

**APFA
SPECIAL BOARD OF DIRECTORS' MEETING
JULY 16-17, 2018**

**Holiday Inn Express
Hurst, Texas**

0907 Call to Order

National President Bassani called the Special Board of Directors' Meeting to order.

0907 National President's Opening Remarks

National President Bassani welcomed all to this Special Meeting and stated that the new officers were very excited to be leading this Union, the Board of Directors and the APFA membership. She stated that this is only day ten (10) of this Administration and they have hit the ground running and will be sharing things that have been done so far. Today's focus is on naming negotiators and meeting the new National Chairpersons as well.

At this time, the newly appointed National Chairpersons were asked to introduce themselves to the Board.

Robin Charbonneau	National Communications Department Chair
Julia Simpson	National Hotel Department Chair
Becky Lydecker	National Scheduling Department Chair
Jeffrey Ewing	National Safety & Security Department Chair
Bellia Peckson	National IOD Department Chair
Michael Tipton	National Health Department Chair
Erik Harris	National Contract Department Chair

National President Bassani introduced the membership elected negotiators, Kelly Hagan (MIA) and Timothy Legeros (MIA). She further stated that Renee Mayer will continue as the JCBA Specialist but was unable to be present at this meeting.

The presentation schedule for the following day's meeting was given by National President Bassani.

National President Bassani spoke to this Administration's thoughts on the current state of the Union. They find themselves in a unique position after assuming office due to a DOL rerun election. The membership is fractured, but they feel that the membership is seeking unity. National President Bassani feels that changes are necessary as the APFA is truly a new Union with the membership comprised of members, new and old, from different backgrounds and legacies.

National President Bassani then spoke to the recent Membership July 4th BBQ held in the APFA parking lot. It was to engage the membership and to meet and greet other members and the new leadership. Despite the heat, it was well attended. National President Bassani once again reiterated how very important it is to unify the membership and will need the help of the entire Board to accomplish this.

She next addressed the communication received by the JSIC and the consistent violations by the Company. She stated that the JSIC is the union portion of a contractual committee. Additionally, she would like other APFA representatives attending meetings held between the JSIC and the Company.

National President Bassani spoke to the deterioration of respect between the APFA leadership and felt this must change. Respect is a two-way street. This will be reflected in the relationship with the Company and other Unions as well. The mixer being held this evening will include the other Unions on the property.

The points made during these opening remarks must be taken seriously for this Union to survive. The National Officers are open to calls and inquiries for clarification as they will be moving fast with changes they feel are most important. The Mobilization/Activist Team will be re-established. National President Bassani took this time to introduce her new assistant, Stefany Jones. The media will also be utilized more. It is a very important tool. The media will be invited to meet the new Administration and Communications Chair to establish relationships.

National President Bassani asked all to attend the mixer scheduled for 6:00 PM this evening. The other Unions invited will be arriving at 6:30.

Communications will be really increasing from this point forward. The Communications Team is excellent and working very hard. Changes will be occurring in methods of communications and will be further discussed during the meeting.

At this time, National Secretary Hillman was asked to take the roll call of Board Members present.

0930 Roll Call

All members of the APFA Board of Directors were present.

0930 Agenda Review and Approval

Changes, additions and deletions to the Agenda as presented were requested at this time. Several requests were brought forth and included in the agenda. The requested changes to the agenda were read into the record by the National Secretary.

0942 Resolution #1A – Amend the Agenda
Maker: Bassani
Second: Walsh-Martin

Resolution #1A amending the agenda was put forth for a roll call vote and was passed. (13 yes, 0 no, 1 absent)

0943 Resolution #1 – Approve the Agenda
Maker: Bassani
Second: Trautman

Resolution #1 approving the agenda as amended was put forth for a roll call vote and was passed unanimously.

0943 NATIONAL PRESIDENT'S UPDATE

0944 Resolution #2 – Policy Manual Section 15.B
Maker: Bassani
Second: Geiss

National President Bassani explained this agenda item. It is a clean-up of language as a result of combined operations. Resolution #2 was read into the record by the maker, Bassani. There was no discussion on this resolution. Resolution #2 was put forth for a roll call vote and was passed unanimously. (14 yes, 0 no)

0947 Negotiator Appointments

National President Bassani introduced one of the individuals she has appointed to the APFA Negotiating Committee - Sara Corrigan (PHL).

0947 APFA Communications

National President Bassani indicated that discussions had been held earlier in the meeting and asked if there was any additional discussion desired by the Board. She again stated that the Department would be enlarged and a budget increase may be necessary. There was no further discussion.

0947 Strategic Communications Specialist

This appointment was made by National President Bassani and the newly appointed specialist will be making a presentation at tomorrow's meeting. This individual is very well versed in multi-media IT. The question was raised whether this would be a full-time position. National President Bassani stated that it would be and the funding will be discussed. Several questions were raised regarding funding. The position of the PBS Specialist created additional discussion, which will be continued under another agenda item.

National President Bassani asked the Communications Chairperson to pass out the communications that have been issued by this Administration so far as pertains to a previous agenda item discussion.

0952 Resolution #3 – Reserve Committee
Maker: Bassani
Second: Lewis

The desire to form this committee has been previously discussed by the Board and National President Bassani feels the Company is also interested in resolving this reserve situation. This will be discussed with the Company during a future meeting.

While awaiting the distribution of Resolution #3, there was discussion regarding copies of the communications sent so far.

National President Bassani read Resolution #3 into the record. This resolution speaks to the immediate formation of the Reserve Committee to include the following members: Sara Corrigan, Brian Pinkowski, Kelly Hagan, Marty McMillan and Charles Stark. This resolution was opened to questions and clarification requests. One question concerned the differences of the reserve problems at each base. The people on the Committee will be working with all base reserve representatives and committees. A Board Member asked for a meeting with this Committee to insure they are aware of the concerns of each Base President. This will be accomplished on a Board call. It is felt these will not be full-time positions. The funding of this committee was discussed. A suggestion was made for a communications release to the membership. National President Bassani totally concurred with this suggestion. Resolution #3 was put forth for a roll call vote and was passed (12-yes, 0 no, 2 abstain).

1004 Break

1032 Meeting Back On the Record

1033 Uniforms

The Uniform Program will be moved from the National Secretary's Department to the Health Department. This has been discussed with both the Health Department and IOD Department Chairpersons. National President Bassani will be discussing this problem in the future as she feels more action is required and reemphasized that this is a very important issue for our flight attendants as many of them can't even come to work.

1035 After Hours Weekend Coverage

There needs to be more coverage from APFA Headquarters. LiveChat is a good resource but needs to be reevaluated and perhaps combined with other methods including the reactivation of the APFA Facebook Q&A page. National President Bassani would like to form a committee to determine how best to offer coverage at night and weekends utilizing several different methods of communication. This item was opened to discussion by the Board. A Base President spoke to his willingness to revisit the Officer-On-Duty Program. Another Board Member stated that this is the norm for her as Base President. The point was made by another Board Member that not all Base Presidents are on full-time trip removals and fly on weekends. This issue was extensively discussed amongst the Board. National President Bassani stated that she did not bring this up to insinuate that any base was not communicating with its flight attendants; rather, that APFA is a service union not an organizing union. For that reason, services to the membership are paramount. There are a lot of changes as well as many new flight attendants with a need for information. This is a discussion that needs to continue and all creative ideas are welcome. All input is valid and important as we go forward. A Board Member shared concern with another committee being formed and feels the Board should communicate and come up with a solution. Budget issues were discussed at length. Due to varying demographics of the flight attendant corps, it was felt that several different methods of communication should be used. It was pointed out that on the website, under JCBA, are several educational tools.

A Base President brought up pay protection and issues that will arise in August and the calls and questions that will result from the change. There is a lag in the pay protections being paid and will create numerous calls and complaints. The search engine on the APFA website was discussed and a suggestion was made to improve the tool. National President Bassani mentioned that the APFA.org website would be revamped.

The new Support Center being set up at APFA Headquarters beginning Friday, July 20-22 and July 30-Aug. 1, was discussed and the reason for it. The manning of the Center was also discussed. There was a lengthy discussion concerning the APFA Facebook Q&A page and its archives.

1122 NATIONAL VICE PRESIDENT'S UPDATE

1122 JSC-SBA Representative

The Policy Manual requires a Regional Representative be a member of the Joint Scheduling Committee (JSC). National Vice President Geiss appointed Glenda Talley to replace Mark Gentile, who it is hoped to be utilized in other areas.

1124 SBA Update

The National Vice President, as well as the National President reached out to the Company concerning the carry over trip from a line month to a Reserve month. They made it very clear that this issue can not affect anyone past the end of the month. There were two options discussed. The flight attendants should be given the options. The Company stated that this would have to be a manual fix to which the Union stated that they should manually fix it. The Board continued this discussion for quite some time. The National Vice President briefly outlined issues to be discussed during the meeting with the Company on the 19th.

The handling of the fume events at each base are handled very differently. This was of particular concern to a Base President who asked that this be brought up with the Company. Another Board Member spoke also to the differences in the way fume events are handled especially internationally.

Concerning the meeting on the 19th with the Company, several questions were raised regarding the Attendance Policy. National President Bassani stated that various members of the Board would be attending the meeting with the Company. For the discussion on the Attendance Policy, Susan Wroble and Brian Morgan will be present. For the maternity portion, Kim Tuck and Michael Tipton as well as legal. Board Members will be called upon for future meetings with the Company.

1144 Break

1215 Meeting Back On the Record

1215 NATIONAL SECRETARY'S REPORT

1215 National Officers' Service Pin – Postponed to Fall Board Meeting

1215 Fall BOD Meeting/Training

The Fall Board of Directors' Meeting was discussed as to the dates. After some discussion, October is the preferred month for this meeting.

The Board was asked for recommendations for this training. A suggestion was made how to best assist our members with health issues. Another Board Member suggested training on the history of APFA and utilizing former leaders of our union. to explain the process of the original organizing. Mobilization training was also suggested. National President Bassani had thought that it would be very informative and interesting to have past leadership and representatives attend a Board Meeting in an informal setting at tables allowing all to visit with each of them about their experiences. National Vice President Geiss spoke to conversations with past leaders regarding their experiences and jobs since leaving American Airlines and their work helping to reorganize and unify different unions and teaching leadership. A Board Member was interested in having past leadership attend to share their knowledge and felt very strongly about learning from past experiences. National President Bassani asked that all Union leadership, no matter how controversial, be given respect and acknowledgement for their work.

National Secretary Hillman introduced her assistant, Lori Perez. And National President Bassani introduced the new Retirement Specialist Kim Tuck who will move into this role from the Health Department.

John Nikides, Base President LAX, was surprised by a cake acknowledging his birthday today. John is a long time Union Rep and Base President. He has served since 1985. John, with heartfelt emotion, explained his history with APFA and how it began. After sharing his story and experiences, John Nikides received a standing ovation from the Board of Directors.

1237 Lunch

1343 Back On the Record

National President Bassani resumed the meeting with the subject of the Fall Board of Directors' Meeting dates. It had been determined that it will be held the third week in October as per the direction of the Board. The location was yet to be determined. After discussion amongst the Board, it was determined that the Convention would be held in Boston.

1347 NATIONAL TREASURER'S REPORT

1347 National Treasurer's Update

1347 Inflight WiFi Service

The National Treasurer spoke to a program that has been researched by APFA called IPass. They work with Gogo Inflight and Panasonic so can be used on all aircraft. An advantage is that they have 64,000,000 hotspots and have a VPN that is secured. It can be used anywhere. The data and time is unlimited. The National Treasurer spoke to a resolution passed at the Board

Meeting in Charlotte concerning reimbursement for internet. He compared the costs and availability. There is a minimum of 25 users required for this service. The service can be used internationally. This new service suggestion was discussed amongst the Board. The service would be billed directly to APFA. The Board expressed interest in pursuing this new service and more information would be provided at the next Board Meeting.

1356 Budget Committee

National Treasurer Gunter spoke to the current Budget Committee which consists of Jennifer Welpott, Yvonne Johnston, Erik Harris and Russ Reed. Cynthia Laufer has resigned from the Committee; therefore, the National Treasurer would like to appoint Todd Breckenridge. An additional appointment was made. Beth Flannery will also be joining the Committee.

1357 Corporate Apartments

A study was done to compare the cost of housing a full-time rep in a hotel versus apartment. Three different hotels were used for comparison vs. the corporate apartments currently under lease. The cost savings utilizing apartments was apparent. The National Treasurer wanted to determine how many apartments were actually needed. This created discussion amongst the Board concerning the individuals requiring an apartment. Several questions were raised. At this point, a total of five (5) apartments would be needed. The question was raised whether National Officer assistants were provided hotel rooms as per the Policy Manual. It was stated that no apartments are being provided for National Officer assistants. It was determined that the current apartments, once vacated, are not furnished. It was felt that issue should be discussed and guidelines established. The National Treasurer stated that from this point forward, a record inventory will be established of all furnishings provided in APFA apartments. This is a protection for the occupant as well as the APFA.

1409 Break

It was determined that a resolution will be necessary for the Budget Committee appointments previously discussed.

1418 Meeting Back On the Record

1418 Resolution #4 – Budget Committee
Maker: Gunter
Second: Geiss

Resolution #4 was read into the record by the maker, Gunter. This resolution speaks to appointments made to the Budget Committee. Resolution #4 was put forth for a roll call vote and was passed. (14-yes, 0 no)

1419 OLD BUSINESS

1420 Resolution #5 – Moving Expenses
Maker: Foust
Second: Welpott

Resolution #5 was read into the record by the maker, Faust. This speaks to the allocated amount allowed for moving expenses. This resolution updates the guidelines and allocated amounts allowed in the Policy Manual, which were last updated in 1992. The resolution was opened to discussion. Several amendments were requested to the wording of this resolution and questions raised as to its intent. Comments were received from Officers and Board Members bringing forth different views on this resolution. The retroactive wording contained within the resolution caused continued discussion. Lengthy discussion occurred concerning several issues contained within this proposed resolution with input from several members of the Board. A specific Officer's move was discussed and the actual savings to the APFA. The retroactive wording of this resolution was a difficult issue for the Board to resolve. A caucus was suggested and rejected by the Board. Resolution #5 was then put forth for a roll call vote. Resolution #5 was not passed. (5 yes, 8 no, 1 abstain)

1450 NEW BUSINESS

1450 Board of Directors' Negotiator Appointments

A caucus was called at this point to include only the Board of Directors.

1451 Meeting Taken Off the Record

1558 Meeting Back On the Record

1559 Resolution #6 – BOD Appointed Negotiators
Maker: Kaswinkel
Second: Valenta

Resolution #6 was read into the record by the maker, Kaswinkel. This resolution speaks to the naming of two individuals to serve on the APFA Negotiating Committee. These individuals are Matt Foust (STL) and Brian Morgan (PHL). Resolution #6 was put forth for a roll call vote and was passed unanimously.

1603 Final Negotiator Appointment

National President Bassani announced that Brian Pinkowski (ORD) would be the final member of the APFA Negotiating Team.

1604 LUS PBS Specialist

National President Bassani stated that she understood the PBS Specialist was appointed by the Board. The National President's question was how the Board wished to proceed when all were utilizing PBS. It was felt she would be able to function for both LUS and LAA. Positive comments were voiced for her continuation in this position. A Board Member stated that she is

excellent in this position and has extensive knowledge of PBS. All agreed she is an asset and should remain in this position. The point was made that she be able to train another individual to work with her due to the expected workload. Comments were also made regarding the JSIC's contractual involvement in the PBS issue. A poll of the Board was taken. A majority of the Board would like the current PBS Specialist to remain as well as to appoint an LAA individual as an additional PBS Specialist. The Board agreed that the PBS Specialist would remain in her current position. The appointment of an additional PBS Specialist would be discussed at the Fall Board of Directors' Meeting.

1611 Unifying/Mobilizing

National President Bassani had reviewed two previous resolutions regarding the mobilization committee and felt there were some conflicts with these resolutions. She wished to clarify the intent. Copies of the resolutions were given to the Board. A Base President asked if a list of individuals interested in mobilizing and information regarding the info-rep program would be provided to the Board prior to release. National President Bassani stated the Board would have an opportunity to review this extensive list. This program will be opened to all. The National Vice President spoke to the resolutions in question that were causing confusion. This needs to be clarified to enable this Administration to move forward with the Mobilization Committee. After a brief discussion, the Board voted (via a hand vote) to proceed by forming an entirely new Mobilization Committee.

1618 Rebranding APFA

National President Bassani shared her desire to update the image of the APFA. She stated this should take place after FOI. She would like to begin by redesigning the Union pin. After some discussion, the Board felt that membership involvement in design would be very beneficial and appreciated. A program for this was suggested involving recognition for design. The timing of this is what created some negative comments. Others felt that if this was part of the bigger picture for rebranding, the membership would be enthusiastic. The Board agreed this was a good idea.

1623 Frequency of Board Briefing Calls

A Base President requested that the bi-monthly Board calls be increased to weekly for a limited period of time as so very much is occurring and changing. Many Board Members agreed this is a necessity during this time. It was also suggested that the Department Chairs and Regional Representatives once again be included on these calls.

A brief question was raised regarding the changing of the Union pin and the parameters within the APFA Constitution and will be researched with Legal.

National Vice President Geiss suggested using the Voicemail capabilities at APFA once again for brief updates of meetings, etc., to pass along information readily. The Board was not receptive to this and most stated that they preferred utilization of e-mail. Comments were also received that the APFA headquarters voicemail was not membership friendly and confusing for some positive comments were received regarding text blasts for internal communication.

1633 Attendance Policy

A Board Member requested National President Bassani to ask the Company for a preview of this policy prior to the meeting on the 19th. Flight Service at various bases have been making innuendos about it insinuating they are aware of its content. She felt it was disingenuous of the Company expecting the APFA to discuss something they have not been made aware of. National President Bassani did ask for a copy to bring to this Special Board Meeting and was informed by the Company that it had not yet been unveiled to their Flight Service Department. The Board strongly urged that a copy be received prior to the close of this Board Meeting. Also suggested was that the Company come to this Board Meeting to make the presentation of the new Attendance Policy to the entire Board. A strong suggestion was received from the Board to invite the Company to make their presentation of this policy at tomorrow's Board Meeting. Additionally, if they refused, the membership should immediately be made aware.

National President Bassani requested a break enabling her to place a call to the Company.

1638 Break

1708 Meeting Back On the Record

National President Bassani made the Board aware that the Company will be presenting the Attendance Policy at 1:00 p.m. tomorrow.

1709 APFA PM Section 8.A.2.d

A local Base President explained to the National Officers her need for a key to Headquarters for use after hours. The National Vice President spoke to this request as she had previously mentioned the issue of work being conducted at APFA Headquarters, after hours, and how it may violate the UAW Staff's contract. Discussions ensued and the request was granted.

1514 Sick Time Inaccuracy

A Board Member spoke to a problem that pertains to California and Massachusetts sick time policies as implemented by the Company. The Board Member has asked for a complete audit of the sick time taken and received by Flight Attendants in these states. An email was sent to management by the Board Member requesting this information. There is no where for a Base President or Flight Attendant to obtain this information and there is not one specific individual within the Company who is responsible for this. The differences between LUS and LAA sick time information available was discussed.

1724 Reconsideration of Resolution #3 - Reserve Committee

National President Bassani received approval from the Board to revisit this resolution.

At this time, National President Bassani wished to add an additional person to the Reserve Committee. This remains Resolution #3. Resolution #3 was read into the record by the maker,

Bassani. This amended resolution adds Charles Starks to the Committee. The resolution was put forth for a roll call vote and was passed unanimously. (14 yes, 0 no)

1726 Redesign of APFA Union Pin

An Executive Committee Member spoke to the wording in the APFA Constitution concerning the design of the subject pin. The Constitution refers to the official insignia of the APFA and could only be changed by a vote of the membership; however, the Policy Manual refers to a “membership pin”. The Policy Manual states that the “membership pin” be the insignia either in silver or gold. He feels that a simple change within the Policy Manual would enable a different design to be utilized.

National President Bassani extended her gratitude and compliments to the Board for a great meeting. She outlined the schedule for presentations at tomorrow’s meeting, which are the Strategic Communications Specialist and the JSIC.

The meeting is scheduled to begin at 10:30 with the first presentation. The National President encouraged all to attend the mixer at 6:00 PM as we will be meeting with union officials from other unions on property, as well as other local unions.

1728 Motion to Recess

A motion was made to recess the meeting for the day and agreed to by the Board. Day Two will begin at 10:30 AM, unless otherwise advised.

DAY TWO – July 17, 2018
SPECIAL APFA BOARD OF DIRECTORS’ MEETING
Holiday Inn Express
Hurst, Texas

1030 Call to Order

National President Bassani called day two of the Special Board of Directors’ Meeting to order. The National President outlined the schedule for the day beginning with the presentation by the Strategic Communications Specialist, followed by an update from JSIC. Legal will be briefing the Board followed by a working lunch. The Company will be attending the meeting at 1:00 PM – 2:00 PM, with a presentation to the Board concerning the new Attendance Policy. The Board will remain after this presentation to discuss the new policy.

1033 Roll Call

National Secretary Hillman took the roll call of Board Members present. All members of the APFA Board of Directors were present. The National Vice President was not present at this time and will join the meeting shortly.

1034 Presentation – Strategic Communications Specialist

At this time, it was requested that the meeting be taken off the record.

1034 Meeting Taken Off the Record

1659 Meeting Back On the Record

The meeting had been conducted off the record for the majority of the day for the presentation by the Strategic Communication Specialist, a JSIC update, an update by APFA Legal Counsel and a presentation from the Company concerning the proposed Attendance Policy.

National President Bassani stated this is the transitional month for the outgoing Officers, Regional Reps and Department Chairs. National President Bassani would like to end this meeting with a final thank you to the outgoing representatives. A brief slide presentation listed those leaving their positions and extended gratitude to all for their service to the membership.

Once again, National President Bassani thanked the Board for a great meeting.

1704 Resolution #7 – Motion to Adjourn
Maker: Bassani
Second: Trautman

By a show of hands, the APFA Board of Directors adjourned the Special Board of Directors’ Meeting.