

**APFA
2019 BOARD OF DIRECTORS
ANNUAL CONVENTION
MARCH 4-7, 2019**

**Hilton Boston Back Bay
Boston, MA**

0933 Call to order

National President Bassani called the APFA Board of Directors Convention for 2019 to order. She extended a welcome to all attending this meeting as well as congratulating the newly elected members of the Board. She additionally congratulated those Members and Vice Presidents who were re-elected to office. National President Bassani wished to thank those who had served the membership and would be leaving APFA.

0935 National President's Opening Remarks

National President Bassani spoke to several items being undertaken and worked on at this point. Among these, is the opening of negotiations with the Company. The Negotiating Team is present at this meeting. National President Bassani reiterated the involvement and activism of all and how it is so very important. National President Bassani continued by explicitly outlining all actions that have been taken.

Two Public Relations firms will be making presentations at this meeting as per the request of the Board.

It is planned to engage the membership more through polls and surveys on the website and Facebook, as well as other social media. The Communications Specialist is working on this along with the Communications Department. National President Bassani made the point that it is imperative the APFA and its leadership and membership, support all other Unions who have lent support to our efforts.

0938 Housekeeping Items

National Secretary Hillman spoke to housekeeping items concerning the hotel and meeting at this time.

0938 Roll Call

National Secretary Hillman took the roll call of Board Members or their Vice Presidents present at this time. All bases were represented.

0940 Welcome to the Board of Directors

A video was played from Senator Joseph Kennedy III, Congressman for the 4th District of Massachusetts welcoming the APFA to Boston, stating the importance of Unions in the United States and the strength and influence of the APFA.

0942 Agenda Review and Approval

0943 Resolution #1a – Amend the Agenda
Maker: Nikides
Second: Kaswinkel

At this time, revisions to the agenda were requested. Several additions, revisions and deletions were requested. Resolution #1a listing requested changes to the agenda was put forth for a roll call vote and was passed unanimously.

0955 Resolution #1 – Approve the Agenda
Maker: Hillman
Second: Bassani

Resolution #1 incorporating all changes from Resolution #1A into the agenda, was put forth for a roll call vote and was passed unanimously.

0956 AdHoc Nominations – National Ballot Committee

While the Committee was setting up, it was mentioned that an additional resume was received and submitted to the Board of Directors. At this time, nominations were brought forth for Ad Hoc positions #3 and #4. This election will be held at the end of the New Business items.

1000 Budget Presentation

1000 Meeting Taken Off the Record

1028 Meeting Back On the Record

1028 Budget Presentation Continued

The proposed Budget for 2020 was submitted to the Board of Directors. National Treasurer Gunter spoke to the areas focused on by the Budget Committee. The upcoming negotiations process was discussed by the Budget Committee as well as upcoming Presidential and Termination arbitrations and grievances scheduled throughout the year. The National Treasurer outlined changes made from the previous budget and reasons for considering these changes. He spoke to decreases as well as increases to current budget. The budget was opened to questions from the Board. There was extensive discussion regarding funds within base budgets that are not utilized by that base. The Mobilization Budget was questioned as to the administration. The National President's Department governs that budget. The term of the JSIC was discussed and if there is a plan for a PBS Committee. The NNRF is not a line item in the budget, rather reflected in the Financial Reports. The future headcounts for specific bases, where growth is expected, were discussed. There is a process in place within the Policy manual where a base can request

an increase in budget due to increase in headcount through the Executive Committee. It was stated that the in-house Legal Counsel was part of the Staff budget. The National Vice President addressed arbitration and explained an attorney is assigned to a case based on the subject of the case. In-House counsel was not retained for arbitration, however, may assist with some case presentation. A Board Member spoke extensively to the need for a strong budget for the IOD Department. Other Board Members concurred with the need for support for the IOD Department, as well as EAP Department. A member of the Budget Committee spoke to the formulation of this budget and what a difficult task it has been.

1112 Meeting Taken Off the Record

There was a brief discussion as to who would remain in the room during this off the record discussion. It was determined the BOD, National Officers, Base Vice Presidents, Executive Committee and Budget Committee would remain.

1657 Meeting Back on Record

1658 Motion to Recess

A motion was made to recess this meeting for the day. A hand vote was taken and passed unanimously. The APFA BOD Annual Convention will resume March 5, 2019 at 9:00 AM.

**APFA
2019 BOARD OF DIRECTORS
ANNUAL CONVENTION
DAY TWO
MARCH 5, 2019**

1046 Call to Order

National President Bassani called day two of the Annual Convention to order. National President Bassani spoke to the reception that was held the previous evening and the honors that were bestowed.

1048 Roll Call

National Secretary Hillman took the roll of Board Members present.

1049 UNICEF Presentation

There currently is a program in place onboard called “Change for Good.” Two representatives of UNICEF spoke to the Board at this time. The representatives speaking are American Airlines Flight Attendants who have traveled the world and seen the impact this program makes. They function as liaisons to UNICEF for the APFA. A video is shown onboard the aircraft concerning this program, when possible. They were happy to report that 1.1 million dollars was collected by the airline companies in 2018. There are ten carriers participating in the program. American Airlines is the only U.S. airline to do so. UNICEF helps in 190 countries. This has saved thousands of children’s lives. The film to be shown was made during a field visit. The collections are done on international flights. The collections are done in a special bag that is sealed prior to landing and deposited upon arrival in the U.S. An actual collection bag was shown where signatures and witness signatures are required. This bag has a tamper proof seal. UNICEF is respected worldwide. Approximately 90 cents per dollar goes directly to the recipients. The overhead is extremely low. American Airlines’ program has raised over 16 million dollars since it was begun. It is a grass-roots, flight attendant volunteer program onboard the aircraft.

1104 Meeting Taken Off the Record

1113 Meeting Back On the Record

This is totally voluntary and only takes a short period of time (250 steps) to accomplish this collection resulting in so much good. American Airlines has been very supportive of this program and in 2016 matched donations for that year. The film shown on the aircraft, where possible, was now viewed.

National Secretary Hillman stated there will be a working lunch for the Executive Committee only.

It was determined that there was no objection from the Board of Directors to moving the continuation of the Budget Presentation/Approval to the end of the Departmental Reports.

11:22 Active Litigation Update

Once again, the room was cleared for this confidential discussion. Only those individuals covered under the Confidentiality Agreement could be present.

11:22 Meeting Taken Off the Record

13:58 Meeting Back On the Record

With no objection from the Board, Peter Goelz made a presentation on behalf of the Government Affairs Committee/Department.

1402 Government Affairs

Peter Goelz stated how challenging the labor movement is in Washington, D.C. today. First is the realignment of the Federal Courts, wherein no one will be appointed unless they have an established record of anti-unionism. There will be no change in this for at least two years. This administration will be appointing a significant number of judges to the Federal and Federal Appeals Courts and the effect will be felt for years to come. There is an anti-worker/anti-Union philosophy taking place in the various agencies, in particular, the Department of Transportation. The Department of Transportation has been extremely aggressive in eliminating rules, some of which have to do with basic safety. He cited the accidents caused by the lack of testing for sleep apnea for engineers and truck drivers. We were fortunate to have the FAA Reauthorization Bill passed; however, the challenge now is to have it implemented. The FAA is dragging its feet on certain parts of this bill including the 10-hour rest. Labor is organized on Capitol Hill and working together.

Allie Malis spoke to the Political Action Committee and how important it is. Donations to the PAC are strictly voluntary. She asks that the Base Presidents support this Committee at their bases with the oncoming elections in 2020. It is imperative APFA be a presence on Capitol Hill.

Peter Goelz spoke to scheduling another fly-in. the last one was extremely successful, just before the vote on the FAA Bill. Flight attendants have come by the office and spent the day with Peter and his staff. They will schedule visits on Capitol Hill where possible. A Board Member asked if the PAC Fund could be included in the mobilization efforts.

Julie Frederick spoke to serving on the Aviation Rule Committee for Air Carrier Training. It is a steering committee consisting of flight attendants, pilots, dispatchers and other air advocacy groups totaling 16 groups. This group meets three (3) times a year. Both APFA and AFA have participated in two significant meetings concerning high energy fires and crew resource management. A brief slide presentation was given explaining the history of this committee, members, activities and accomplishments. A film showed how quickly a high intensity fire from lithium batteries explodes, spreads and the difficulties encountered fighting it. The fire was in an overhead bin.

Peter Goelz continued by mentioning that APFA had inserted a provision in the FAA Bill that mandated a study on aircraft evacuations. It is believed that the standards that have remained unchanged for 40 years do not take into account the reduced seat pitch, the increased number of cabin seats and the changes in weight of people. The 90-second evacuation is in question and lobbying efforts will push hard for reasonable and in-depth studies showing this standard can be met. This will be a major effort. A question was raised regarding seat pitch regulations and seating density legislation. It has been mandated but will be a battle even though it is law. A question was raised regarding the 10-hour rest. The Committee has reached out to the FAA asking where this stands as there was a 30-day limit for implementation. The FAA used the government shut-down as an excuse. They have not responded beyond that. Congressman DeFazio is questioning them. The FAA will publish a rule with a time-limit...eventually. Peter Goelz does not feel this will be done for 90-120 days but is keeping the pressure on the FAA. A member stated that he has been made aware that Delta is prepared to implement this change. American and United are asking for an extension. A Board Member recalled that the Company has previously stated that they have the I.T. program in place to implement the change. This was reiterated by another speaker.

1438 Break

1451 Meeting Back On the Record

1451 Negotiations Committee Presentation

The Negotiating Team began their slide presentation by explaining the results of the survey recently conducted. Several data points were shared with the Board including the fact that the responding flight attendants felt they would be working for at least 10 more years. A Reserve Survey is being worked on. The Committee outlined various categories via the slides. These categories were top 5 issues they would like to see addressed. They were compensation, sick leave, retirement, crew rest and hours of service. The top 5 quality of life issues were sequence construction, rest, compensation, 401K and TTS/UBL/ETB flexibility. These were similar to what was heard during the base visits. The top 5 compensation issues were base/hourly pay, holiday pay, training pay, holding/understaffing and trip/duty regs. On this survey, there was an open comment section. Some comments received included boarding pay and profit sharing. The desired means of communication was email and hotlines. The remaining portion of this presentation will be taken off the record.

1501 Meeting Taken Off the Record

1703 Meeting Back On the Record

1703 Budget Presentation – Continued

National Treasurer Gunter began this discussion by submitting a budget using the 1 for 800 calculation versus 1 for 750. He specifically outlined the changes to this budget, which included cuts in all categories. This budget presentation utilized a slide presentation. This presentation incorporated the changes requested during previous conversations with the Board at this meeting. Questions and clarification requests were brought forth during this lengthy discussion, regarding

new positions, committees created, corporate apartments, and in-house legal counsel. The 1 for 800 calculation will snap back to 1 for 750 after negotiations. There was extensive discussion regarding the budgets for the EAP and Health Departments as well as changes requested by the Board this morning. Another point was made regarding the budgeting for the JSBA Specialist once the JSIC is no longer in effect. National Treasurer Gunter felt that all these decisions regarding budgeting should be made by the Board. He asked that the Board be polled, one by one, regarding their suggestions/thoughts on the proposed budget. It was decided to increase the budget for the EAP by the Board and reduce mobilization budget to zero. Mobilizing efforts would be done by local Bases.

Once again, the Board was polled for additional comments, questions or suggestions regarding the proposed budget. It was suggested that the headcount changes as reflected in the budget have an easier process. Board Members also stated which budget (1-750 or 1-800) they preferred. One Board Member suggested 1-775, which some Base Presidents thought should be explored. Questions continued to be asked of the Budget Committee and the conversation continued. Savings gained by having apartments versus hotels was again discussed.

The time limit for the meeting had been reached. The Board declined to extend the meeting by one hour.

1806 Motion to recess

The Board unanimously agreed to recess until March 6, 2019.

**APFA
2019 BOARD OF DIRECTORS
ANNUAL CONVENTION
DAY THREE
MARCH 6, 2019**

0917 Call to Order

National President Bassani called day three of the APFA Annual Convention to order.

0918 Roll Call

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

0919 National President's Remarks

Melinda Hill, Vice President-MIA, who sat Day-1 for MIA was thanked for her service as she will be leaving at the end of her term. The previous day's meeting recessed with the Budget Committee speaking with the Board. National President Bassani stated that some Department Chairpersons (4) would have to depart soon therefore their presentations will be given prior to continuing with the budget discussions.

0920 Departmental Reports

0920 Archives

The photo negatives of 35,000 flight attendants are currently being scanned. These will be added to the global search. The years 1977 – 1983 are currently at the scanners. This will be returned in April. Years 1984 – 1989 will then be scanned. The staircase announcement created an interest in obtaining staircase photos from graduation ceremonies. The FAA owns the land that the Campus sits on. The staircase will be dismantled piece by piece and stored until the completion of a special wing being constructed at the C.R. Smith Museum. The Archive Specialist talked to her appreciation of the tremendous amount of work accomplished by Cilla and Sally. She feels it is one of the most comprehensive collections of flight attendant aviation history. Three photographs were shown that were a gift to APFA from a flight attendant in 1937. These are the earliest photos that APFA has. This photo album was donated to the APFA and is approximately 80 years old. A Board Member asked if access to the archives will be available online. She will research this and get back to the Base President. A Board Member spoke to a short film on PBS Makers made by American Airlines flight attendant Dusty Roads concerning her efforts in overturning the age ban. National President Bassani thanked Jennifer, Sally and Julie for their efforts in saving the famous staircase at the Flight Academy, built in 1957.

0933 Retirement and Health Departments

The Retirement Chairperson submitted a written report to the Board. She shared that the retirement seminar dates for Miami are March 19th, 11-2 at the 4th floor auditorium at MIA airport and DFW – March 22nd, 11-2 in the Landry Center. They are hoping to do two or three seminars in both April and May. She asked to be alerted if a base would like to host a seminar. The speaker then addressed the rumors concerning buyouts that are rampant. She states that flight attendants are being told by the Flight Service Managers that there will be a buyout. The Chairperson would like to work with Josh and Robin to formulate a survey regarding a buyout. The January numbers for retirements are higher than last year. She feels February will be more telling as a lot of people are waiting for their bases to go to PBS before retiring.

She continued by saying that she was told American is considering “pension de-risking”, which means turning the pension program over to someone else to administer, changing it to an annuity, which is not protected by the PBGC. There is nothing specific at this point, but all should be alert to any information concerning this. This topic did create additional discussion. An additional representative from the Retirement Department spoke to the de-risking of pensions. In order to privatize the annuity, the Company would have to fully fund the pension program. Once again, it was reiterated there would then be no PBGC protection.

The Retirement Chairperson stated that she circulated a report from Michael Tipton, Health Department Chairperson, who is currently in Asia regarding the new uniform program. Please forward any questions about this report to him especially state disability or state family leave issues. He also requested information from flight attendants who have experienced problems with Accolade as the go-between American and benefits provider. He is also trying to stay on top of the problems occurring with caregiver family leave issues. The differences of coding with Massachusetts and California sick was discussed at length concerning the problems associated with this and family leave involvement as well. This problem effects base transferee’s sick time from these bases. A hotline was suggested regarding the backlog with this situation.

1000 IOD Department

A written report was submitted to the Board. The Chairperson wished to advise of additional information. Two meetings have been held since the issuance of this report. The IOD filing process is being changed to online and tablet and should begin in the 3rd quarter. The Chairperson explained the difference between filing IOD today versus under the new system to come in summer or early fall.

The second meeting held will be discussed off the record.

1002 Meeting Taken Off the Record

1019 Meeting Back On the Record

1020 Safety and Security Department

The Safety and Security Chairperson had additional items to discuss with the Board in addition to his written report. A special checkpoint has opened for crews in San Juan. Certification will occur on the Airbus A300NX next week. He explained the process to be undertaken. During a meeting with the Company, which he attended with the IOD Coordinator, it was determined that 34J Safety and Security, of the Contract states that the Company has an obligation to provide IOD reports including flight attendant name, employee number, base, type of injury, aircraft type and nose number. They should be delivered to the Safety and Security department on a monthly basis. He has not received these and was told no by the Company. After a meeting, it was determined that the department would begin receiving these. The Train the Trainer classes were also discussed as related to the lack of participation by an APFA representative. After discussions, a meeting on the 18th of each month has been established to discuss the ongoing changes to these training classes.

A 90-minute classroom concerning an in-person implicit bias training program at the beginning of day one of CQ was discussed. This is not required for CQ or FAA qualification. This is a corporate initiative that the APFA does not believe should be included in CQ. The APFA feels that the flight attendants should be paid for this additional training, and non-recurrent should not be included in our annual recurrent safety and security training. National Vice President Geiss spoke to the company inserting non-recurrent training into recurrent training. The flight attendants are the only work group being forced to take this training without additional pay.

The discussion returned to the IOD reports and what retroactive dates this would include. The Base President speaking also stated that contrary to what the Company stated, US Airways did not do additional training within the recurrent training program.

A former Vice President, now STL Base President, stated she had dealt with this during her term and will search for emails verifying a verbal agreement made with management concerning this. She spoke to the time lapse in receiving CIRS reports and requested to know why. The Chairperson will research this. Several base presidents spoke to issues they also had concerning CIRS reports.

The question was raised if there was any discussion about changing qualifications from 12 months to 18 months. A report was submitted to the Executive Committee stating that the FAA would like to gather more information on American Airlines and compliance issues.

National President Bassani asked the Chairperson to speak to a rep who will specialize in fume events and uniform issues. The expense of this representative will be shared by three (3) departments. He has an extensive background qualifying him for this position. He is a mechanic and engineer.

1037 Break

1059 Meeting Back On the Record

1100 Budget Committee – Continued

National Treasurer Gunter spoke to the request of the Board that the budget be calculated at 1 for 775 for comparison with 1 for 750 and 1 for 800. There has been to this point, four (4) different budgets for consideration of the Board. A slide presentation was given for the 1 for 775. Treasurer Gunter explained these calculations as the presentation progressed. Several clarification questions were raised by the Board creating lengthy conversation comparing these budgets and methodology behind the figures. There was debate back and forth between Board Members on how to achieve the optimal results.

At this point, National Treasurer Gunter displayed the current Financial Statement in response to concerns shared on particular expenditures. This conversation continued for quite some time enabling all to ask questions and voice opinions.

National Treasurer Gunter asked the Board to caucus and determine which budget they would support. The Board asked for a copy of the newly presented 1 for 775. It was suggested that a caucus occur during the lunch break. At this point, an off the record discussion was requested and would be followed by lunch.

1138 Meeting Taken Off the Record to include lunch

1447 Meeting Back On the Record

1448 Resolution #2 – Full Month Trip Removal Headcount
Maker: Gunter
Second: Valenta

Resolution #2 was read into the record by the maker, Gunter. This resolution speaks to the calculation to be utilized for budgeting of 1 for 800 headcount for the duration of active negotiations, subject to review and approval at least once every year by the Board of Directors. This resolution was put forth for a roll call vote and was passed unanimously. (14 yes, 0 no)

1450 Resolution #3 – Budget Approval
Maker: Gunter
Second: Geiss

Resolution #3 was read into the record by the maker, Gunter. This resolution approves the APFA budget for the fiscal year, 2020. This resolution was put forth for a roll call vote and was passed. (11 yes, 3 no)

1452 Departmental Reports – Continued

1452 Communications Department

A written report was submitted to the Board and Executive Committee. National President Bassani introduced the Communications representative presenting to the Board including his experience with APFA. He spoke to a graph showing the utilization of the Hotline as a

communications tool and continued with other methods of communication utilized such as Twitter and Facebook. The slides also showed how and what method the membership utilizes to access information. The new activist pin was shown and the welcome package explained. The speaker highlighted various news articles that have appeared concerning APFA and its recent activist activities. The representative spoke to several possible cost savings for the Communications Department.

1516 Strategic Communications Specialist

The Specialist presented a power point outlining his activities, efforts and accomplishments as of this date. He spoke to the Town Hall meetings that have been held and the various follow-ups given to questions raised. He did also speak to the results of the surveys conducted. He gave a detailed explanation of the results of the Sequence Construction survey. This is a very important issue for the membership. Some information from these surveys will be utilized during allocations calls with the Company. The Zoom video capability was briefly discussed.

1541 Contract Department

A written report was submitted to the Board. There were no additions to this report. A question was raised regarding the recently awarded main vacation bids.

1543 Scheduling Department

A written report was submitted by the Chairperson. She has forwarded a list of codes, which was not complete. A master list will be sent shortly. They are still working on the ROTA D speaker issues. The speaker can only be held on reserve list if there is an open trip or anticipated opening of the speaker position. Pay protections not being paid until close-out and the effects of this were discussed. It was stated that a portion of this involves programming problems with actual cancellations. The Board brought forth several comments as this is problematic at most bases. Also, the problems with Direct Connect information was discussed. National Vice President Geiss spoke to answers received to questions asked during a Crew Schedule Meeting. She quickly covered the questions/answers; however, will forward this response from the Company to the Base Presidents.

1558 EAP Specialist

A written report was submitted by the Specialist to the Board.

1600 Meeting Taken Off the Record

1618 Meeting Back On the Record

The Specialist spoke to the CIRT Program and the numbers of flight attendants involved. This discussion was accompanied by a slide presentation. The Specialist then spoke to the FAIR Program (flight attendants in recovery), which is in place and active in Los Angeles, Chicago and Miami. There will be a group in Philadelphia very soon followed by Charlotte. There is now a National Professional Standards Rep, Jillian Bocenda – ORD. Professional Standards can

be reached at (847) 828-1431 or prostandards@apfa.org. A list of the professional standards rep at each base will be compiled and disseminated.

The question was raised if a flight attendant who has been requested to be drug tested can drink water prior to taking test. The answer was yes, but the amount is limited to approximately a liter.

1631 Meeting Taken Off the Record

1633 Meeting Back On the Record

1634 Hotel Department

A written report was submitted by the Chairperson. A video was viewed of an unacceptable layover hotel in Los Angeles. This hotel did not have the APFA approval and is totally unacceptable. This hotel contract has been cancelled. The contract must be followed when there is not unanimous agreement on a layover property. The head of the AA Contracts Department has changed. The Chairperson listed the reviews that have been conducted to this date. The department is very busy. The Rome layover hotel is in question. Travel Alliance will now be taking over hotel allocations. They will be assigning the hotels monthly, which the Chairperson is concerned about. They currently handle only irregular operations and not very well. Most hotels are not shown on the bid sheet at this point.

1642 Meeting Taken Off the Record

1659 Meeting Back On the Record

1659 JCBA Specialist

A written report was submitted to the Board. The Specialist did have some additions. The Specialist spoke to the 2,241 systems issues, which she broke down into categories of UBL, TTS, ETB, ROTA and ROTAD. ROTA was the biggest problem. Previous issues and/or misunderstandings have been clarified; however, the distribution numbers for RAP are a concern as well as stand-by criteria. Those are the biggest ROTA issues at this point. She asked for assistance from the Base Presidents during their allocation calls with the Company. Clarification was given on which issues she is seeking assistance. Speakers in general are being held with no regard to their particular language qualification. It is a manual process when selecting/deselecting speakers. Another problem with reserve is the callout list. The callout list does not look at qualifications, legalities or visas as the list is made. The Specialist was thanked for all her work by a Board Member. TTS and UBL are going relatively well. Direct Connect is a big issue. Approximately 8 out of 10 referrals to Direct Connect have been denied and she has gone back and had that decision reversed. She spoke to the Crew Resources Meetings and their plans for future meetings. Generic UBL testing is set to begin on April 1st. It is a way for the flight attendant to participate in UBL based on criteria rather than waiting for a trip to open.

1720 Meeting Taken Off the Record

1725 Meeting Back On the Record

Additional questions were asked of the generic UBL. If no preference noted, it will be random. It was stated it is most important that as much criteria as possible is provided. You will be shown the current sequences open meeting these criteria. The Specialist spoke to misawards and how differently they are handled depending on who is handling it.

1730 JSIC

The JSIC provided the Board of Directors with an update on their meetings with the Company. There is a FABRC meeting every Tuesday including I.T. and PBS admins., at which they review the current issues and problems in PBS. Another meeting is held on Wednesday which is a high-level overview of every part of TTS, LRD and PBS. On Thursday, a call is held with the vendor, AOS to review all defects – low and medium. There are also two (2) additional PBS meetings monthly. These are held during the award results. Extra meetings have been held regarding speaker logic, buddy-bid logic and the process.

PBS participation was reviewed via a chart showing participation level. Flight attendants should bid for a training slot that they want as they will be assigned if no bid received. You can bid for base month, grace month and then will be assigned. You can request to attend one month early only. Bidding for this begins on the 1st and closes on the 6th of the month. If a flight attendant has a standing bid and does not want to attend PBS early, they must indicate this on their standing bid.

The LRD tool was discussed and a slide provided. One chart displayed reserve seniority from LRD open to PBS close. The numbers can be provided monthly. This is a spreadsheet. They are working to program this information. They spoke to misawards and the March chart was broken down by bases. An additional chart showing March mis-awards without speaker and purser issues was shown. They then presented a chart showing all mis-award issues identifying the top issues. The speaker logic was discussed and the problems arising. The JSIC stated that speaker TCR is separate from non-speaker TCR. Speaker TCR is based on seniority within their language. They explained their suggested solution, which the Company has not agreed to. A question was raised regarding the mixing of equipment within sequences and the problem with and for speakers. The JSIC will address this with the Company. A Board Member will provide the Letters of Agreement that pertain to this issue.

1800 Meeting Extension

At this time, the meeting time limit had been reached. The Board voted not to extend the meeting; however, the JSIC presentation will be completed prior to recess.

1800 JSIC – Continued

Discussion continued regarding speaker logic in the programming. Solutions will be discussed with AOS. The buddy bid logic was discussed and the problems associated with the issue. There have been several broken buddy bids. They feel the solution should be the same for both buddies unless follower bids higher TCR.

JSIC spoke to the software release that they had been working with since November 27, 2018. There were many new releases making the system better. A chart was provided showing changes and subject. Terms used were delivered (fixed) or validated (being worked on).

The subject now focused on PBS mis-awards and the process that should be undertaken by the flight attendant. This slide showed the exact steps to be taken in order. Pay protection is negated if touched by ETB trip. After pay protection, a trip may be picked up. The footprint (calendar days) of the trip was a key term concerning this protection. The JSIC is asking that the HI1 reflect the actual date/trip of the pay protection. A Board Member on a paper bid discussed her problem with a mis-award. She explained the situation and the complexity of it. The HI2 is still incorrect. The Committee feels it should automatically be corrected in FOS and will look into this situation.

The JSIC was asked by the Company whether the APFA, once DFW and MIA are on PBS, want the TTS max to remain at 115 hours or 90 and below per the JCBA. This subject created extensive discussion.

1835 Meeting Taken Off the Record

1836 Meeting Back On the Record

The JSIC Committee stated that it took 150 days to negotiate this contract and 1,520 days of fighting for the intent and still counting.

1837 Motion to Recess

The Annual Convention was recessed until 0900, March 7, 2019.

**APFA
2019 BOARD OF DIRECTORS
ANNUAL CONVENTION
DAY FOUR
MARCH 7, 2019**

0909 Call to Order

National President Bassani called day four of the APFA Annual Convention to order.

0910 Roll Call

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

0911 JSIC – Continued

The Board of Directors now addressed the issue of continuing the TTS max at 115 hours or to remain JCBA compliant. Points and concerns were raised by proponents and opponents of this issue.

0920 Meeting Taken Off the Record

0923 Meeting Back On the Record

The conversation continued with input from the Board Members stating advantages and disadvantages of the TTS max at 115. At this time, a roll call vote was taken with a yes meaning to remain at the TTS max of 115 or no meaning to remain JCBA compliant. The question of defining this as a substantial change in the contract was discussed. It was decided that the wording would be extending the settlement agreement until the ratification of the next contract. The Board vote was 12-yes, 2-no, in favor of a 115 max.

0937 National Vice President's Update

0937 SBA Update

Training will be conducted for the new Base Presidents and Vice Presidents this month. National Secretary Hillman will expand on this during her update. The SBA and ULink portion will be March 20-21, 2019. ADR Training is scheduled for May 14-16, 2019.

0938 Meeting Taken Off the Record

0949 Meeting Back On the Record

0949 Presidential Grievances

National Vice President Geiss spoke to a presidential grievance filed concerning improper implementation and programming of contractual language which includes positive contact for reserve assignments, reserve callout times and priority of assignment. When meeting for our pre-arbitration conferences on the ETB, TTS, UBL, ROTA and ROTD, it was discovered that there were not just programming or glitches with these new systems, but outright violations and improper implementation of the language. These meetings included JSIC and the Contract and Scheduling Chairpersons. All agreed that these needed to be filed separately. Currently scheduled presidential grievances are on April 24-25, 2019, on Recognition and Scope, May 2-3, 2019, A3 Deadhead. The Attendance Policy Grievance is rescheduled to June 12-14, 2019. On July 24-25, Phased Approach will be heard in New York. September 11-12, 2019, ROTA and ROTD will be heard in DFW. Follow-up talks will be held in the next month regarding Phased Approach to discuss a remedy and obtain a settlement. Additionally, follow-up talks will occur regarding Crew Accommodations and the Company has asked to follow-up on the Early Boarding.

0952 Terminations

It is felt that mediation has been a good tool for hearing some of these cases.

0952 Meeting Taken Off the Record

0954 Meeting Back On the Record

National Vice President Geiss reiterated that mediation of some of the cases has worked very well and others have been returned to work by settlements. The National Vice President stated that the Regional Reps have done a great job on these issues. It was requested that the Base Representatives pull the sabre entries to build the file before sending to Regional Rep. Additionally, the flight attendant is asked to pull up their pension statement while still having JetNet access. When going to arbitration, the documents submitted must be clean documents that are not marked up.

0956 QSB's

Seven (7) QSB's were going forward, with all settled but one. The Vacancy Transfer arbitration was the only one to go to QSB. It was an impressive fight and all did a good job as witnesses. The May 20-21 QSB's have seven more cases on the docket. These cases are: hotel and transportation printed info for packets; caregiver family leave vacation pay; an issue with premium pay; last light leg; loss of sick time; double-up and VE pay issue; pay sheet base grievance and reassignment direct conflict issue. National Vice President Geiss stated they are looking to work out settlements on these and will keep all advised after meeting with the Company.

The National Vice President has received several questions regarding the Attendance Policy. Although the attendance policy grievance is in place, she asked that reps continue to file on the attendance issues to mitigate. The Company has stated that their policy is at the Flight Service Manager's discretion to mitigate events; however, we are hearing they are not mitigating any of them. Examples of discipline were shared by a member of the Board involving an "event"

shown on a flight attendant record. This policy was discussed with additional examples given by several Base Presidents of “events” showing up on records without the knowledge of the flight attendant or explanation of why. Total crew postings of “event” was also discussed where it only involved one flight attendant, but all were issued an “event” in their record. It was suggested that flight attendants be advised to be aware of all in their “My View”. The Board discussed the reduced or removed points as pertains to Attendance Policy extensively. Additional portions of the Attendance Policy and the point system created other examples of unwarranted or unexplained discipline.

1014 Meeting Taken Off the Record

1027 Meeting Back On the Record

The National Vice President spoke to conditional reinstatement involving drug or alcohol abuse as was previously used and the current situation. A discussion was held regarding the fact that conditional reinstatement no longer exists and an attempt to determine when this had changed.

1030 Meeting Taken Off the Record

1039 Meeting Back On the Record

The National Vice President will look into the LCA versus Conditional Reinstatement issue. The Company has said that conditional reinstatements do not exist anymore and that was part of a back to work agreement.

Work is still being done on the required Diversity Training.

1041 Break

1108 Meeting Back On the Record

1109 Vice President’s Report – Continued

The National Vice President spoke to the purpose of the Special Executive Committee Meeting held on March 4th during the lunch break. Legal Counsel will brief the Board on this meeting off the record.

Flight attendants do not want to come in on a day off to attended meeting, and the Company is no longer removing them from schedule for these conferences. The Board was polled to see where this was happening. Conference calls are discouraged by APFA for 35R meetings. Some Base Presidents have not been made aware of the subject/purpose of the meeting with the flight attendant prior to it being held.

1125 Meeting Taken Off the Record

1136 Meeting Back On the Record

1137 NATIONAL SECRETARY'S UPDATE

National Secretary Hillman stated that corporate drill procedures will be withdrawn from this report. She then spoke to the new Base President and Vice President training being held this month. They will be flying in on March 17, training begins Monday, Tuesday, Wednesday and Thursday. SBA and ULink training will be held on the 20th – 21st. A tour of Headquarters will be held and a meeting with the National Treasurer and other departments.

1138 Policy Manual Review

An updated report was disseminated to the Board showing all revisions with the suggested changes requested by the Board after their first review. The first subject was the posting of agendas for the Board of Directors and Executive Committee Meetings on the website. A tentative agenda is set first and finalized with revisions and additions at the subject meeting. It is proposed that the tentative agenda will be posted at the time of the meeting notice and the final agenda once it has been finalized by the Board or Executive Committee during the meeting. This will be posted on the website as well as within a Hotline with the appropriate link. The discussion continued by listing all proposed changes to wording within the Policy Manual and the appropriate section number. The stipend and mileage for the new Specialist positions were discussed and clarified. The issue of retroactive reimbursement was also discussed.

The list of revisions continued at this point. Access to the website regardless of status was discussed historically and as pertains to the present. Also discussed was what would remain in the members only section of the website. Some wording revisions were requested and accepted by the maker.

1156 Resolution #4 – Policy Manual Changes
Maker: Hillman
Second: Gunter

Resolution #4 speaks to changes to the APFA Policy Manual and was put forth for a roll call vote and passed unanimously. (14 yes, 0 no)

1157 Lunch

1254 Meeting Back On the Record

1255 National Ballot Committee Election Roster

There has been difficulty receiving information from American Airlines for the election rosters. The Company has not been forthcoming with the transfer lists and Flight Attendants' addresses. The NBC does not use addresses given by American Airlines; rather, addresses provided to the APFA by the flight attendants. Some flight attendants do neglect to change their address with the APFA and the only other way to do this is to use the Company provided addresses. The National Ballot Committee is looking for guidance concerning this issue. Both Sabre and JetNet addresses must be changed when moving.

The discussion turned to the eligibility to vote of those flight attendants whose imitation fees that the company failed to payroll deduct from new members on their first check an/or their one-year anniversary check. There were between 500-600 flight attendants who fell into this category. The APFA made them eligible to vote in the election as the Department of Labor states that if it is a Company mistake, they must be made eligible to vote.

1302 National Ballot Committee Electronic WTS

The NBC is very willing and would like to make the Willingness-to-Serve process electronic. They do need assistance with this and are looking for technology skills in this area. The Chairperson explained exactly what the committee is looking for. There have been several elections taking up their time but hope to be able to work on this soon.

1307 NBC – A12

The National Ballot Committee currently must travel to meetings utilizing their D-2's. The Company has refused to give them business travel for travel as per past practice and the policy of other Unions.

1308 Meeting Taken Off the Record

1316 Meeting Back On the Record

1317 NATIONAL TREASURER'S UPDATE

1317 Financial Report

National Treasurer Gunter read the latest financial report into the record which included reserves and savings, assets, liabilities, fund balances, dues and fees and net income. The Political Action Committee financial statement was also read into the record. The PAC is funded solely by volunteer donations, not APFA funds.

1321 PA Days

The Contract Chairperson joined the National Treasurer to discuss this agenda item. The Chairperson explained that the Company is having a problem with partial AP leaves with PBS in place. A code was needed to remove someone prior to bidding. The Company proposed a PA day with 6 hours credit; however, the hours are still to be determined. The Board will determine the number of hours credit for a daily PA code. The question was raised whether these were single day removals or multi day. For lengthy removals, it was felt the six-hour day was not viable. Several points were brought forth concerning the use of the PA code and the fiscal responsibility. The JSIC also spoke to this issue. The pros and cons of utilizing this code was extensively discussed by the Board and gallery. The PA code is contractual. It is the rate that is to be decided by the Board. It was reiterated that this code only be used for partial trip removal, not a monthly removal. Still available is the 5-hour, pay no credit removal. A motion was made to poll the Board concerning 6 hours for the PA code. It was determined, by a majority of the

Board (11-no, 3-yes), that further discussion was desired. This discussion will continue during the next scheduled Board of Directors' conference call.

1357 Meeting Taken Off the Record

1358 Meeting Back On the Record

1359 Budget Committee Member Nomination

1400 Resolution #5 – Budget Committee Member Nomination

Maker: Gunter

Second: Geiss

Resolution #5 was read into the record by the maker, Gunter. This resolution nominates Amy Milenkovic, BOS Base President, as a member of the APFA Budget Committee through 3-31-20. This resolution was put forth for a roll call vote and passed unanimously.

1404 Resolution #6 – Vacation Deferral

Maker: Gunter

Second: Sarnacki

Resolution #6 was read into the record by the maker, Gunter. This resolution speaks to the deferral of vacation and the amending of the APFA Policy Manual as concerns an elected or appointed full-time representative, who has a schedule conflict deferring their accrued vacation directly with the Company. The APFA National Treasurer will review the request for approval and it shall not be for routine APFA business or routine meetings with the Company. The Contract Chairperson explained the purpose of this resolution as another option for full time representatives. The advantages of using this option were explained. This is not an option to simply change vacation but is to be used when the rep's presence is imperative to Union business. Currently, if you work your vacation, APFA will remove you – make you whole within the fiscal year. The approval process of this additional vacation deferral option was discussed as to the appropriate approvals required as per the Policy Manual. This issue was discussed extensively with several opinions brought forth. It was pointed out that an actual deferral is not available to APFA representatives, only a cashout as per the Policy Manual. Under this new option, it would be deferred one year to the secondary vacation bidding. This was an option utilized by LUS. It was decided to continue this discussion later in the meeting.

1427 NEW BUSINESS

1427 Equipment Qualifications

The Base President spoke to a problem with the equipment, E190 and the seniority violations, ROTA and ROTAD; every part of 10J for equipment substitution is being violated. This speaks to being qualified on all equipment. Most bases do have training qualifications to transfer. The point was made that all flight attendants being qualified on all equipment is not feasible. The Negotiating Committee spoke to the Board about the intent of the language. They disagree with the Company's interpretation and have voiced this several times. All were to be qualified on all

equipment at the base according to the intent of the language. Extensive and lengthy discussion ensued about this issue of equipment and qualifications.

1453 Negotiations Road Show

This Base President expressed a strong need for the Negotiations Road Shows to begin. National President Bassani stated that they are looking at April, May and June to begin these base visits.

1457 Hard 40

The Base President speaking asked that the issue of the Hard 40 be kept front and center. We need to brainstorm and be creative in our thinking of ways to deal with this Hard 40 issue. We need to do something. Another Board Member felt there should be a commitment to the VEOP and Reserve issue as well. APFA continues to address these issues

1458 Speaker Misawards

The speaker stated that the JSIC did a good job discussing this. It was a Japanese speaker problem at a particular base that he is concerned about and must be addressed.

1500 PBS ROTA – Previously discussed

1500 Purser Post Flight Duties

The list discussed has been in effect since 2016. Certain duties shown on this list are excessive and to be accomplished in 30 minutes. The Atlas Galley was discussed as pertains to this list. The speaker felt this should be revisited. It was felt that this is very important and should be reviewed. The point was made this list covers the Domestic #1 position as well within 15 minutes. National President Bassani will look into this.

1505 Financials – Withdrawn

1505 Communications

It was requested the room be cleared with the exception of the Board of Directors and Legal Counsel.

1505 Meeting Taken Off the Record

1707 Meeting Back On the Record

1707 Reserve Committee

The Board Member stated that a Reserve Committee was formed by the Board in July of 2018. It was suggested that this committee meet to formulate goals and plans. The speaker suggested this committee be included under JSC.

1714 Policy Manual Section 15.K

The Base President felt that in accordance with Policy Manual Section 15.K, the Board of Directors should have received a more comprehensive list of openers prior to the first negotiations meeting with the Company. A former member of the Negotiating Team spoke to the “Board Buddies” program utilized. A member of the current Negotiating Team spoke to their strategy and information shared.

1723 Meeting Taken Off the Record

1736 Meeting Back On the Record

1737 Resolution #5 from October 2018

Resolution #5, maker Nikides, was read into the record by National Vice President Geiss as she felt it was especially meaningful now. This resolution calls for unity of purpose amongst the leadership, constructive disagreement leading to new ideas, loyalty to the entity and the membership remain the principles for a strong focused response to the Company’s actions. The APFA Leadership affirms its commitment to our Union and to face with strength, conviction and determination the battles that await. National Vice President Geiss felt these were very powerful words and wanted it repeated for all to remember that this is what we all committed to for the membership.

1758 Resolution #6 – Vacation Deferral (Continued)

Maker: Gunter

Second: Sarnacki

Discussion began once again on the Vacation Deferral. Resolution #6 was read into the record by the maker, Gunter. This resolution speaks to an amendment to the APFA Policy Manual concerning deferral of vacation of a full time APFA representative. This deferral of vacation would be bid in the second round of vacation bidding. Amendments were requested to the wording of the resolution as to the approval process. Resulting perception of this deferral was also discussed. These are days you have earned, not receiving additional days. Because it is done in the secondary round, there is no conflict with initial vacation bidding. Discussion did continue concerning the differences of this deferral versus the Union payback of vacation. The amendments requested were agreed to by the maker. Resolution #6 was put forth for a roll call vote and was passed unanimously. (14 yes, 0 no)

1759 Expense Reports

National Treasurer Gunter and some members of the Budget Committee have been working on the expense reports. They have looked at two companies and are still negotiating and reviewing their services. They are looking for a customized expense filing program. The National Treasurer apologized for the need to paper file expense reports.

1800 Meeting Time Limit

At this time, the Board of Directors voted to extend the meeting by one hour.

1803 Break

1820 Meeting Back On the Record

1820 AdHoc Elections

Positions #3 and #4 will be voted upon. One candidate, Cathy Ryder asked to be removed from the ballot. The National Ballot Chairperson read the list of delegates authorized to vote for the AdHoc positions, which are a three (3) year term.

1826 AdHoc #3 Election

Round 1 of the voting process began. No one candidate received 10 votes, which triggered Round 2. The second round of voting commenced with only the candidates receiving votes in Round 1. Round 3 voting began with the same nominees. No candidate received a 2/3 majority of the vote.

The National Ballot Committee Chairperson explained the options available to the Board at this time. The Board is required to take a break to caucus.

1841 Meeting Off the Record

1846 Meeting Back On the Record

The Board decided to vote on one of the two candidates who received the most votes during the last process. Round 4 began and Kirsten Connors received 11 votes during this process and will be AdHoc #3 for a three (3) year term.

1851 AdHoc #4 Election

Round 1 of the voting process began with the two remaining candidates. Joe Seeley prevailed with 10 votes and will serve a three (3) year term as AdHoc #4.

1856 AdHoc Base Assignments

The Board was now asked to indicate their preferences for their AdHoc representative via submission of a list. The DCA-AA base and DCA-US bases will be combining on May 2, 2019. These assignments will be made as close as possible to the request of the Base Presidents.

Once again, the meeting time limit had been reached. By unanimous consensus of the Board, the meeting will be extended to complete the AdHoc base assignments.

The following are the AdHoc base assignments:

AdHoc Place 1 – Steve Watson - PHX, DFW, SFO
AdHoc Place 2 – George Price - LGA, RDU, CLT

AdHoc Place 3 – Kirsten Connors - STL, LAX PHL

AdHoc Place 4 – Joe Seeley - BOS, DCA-US until 5/2/2019, DCA combined thereafter

AdHoc Place 5 – Patrick Hancock - MIA, ORD, DCA-AA until 5/2/2019, solely MIA, ORD thereafter

1912 Motion to Adjourn

Maker: Bassani

Second: Hillman

A motion was made to adjourn and unanimously agreed to by the Board. The 2019 APFA Board of Directors' Annual Convention was adjourned.