly unlikely, as inconvenient as the training is. The point was made to the Company several times that so much training will be required prior to PBS and FOI. The directive for the Elevate training came from top management. The National President solicited feedback from the Base Presidents regarding the attitude of their Flight Attendants and whether some have not attended when assigned. For those who have had to travel out of base, several problems have occurred with transportation and hotels. The Chairperson acknowledged that this has happened frequently. The Chairperson was thanked for all his efforts on this issue by several Board members. The smaller bases are being particularly affected by the inability to schedule during a reserve month. A list by base for the limits for reserves to attend Elevate Training was requested and will be provided by the Chairperson. The Scheduling Chair spoke to her efforts to get reserve data, seniority numbers and information on what is driving the increase to reserve numbers from the Company. She has also requested the sick call numbers per day, not the inflated numbers, but the actual per day sick calls at the end of each day. The mistakes made in adding Flight Attendants to the reserve list were discussed. The Company has stated they are putting in checks and balances to avoid these mistakes from recurring. The speaker vacation trips being put in open time and the problems that created were discussed and are being monitored and worked on by the Scheduling Department.

## **1637 Government Affairs**

The National President thanked the members of the department for all the hard work and efforts on behalf of APFA and labor.

Peter Goelz spoke to the Board regarding the current climate in Washington. He stated that he has never experienced such an anti-union, anti-labor administration in his career. This is not only occurring in appointments, but in repeal of regulations and rules as well as mandates coming down to departments not to investigate certain issues. For example, OSHA’s hands have been tied for 14 months. There are very few new cases being opened at OSHA. The same seems to be happening at the safety organizations such as the Department of Transportation. For example, the sleep apnea issue was a major concern and regulation was going to be issued to mandate testing for the railroad engineers, commuter and freight truck drivers, and bus drivers after a series of fatal accidents. That ruling has been pulled and now falls to the transportation companies and carriers if they wish to impose this testing. The key piece of legislation for the airline industry remains the FAA Bill. It remains on an extension that runs out at the end of March. This is the third or fourth extension.

The Specialist spoke to the negotiations between Qatar Airlines and the State Department. Qatar Airlines agreed to more transparent accounting and auditing standards. The State Department will be negotiating with UAE regarding Emirates and Etihad airlines. A meeting will be held in Washington on March 6 coordinated by the Partnership for Open Skies with representatives from each of the big three airlines as well as APFA and APA to discuss the next steps with UAE. The problem is that they are all subsidized airlines. The Legislative Department has been working with other airlines and unions on this issue. Additionally, the Specialist spoke to the PAC fund and the need for financial participation from all Flight Attendants enabling their presence and influence on Capitol Hill. Peter Goelz emphasized how important all upcoming elections will be in 2018 to gain control of either the House or the Senate.

There seems to be growing interest in a Lobby Day in April to discuss several hot topics. A two-day event has been suggested. The Specialist would like to have input from the Board. Peter Goelz feels that cabin safety issues are very relevant this year as there are pending bills concerning many issues affecting cabin safety. He feels that most Congressional members look forward to the visits and it is very important to keep our presence and concern on Capitol Hill and he asks for the Board's support.

Peter Goelz wished to speak to a complex problem he has been working on with the Charlotte base. The issue concerns workman's comp and what injuries are eligible for coverage. One of the strategies in conservative legislatures is that they have been cutting back on the number and types of injuries that are covered. They are going to try to help on a local level and he feels other Board members should review this to determine if similar restrictions are taking place in their state. It has been difficult in North Carolina. As well, it is difficult to get workman's comp approved in Pennsylvania and Florida. The Base President from Charlotte asked for the support of the Board on these efforts as there are so many at this base that are denied workman's comp.

The National President thanked all those working on this issue for their dedication and efforts.

### **1654 Flight #383 Discussion**

The final report was received from the NTSB in January regarding this incident. The report named 11 points to be addressed. APFA was directly involved in this investigation. The Flight Attendants' decision to evacuate when they did prevented the incident from being much worse. The methods of communication between cockpit and cabin will be addressed.

### **1658 Health Department**

The Chairperson had some additional information to add to her written report submitted to the Board. She spoke to the need for a Family Leave coding guide which was previously available. It is currently in the works and the Chair will distribute to the Board once it is received. The Chairperson received notification that Blue Cross/Blue Shield and Texas Health are in negotiations with their contract and this will affect those based in Dallas or commute from Texas. The concern is that their doctors will not be covered by Blue Cross/Blue Shield. The Company has put out some information and HR feels that it will be settled by the deadline of April 1, 2018. A notification has been received that Express Scripts overcharged many people

for generic drugs between 2015 and end of 2017. Refunds will be issued. Any questions regarding the refunds should be directed to Express Scripts.

A report was received concerning the top health claims issues for Flight Attendants. Cancer was the #1 health claim for Flight Attendants in 2017. The Chairperson will be researching the available data for the past years to see if it is on the rise. She finds this concerning.

### **1702 EAP Department**

A representative from the EAP Department updated the Board on the new Drug & Alcohol Policy now in place. She wished to speak off the record initially.

### **1703 Meeting Taken Off the Record**

### **1716 Meeting Back On the Record**

The CIRT Report was included in the written report. The CISD numbers are the Flight Attendants who attended CISDs for their event.

### **1717 IOD Department**

The written report submitted by the Chairperson is current but is supplemented by an additional report forwarded to the Board on Thursday or Friday. There are some changes in the IOD Department and there are still some issues with the new IOD process. The nurses are not familiar with some of the injuries, especially the fume events. If the Flight Attendants feel they are affected by fumes, it is recommended they seek medical treatment immediately. The nurses are telling them to go home and if not feeling better the next day to seek treatment. The Company is paying for the immediate treatment. The nurses are also not familiar with turbulence or head injuries. At the last meeting, the point was strongly made that these nurses need to be thoroughly trained. Flight Attendants have the right to seek medical treatment immediately and do not have to follow the recommendation of these nurses.

A Q&A was requested from the Company regarding the new IOD procedures but they have resisted, perhaps because they will have to say the Flight Attendants do not have to follow the recommendations from the nurse. A meeting is scheduled for March 13, 2018 where this request will again be made. If the Company does not provide this information, the Chairperson will follow up with a more thorough Hotline regarding the APFA recommendation to seek treatment immediately. At another meeting, the Company stated they had accepted some fume event claims and the Company was asked to provide names, aircraft type and where based. This has not yet been provided. This will also be discussed at the March 13th meeting. When a Flight Attendant has experienced a fume event, it is suggested they follow the link on the IOD page to the GCAQE to report the incident. Doing so may bring more attention to the fume events.

For those Flight Attendants in California and Texas, a letter was sent out stating that if their doctor was not in network, they had fourteen (14) days to change their doctor and ninety (90) days to continue medical treatment.

A question was raised regarding the cost to the Flight Attendant initially upon seeking treatment at an emergency room for a fume event. The Chair stated that the Company has agreed to pay for the initial treatment. The Flight Attendant should state upon arrival at the emergency room that it is a workman's comp injury and provide the Sedgwick billing number. The Board member asked if Sedgwick is available 24/7 for verification and billing information and the Chairperson confirmed they are. Information has been included in several Hotlines concerning the procedures and the Sedgwick telephone number for billing information and is also available on the IOD Department page on the APFA website. She reiterated the Company has agreed to pay for the initial treatment and if the Flight Attendant pays, s/he can be reimbursed. A new Fume Card is still in the works. Another Base President spoke to problems that had occurred at her base. A question was raised regarding the MedAir card. A Flight Attendant involved in a fume event in Aruba spoke to the Board and the problems that he encountered. There were two incidents and the second crew was refused treatment unless a cash deposit or credit card was presented. It was a 3 hour wait until MedAir provided information. The Station Manager in Aruba was unfamiliar with MedAir. It was requested that the Fume Card also include what procedures and steps should be taken when outside the US as the information on MedAir and MedLink is difficult to find on JetNet.

### **1737 Hotel Department**

The Hotel Chairperson had updates to her January 25<sup>th</sup> report. She spoke to the several hotel renewals. She then spoke to the new properties that would be utilized both domestically and internationally. She discussed visits that have been conducted for new hotels and went through the list of upcoming hotel reviews. Effective February 22, 2018, the London Heathrow transportation was changed to CCH as the contract with Hallmark was terminated. Flight Service has agreed to upload the current hotel information, contact numbers, and transportation information to the tablet. Some clarification questions were asked. The hotel in Athens has been used by LUS for many years and is very popular. It was suggested that the Hotel Chair speak with the LUS Flight Attendants who fly that trip. She stated that the visit was not to change the hotel but rather to see what options are available.

### **1747 Safety and Security Department**

The Chairperson had items she wished to share with the Board that were not included with her written report. The Company has requested the opportunity to change where the performance-based testing is done on the trainers at CQ as they are losing the Super 80. They have asked if they can move it to the Airbus. The differences between the two aircraft seatbelt and harness measurements were discussed. American will be drafting a letter to APFA concerning this and this change will occur in 2019.

A form concerning Cabin ASAP was distributed. The rep is willing to go to the bases for training on Cabin ASAP. The Chairperson spoke to the GCAQE form previously discussed in the meeting. This would track fume events globally and the link will be distributed to the Flight Attendants. A Board member spoke to reports received from the Company regarding the fume events. Some reports state that all Flight Attendants are fine. The Chairperson and Board member felt it is beneficial to reach out to those Flight Attendants to verify their condition.

The Chairperson spoke to the work of Dr. Clem Furlong as well as a documentary that is being made by Tristan Lorraine about fume events. Both have requested donations from APFA and this information was included for consideration by the Board.

### **1758 Meeting Extension**

The meeting had reached the nine (9) hour limit. The Board agreed to extend the meeting for 30 minutes.

### **1758 Archives**

A written report was submitted to the Board. The Archivist informed the Board that the digitizing of the VHS tapes and other older tapes that had been made for the EC and BOD years ago has now been completed. Approximately 4,000 photographs have been sent out to be scanned. The last item to be scanned is 42,000 Flight Attendant graduation negatives. There were no questions for the Archivist.

### **1800 Retirement**

A written report was submitted to the Board. The Specialist took a moment to point out the tremendous turnout at the Retirement Seminars. He stated that this department is in the process of putting all seminars online. A presentation geared toward new hires concerning 401k is now available on the website. The Specialist is working with the 401k team as problems could occur when the pay alignment is put in effect. Communication will be provided to the Flight Attendants who may experience a problem on loan repayment. He discussed the desire of some to unfreeze the pensions since the pilots recently did this. Approximately one-half of the Flight Attendants are in the American Airlines pension plan. If this is unfrozen, what should be done about LUS and new-hires as far as honoring their years of service for vesting? American Airlines would greatly have to increase their funding to unfreeze the pensions. He feels this will be a negotiation and that the 401k contribution will be terminated. He spoke to the positives of a 401k over a pension plan, listing several points in favor of the 401k. There were no questions for the Specialist. The National President encouraged all to attend a Retirement Seminar.

### **1806 JSIC Update**

The representatives of JSIC stated that they spoke with the Company regarding an issue discussed off the record. The Company wanted a decision from the APFA Board by the end of the day or it would be taken off the table. A Board member spoke to the fact that the National Secretary had been asking JSIC for a Letter of Agreement for the past two weeks. He added that he as well as several other Base Presidents had chimed in stating they felt a Letter of Agreement was necessary. He expressed his desire that this issue be voted upon by the membership rather than being decided solely by the Board. A conversation amongst the Board was requested. Another Board member stated he felt regardless of whether it had to go to a membership vote, it still needed to go to the Executive Committee and they would decide if it is a substantive change to the Contract. He added that the Constitution defines the channels this must go through. The National Secretary spoke to her request two weeks prior that this be put into a Letter of Agreement and asked JSIC why it had not been done. JSIC stated that the National Secretary



was the only person to ask for a Letter of Agreement and that is why one had not been secured. Another member of the Board clarified the issue stating he, too, had requested a Letter of Agreement. Additionally, Legal Counsel was consulted regarding the issue. He stated his response when asked by JSIC had been that it is always good practice to put changes in a letter. The procedural issues had not been discussed at that time. He stated it is crucial to document the terms. Legal Counsel stated that, after a review of the APFA Constitution, it clearly states that any change to the JCBA is required to be presented to the Executive Committee. The Executive Committee can vote to approve the change or decide that the change is a substantial change that needs to go out to a full ratification vote by the membership. She reiterated that the Constitution states this must go to the Executive Committee. If it is a simple clarification of language, it does not have to go to the Executive Committee. Not only is it good practice to have a Letter of Agreement, it is required in the APFA Constitution. A Board member expressed the proposed changes are changes to the Contract and are not clarifications. Statements were received from JSIC concerning this issue and communication that had taken place. The Board agreed to have JSIC request a Letter of Agreement as soon as possible to be considered by the Board and to convene an Special Executive Committee Meeting. There was some discussion regarding a resolution that was to be presented, which was felt to be unnecessary if a Letter of Agreement was received. The discussion continued amongst the members of the Board. A question answered by Legal Counsel reiterated that all Letters of Agreement that change the Contract must be presented to the Executive Committee. If it clarifies ambiguous language, it does not. A Base President commented on how the Company thinks it could process ROTA in the contractual one hour allowed if they pull this proposal off the table as they have threatened. It was decided by the Board to have JSIC request a Letter of Agreement concerning this issue as soon as possible. The Board would then suspend the current meeting and convene the Executive Committee for their review of the LOA submitted by the Company. JSIC will advise the Board as soon as they receive communication from the Company.

### **1826 Updated Version of the Budget**

The National Treasurer provided an updated copy of the budget. The original budget was distributed on January 24, 2018. All changes made to that budget are highlighted and shown on the cover sheet.

### **1827 Motion to Recess**

The Board of Directors Meeting recessed until 9:00 AM, February 28, 2018.

**APFA  
BOARD OF DIRECTORS' CONVENTION  
DAY TWO  
February 28, 2018**

**1402 Call to Order**

The National President called day two of the 2018 Annual Convention of the Board of Directors to order.

**1403 Roll Call**

The National Secretary took the roll call and all Board members were present.

**1403 NATIONAL VICE PRESIDENT'S REPORT**

**1403 SBA Update**

The National Vice President spoke to the 48-Hour and Pay Protection Presidential Grievances. She provided the dates for the prep of these arbitrations. She will be meeting with the Company on Monday to set the dates for the arbitrators and dates for the A3 Deadheading and SCOPE. Last week the 777 Staffing and Drug & Alcohol - Lack of Formal Notification Presidential Grievances were sent to the Board.

**1404 National Vice President's Report - Year in Review**

Over the last year the goal in the SBA Department was to continue to protect the individual and collective rights of the APFA members, resolve problems with management through the grievance process, and continue to clean up the enormous back log of old cases dating back to 1990.

When the National Vice President took office in April 2016, she inherited over 375 open base NODS, 6 open Presidential Grievances, 67 Notice of Disputes needing GRC processing, and 45 open terminations; 30 of these terminations were identified in U-Link as being in a suspended state. Some of these cases had been left unaddressed since 1990. This back log has been the focus of the SBA team.

Currently, there are 130 open NODS at the base level down from 375.

Due to the department's full electronic integration into U-Link, 2017 continued to introduce new avenues in the SBA department. They National Vice President listed the following new enhancements to the department:

- Regional Manager Dash Boards
- Bi-Weekly Base Presidents Dash Boards
- Base DRC Deadline 5 Day Reminders Reports

- Electronic Vice Presidents Report
- Advanced ADR Training
- AA Labor attending day 2 of SBA prep each month to settle outstanding cases prior to QSBs
- U-Link Training for the Base Leadership
- Member-Link Training for the Base BCR's
- Quarterly Mediation Continued

A joint ADR (Alternative Dispute Resolution) Training Class was held in March 2017 by mediator/arbitrator Sylvia Skratek. The class was attended by 22 APFA Representatives and 22 Company Representatives. The 3-day class provided training and role playing in all areas of dispute resolution, with special attention directed at the DRC process. The National Vice President commented that the role of the facilitators was one area of great concern for all participants.

The SBA team conducted new Base President / Vice President training on April 4-6, 2017. For the first time, this training included the complete electronic filing system for NODs in U-Link. There were 16 participants in this 3-day class.

On April 14, 2017, APFA and American reached a settlement to the Presidential Grievance filed on July 23, 2015 which protested the Company unilaterally reducing access to the (ETB) and not implementing (ISAP) for LUS Flight Attendants. As provided for in the Settlement Agreement, all LUS Flight Attendants who worked between March 1, 2015 and June 30, 2016, would receive 5 hours of pay. This win for the LUS Flight Attendants cost the Company approximately \$2.5 million.

In May 2017, the SBA team successfully returned 4 of 6 Flight Attendants back to work through mediation. To date, the SBA team has successfully returned ten (10) Flight Attendants back from termination through this newly tested mediation process.

The National Vice President pointed out how these mediations have saved the APFA Treasury over \$1 million dollars.

The first Member-Link training for the APFA BCRs was held in June 2017. This class introduced the base reps who assist the local leadership in filing NODs to the new electronic filing system of Member-Link.

The National Vice President provided a breakdown by base of resolved Notices of Disputes in 2017:

BOS – 9  
CLT – 67  
DCA – 4  
DCU – 4  
ORD – 7  
DFW – 57

LGA – 41  
LAX – 15  
MIA – 35  
PHL – 55  
PHX – 20  
RDU – 1  
SFO – 7  
STL – 1  
Total – 323

This totals 323 in 2017 compared to 378 in 2016.

The National Vice President provided a review of her department that included the number of outstanding cases dating back to 1990. Since coming into office in April 2016, the SBA department has continued to process and resolve many of the open terminations that were suspended and abandoned by the Flight Attendant. Each case has been reviewed by APFA Legal, entries of the last know communication with each Flight Attendant has been notated in the case file and each case has been cross referenced with employment information entered into U-Link.

The National Vice President went on to explain that this time-consuming task led to the discovery of many of the Flight Attendants being returned to work years ago through either a settlement or conditional reinstatement, some were retired, some withdrew their own cases, some had multiple positive drug tests, and some resigned.

The National Vice President shared that one case from 1991 at IDF revealed that the Flight Attendant had been returned to work from a medical absence. She had 30 days to supply the required supporting documentation but died within that 30 days. There was a note in the case file from a family member to her FSM stating she had passed yet the termination remained open.

She explained that these cases remained open for years because no one took the time to sit down and review each case.

There were 67 total terminations processed in 2017 compared to 69 in 2016. So far this year, 9 Flight Attendants have been terminated, with a total of 145 terminations since she took office in April 2016.

This two-year total is comparable to the 167 total terminations in years 2012 -2015.

Problems continue at the Base Level with the DRCs being scheduled in a timely manner and the Company's documentation being forwarded to APFA. The timelines do not start until the documents are received from the Company.

The National Vice President wished to remind the Base Presidents to include the names and employee numbers of all members of the group when filing group NODs. She requested they also remember to scan all supporting documents into the case file in U-Link.

The National Vice President wished to take a moment to applaud the accomplishments of the SBA Department over the last two years. She explained the success is based on an assembled team of individuals deeply rooted in experience, diversity of ideas, communication and people skills.

The National Vice President stated that many of those areas have been identified in the National Vice President's Reports which recognize the importance of the regional reps position and the appropriate training received.

In closing, the National Vice President wished to thank her team of Regional Reps and the SBA staff at APFA HDQ for an amazing year of accomplishments.

The presentation was opened to questions. The problem of DRCs was discussed by numerous members of the Board. The idea, as used in some bases, of having a particular day of the week designated by the Company for DRCs was shared. There was some objection to that by a Board member who felt it should be according to the Flight Attendant's schedule and convenience and not the Company's. A Board member who uses this process, discussed how it works for his base and his reasoning for choosing to do it this way.

#### **1419 NATIONAL SECRETARY'S UPDATE**

Before beginning her update, the National Secretary made a motion to amend the meeting agenda to include appointments to the National Ballot Committee. The National Secretary has a resolution prepared and the Board voted and agreed to add this to the agenda. Resumes were submitted to the Board in their packet. A Board member pointed out the need for a 2/3 vote to suspend the rules prior to the vote to amend the agenda. There was some discussion regarding the correct procedure according to Roberts Rules of Order. Nominations to the National Ballot Committee were presented.

**1427            Resolution #2 – National Ballot Committee Appointments**  
**Maker:        Dunaway**  
**Second:       Ross**

Resolution #2 was read into the record by the Maker. This resolution speaks to the composition of the National Ballot Committee. This resolution names Cindy Horan, Nikki Kirkeby, Kent McDougal, Tim O'Connell and Avis Rives as members of the APFA National Ballot Committee. Resolution #2 passed. (13-yes, 1-no)

#### **1429 Uniform Update**

On a recent Hotline, a NIOSH (National Institute of Occupational Safety & Health) report was included. APFA has been cooperating with them on their HHE (Hazardous Health Evaluation). Following this report, a letter was sent to American Airlines to set up a meeting to discuss the recommendations contained therein as well as the Presidential Grievance that has been filed. Several points within the grievance have not been addressed. APFA continues to send names to the Company of those Flight Attendants who have been denied Family Leave for uniform related illnesses so they can be handled on an individual basis. OSHA sent a letter to APFA on

February 12, 2018, stating they were closing the case as they consider the issue to have been satisfactorily abated. APFA disagrees with that assessment. The letter further stated that the hazardous conditions have been addressed and corrected by the Company. APFA sent a letter of response to OSHA on February 16, 2018 expressing its disagreement that the issue is resolved. The letter stated that in the last six (6) months, an additional 600 Flight Attendants have reported first time reactions to the uniform. There are still Flight Attendants unable to work and the letter cited the report from NIOSH. APFA stated that so long as Twin Hill uniforms are still on the property and American Airlines is not making accommodations for those Flight Attendants unable to work, the case should not be closed. APFA has yet to receive a response from OSHA.

There are two lawsuits, independent of APFA that have been filed against Twin Hill. APFA has been subpoenaed in these cases. Legal Counsel addressed this issue. All records must be preserved.

Lands' End has been named as the new uniform supplier. Brian Morgan traveled to several countries touring their manufacturing facilities. The National Secretary and Brian Morgan will be traveling to Asia to see the fabric mills in April. They will tour the actual facilities that will be used. Lands' End will not be out-sourcing or contracting out any of the work. To date, 5300 reports from 4,494 individual Flight Attendants have been received. That number includes approximately 200 reports on the Aramark alternative option and the most reported piece from Aramark is the female shirt. The ultimate goal is to have everyone in a new uniform as quickly as possible. The new uniform is a blue color. The design will be the same as today but with new fabric and color, however, some enhancements or small modifications may be made to the current design. There will be no cost to the Flight Attendant when it is rolled out. The National Secretary spoke to the color change and the reason behind it. There can be no mistake of new versus the current uniform pieces. The Frontline Uniform Advisory Team, FUAT, kicked off its first meeting in January. The Team is comprised of representatives chosen from each base by the Base Presidents. Another meeting with the team will be held in late April. The testing for this new uniform will be extensive and above and beyond anything that is being done today and the safety standards for the new uniform will be industry leading. Harvard University is doing testing on the current uniform and APFA sent pieces to them to include in its testing.

A question was raised about the problem with Family Leave being denied in conjunction with a uniform reaction. Once becoming aware, the National Secretary immediately send the name to the National Vice President who brings this to the attention of the Company to be rectified. The National Vice President stated that the Company was under the impression all requests had been granted. To date there are approximately 12-15 names of Flight Attendants who have filed for uniform related FMLA and been denied.

The wear testing will begin in the fall and there will be 675 Flight Attendants wear testing the new uniform. This wear test will last four (4) months.

The question was raised if there was a process to appeal the dismissal of a member from the Frontline Uniform Advisory Team. Three (3) Board members spoke in favor of a person who was removed from the team. The National Secretary requested the discussion be continued off the record to protect the privacy of the Flight Attendant. Gratitude was extended to the National Secretary for all work over these past months and her concern for Flight Attendant safety. One

Board member asked if uniforms were the only thing the National Secretary did. The National Secretary explained that while uniforms do take up a considerable amount of time, she handles uniform issues in addition to her full time National Secretary duties.

### **1453 NATIONAL TREASURER'S REPORT**

A written Financial Report was submitted to the Board of Directors. The PAC Report was also included in this report.

### **1455 Budget Committee**

The Budget Committee began their presentation by introducing Paul Hartshorn Jr., who is serving an interim position on the Budget Committee due to a vacancy. Additionally, the National Treasurer introduced Rene Bertholot, a senior APFA accountant, who will be providing the Budget Presentation for 2019. This budget was presented via a slide presentation. The trip removal value and how it is calculated was explained. The presenter explained how the various budget categories are formulated. Various expenses incurred or to be incurred by APFA were highlighted. The Negotiations Budget and was explained and the options for that were outlined.

A question was raised about new hires into certain bases and the possibility of budget increases. The National Treasurer stated that budget allocations can be revisited if necessary and funds reallocated.

The Chairperson of the National Mobilization Task Force, which is inactive at this point, questioned the status of this committee. There was money budgeted for this committee. The point was made that the purpose is to be an ongoing effort to organize the membership and the committee has not been allowed to do so.

The question was asked why certain departments which are allowed an apartment expense, have none allocated. The National Treasurer explained that they budget for what is currently required, not for future unknown expenses. When the situation occurs, the Budget will be adjusted to accommodate those changes. The Board member felt that these unknown expenses for apartment costs should be anticipated and included in the budget, especially with the upcoming elections.

A Board member questioned the over-budget status of the Live Chat Program. He wished to know what steps were being taken to curtail this budget. The National Treasurer explained how the Live Chat was originally funded and steps taken since to curtail expenses. He also stated that it is essentially an extension of the Contract/Scheduling desk. The over-budget amounts have been decreasing monthly. The National Treasurer has spoken with the Budget Committee and Accounting Department and a suggestion to move the Live Chat Program from Communications Department to the Contract/Scheduling Rep budget was presented. Live Chat will still have its own budget. The Board member raising the issue agrees with this suggestion. Another Board member wished to know the amount of usage of this program. The former Officer on Duty program was discussed and compared to the Live Chat Program with input from several Board members.

**1528 Break**

**1611 Meeting Back On the Record**

The National Treasurer addressed a question that was raised regarding the APFA provided apartments. He pointed to the 2017 budget and the required apartments for that time period. The Board member who had raised this question maintained her objection to not budgeting for this expense with the upcoming elections, regardless of past practice.

**1616 Resolution #3 – Budget Approval**

**Maker: Vargas**

**Second: Dunaway**

Resolution #3 was read into the record by the Maker. This resolution approves the budget for 2018-2019 for APFA. The resolution was put forth for a roll call vote and was passed. (11-yes, 3-no)

**1618 Resolution #4 – Budget Committee Replacement Member**

**Maker: Vargas**

**Second: Dunaway**

Resolution #4 was read into the record by the Maker. This resolution speaks to the interim appointment of Paul Hartshorn, Jr., to the Budget Committee by the Executive Committee. This term expires on March 31, 2018. The resolution was put forth for a roll call vote and was passed. (14-yes, 0-no)

**1619 Resolution #5 – Budget Committee Appointment**

**Maker: Vargas**

**Second: Dunaway**

Resolution #5 was read into the record by the Maker. This resolution appoints Erik Harris, Yvonne Johnston, Russell Reed and Jennifer Welpott to the Budget Committee to serve from April 1, 2018 to March 31, 2020. Resolution #5 was put forth for a roll call vote and unanimously passed. (14-yes, 0-no)

**1621 Yield of Floor to Member of Gallery**

Two Flight Attendants, Philadelphia and Phoenix based, presented a wagon containing Recall Petitions that they have been accumulating over the past year. They were assisted in this effort by a DFW Flight Attendant. They have amassed enough signatures to trigger a recall of the National President. They expressed their desire for solidarity, accountability and a functioning Union. They asked the National President to resign as of this date.

**1625 Motion to Recess**



The Board of Directors Meeting will be recessed until 0900, March 1, 2018. This will allow the National Officers and Ad Hoc Members to convene a Special Executive Committee Meeting at this time.

**APFA**  
**BOARD OF DIRECTORS CONVENTION**  
**DAY THREE**  
**March 1, 2018**

**1010 Call to Order**

The National President called Day Three of the 2018 Annual Convention of the Board of Directors to order.

**1011 Roll Call**

The National Secretary took the roll call of the Board of Directors. All members were present.

**1012 Suspend the Rules**

A motion was made and agreed to by the Board to suspend the rules to add a discussion item to the Agenda. It was requested that Pay Alignment be the first order of business and the Board agreed.

**1013 Pay Alignment**

The National President spoke to this issue which affects only the LAA Flight Attendants. This change in pay structure is required to bring the LAA Flight Attendants in line with all other employees of the Company. Communication is imperative regarding this issue. Details are still being negotiated with the Company.

The National Secretary explained the issue. Currently at LAA, the Flight Attendants are paid 35 hours for the current month on the 15<sup>th</sup> and 35 hours for the current month on the 30<sup>th</sup> of that month. A month later, on the 30<sup>th</sup>, the LAA Flight Attendants are reconciled for anything above or under that 70 hours they were paid for the previous month as well as per diems and premiums. When the transition to the new pay alignment occurs on July 15<sup>th</sup>, the LUS Flight Attendants will be paid everything over 37.5 hours from their previous month. Normally, the LAA Flight Attendants would be paid 35 hours for that current month, but because of the alignment, LAA was already paid for 70 hours the previous month; therefore, the pay that LAA Flight Attendants would see would only be the reconciliation from June. This would be anything over 70, per diems, premiums and international overrides. This could create a hardship for LAA Flight Attendants during this transition. The Company looked at other airlines that have gone through this and will offer a bridge loan of 35 hours. The Flight Attendants do not have to accept that loan. The only time a Flight Attendant will owe anything is if they accept the loan. Discussions were held with the Company on the repayment of this loan, should the Flight Attendant accept it, and initially they offered a payback over six (6) pay periods. APFA pointed out that the payback period for United and Continental, who had just gone through this as well, was ten (10) pay periods. The Company agreed to extend the pay back over ten (10) pay periods instead of six (6). This would equate to 3.5 hours per pay period compared to 5.8 hours per pay period with the payback spanning only six (6) pay periods.

The National President explained an additional option that involves the use of vacation days at the daily rate of 3.5 hours. APFA has not yet agreed to this option. APFA feels these days should be at a rate of 4.0 hours per day, which is the rate under the JCBA. The Company disagrees with this as Section 8 of the JCBA has not yet been implemented for LAA Flight Attendants. APFA is still negotiating with the Company on this issue. Additionally, they want to take these vacation days from this year's vacation. APFA's opinion is they should be taken from the 2019 vacation, which would be under the JCBA 4 hours per day rate. The Company stated that they would not agree to that. The National President wants to have the option to continue negotiating on this issue. He hesitates to consent to this as he feels it is not a good deal for payback, but also does not want to take it off the table.

The communication on this is paramount as it is a complex issue. The Company wants to begin communication on March 15, 2018. APFA has agreed to them beginning communication of the issue; however, the vacation option will not be included at this point. The options can be amended should an agreement be reached. All workgroups on the property have gone through this transition. The Flight Attendant group is the last large workgroup to make this transition. This transition is a contractual change.

### **1027 Townhall Meetings**

It was suggested that the Townhall Meetings be reinstated as a method of communication with the membership. The speaker stated that her base is most interested in these meetings being brought back. Another Board member spoke to the Townhall Meetings that were held via teleconference. A clarification was made by the initial speaker, that she was requesting the reinstatement of the Town Hall teleconference calls. The National Treasurer stated that he agreed these meetings were beneficial but also suggested making it policy so that they would continue no matter who was in office. The National President agreed as well stating the actual local meetings with National Officers present can be arranged and are important.

### **1030 Policy Manual/Constitution Review**

The Board member stated that it is very important that the Constitution be reviewed and brought up to date. This request pertains to the Policy Manual as well. She stated that this cannot be done now, but should be dealt with as soon as practical after the elections. The National Treasurer asked if any written reports have been received by anyone from the committees currently in place. He feels that written reports should be requested from both committees and submitted to the Board of Directors with their suggestions/ideas. A correction was made by a Board member that the Constitution Committee did send out an in-depth report of what they were working on. The Policy Manual Review Committee has not. A Board member asked the names of those on each Committee. The National Secretary responded with the names and stated a written report was submitted to the Board by the Policy Manual Review Committee at the Fall Board of Directors Meeting. The National Treasurer stated that it is never the right time but feels it is long overdue for changes and revisions to the Policy Manual and Constitution. He encouraged the Board to come up with a plan to accomplish this. The National Secretary suggested the Board appoint an individual – a member of the Board or a National Officer - to oversee these committees.

### **1037 Reserve Committees**

Once again, the Board member bringing the item forward stated this could not be done until after the elections but felt a representative on reserve from each base should form a committee to address issues with Reserve. This is a very important issue for those on reserve. There will be many new hires in the future for whom this will be important. Input was received from various Board members and the gallery who concurred with this idea. The speaker bringing the agenda item spoke strongly that action must be taken now as this problem with reserve will only get worse. This discussion continued for quite some time with input and examples from several attendees. A comment was made that this committee should be comprised of those currently serving reserve. Someone from the gallery serving reserve stated that the experience is different at each base. Senior people now being put on reserve at certain bases are going to need help with this situation in which they never expected to find themselves. Several members of the gallery chose to speak to this issue. There are some Flight Attendants at LUS who choose to serve straight reserve. Most comments supported this committee being made up of those who currently serve reserve and are familiar with how reserve operates. PHX has a page open to all bases set up to answer reserve questions. Her base has several senior Flight Attendants who chose to be on reserve. The speaker stated that this is a very important issue and must be dealt with as a unified body. Another speaker spoke to contractual issues of reserve, which he had been involved in working on with JSIC and the Company when this was rolled out. He also feels a Reserve Committee would be beneficial to all. The Contract Chairperson spoke to the efforts he and the Scheduling Chair have taken regarding reserve. He spoke to the upcoming changes such as ROTA and the amount of help and clarification that will be requested from the Contract and Scheduling desk reps at APFA. The intent of language versus the interpretation of the reserve language was discussed and how important it is to understand that when assisting Flight Attendants. Once again, the point was made that all must work as a team.

This discussion continued for quite some time with input from many in attendance. Several Flight Attendants in the gallery spoke to the problems which have occurred and continue to occur. A Board member spoke to this problem from a historical standpoint and the fact that it appears no one is taking responsibility at the Company for the rise in numbers. The National Treasurer stated that he has listened to all expressing a need for this committee but has heard nothing of the path or plan to establish it. He encourages those who feel strongly to organize a plan. A Board member stated that she felt the Scheduling Chairperson, who was not present to speak at this time, had a plan for this committee and its responsibilities. The Contract Chairperson once again spoke to the issue. He assured that all bases will be represented on the JSC. He stated that it has become clear that reserve is handled differently at different bases and that must be stopped. A Board member stated that he could not get an answer from upper management as to why the reserve numbers are so high. A representative from JSIC also spoke to this issue and they have consulted several Base Presidents along the way. They spoke to reserve information they have or will have available to assist the Flight Attendants and the Reserve Committee. There will be web-based training on several reserve topics. The topic of reserve out of position or reserve out of base and how it applies to past practice and language was briefly discussed.

### **1136 Break**

## **1153 Meeting Back On the Record**

### **1201 Resolution #6 – Mail Ballot Procedures**

**Maker: Dunaway**

**Second: Valenta**

Resolution #6 was read into the record by the Maker. This resolution proposes changes to the APFA Policy Manual concerning mail balloting procedures. Resolution #3 that was passed on October 12, 2017, by the Board of Directors, provides that the upcoming National Officer election be conducted by mail ballot. All future elections will be conducted via mail balloting until the Board of Directors chooses to revisit that decision. This resolution makes changes to the APFA Policy Manual regarding mail balloting procedures. The resolution was open to discussion and the National Ballot Committee Chairperson was also available for questions. It was asked if these new procedures need to be reviewed by the DOL and the Ballot Committee Chairperson stated that there was no requirement for them to review changes; however, when meeting with the new balloting company, there were telephone calls with the DOL concerning the changes. Resolution #6 was put forth for a roll call vote and was unanimously passed. (14-yes, 0-no)

### **1202 Six Month Probation Meeting**

The National Secretary stated that APFA has met with the first class of new hires, Class #18-01. They encouraged the new hires to sign up to the APFA website and get their login set up. Additionally, they were told that it was important to keep their address up to date and when they changed their address with the Company, it did not automatically change in the APFA records. The National Ballot Committee Chairperson asked the Base Presidents to emphasize at the six-month probationary meeting how important it is for APFA to have an updated address. She also asked the Base Presidents to check to see if they are dues arrears as the Flight Attendant may not be aware of this. During the recent New York election, 79 ballots were returned for an incorrect address. A question was raised by a Base President whether an APFA rep is to be present with the new hire at the six-month probation meeting. There was agreement from other Base Presidents that they should. A former Board member cited examples of trying to contact Flight Attendants whose information was incorrect. She asked if the Dues & Membership Department could be responsible for this. The Ballot Committee Chairperson was just suggesting a solution as it costs \$6.50 for a second ballot, which does add up to a considerable amount of money. The discussion turned to the splitting of the \$50 initiation fee and the reasoning behind it. A clarification was made about being in dues arrears which does not occur until 60 days after the due date. A suggestion to have the second half of the initiation fee to be spread over monthly payments versus the final \$25 at the one-year anniversary date. A member of the gallery suggested that this initiation fee be done away with as the first year of employment is very difficult financially.

The National Treasurer asked during the discussion that he be given an opportunity to speak to an issue off the record.

### **1223 Meeting Taken Off the Record – Lunch Break Included**

**1528 Meeting Back On the Record**

**1528 Revision to Flight Attendant Recurring Calendar – Withdrawn**

**1529 PBS Vacation Transition – Withdrawn**

**1529 Communications – Withdrawn**

**1530 Resolution #8 STL 2017 Convention**

This resolution suggested the creation of web-based videos regarding the contract and contractual issues. The speaker asked for an update of this effort acknowledging the upcoming contract changes for LAA and some changes for PBS on the LUS side. The National President stated that this effort was under the previous Contract Chairperson and the current Chairperson is an interim position. The National President suggests that this be brought to the attention of the new Contract Chairperson upon his/her appointment. The National Secretary pointed out that when the Resolution was introduced, the intent was that the Board would appoint two people to handle this and the Maker of the original Resolution had two people in mind. The Board member bringing this subject forward will meet with the Maker of Resolution #8 and brief the Board at the next meeting.

**1532 Live Chat – Withdrawn**

**1532 Resolution #7 – Moving Expenses**

**Maker: Welpott**

**Second: Foust**

Resolution #7 was read into the record by the Maker. This resolution speaks to the reimbursement limit for relocation expenses. The maker wishes to update the current policy and is open to any suggestions. A clerical issue was first clarified as well as some language clarifications. The use of the pod moving method was discussed as a “certified” mover. Some revisions to the wording were suggested. The effective date of this resolution was questioned. The Maker felt it should be immediately. The National Treasurer spoke to his intent when he presented a similar resolution being to mirror the language in the JCBA. The Company makes the arrangements for the movers during a corporate move. This issue was discussed at length by the Board. It was suggested that this be effective for the new National Officers, if that is the case. The issue of the current Officers having to relocate back to their original homes, should that be the case, could be considered under a separate issue. Several opinions were shared; both positive and negative regarding the timing and content of this resolution. The moving issue was deemed to be a difficult and controversial issue amongst the membership. The current policy has been in place for 26 years. The current Officers used a corporate discount and it was pointed out there would be no guarantee the discount would still be offered upon the return move. The comparison was made between paying for a move and the cost of an APFA apartment for four (4) years. An apartment and related expenses costs just under \$100,000 over the period of a four-year term. A Board member pointed out that the National Officers should be incentivized to move to DFW, not penalized for doing so. The reimbursements of moving expenses are a tremendous cost savings over a four (4) year term. A Board member stated that if a change is

made, it should incorporate the moves required, if necessary, of the current Officers. Additional revisions were suggested by the Board.

A request for the Maker to read the revised wording into the record enabling a vote on the amendments. The Maker and second began working on these revisions with the Board. The revisions to Resolution #7 were read into the record by the Maker and additional discussion ensued. The final wording had not been decided upon and discussion continued for some time on the revisions.

The suggestion was made to proceed with the agenda while these revisions were being made to Resolution #7. A motion was made to move this issue down on the agenda allowing the Board to proceed with other agenda items. This motion was passed by a show of hands.

**1620            Resolution #8 - Cellphone/Internet Reimbursement**

**Maker:        Vargas**

**Second:      Trautman**

Resolution #8 was read into the record by the Maker. This resolution expands the representatives covered under the reimbursement program as outlined in the Policy Manual. There was discussion amongst the Board regarding who will be included in this expanded category. Resolution #8 was put forward for a roll call vote and was passed. (13-yes, 1-no)

**1625            Resolution #9 – Inflight Wifi**

**Maker:        Vargas**

**Second:      Welpott**

Resolution #9 was read into the record by the Maker. This resolution speaks to reimbursement to APFA representatives for inflight wifi service. This resolution simply adds this service to the category for broadband. It will be the representative's decision as to which service s/he wishes to be reimbursed. A revision was requested to wording in this resolution. "Inflight Wifi" will be substituted for "gogo." This amendment was approved by the Board. Resolution #9 was put forth for a roll call vote and was passed unanimously. (14-yes, 0-no)

**1637            Resolution #10 – Live Chat**

**Maker:        Vargas**

**Second:      Martin**

Resolution #10 was read into the record by the Maker. This resolution speaks to the Live Chat program. This resolution updates the Policy Manual to reflect the change of the responsibility of coordinating and staffing Live Chat from the Communications Department to the Contract and Scheduling Departments. Some questions were asked and clarifications requested. Resolution #10 was put forth for a roll call vote and was passed. (14-yes, 0-no)

**1638    Reserve Number Issues**

The agenda item refers to Flight Attendants hired after the 2014 ratification. The Board member raising the topic was of the understanding that those Flight Attendants will be serving reserve on

a one on/one off rotation for four (4) years. A Board member filed a grievance on behalf of these individuals and explained the result of that. The grievance went to a DRC but the Flight Attendants did not attend. The facilitator rejected the grievance at the first level, went to the GRC, and was rejected. The Flight Attendant named in the grievance did not follow through once it reached the appeal process despite the Base President encouraging the Flight Attendant to do so. The Flight Attendants hired after November 9, 2014 were under the impression they would serve one-on-one-off for only three years. The National Secretary explained that PBS would be the trigger for changes to the current LAA rotating reserve schedule. At the time PBS is implemented, anyone who has not completed four years of service, would not change to the one-on-three-off rotation until after completing four years of service. This means that there could be Flight Attendants who, prior to the implementation of PBS, have changed to the one-on-three-off rotation and would be required to return to the one-on-one-off schedule until the fourth year is completed. The National Secretary shared a communication from the Company that contained example of how PBS implementation affects the rotations. A Board member stated he felt the Company should contact the Flight Attendants whose reserve rotation will be affected by PBS, when it occurs.

### **1652 Outstanding UAW issues**

Any discussion of these issues will be done off the record after today's business.

### **1653 Equipment Qualifications**

The Board member stated that the Company will be making training optional on the E190 for Philadelphia. This aircraft will only be in service until the end of 2019. How this will affect seniority, especially on reserve, is a concern. Several examples of required training when transferring were provided. This can be used in a grievance concerning this optional training in PHL. Senior Flight Attendants should have the option to drop the subject qualification. JSIC agreed that to transfer, the Flight Attendant must be qualified on all equipment at that base. There is a disagreement with the Company about the two (2) most senior people being removed when there is an equipment substitution, even if they are qualified. JSIC feels it is clear in the language that this is what should be done. JSIC believes the Board must decide if they want everyone who transfers to a base to be qualified on all equipment. Several individuals stated that during negotiations, the Company was clear that Flight Attendants would be trained on all equipment. Several speakers felt a stand should be taken now to preserve pay protection.

### **1730 Nine Hour Meeting Limit**

The meeting was at the nine-hour time limit. The Board declined to extend the meeting. The meeting will be recessed after the final three (3) speakers on the list are accommodated.

### **1732 Discussion continues –**

The differences on qualifications between LAA and LUS were highlighted. LUS was never offered the ability to drop a qualification. They must continue all their qualifications. The urgency of solving this issue was reiterated by the Contract Chair as the qualification training is in its second month.



**1734 Meeting Recessed**

The 2018 Annual Convention of the Board of Directors was recessed until 0900 on March 2, 2018.

**APFA  
BOARD OF DIRECTORS' CONVENTION  
DAY FOUR  
March 2, 2018**

**1009 Call to Order**

The National President called the meeting to order.

**1009 Roll Call**

The National Secretary took the roll call of members present. All members of the APFA Board of Directors were present except for one Base President who had stepped out.

**1011 Resolution #7 – Moving Expenses**

The Maker made a motion to postpone this resolution until the next Board Meeting. The Board agree to this request via a unanimous vote by show of hands.

**1012 Board Briefing Calls**

The Board member bringing this item forward wished to discuss the initial purpose of these calls. The purpose was to update the entire Board regarding current items being worked on. The National Treasurer stated the intent of the calls was initially to keep the Board abreast of what was happening during bankruptcy. The speaker wanted to define the purpose of these calls and the information to be included. The National President suggested the discussion items be forwarded to APFA prior to the calls to allow for preparation for call. The National President believes these are very beneficial, but the length of the calls has become unmanageable for most. The National Secretary suggested perhaps a written report submitted the day before by the Department Chairs and JSIC would allow a review prior to the call. This could help organize the calls. It is acknowledged that this is extra work for those submitting the reports for the weekly call.

**1021 Early Boarding**

The Board member stated that she is aware that DFW has a grievance on this issue. She feels that there is some confusion on what determines the start of boarding. The National Vice President explained QSBs are going forward later in the month and every case is early boarding. They have 70 or more grievances on early boarding. These are predominately from DFW. In the research used for this case, the boarding time is when the first boarding pass is processed through the EGR. The boarding time prior to departure includes any pre-boards. The ask is for an hour pay for each instance. There are 15 cases on the docket, the other 60 or so didn't make the deadline. There should be a briefing with the agents to determine when the boarding time will commence. The agents have been told to begin the EGR scanning two (2) minutes prior to the contractual boarding time. The National Vice President stated that some grievances were successful and Flight Attendants were paid. The Company stopped settling with payment when

the grievances became so numerous. It used to be simply a policy; it is now a contractual issue. Examples were given where the wheelchairs were brought down and left on the jetbridge. The National President felt an additional issue is staffing for both Flight Attendants and the agents. He feels that should be dealt with together with the agents' union. It was suggested that the contract language be included in a hotline about this problem. An example was provided by a member of the gallery where an aircraft was being boarded without Flight Attendants on board in DFW. A Cabin ASAP report was filed. Another incident involved TSA where passengers in wheelchairs were left on the jetbridge unattended. The National Secretary stated hotlines have been issued concerning this with the most recent one being sent out in December. A gallery Flight Attendant spoke to a grass roots effort between pilots, agents, and Flight Attendants discussing this problem on a voluntary basis in a basic roundtable forum. The APA is pushing this One Team effort forward and is trying to obtain funding and solicit other volunteers. The National Vice President spoke to the boarding briefing cards. On December 7, 2017, the Company put out communication of the launch of this One Card program. This card is given to the purser or lead Flight Attendant by the agents and shows boarding times, the minimum crew on this aircraft and the numbers of pre-boards.

#### **1043 Possible Extension of Regional Reps – Withdrawn**

#### **1043 Membership Dues While on Leave and Overpayment Reimbursement**

The Board member stated that there have been Flight Attendants on unpaid medical leave that have received Union dues invoices. They paid these bills that they were not responsible for but were not able to obtain a refund once they returned to work. The National Treasurer explained they were not responsible while on unpaid medical leave, but they accrue dues during the absence and the accrued amount is credited once the Flight Attendant returns to work. A Flight Attendant has the option to pay and remain dues current while out on a medical leave. That Flight Attendant would have the right to vote during her/his absence. With that in mind, the invoice must be sent to those out on medical leave and disclaimer is included with the invoice. APFA must give a member the opportunity to stay dues current while on a medical leave. A clarification was requested to this policy concerning when a Flight Attendant is required to pay. The Board member addressing this issue requested this information be put in a hotline.

#### **1053 Reserve Rotation**

The Base President bringing the topic forward stated that this will be a big issue and change for the LUS Flight Attendants. All are aware this rotation is a contractual issue and will be in effect in October 2018. The unknown factors concerning reserve numbers is troubling. The LUS Flight Attendants do not know the mechanics or seniority numbers involved as there is no data at this point. No utilization numbers have been received from the Company. The Base President feels this reserve rotation will reach deep into the seniority at his base. He felt lowering line averages would decrease these reserve numbers. The PBS Specialist spoke to the Board, agreeing that the line averages being lowered would help lower the reserve numbers.

She then spoke to her work as the PBS Specialist. She is currently overseeing FABRC from APFA's perspective. She gave examples of work she has done during this oversight. She has seen some activity from LAA Flight Attendants utilizing this resource. She has been watching

the bid runs and she was able to show the Company that there were solutions using the Optimizer that produced the staffing levels they wanted and lowered the line averages for the Flight Attendants. They are very cautious when there is Union oversight. She felt all need to work together to make certain the rotation is fair and that the reserve issues are constantly being reevaluated.

The current reserve schedules for LUS were discussed concerning problems with moving days off. The Red Book currently allows for certain flexibilities on reserve, which are not available with the changes to the ISAP programming system. A member of the Board gave examples of how lowering the bid line affected the reserve numbers. A Base President stated that the answer she has gotten for the high reserve numbers at her base is the number of sick calls. She asked if that is the same answer the PBS Specialist is given. The Specialist has not been invited to any meetings where staffing levels have been discussed. She felt the way the Company is staffing also creates problems for reserve. The ISAP change was made contractually compliant but was done without notification. These restraints have caused problems for LUS line holders and reserves. The numbers in PHL have not decreased, remaining steadily at 14-15%.

Members of the gallery spoke to the issue of the December 2016 changes, explaining how this came into effect, the timeline involved and the scheduling restraints it has created. The Company stated this is a contractual issue that was implemented. The gallery member emphatically asked that reserves be included on the next Negotiating Committee. JSIC spoke to the statement that the 12-hour reserve RAPs would increase the reserve percentages and stated that to be untrue and was reiterated by a Board member. The National President spoke to all the changes coming up for LAA and LUS concerning reserve. The loss of availability on the LAA side in May is going to be very difficult. Communication is extremely important concerning all upcoming changes with a timeline. JSIC spoke to the communication requested from the Company. A Base President spoke to the inability to get numbers from the Company. They have essentially refused to project any numbers allowing Flight Attendants to prepare for the inevitability of serving reserve. Additional comments were received from the gallery concerning past practice at LUS of moving days off on reserve enabling trips to be picked up. He spoke to the change and how badly it was handled by the Company and how he found out the change had been made without notice. JSIC stated they have not touched the Red Book reserve language and have no jurisdiction over it.

### **1138 Elevate Training**

The speaker stated that she felt this was covered during yesterday's meeting; however, an email was sent to the smaller bases by the Company and they are starting training in LGA and BOS and are still working on setting up training at STL, SFO and RDU. Training will start March 5, 2018 at LGA. A Base President shared the issues Flight Attendants have experienced when traveling out of base for the Elevate training.

### **1140 Bid Sheet Construction**

The Board member acknowledged this would not be an issue with the adoption of PBS on the LAA side. A problem he is currently seeing is that desirable trips are being constructed within the line in an untenable way. An example was given with a 21-day on duty line. Obviously, this

will not be an issue with PBS; however, that date is in question. He feels the Base Presidents should push for some input in line construction. The allocation calls only allow comments on the sequences and not the actual bid line. He asked if other bases are experiencing this problem with the bid lines. Other Base Presidents have experienced the same problem. Other Base Presidents shared that the allocations will improve for a month and then regress back to the same problem. The LGA base will be meeting with the Company on this issue. A Board member stated that he did not want to give the perception that APFA has anything to do with the construction of the lines, because they do not. Several Base Presidents shared their experiences and the lack of results from meetings with the Company concerning this issue. A speaker from the gallery also spoke to his meetings with the Company. The Optimizer was discussed as creating some of the problems. A member of the gallery shared his experiences of meeting with the Company concerning the Optimizer.

### **1158 Strategic Initiatives – Withdrawn**

### **1159 National Ballot Committee**

The National Ballot Committee explained the process of electing AdHocs. The Ballot Committee Chairperson explained that this election is for AdHoc Place 5 and two elections must be held. The first election fills the vacancy now thru March 31, 2018 and the second election fills the position for the term starting April 1, 2018 thru March 31, 2021. The list of delegates for this election will be passed out and read aloud. There will be three (3) rounds, if needed. This will be done via secret ballot from the candidate list posted. If no one wins a 2/3 majority (10 votes), round two will be conducted with all candidates who received a vote included. Again, if no one wins a 2/3 majority (10 votes), round three is conducted. If no one wins a 2/3 majority (10 votes) another process begins. There will be three (3) choices from which the Board can choose to continue this election. Delegates can continue to vote from the most recent list of runoff candidates, can conduct a runoff vote between the two candidates receiving the highest votes, or the process can begin again with the original nominees or with added nominees.

A conversation briefing the Board of Directors and Executive Committee regarding additional information will be held off the record. The meeting was recessed for a lunch break.

### **1203 Lunch Break**

### **1405 Meeting Back On the Record**

### **1406 National President's Remarks**

The National President extended his compliments and gratitude to the Charlotte base for hosting the Annual Convention. He especially wanted to thank Wanda Sarnacki and George Price for their warm hospitality.

The National President spoke to his decision not to run in the upcoming elections. He stated that he did that so the focus of this campaign would be on the merits of the candidates running. This is an unprecedented situation and it is important that this is where the focus stays. He continued by saying that it has always been his belief that APFA stay a strong and independent Union as it

has been for over forty years. It is very important to the labor movement to come together, work together to stay strong and have solidarity. As National President, there have been issues APFA has found solutions for and others yet to come, and others where we have not. For those issues not solved, the National President apologized. It is in the best interest of all to work collectively with the leadership as one unified group to obtain the best outcome. The National President expressed it has been his honor and privilege to have served as APFA National President. The National President stated that he will strive to work with the new leadership in any capacity possible. He further stated that his decisions have been made by himself and he was not influenced by social media or the red wagon. He feels it is best for him, his family, and APFA to step down effective at the close of the meeting.

#### **1411 AdHoc Election – Continued**

The National Ballot Committee Chairperson read into the record the list of delegates who would be voting in this election. The Chairperson explained the process once again. Round 1 of the voting process began. No single candidate received 10 votes which triggered Round 2. The second round of voting commenced with only the candidates who received votes during Round 1 included. Round 3 began with the remaining three candidates. A 2/3 majority vote was not received by any candidate.

The National Ballot Committee Chairperson explained the options available to the Board. The Board voted on the options via a show of hands. The National President suggested the Board caucus off the record.

#### **1431 Meeting Taken Off the Record**

#### **1440 Meeting Back On the Record**

The Board now voted on the options available. The vote was taken and no option received a majority of votes. A suggestion for an additional caucus was raised. The Board agreed to vote once again on the options available to them. Option number two, voting between the two candidates who had received the highest number of votes in the previous rounds, was selected. Round #4 commenced and this vote resulted in a tie. Round #5 was then conducted. This did not yield a majority for either candidate. Round #6 was begun. No candidate received the required 10 votes.

The National Ballot Committee Chairperson stated the choices available. It was decided by show of hands to continue voting via Round #7. Round #8 was commenced as no majority vote was obtained by either candidate. This led to Round #9 undertaken which did not result in a majority for either candidate. The meeting was taken off the record to allow the Board to caucus for 15 minutes.

#### **1509 Meeting Taken Off the Record**

#### **1639 Meeting Back On the Record**

Once again, the Board was polled as to the direction the voting would take as no single candidate had received a majority of votes. One of the three options must be chosen. The Board chose to go back to Round 1 with the original candidates and accept additional nominations.

An additional candidate was nominated. Round #1 of the voting process began. There was not a majority of 10 votes given to one candidate. Round 2 was started with the remaining four (4) candidates. Round 3 was conducted with three (3) candidates. Once again, the Board had to decide which option they would like to continue the election. The Board decided to continue for three additional voting rounds, if necessary, with the current three (3) candidates.

Round 4 of voting was conducted. No candidate prevailed. Round 5 of this AdHoc election commenced. Round #6 was then begun after no candidate obtained the majority. Again, the Board must choose the option on how they wish to continue.

The Board chose to continue the vote with the top two candidates. Round 1 was begun. Patrick Hancock was elected, with ten (10) votes to fill the interim position of AdHoc Position #5. He will serve in this position until March 31, 2018.

The election for AdHoc Position #5 for the term 4/1/18 through 3/31/21 began with Round 1 of the voting process. No candidate received a majority of the vote. Round 2 began. Patrick Hancock was duly elected to serve as AdHoc #5 for the term March 31, 2018 to April 1, 2021. The Board chose to assign base assignments for AdHoc 5 for both the interim and full term at the same time.

### **1728 AdHoc Base Assignments**

The Board was now asked to submit a written indication of their preferences for their AdHoc representative. These requests of the Base Presidents were honored to the best extent possible. The following are the AdHoc base assignments:

AdHoc Place 1 – Steve Watson representing DFW, MIA, and SFO

AdHoc Place 2 – George Price representing CLT, DCA-US, and RDU

AdHoc Place 3 – Jennifer McCauley representing BOS, LGA, and PHL

AdHoc Place 4 – Kerstin Connors representing LAX, PHX, and STL

AdHoc Place 5 – Patrick Hancock representing DCA-AA and ORD

This concluded the AdHoc voting process.

The Philadelphia Base President shared some sad news she had just received. She asked for thoughts and prayers for the family of a PHL Flight Attendant who was tragically killed, along with her husband, at Central Michigan University.

**1742**            **Resolution #11 – Motion to Adjourn**  
**Maker:**        **Vargas**  
**Second:**       **Welpott**

A motion was made to adjourn the 2018 Annual Convention of the APFA Board of Directors.  
This resolution was passed unanimously by a show of hands.