

# APFA

## BOARD OF DIRECTORS MEETING

### FALL BOARD OF DIRECTORS MEETING

October 15-16, 2019  
Hilton Garden Inn Dallas at Hurst Conference Center  
Hurst, TX

**Resolution Tally Sheet**

**Resolution #:** 2  
**Maker:** Hillman  
**Second:** Geiss  
**Date:** 10/16/2019  
**Time:** 5:45 p.m.

**Resolution Name:** Policy Manual Changes

<input checked="" type="checkbox"/> <i>AFFECTS POLICY MANUAL: SEE ATTACHED DOCUMENT</i>		
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	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
	Milenkovic	Hazlewood	Pennel	Truan	Nikides	Norvell	Trautman	Howard	Kaswinkel	Babi	Sullivan	Toms	Martin	Bassani
YES	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input 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"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
NO	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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"/>
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"/>
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"/>
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"/>
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"/>

YES: 9      NO: 4      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.

**SECTION 5.C.9.a.(2).**

## 9. Trip Removals for Representatives at Smaller Bases

## a. For purposes of authorization of trip removals:

(1) Bases with a headcount of less than three hundred and fifty (350) shall be budgeted at a headcount of three hundred and fifty (350). Those bases currently are RDU and STL.

(2) Bases with a headcount between three hundred and fifty (350) and six hundred (600) shall be budgeted at a headcount of six hundred (600). Those bases currently are BOS, ~~DCA-AA, DCA-US~~ and SFO.

**SECTION 5.D.2.a.**

## 2. Vacation

- a. A representative will be credited by the APFA with the applicable amount of hours outlined in (1) or (2) below **~~three and one half (3.5) hours~~**, at the individual's hourly rate of pay, for each such day that the representative is required to conduct APFA business on days which are encompassed by his / her vacation., ~~including the scheduled days off that are produced by the vacation bid, if applicable.~~

**ADD (1)  
and (2)**

- (1) If the day(s) conducting APFA business are part of a stretch of seven (7) or more vacation days, the credited hours will be four (4) hours.
- (2) If the day(s) conducting APFA business are part of a stretch of less than (7) vacation days, the credited hours will be three and one half (3.5) hours.

**SECTION 6.B.1.**

## B. BENEFITS

## 1. Vacation

a. National Officers shall be entitled to thirty-five (35) days of paid vacation to be taken in each fiscal year while in office or the seniority respective vacation allowance s/he is contractually entitled to as a Flight Attendant, whichever is greater. This vacation allowance may be taken at the discretion of the National Officer, however, not more than fourteen (14) consecutive days may be taken at any one time.

b. National Officers should schedule their vacations so as to avoid the simultaneous absence of more than two (2) National Officers. In no case shall the National President and the National Vice President be on vacation simultaneously.

c. At the end of a fiscal year, up to fourteen (14) days of any unused APFA vacation allowance, as provided in B.1.a. above, will be paid to the National Officer at a rate prorated on the National Officer's annual salary <NEW>, as defined in 6.A. above, <NEW> for the period of APFA vacation allowance owed, less applicable state and federal taxes. If the National Officer is entitled to more than thirty-five (35) days vacation, up to twenty-one (21) days will be paid as stated above.

d. At the beginning of a term, the National Officer should be paid by the Company for any vacation allowance accrued as a Flight Attendant.

e. At the end of a term, the APFA will ensure that the departing National Officer is provided with the vacation time to which s/he would ordinarily be entitled as if the National Officer had been an active

Flight Attendant for the previous and current calendar years. If the company does not provide the outgoing Officer with the appropriate vacation allowance accrued for the previous and current calendar year the APFA will:

- (1) The APFA will provide the departing National Officer with the appropriate Flight Attendant vacation by means of cash reimbursement at a rate prorated on the National Officer's annual salary <NEW>, as defined in 6.A. above, <NEW> for the period of APFA vacation allowance owed less applicable state and federal taxes.

**SECTION 6.B.3.d.(1).(a).**

d. Offset / Loss of Sick Time

(1) At the end of each fiscal year, the APFA will provide each National Officer a lump sum payment to offset the loss of Company sick time that would otherwise have been credited to his / her Company sick bank account.

(a) The lump sum payment will be calculated according to the following formula: Annual salary <NEW>, as defined in 6.A. above, <NEW> divided by 365 days (daily rate), multiplied by twelve (12) days per year.

**SECTION 8.B.1.**

B. HEADQUARTERS ORIENTATION

1. <NEW> Guideline to business casual wear for Representatives and APFA Staff working at APFA HDQ. The following are not appropriate during business hours at HDQ: <NEW> may use the AAL non-revenue First Class dress code as a guideline for appropriate dress attire.

**ADD a.  
and b.**

- a. Shorts, sweatpants, athletic/leisure wear, sleepwear.
- b. Tank tops, shirts with offensive writing/slogans.