

**APFA
2018 Fall
Board of Directors Meeting**

**October 9-10, 2018
Canopy by Hilton Dallas Uptown**

1015 Call to Order

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

1015 Roll Call

National Secretary Hillman took the roll call of those present. All members of the APFA Board of Directors were in attendance.

1016 Agenda Review and Approval

Amendments, additions and deletions to the agenda as presented were requested. Discussion began regarding two issues that were requested to be added to the agenda. Additional items were requested to be added to the agenda. All items were identified as to whether information, discussion and/or action.

1026 Resolution #1A – Amend the Agenda

Maker: Applegate

Second: Schwarzbach

Resolution #1A was brought forth for a vote amending the agenda as presented. This resolution was passed.

1028 Resolution #1 – Approve the Agenda

Maker: Hillman

Second: Bassani

Resolution #1 was brought forth for a vote approving the agenda as amended and was unanimously approved. (14-yes, 0-no)

1029 NATIONAL PRESIDENT’S UPDATE

1029 President’s Remarks/Update

National President Bassani stated that her update had been previously presented to the Board prior to going on the record. At this time, the JSIC would be making a presentation.

1030 JSIC Presentation

The history and length of time the Committee has been together, four (4) years, was briefly explained and some of the challenges they have faced. A slide presentation was given, which will be provided to each base president. The first chart explained issues and questions that arose

per base. The initial charts broke down the calls received and the subject. These charts were supplied by FABRC.

Several charts detailed the issues reported to the JSIC/FABRC regarding the October PBS implementation. Issues included mis-awards, reserves fewer than 12 days off, data transfer from CATS to FOS, pay protection and inputting TTS bids and validating pay protection in FOS. Some solutions to the problems that occurred were discussed.

The mis-award process was discussed by the JSIC. The first step is to contact the FABRC. A log/case number will be established. The FABRC will decide if it is a potential mis-award. If it is determined to be a mis-award, it will be sent to AOS (the vendor) and the PBS Ad Min team will review. If they disagree that it is a mis-award, the flight attendant should then contact the JSIC for further review and action. Examples of problems were brought forth and discussed between the JSIC and Board.

The next slide involved the 4 phases of Shuffle. PBS attempts to award a legal line going through 7 layers. If this does not occur, then it will get into the shuffle process. It will start with layer 7 property and existing pairing pools. The next step if unable to award will still use layer 7 property; however, bringing in every pairing in the bidsheet. The third phase of the shuffle is to use all pairings and relax layer 7 properties. If at that point it still cannot award a bid, it will grab all pairings and not consider any of the layer 7 properties.

The TCR (target credit range) was then discussed. It is the amount of time you want in your line. They explained bidding within the range you can hold.

The JSIC spoke to a meeting they recently had with the APA and their representative, who previously worked with the Company, regarding their mis-awards and their transparency for the pilots of the awards. They do have some tools that the JSIC would like to incorporate into the APFA website. It allowed all to see the awards, giving an idea of what your seniority can hold. The average mis-awards per month are 4-8. The APFA number was 192. JSIC explained the APA process versus APFA process, which creates more transparency and is streamlined.

The JSIC then spoke to grievances that have been filed. At this point, it was requested that the meeting be taken off the record briefly.

1106 Meeting Taken Off the Record

1118 Meeting Back On the Record

A question was raised regarding ETB trades and problems that have occurred. This question will be addressed at the conclusion of the PBS portion of the presentation. The assignments made to those who do not bid and what is awarded to them was discussed and the reasons for it. Current bid and standing bid were discussed. The development of forms enabling a quicker solution will be developed, which will include all information required to solve the issue.

At this time, the Contract and Scheduling Chairpersons as well as PBS Specialist joined the JSIC for questions. A question was raised regarding problems occurring while doing private trades whereby the trip is lost into ETB. All agree that there have been program failures. The issue

raised was that a trade went through and five minutes later no longer showed. In another instance, two hours later trip was lost. Some trips show process failure or partial failure. The PBS Specialist was told it was a problem in FOS with data failure. The Company has been asked to provide an individual or team that can correct these issues immediately when all documentation supports the issue. An additional problem with duplicate speakers was extensively discussed especially as regarded the pay issue. Presidential Grievances have been filed on system issues. The National Vice President is working with the Company concerning the immediate resolution of some of these issues.

The issue of changeover pairings pay protection, red flag pairings and mid-range flying assignments on reserve were discussed. A problem was brought up regarding double-up VE. No VE on double-ups were contained in the RedBook. VE is connected to the duty period. Compensation for this was also discussed.

The UBL and positive/neutral transactions problems were raised. The denials are saying "exceeds monthly," not daily, which would be a change. The JSIC has had conversations with the Company about this situation/language. The JSIC has made the Company aware of this problem as well. Other compensation issues were raised concerning the "system" mistakes and senior person paid. The JSIC has consistently asked for a crew comp manual for the past two years and still has not received one. Problems with Crew Scheduling were also discussed.

Programming issues were discussed extensively and the problems it created. RAP D was also discussed and has created problems. Standby assignments were discussed and how they are assigned. At a certain base, only 3-day standby shifts are offered. This will be researched and discussed at the next meeting with the Company. More negative comments were given regarding the 3-day RAP situation at four (4) particular bases. The JSIC will be bringing this situation to the Company.

PODA (priority of assignments) is 12M of the JCBA. It is how crew schedule is supposed to process when getting low on reserves. It is systemwide but is triggered when a base is out of reserves. This changes contractual obligations for flight attendants, mainly flight attendants that had a sequence in a RAP. They are released the next day and with that sequence in PODA, they have to remain available the next day. The National Vice President said they will meet with the company to resolve this issue.

1236 Meeting Taken Off the Record Briefly

1240 Meeting Back On the Record

It was suggested that flight attendants become familiar with the number under their name on the identification card for use when filing ASAP reports and being aware of who assigned you the particular trip when on reserve.

1243 Break – Including Lunch

1410 Meeting Back On Record

1411 Active Litigation Report

1412 Meeting Taken Off the Record

1529 Meeting Back On the Record

1530 LAA PBS Specialist – to be discussed later in meeting

1530 Department Reports

1530 Communications Department

The Chairperson spoke to the individuals who have assisted her in this position. The Communications Department is responsible for Hotlines, Press Releases and Base Briefs. If the Base Presidents have a Base Brief that is time sensitive, do not hesitate to call the Chairperson on her cellphone and she will attempt to get it out as soon as is possible. The Policy Manual states five (5) business days; however, the Chairperson will attempt to accomplish the request sooner. The Chairperson asks that any information regarding anniversaries or memorials be forwarded to her. The new website is hoped to be up and running by the first of the year. A dues payment feature will be on this new website. The Communications Department's main focus is on the Membership Mobilization and Outreach. On August 30, a Waake-Up American event occurred, which was successful. She has reached out to the other Unions on the property and on October 23rd a rally will be held concerning the outsourcing of jobs at American. She asks that the APFA support this rally. The other Unions did support our recent effort. An All Union Summit will be held next month. It will be hosted by APA in November. Stephanie Jones, assistant to the National President, spoke to the upcoming nationwide APFA picketing event. This will be on November 18. This is the 25th anniversary of the APFA strike. T-shirts, bag tags and poster boards will be provided. A chart was displayed showing those who had expressed interest in the mobilization effort broken down per base. It showed the bases where encouragement toward activism needs to be undertaken. Union vendors were utilized for the supplies for this effort. The budget for this picketing rally was reviewed. There is a Facebook page that was started concerning this picketing event. Some of the different airport picketing rules were discussed and will be thoroughly researched prior to this effort.

1558 Scheduling Department – Contract Department

The Scheduling Chairperson spoke to changes on their webpage to update information and charts. Both Chairpeople have so much information at this point in time to share with the flight attendants, that they are trying to develop a specific location for new important information allowing quick access to it versus having to go to each department and search. They are also putting together a chart with the codes for FOS and Pay Comp.

The Contract Chairperson spoke to LiveChat and the implementation of the Facebook page into that. The LiveChat feature will still be used as not everyone utilizes Facebook. He addressed some transfer questions including speaker positions being held. They have asked the Company for numbers before and after the November transfers and have not received an answer. Additionally, they asked when a speaker can waive their qualification.

He stated that the Company is rerunning VLOA's at this point as initially it was not processed correctly. Line holders are awarded VLOA before reserves. The Chairpersons were asked to

review the 10-hour rest issue and pay protection. It is 10 hours from debrief to report and is a significant improvement for flight attendants. It will change layover rest from 9.5 to 10 hours to comply with the F.A.R. Home base rest is still 12 hours for a reserve, 11 for a line holder and the F.A.R. 10 hours. This will affect trip construction and the question was raised if it would affect reserve numbers. The 10-hour rest change will not go into effect for at least 30 days and perhaps more. They will advise immediately as soon as they are aware of the effective date.

An additional clarification of the VLOA rerun was given. No VLOA's awarded will be withdrawn with the rerun.

1617 Government Affairs

The representatives spoke to the recent legislation signed into law – the FAA Reauthorization Bill. There were several issues contained within that are very beneficial to flight attendants. A specific question was asked regarding animals in the cabin. In the next 18 months, the Secretary of Transportation will issue a final rule on support/service animals in line with the ADA. They spoke to studies being conducted regarding seat pitch as relates to safety and security. They spoke to proposed legislation and issues concerning this contained in the FAA Bill.

1626 Health Department

Open Enrollment will begin October 15 – 26th. The timeframe is shorter than last year. The Chairperson attended the Global Conference on Air Quality along with the Safety Chairperson especially as relates to the smoke/fume incidents. The Health Department will be working with the Safety & Security Department on these incidents.

The IOD Chairperson will join the Health Department Chairperson for a discussion that will be held off the record.

1629 Meeting Taken Off the Record

1708 Meeting Back On the Record

National President Bassani stated she will be meeting with the Board of Directors off the record at this time and asked for a motion to recess the meeting for the day.

1709 Motion to Recess

A motion to recess for the day was unanimously agreed to by the Board.

DAY TWO
APFA FALL BOARD OF DIRECTORS' MEETING
October 10, 2018

0917 Call to Order

National President Bassani called the meeting to order.

0918 Roll Call

The roll call was taken by National Secretary Hillman. All members of the APFA Board of Directors were present.

0919 Health Department – continued

A presentation was made by Stephanie Jones regarding Aflac. A written report was submitted to the Board. Ms. Jones was concerned about the lack of coverage under the supplemental insurance provided by the Company. She researched the Aflac Company, who agreed to consider the APFA – flight attendants as a group under their corporate policy. This policy covers through ages 74-75 and the ability to continue the policy when no longer employed by American Airlines at the group rate with all the same coverage. Short-term disability under this policy covers off the job. The question was raised regarding Union Benefit Planners, which has been offered to the flight attendants. Approximately 1500 flight attendants are utilizing this plan. It was felt that Aflac was a bit less expensive and more comprehensive. The overall feeling of the Board was very positive regarding this policy and the offering to the flight attendants. This would not be offered until 2019.

0943 EAP Department

The Chairperson spoke to an increase in positive drug tests and possible causes. A Hotline will be issued soon concerning this topic as it pertains to over the counter items.

The discussion turned to the Professional Standards program. APFAs program is voluntary. Each base has a representative available for their Flight Attendants. A Critical Response Team Conference was held last week at which the founder of the US Air program, Sheila Dale, was honored as she has retired. This Critical Response Team at American Airlines is now the largest critical incident response team in the world. The FAIR Program (flight attendants in recovery) is going well. Several bases will be joining the program this year. A request was made by the National Vice President to take the meeting off the record for an update.

1016 Meeting Taken Off the Record

1104 Meeting Back On the Record

1104 Hotel Department

A slide presentation was given concerning the numerous hotel reviews that had been conducted since July. The reviews are very time consuming as several are reviewed in each city. These reviews are conducted with APA, APFA and the Company. There are numerous hotel issues pending via grievances and NOD's. The bid sheets have been showing incorrect hotels or none at all. She spoke to specific layover hotels, some of which only offer a limited number of rooms. Additionally, when problems are created by flight attendants at a particular hotel/city, other hotels refuse to consider housing the crews. Negative situations involving Travelalliance booked hotels were discussed. There was a question and answer session with the Board. A Presidential Grievance has been filed concerning the lack of consideration of APFA recommendations on layover hotels. The Contract was discussed as pertains to this situation and suggested remedies.

1141 Archives

The Archivist answered questions regarding the access of the information recently digitized. There will be training classes held. The archivist can access global search remotely. Requests are still made through the archivist and a pdf file will be forwarded. It has been suggested that department chairpersons have access to their particular files/documents. The remote access is a different question.

The Archivist spoke to the American Airlines Corporate Campus being constructed. She spoke to the destruction of the 1957 historic Stewardess Lodge. A meeting was held with the Company in August concerning this new campus and plans for the hospitality building. The National Historic Register is involved and they stated that because the original façade was altered in 1965 it will not qualify as a building; however, because of the distinctive history they would like to see something preserved. An additional meeting was held by the FAA (who owns the land) with several historical groups, the Kiwi Organization and American's corporate real estate architects. An additional meeting was held wherein the next plan was to move the historical staircase to the C.R.Smith Museum along with uniforms and memorabilia displayed.

1159 Lunch – working lunch for the Base Presidents

1320 Meeting Back On the Record

National President Bassani asked for approval from the Board to address the agenda item, Negotiator Appointments. This is an action item. The Board agreed to the change in agenda.

1321 Resolution #2 – BOD Appointed Negotiator

Maker: Babi

Second: Schwarzbach

Resolution #2 was read into the record by the maker, Babi. This resolution appoints Monica Wilfong as a Board appointed member of the APFA Negotiating Committee. Resolution #2 was put forth for a roll call vote and was passed. (12-yes, 1-abstain, 1-no)

1324 Retirement Department

The Chairperson wished to add information to the written report submitted. The department has been trying to put together digital pension kits that could be easily sent. They have not received

that ability from the Company; however, can obtain expedited pension kits. The Chairperson then spoke to vacation payouts for LAA flight attendants retiring prior to the PBS changeover. They would be able to retire on 2/1/19 to receive the higher vacation payout. The bases excluded from this would be DFW and MIA whose changeover date is a month later. The next issue for those wishing to retire prior to PBS implementation at their base is the required training. The Company has been approached concerning this and may be open to an exception for those who have submitted their intention to retire prior to PBS. There has been no final decision at this point. The Chairperson spoke to the Cobra rates for 2019. This will be forwarded to the Base Presidents. The upcoming schedule for the seminars was outlined.

1332 Negotiators Presentation

The Negotiating Committee had previously given information to the Board concerning their activities as of this point. They reviewed this recap with the Board. They have received training and input from the Board and previous Negotiating Committee. They spoke to the use of surveys during this process. The group met in September to attend a four-day training session by Cornell University. They have also had meetings with various attorneys who have previously worked with the APFA in negotiations. National President Bassani extended her compliments to the team for the work and research they have done to this point. There is an email set up where flight attendants can send comments and suggestions directly to the Committee at negotiate@apfa.org. There will be mobilization updates and they ask for involvement by all. It is imperative that flight attendant contact information be current. A member of the Board acknowledged the work ahead for this Committee and her confidence in them.

1344 NATIONAL VICE PRESIDENT'S UPDATE

1344 SBA Update

National Vice President Geiss began the presentation with a discussion of the SCOPE and Recognition mediation that took place in September. An additional mediation for this case is scheduled for December 12, 2018.

Responses have been received from the Company concerning the ETB, TTS and UBL Presidential grievances on September 13th. The grievance was submitted to SBA on September 27th. They will be meeting with the Company on October 23rd to complete the process of selecting arbitrators for the arbitrator panel. At that point, cases will then be assigned. The Early Boarding grievance is being reviewed by the SBA Department. It was requested that the meeting be taken off the record briefly.

1347 Meeting Taken Off the Record

1348 Meeting Back On the Record

Concerning QSB's, the cases scheduled for September 6-7 have settled; however, prep will be conducted for other new cases. The Crew Meal issue will be going forward November 1-2, 2018.

There has been a spike in terminations around the system. The Regional Reps were asked to briefly summarize activity in their region and give specifics of the types of terminations taking place at their base. National Vice President Geiss reminded all to always collect as much information and documentation as is possible.

1357 NATIONAL SECRETARY'S UPDATE

1357 Resolution #3 – National Officer Recognition Award
Maker: Hillman
Second: Geiss

Resolution #3 was read into the record by the maker, Hillman. This resolution speaks to an award and special APFA pin to honor National Officers acknowledging their service to APFA. This will be a retroactive award for all who have served as National Officers. This resolution was put forth for a roll call vote and was passed. (13-yes, 1-no)

1401 Voice Mail System – Headquarters

The issue was discussed at a previous Board Meeting. There are three (3) options available, first of which is totally discontinuing Base President voicemails at Headquarters. Option #2 would be a recording giving the telephone number to reach the Base President. Option #3 is an automatic transfer to the telephone number supplied by the Base President. The Board agreed to Option #3 enabling immediate contact.

1405 NATIONAL TREASURER'S REPORT

The beginning of the National Treasurer's Report will be postponed until after a presentation by Concur regarding expense applications.

1406 Break

1421 Meeting Back On the Record

1421 SAP Concur Company presentation

This slide presentation concerned streamlining and automating the expense reimbursement process. The representative explained the differences in procedures and abilities for filing expenses easily and with less time involved. There are several features enabling the tracking and filing of expenses. The representative showed in real time how this suggested program works via the slide presentation. The Budget Committee will be meeting to discuss this proposal as well. Several questions/clarifications were asked by members of the Board. Utilizing this program does not violate the Policy Manual. The National Treasurer will submit a written report to the Board concerning this presentation for their consideration.

1501 National Treasurer's Report – Continued

National Treasurer Gunter read the latest APFA Financial Report into the record which included reserves and savings; assets, liabilities and fund balances; dues and fees, and net income. Additionally, the latest PAC Report figures were read into the record.

1502 IPass

National Treasurer Gunter presented a brief film concerning the IPass – a wifi program. This is for use in all areas especially the airplane for use for APFA business at a substantial cost savings. This is unlimited Wifi access and unlimited data. It is the largest Wifi network with over 64,000,000 hot spots in more than 180 countries. National Treasurer Gunter wishes the Board to consider this service.

1510 NEW BUSINESS

1510 Resolution #4 – Honorary Membership – Czabajski

Maker: Bassani

Second: Geiss

National President Bassani explained that the APFA staff is represented by the UAW. It is a tradition that after 20 years of service, the staff member is extended honorary membership in the APFA. Additionally, the honoree is extended an invitation to the Annual Convention. Resolution #4 was read into the record by the maker, Bassani. This resolution speaks to the honorary membership being extended to Ms. Czabajski. This honor will be bestowed at the Annual Convention. A Board Member spoke to the importance and hard work of the APFA staff and how integral they are to the operation of the APFA. Resolution #4 was put forth for a roll call vote and was passed unanimously. (14-yes, 0-no)

1515 Resolution #5 – APFA Independence

Maker: Nikides

Second: Trautman

Resolution #5 was read into the record by the maker, Nikides. The maker spoke to the resolution which affirms loyalty to the APFA and the APFA speaking as a single voice despite constructive disagreements that may occur. National President Bassani also spoke positively to this resolution emphasizing unity. The strength of our membership is paramount. Resolution #5 was brought forth for a roll call vote and was passed. (13-yes, 1-no)

1529 Attendance Policy/EEOC

The Board Member bringing the agenda item forward felt the APFA should utilize the EEOC when fighting the new attendance policy. A speaker spoke to the pros and cons of the issue.

1531 Meeting Taken Off the Record

1533 Meeting Back On the Record

1533 Wage Claim – State Law

There have been major problems with payroll compensation and takes extremely long to recoup deficits to the paycheck. Several states have laws covering wage claims. The Board Member would like to inform the flight attendants of the procedure within their state to file a claim against American. Several questions were raised regarding the law as written in California, one of the strictest. Several examples of omissions on paychecks were given. Local payroll departments have been eliminated.

1541 Sick Time

The Base President stated that he has uncovered a huge number of mistakes in calculating sick time accrual over the last few months. He has asked for transparency in these calculations. A Board Member felt that some errors are created by the differences in California and Massachusetts sick time. There was transparency previously with US Air in their system. This will continue to be addressed.

1551 Negotiations Surveys

The Base President spoke to the way the previous surveys were constructed and the inability to be specific about a certain issue. It was suggested a third-party company be utilized for transparency.

1555 Hotlines – Withdrawn

1556 Uniforms

The speaker advocated for a Uniform Specialist. The question was raised as to any timelines established. Prototypes have been released and will be wear tested. The wear testing will begin in late October and continue through March. Decisions will be made at that point what items will be utilized and those to be deleted. The former Interim DFW Base Vice President spoke to a recent company meeting which has changed the dates of the test. It will begin November 13th through the end of February. The Company is still aiming for a 4th quarter 2019 rollout. Some new hires are experiencing problems at this point. IOD reports are still being received.

1602 Break

1632 Meeting Back On the Record

1632 Default Bid in PBS

This discussion refers to the protocol the Company would use if you did not bid or have a standing bid in PBS. It has caused problems at LAX as turnarounds are senior in LAX. This is a change as previously a non-bidder would be given what is leftover. The JSIC has been notified.

1636 Financials

The Base President requested a report of cost of APFA apartments and related expenses including utilities and furnishings. The Base President also requested a report on utilization at APFA. She will schedule a meeting with the National Treasurer to review this information. It

was mentioned this information is also available in the monthly Financial Reports provided to the BOD.

1644 Shaving of Scheduled (Bidsheet) Flying Times

The speaker spoke to differences between flying times shown on the bidsheet and actual flying time being credited to flight attendants. Other flight attendants have discovered mistakes and urge flight attendants to keep track of this. A specific issue involves Hong Kong which involved a different departure time. The APFA Scheduling Chairperson is actively working on this issue with the Company.

1652 Concur Presentation

National Treasurer Gunter wished to correct a statement made during the presentation. It was determined the Accounting Department processes 75 to 125 expense reports monthly.

1653 Policy Manual Section 5.C.2.a and 3.b

National Treasurer Gunter read the guidelines for paper bids from the Policy Manual. It states that an APFA representative lineholder is entitled to a minimum of 80 hours and a maximum of 105 hours. An APFA representative who is on reserve is entitled to a minimum of 75 hours per month. The wording was applicable pre-FOI. Post FOI, the Company is paying up to 110, which is the PBS max going against APFA policy. The National Treasurer wishes the Board to discuss this. Carryover time was discussed, which is new to the LUS flight attendants. The floor was given to the JSIC to explain the carryover credit under PBS. The basic decision was deemed to be whether a cap and at what number should be established under the new PBS. Several differences were noted and discussed between LUS, AAL and PBS implementation monthly awards. The budget limitations were also discussed. The payroll for APFA reps is now automated through the Company payroll in FOS.

A caucus was called by the Board for further discussion of the agenda item.

1714 Meeting Taken Off the Record

1800 Meeting Back On the Record

A Special Board Meeting will be held to further discuss and resolve the issues created under APFA Policy Manual Section 5.C.2.a and 3.b.

1800 Seniority Integration

A resolution was read into the record by the maker, Applegate. This resolution speaks to seniority integration and previous resolutions regarding this issue. The maker did not receive a second to this resolution and therefore the resolution will not be considered by the Board of Directors. National President Bassani asked for the Board's approval to allow members who traveled in to address the Board. She further stated that this will be done at the conclusion of the New Business agenda items. By a majority hand vote, the Board approved this request.

1807 Resolution #6 – Moving Expense

Maker: Applegate

Second: Schwarzbach

Resolution #7 was read into the record by the maker, Applegate. This resolution speaks to the \$10,000 relocation limit set in 1992. It also speaks to previous resolutions concerning the reimbursement of moving expenses. The resolution speaks to the change of guidelines and amounts for reimbursement to the National Officers cost of relocation upon election.

The former National President Nena Martin spoke to the resolution, the events leading to it and the purpose of subject resolution. She also spoke to the discussions that took place with the Board in Charlotte, and the commitments regarding this issue.

At this time, it was necessary to extend the meeting as the length limit had been met. The Board approved, via a hand vote, the extension of the meeting for one hour.

The maker spoke once again to the reimbursement for moving expenses for National Officers. It was felt that this adjustment to the guidelines was overdue. A question was raised whether an actual figure for increasing reimbursement was stated in the resolution. There was not, simply bringing the figure into alignment with today's costs was the purpose. Additional questions were asked by the Board. Resolution #7 was put forth for a roll call vote and did not pass. (4-yes, 10-no)

1838 Early Boarding

This situation is consistently occurring. The agents were instructed not to do this; however, it has begun once again. The pilots have been alerted also that this is contractual language. Contact will again be made with the Agent's Union. It is felt that additional statements should be issued by the pilots and agents.

1840 Vacancy Transfer Qualification – moved to end of agenda

1840 PBS Specialist Role

The Base President bringing this agenda item forward is seeking clarification from the Board concerning the JCBA Specialist and the RedBook PBS Specialist. He would like to know if these positions will remain separate or be combined. There was extensive discussion regarding a PBS Specialist.

Meeting off the record 1904 – 1918 due to audio problem.

1919 TWA representatives speaking to seniority integration

Several former TWA flight attendants were given time to address the Board concerning the way the seniority issue was handled many years ago. They are asking for date of hire as their seniority number.

1926 PBS Specialist Role – Continued

The Contract Department Chairperson explained the funding for this position to this point and FOI and how it may violate the contract as it stands now. The JSIC was asked to speak to the issue as the PBS Specialists (contractually) at this point.

The time extension for the meeting had expired. The Board voted via a hand vote to extend the meeting an additional hour.

The JSIC is attempting to provide as much information as possible to assist all the flight attendants in bidding and handling PBS.

The JCBA Specialist as pertains to duties and responsibilities was discussed at length. The question was raised whether this was a long-term position. National President Bassani stated that at this time, it is undetermined. Both individuals and their efforts are appreciated by the Board.

The Board Member bringing the agenda item stated his only concern is that going into PBS the membership is prepared. He acknowledges the valuable resources of both individuals and the JSIC and how to best utilize this knowledge. Other Board Members felt that duties were overlapping.

After lengthy and extensive discussion, a member of the Board asked that the issue be addressed at another time, perhaps a future Board call.

1953 Removal of Four-day Trips

The CLT base will lose their four (4) day trips and the Base President was not notified. The National Vice President has met with the Company concerning this issue. They stated they were aware of this base's dissatisfaction with removal of 4-day trips; however, could not bring them back in December because of holidays. They said they would consider bringing them back in January. The PHL base also wants the 4-day trips. It was determined that PHX, CLT, PHL and DCU wanted the 4-day trips.

2007 Leave of Absence in SFO – Withdrawn

2008 Resolution #7 – Martha Griffiths Award – Aurigemma
Maker: Bassani
Second: Geiss

Resolution #7 was read into the record by the maker, Bassani. This resolution nominates Lennie Aurigemma to receive this honor at the 2019 Annual Convention in Boston. This resolution was put forth for a roll call vote and was passed unanimously. (14-yes, 0-no)

2012 Aflac

The Board agreed via a hand vote to allow the Aflac coverage to be offered to the flight attendants in January 2019.

2013 Presidential Appointment – Negotiator

National President Bassani put forth a name for consideration to the negotiations committee. A question was raised to the qualifications per the Policy Manual.

2017 Break

2033 Meeting Back On the Record

The name would be withdrawn due to policy indicating qualifications were not met.

2034 Resolution #8 – Motion to Adjourn

Maker: Kaswinkel

Second: Valenta

The Board of Directors unanimously agreed to adjourn.