

**APFA  
SPECIAL BOARD OF DIRECTORS MEETING  
AUGUST 12, 2019**

**Holiday Inn Express  
DFW West  
Hurst, Texas**

**0957 Call to Order**

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

**0957 Roll Call**

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

**0959 Agenda Review and Approval**

Additions, deletions and amendments to the agenda as presented were requested. Several amendments were requested at this time. Action items must be accompanied with a resolution when submitted for inclusion in the agenda.

**1003 Resolution #1a – Amend the Agenda**  
**Maker: Geiss**  
**Second: Bassani**

Resolution #1A amends the agenda as presented. Resolution #1A was approved unanimously.

**1006 Resolution #1 – Approve the Agenda**  
**Maker: Hillman**  
**Second: Gunter**

Resolution #1 approves the agenda as amended and was unanimously passed.

**1010 NATIONAL PRESIDENT’S UPDATE**

National President Bassani thanked the Board for their support of Unite Here and allowing their presentation.

**1011 Negotiations Update**

National President Bassani and the Negotiations Team have decided to host a Reserve Round Table. Reserve is a critical issue for the membership. APFA members will be invited to participate to share their concerns and ideas. This will be held on September 26<sup>th</sup>. There will be

four (4) negotiators involved. Updates were forwarded to the Board regarding the last negotiations session.

#### **1014 Hotel Update**

The Hotel Chairperson updated the Board concerning the BizHero link proposed by the Company. The launch of this has been delayed due to concerns of the APFA and the APA. The Company is still stating that it is voluntary and the flight attendants do not have to use it. More Traveliance reps are being hired for IROP situations. Some members are excited about this new link. The APA is against this based on the non-JCBA portion. Suggestions were received from the Board concerning this and its monetary value to the Company. A penalty payment was suggested. Traveliance was also discussed concerning their poor performance. The Company is experiencing delays due to crews not getting to rooms on time.

#### **1018 Meeting Taken Off the Record**

#### **1020 Meeting Back On the Record**

A Board Member spoke to the Board's previously stated position that the BizHero link should not be implemented nor utilized by flight attendants due to contractual violations and potential monetary issues. The Company's point is that its use is voluntary. The Chairperson stated that during IROP, you are not guaranteed a JCBA compliant hotel. Currently, flight attendants can book their own hotel and file an expense report during an IROP situation. The Hotel Chairperson spoke to changes made to the initial BizHero link after the Company and APFA reps met. The splitting of the crews at different hotels at different times is a big problem.

The specific contract violations were a concern of the National Officers and members of the Board. Requests for specific contract violations had been made to the Contract and Scheduling Chairpersons and the Negotiating Team. A member of the Board read the language to the Board, which was original Redbook language. The ability of the flight attendant to book their own accommodation and be reimbursed, if the Company cannot provide same, should be encouraged versus this link. A Board Member gave examples of problems during a recent IROP and was adamant that this hotel situation is out of hand and needs to be solved by the Company. The specificity of the Contract language was again emphasized as regards hotels.

#### **1039 Meeting Taken off the Record for technical problem**

#### **1044 Meeting Back on the Record**

A Board Member located an email that was previously sent to the leadership from the Contract Chairperson and it was discussed to its thoroughness. It's proposed use at this point concerning BizHero and the contract violations lead to an extensive and lengthy discussion. It was felt that this should be a negotiated item. National Vice President Geiss spoke to IROP situations historically and currently as to how it had been/is handled by the Company. During an IROP, the Company has three (3) hours to reschedule the flight attendant. A problem acknowledged by

the Company is the flight attendant utilizing BizHero and leaving the airport. The Board agreed that a proactive response against the release of this BizHero link was in order.

## **1102 Legislative Update**

Julie Frederick spoke to the support for flight attendants that became apparent during the Congressional Aviation Subcommittee Hearings at which National President Bassani testified. An OpEd for CNN regarding Stephen Dickson, the new FAA Administrator, will be submitted by National President Bassani. She feels he should be instrumental in getting portions of the FAA Bill implemented. The upcoming Lobby Day was mentioned briefly and they would like additional flight attendants to sign-up. Union decertification was discussed by the Board with input from Legal Counsel. He stated that only a Union member can bring this decertification issue forward. The RLA agency fee is in the courts as well as the decertification of a union utilizing a “straw man”.

The Legislative Rep stated that she will be participating in a CAMI Working Group in Oklahoma City concerning fatigue. Our position has always been that science is on our side.

## **1117 Break**

## **1157 Meeting Back On the Record – Working Lunch**

National President Bassani asked if the agenda item “Payouts to former National Officers” could be moved up. The APFA Rep presenting this discussion item had a time constraint. Board Members requested the National Treasurer’s input, and it was stated that National Treasurer Gunter would be here to answer any questions raised by the Board of Directors.

## **12:00 Motion to move New Business**

A motion was made to move all agenda items under New Business to be presented prior to the National Vice President’s Update. This motion was passed unanimously.

## **1201 Return to National President’s Update**

### **1201 GCAQE (Global Cabin Air Quality Executive)**

This regards an international convention concerning fume events being held in London. The National Safety & Security Chairperson, the Smoke & Fume Event Specialist and National President Bassani will be attending. National President Bassani is honored to be invited to speak on behalf of Cabin Crew.

## **1203 Flight Attendant Coalition**

The last meeting of this Coalition was held in 2017. National President Bassani sent a letter to the leaders of Flight Attendant Unions in an effort to reorganize a coalition of flight attendants.

She feels that there are many important common issues that could be worked on as a strong coalition.

### **1205 Annual Department Review**

National President Bassani has initiated an annual review of Specialists and Department Chairs in the areas of duties, responsibilities, duplication of efforts and interactions between departments. This is to ensure efficiency in the work product, to address ever-changing membership needs and to maintain the fiscal responsibility of the Union. Any changes that are necessary will be recommended as needed.

### **1205 NEW BUSINESS**

#### **1206 Payouts to former National Officers**

The Board was asked if they wanted this discussion/presentation on the record. A Board Member stated that those directly involved (former National Officers) make that decision. One person wished it on the record and the other preferred it off the record; therefore, the Board was asked to decide by a hand vote. A Board Member asked that the meeting be taken off the record prior to the vote to explain what information was involved, then an informed decision could be made.

A motion was made to go off the record to share the Power Point information regarding the former National Officers payout calculations that will be discussed. This motion was passed. The room would be cleared of all individuals who are not under the APFA Code of Confidentiality.

#### **1211 Meeting Taken Off the Record**

#### **1739 Meeting Back On the Record**

The Board voted by show of hands to postpone the payouts to Former National Officers to the Fall Board Meeting, during which time more information could be provided.

#### **1740 Contract Chair – Postponed until Fall Board Meeting**

#### **1740 PHL Negotiations Road Show – Withdrawn**

#### **1740 Resolution #2 – APFA Strategic Communications Specialist**

Resolution #2 was read into the record by the maker, Babi. This resolution speaks to the restructuring in the Communications Department involving the APFA Strategic Communications Specialist undertaken by National President Bassani. A legal opinion was given to the Board by Legal Counsel Gilson and Legal Counsel Richard concerning the APFA Constitutional language in regards to the Specialist position in question. It was their opinion that the action taken was in the purview of the President to do so. The Board wished to reverse this action. At this time, it was requested the meeting be taken off the record for discussion amongst the Board.

**1749 Meeting Taken Off the Record**

**2112 Meeting Back On the Record**

Conversation between members of the Board and National President Bassani continued. It was acknowledged that the dissolution of this Specialist position was within the scope of the National President's authority. It was the Board's position that the Board had the power to override such decisions with a resolution. It was again decided to take the meeting off the record.

**2118 Meeting Taken Off the Record**

**2211 Meeting Back On the Record**

**2212 Resolution #2 – APFA Strategic Communications Specialist**

**Maker: Babi**  
**Second: Toms**

Reliability, confidentiality issues and job redundancies were addressed by the National President. After extensive discussion, Resolution #2 was put forth for a roll call vote and was passed. (11 yes, 1 no, 1 absent)

**2213 Resolution #3 – APFA National Department Chairs**

Resolution #3 was read into the record by the maker, Wroble. This resolution speaks to the involvement of the BOD in regards to the National Department Chairs at APFA Headquarters. This resolution lists all duties to be assumed by the Board of Directors. This resolution was then open to questions prior to the vote. The motivation behind this resolution was questioned and clarification requested concerning the issue and how it be implemented. The National Vice President was adamant in her request for the process suggested by this Board Member. This was an extensive and lengthy debate. It was suggested by the National President that this resolution be postponed until the Fall Board Meeting allowing actual procedures to be determined. Discussion continued with input from several members of the Board. The point was made that the intent of the Board Member's resolution was to partner with the National Officers in the oversight and administration of the National Departments and Chairpersons. A motion was made to take the meeting off the record for a caucus of the Board concerning the language of Resolution #3.

**2238 Meeting Taken Off the Record**

**2309 Meeting Back On the Record**

After the caucus, an amendment to Resolution #3 was read into the record. Additional changes were requested by members of the Board and National Officers.

**2312 Meeting Taken Off the Record**

**2324 Meeting Back On the Record**

**2327 Resolution #3 – APFA National Department Chairs**

**Maker: Wroble**

**Second: Sullivan**

At this time, the question was called, (meaning no more discussion and a vote to be called). Amended Resolution #3 was read into the record by the maker, Wroble. Resolution #3 was put forth for a roll call vote and was passed. (11 yes, 1 no, 1 absent)

The National Treasurer stated that his resolution that was on the floor will be postponed until the Fall Board of Directors Meeting.

**2328 Resolution #4 – Adjourn**

**Maker: Bassani**

**Second: Hillman**

The APFA Board of Directors unanimously agreed to adjourn this Special Board Meeting at this time.