

APFA

BOARD OF DIRECTORS MEETING

2019 BOARD OF DIRECTORS CONVENTION

March 4-7, 2019
Hilton Boston Back Bay
Boston, MA

Resolution Tally Sheet

Resolution #: 4
Maker: Hillman
Second: Gunter
Date: 03/07/2019
Time: 11:56 a.m.

Resolution Name: Policy Manual Changes

AFFECTS POLICY MANUAL: SEE ATTACHED DOCUMENT

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

COMMENTS:

	B O S	C L T	D C A · A A	D C A · U S	D F W	L A X	L G A	M I A	O R D	P H L	P H X	R D U I	S F O	S T L	PRES — Tie- Breaker
	Millenkovic	Sarnacki	Valenta	Pennel	Walsh-Martin	Nikides	Ryder	Trautman	Wroble	Kaswinkel	Babi	Sullivan	Schwarzbach	Martin	Bassani
YES	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
NO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PASS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ABS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N/A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PXY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
REC	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

YES: 14 NO: 0 ABSTAIN: 0 ABSENT: 0

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

WHEREAS, Article III, Sections 3.L(1) and (2) of the APFA Constitution authorize the Board of Directors to set policy for the APFA and to review, and if necessary, modify the APFA Policy Manual; and

BE IT THEREFORE RESOLVED, that changes in the attached document be made to the APFA Policy Manual.

PROPOSED CHANGES TO THE APFA POLICY MANUAL
2019 APFA BOARD OF DIRECTORS CONVENTION

SECTION 2 MEMBERSHIP

A. DUES / FEES

3. It is the policy of the APFA to strictly enforce the dues / fees provisions of **Article 31 Section 35** of the current Collective Bargaining Agreement between the APFA and AAL. To implement these provisions, the following procedures shall apply:

a. Pursuant to **Article 31.F.1 Section 35.F.1** of the Collective Bargaining Agreement, after determining that a Flight Attendant is delinquent in dues / fees payments for a period in excess of sixty (60) days, the National Treasurer shall notify the Flight Attendant, in writing, certified mail, return receipt requested, with a copy to the Vice President - **Employee Labor** Relations of the Company, that the Flight Attendant is delinquent in the payment of dues / fees and accordingly is subject to discharge as an employee of the Company. As necessary, the National Treasurer also may attempt personal delivery to the Flight Attendant through, for example, a process server and / or an APFA representative. Such Flight Attendant "alert letter" shall advise the Flight Attendant that s/he must take one or more of the actions described in A.3.b, below within thirty (30) days following the date of the letter or be subject to discharge.

f. Should the Flight Attendant fail to make payment of the delinquent amount within the thirty (30) day period provided in A.3.a, A.3.c, A.3.e or B.2.b, the National President of the APFA shall, pursuant to **Article 31.F.2, Section 35.F.2** of the Collective Bargaining Agreement, certify in writing to the Vice President - **Employee Labor** Relations with a copy to the Flight Attendant, that the Flight Attendant failed to remit payment within the period allowed and, therefore, is to be discharged.

D. MEMBERSHIP CARDS

1. Membership cards shall be available for printing at APFA's website.
2. The provisions of **Article 31.R, Section 35.R** of the current Collective Bargaining Agreement between the APFA and AAL shall be printed on the reverse side of the membership card, along with the telephone number of the APFA.

SECTION 4 BOD/EC

A. GENERAL

1. Official Meetings / Conventions

- a. Notification of all meetings, of the Board of Directors / Executive Committee, shall be provided via the APFA HOTLINE and on the opening page of the APFA Website from the scheduling of the meeting, to the conclusion of the meeting.

(NEW) (1) The Tentative Agenda for all regularly scheduled meetings of the Board of Directors / Executive Committee shall be provided via the APFA Hotline and on the Members only section of the APFA website.

(NEW) (2) The Final Agenda, once approved by the assembly, for all regularly scheduled meetings of the Board of Directors / Executive Committee shall be provided via the APFA Hotline and on the Members only section of the APFA website.

4.A.9.b.

- b. The Base Vice President will be encouraged to attend all Board of Directors meetings. Trip removals for the Base Vice President of bases with less than ~~seven hundred fifty eight~~ **hundred (750 800)** Flight Attendants at their base will be taken from the Board of Directors budget.

(NEW) (1) This calculation is subject to review and approval at least once a year by a majority vote of the Board of Directors

SECTION 5 TRIP REMOVAL AND EXPENSE POLICY

C. Representatives Authorized for Full Month Trip Removal

8.a.(2) Base Representatives with headcounts of at least ~~seven hundred fifty eight hundred~~ **(750 800)** Flight Attendants:

- (a) A minimum of one (1) full month trip removal authorized for each ~~seven hundred fifty eight hundred~~ **(750 800)** Flight Attendants.
- (b) Any portion above ~~seven hundred fifty eight hundred~~ **(750 800)** will be prorated on a per capita basis.

(NEW) (c) This calculation is subject to review and approval at least once a year by a majority vote of the Board of Directors.

E.4.c.(3).(a)

- (a) A National Officer, Regional Representative, National Chair, Base President and / or Base Vice President, **(NEW) JCBA Specialist or Strategic Communications Specialist** who is required to maintain an APFA office outside of his / her place of residence shall be paid an additional two

hundred fifty dollars (\$250) per month over and above the minimum monthly SAF provided above, or the actual SAF subject to reimbursement, whichever is greater.

G.1.e.

(2) Answering Machines

(a) — The APFA will pay for an answering machine to be attached to any APFA paid telephone line. Once purchased, the answering machine belongs to the APFA and the original receipt must be forwarded to APFA Headquarters. Such equipment must be transferred to a successor representative or returned to the APFA at the end of the term of the representative.

(b) — Outgoing message(s) for answering machines on APFA reimbursed telephone lines will identify the number as an APFA number and, for emergency calls in the absence of the representative, should refer callers first to members of the Base Council and then to the APFA headquarters number.

Section 12 COMMUNICATIONS POLICIES

C. THE APFA WEBSITE, APFA.ORG, WILL BE AN OFFICIAL FORM OF COMMUNICATION FOR THE APFA

4. (NEW) The APFA website will be divided into “Members Only” and “Non-Members” sections.

(NEW) a. The “Non-Members” section of the APFA website shall include, but not be limited to, general information about APFA, public hotlines and press releases.

(NEW) b. The “Members Only” section shall require login to verify the Member is in Good Standing, and shall include access to all “Non-Member” content. Additional access shall include, but not be limited to, Minutes from all official meetings of the APFA Board of Directors and Executive Committee, the financial status of the Union and Negotiations Surveys.