

**APFA
FALL BOARD OF DIRECTORS MEETING
OCTOBER 15-17, 2019**

**Hilton Garden Inn Dallas
Hurst Conference Center
Hurst, Texas**

0917 Call to Order

National President Bassani called the Fall Board of Directors Meeting to Order and welcomed all.

0917 President's Opening Remarks

National President Bassani spoke to the Board regarding several topics of importance that have occurred recently. National President Bassani spoke to the return to service of the 737 Max aircraft in mid-January. She did issue a public statement to the media and membership yesterday concerning the safety of this aircraft. There will be a Cartel Briefing with the Company tomorrow at 4:30 PM. There will be a working lunch today including Replicon training. During lunch tomorrow, the Negotiating Team and the Board will discuss reserve. National President Bassani spoke to the Seat Act wherein the FAA will be conducting an evacuation review and procedural review in November. This will include review of the seat size and space between.

A Flight Attendant Coalition Meeting will be held in Dallas in mid-November. National President Bassani has invited all FA Unions in the U.S. and one in Canada will be her guest. She hopes all unions will participate in reviving this important coalition. An all-Union summit is coming up on November 20th and 21st and will include all Unions on the property. The membership was interested in mobilizing campaigns and activities. The question was asked what the bases have planned for mobilization events. Additionally, the subject of engaging and educating the newer members was brought up. There are two additional visits by National President Bassani and the Negotiating team coming up in Pittsburgh and Philadelphia on November 5th and 6th. This will conclude the roadshows and it is felt that they have gone very well. A Town Hall was held last week and an additional Town Hall will be held concerning retirement on November 14th.

Long Term Health Care is being looked into as requested by the membership. More information will be shared when available. The Website has been revamped and mass texting has been introduced. APFA's media presence has increased by 841% in the last year!

National President Bassani and National Vice President Geiss met with Doug Parker last week. A good meeting was held and additional information will be shared later in the meeting. Issues discussed were Flight Attendant morale, the 737 and a request was made to install ozone VOC

converters on aircraft to filter out toxic air. The APFA hopes that American Airlines will be the first to do so.

0922 Roll Call

National Secretary Hillman took the roll of members of the APFA Board of Directors present at this time. All Base Presidents or their representative (Base Vice President) and National Officers were present.

0923 Agenda Review and Approval

Revisions, additions or deletions to the agenda as presented were requested at this time. Several changes were requested.

0936 Resolution #1a – Amend the Agenda
Maker: Bassani
Second: Truan

Resolution #1A was read into the record stating the revisions, additions or deletions requested to the agenda. This resolution was put forth for a roll call vote and was passed unanimously.

0940 Resolution #1 – Approve the Agenda
Maker: Hillman
Second: Bassani

Resolution #1 approving the agenda as amended was put forth for a roll call vote and was passed unanimously.

0941 Active Litigation Update

It was requested that the meeting be taken off the record for this discussion.

0942 Meeting Taken Off the Record

1356 Meeting Back On the Record

Some additional issues were discussed off the record and during the lunch break.

1357 Departmental Reports

1357 JSIC

As of September 1st, the JSIC works only ten (10) days a month from the 18th thru the 27th. They deal primarily with PBS administration. They work with all flight attendants who contact them with possible misawards. They research those awards to decide if it is a misaward and proceed

from there. They also work on the communications that are released every month. The JSIC is still meeting with the Company for two days on PBS defects, logic, enhancement, etc. The Thursday meeting with AOS and the PBS administration team working on the defects is still ongoing.

They then spoke to the buddy-bidding logic changes, which is something that they have been working on since February. They explained the changes to the logic that have occurred. They explained the problems for the initiator and follower and the improvements that have taken place. All logic problems and solutions were extensively explained. There is, unfortunately, one part of the logic that was unable to be fixed. That is when there is a speaker on the pairing. The JSIC will continue to work on this issue. They then spoke to problems with speaker, purser and speaker-pursor special qualifications. The JSIC stated that logic changes had been made without consulting or advising the JSIC/APFA. It is clearly stated in the contract that any logic changes must be mutually agreed upon between the Union and Company. This was discovered when discussions began regarding a change to logic that the Company wished to implement concerning the way reserves bid days on/off. The current logic is consistent with the contract and very few complaints have been received. The Company feels it will reduce reserve numbers, which the JSIC does not agree with nor have they seen any data to support this claim. The test runs done by the Company do not show reduction in reserve numbers.

There is a backlog of items to be enhanced in PBS, which is what they are attempting to work on. This seems to be proceeding very slowly. They have put together a buddy-bidding checklist to assist the flight attendants and are working on a communication regarding holiday bidding and strategy for PBS. The heaviest flying is in the last 18 days of the holiday month.

Members of the Board thanked the JSIC for their work. There were several questions asked of the committee by Board Members at this time. Questions were asked of the JSIC that did require extensive explanation; therefore, the discussions were lengthy. The mis-awards process and procedures were discussed. It was agreed that grievances should be filed as it helps to initiate change. Also discussed was the flex day versus golden day on the reserve to reserve schedules, which is contractually legal. Base Presidents were asked to remind flight attendants to submit a PBS mis-award form. The timing of bid re-runs was discussed. Several additional questions were asked of the JSIC by gallery members and Board Members.

1450 Negotiations Committee – To be presented off the record

There was a brief discussion concerning who would be included in this presentation.

1451 Meeting Taken Off the Record

1556 Meeting Back On the Record

1556 Communications Department

The Chairperson briefed the Board on additional activities of the Communications Department not included in her quarterly report. She spoke to a media outreach effort that will be undertaken and hosted at APFA Headquarters. Several meetings will be attended by APFA with other Unions both off and on the property. The Chairperson spoke to the Town Hall held and the upcoming Town Hall regarding retirement to be held in November. She stated that 500 Hotlines had been released at this point. A memorial page on the website is also being created. The SMS Text Notification started with 825 subscribers and is now at 2,016. She continued by stating the numbers of followers on Twitter and Facebook. The Chairperson spoke to the Activist Program. This has been a very successful effort in large part due to the work of the Base Presidents in encouraging their base members to sign up. The “New Member” packet is being revamped and efforts to ensure a successful indoctrination visit to APFA are being worked on. The Negotiations Committee’s latest inter-active update, by issue and/or date, shown on their page has been very well received.

1606 Strategic Communications

In addition to his written report to the Board, the Specialist presented a slide presentation. He explained in detail, under each topic, his responsibility and involvement. He also included the input and involvement of department heads in these efforts. The Specialist with the assistance of the Scheduling Chairperson, discussed the Remote Training Beta Test that was recently conducted. The feedback was basically very positive. The only negative mentioned was the audio, which is currently being worked on. This remote broadcasting program is a very beneficial program with minimal costs, is quick and easy to set up and saves time and money with traveling. This could have many uses during the negotiations process and can also be viewed on personal devices. An additional beta test will be conducted. The cost for this is \$500 per year.

1626 Contract Department

A written report was submitted by the Chairperson. He has recently had a meeting with the Company concerning the ACET (aircraft cabin experience team) and was given an explanation of what they do and why they are looking for additional flight attendants to add to the team. This team tests every single button, seat, door, etc., meticulously prior to the aircraft being brought into service. The APFA will become involved with this team and process.

Work is continuing on the lengthy back to work process. Several department heads are involved in this process and a meeting will be held next Friday concerning this. He then spoke to the comprehensive hotlines that he has worked on that can be kept for reference on varied subjects. He is encouraging flight attendants to reference the contract. Flight attendants are looking for direction in a simplistic way for the various situations with crew tracking/scheduling. There have been some issues with jury duty, but progress is being made.

1631 Meeting Taken Off the Record

1641 Meeting Back On the Record

1641 Scheduling Department

The Chairperson stated that the problem between the Company and the APFA regarding “clicks” has been resolved as of this morning. The procedure to reinstate the “clicks” was explained and it will be corrected by Crew Scheduling as it is an automatic triggering issue. There are only 30 737 Max cases remaining. The sequence survey results systemwide were shown via a slide. The individual base results will be forwarded to each base. These surveys were very detailed and contained quite a bit of information, some of which was highlighted as examples of information available to the Base Presidents. It was suggested this be shared with the Company’s Allocation Department.

1657 Government Affairs

The department head wished to add additional information to her written report. She spoke to the seat size study beginning in November run by CAMI, which is under the FAA. It will be 10 days of testing with 700 volunteers. They are going to try and make it as realistic as possible with pets, children, elderly and different body types. The Government Affairs Website is being revamped. The Chairperson spoke to the upcoming two-day lobbying event in Washington, D.C. There are approximately 50 flight attendants who will be participating. The main issues they will be discussing are air quality onboard the aircraft, implementation of the 10-hour rest and seat size.

1700 Health

A written report was submitted by the Chairperson. She spoke to a letter from the Company to flight attendants who will reach their 5-year separation date. At this time it affects 230 for health reasons and 23 for IOD’s and only 40 are not eligible to retire.

1703 EAP

A written report was submitted by the Chairperson. The Chairperson spoke to the extensive work of this department and the budgetary constraints. She continued by explaining the numbers of individuals working within this department; only two on trip removals, the remainder are volunteers. The volunteer reps are only on call for two days at a time as these calls can create “compassion fatigue”.

There was a CIRT Conference (critical incident response team) two weeks ago and the Chairperson thanked members of the Board who attended. She spoke to the numbers of flight attendants who attended a CISD for 2019 which was 214. There have been many severe turbulence incidents with 34 flight attendants involved and supported. A slide presentation was also utilized. She then spoke to an honored guest who had survived a mid-air collision in 1965. She stated that this person was actually fired after the incident as she could not pass the physical. This was the normal procedure at that time and demonstrated how far the care and support of crew members has come.

The FAIR Program (flight attendants in recovery) in Chicago has celebrated its third anniversary. This program is doing very well and a national coordinator has been appointed. Currently groups are forming in LAX, MIA, LGA and shortly in PHIL and DCA. In January 2020, groups will begin in DFW and PHX. There was extensive discussion regarding EAP and the FAIR Program's positive effect at the various bases.

1720 IOD

A written report was submitted to the Board and there were no additional updates at this time. There were no questions from the Board Members.

1721 Hotel Department

The Hotel Chairperson introduced a new person in this department who will be assisting in updating various forms and procedures. A slide presentation was used to highlight the negative feedback regarding the hotel situations. The feedback form has been streamlined making it easier to use. This information is imperative when dealing with the Company. The charts are either by base response or layover cities. Traveliance is improving in their notification to the APFA regarding hotel relocations. It is still a problem determining what the flight attendant's layover hotel will be. It was reiterated that the feedback forms are very important and used when communicating with the Company. A point was made that the flight attendants should check to make sure the phone in their room is working for emergency purposes.

1735 Safety and Security

A written report was submitted by the Chairperson who is currently on vacation. The representative spoke to the cabin ASAP program that is in its 12th year. The subject of air rage was discussed and the positive changes that have taken place supporting crew member victims of these outbursts. Fines have been increased to \$25,000. Another representative spoke to the ACT ARC's (Air Carrier Training-Aviation Rule Committee), work on crew resource management, high energy fires and de-escalation training. A study is also being done on the shrinking size of the passenger seat as pertains to safety. After meeting with the APFA Executive Committee, the representative suggested that not just de-escalation training be done, but that through A4A these triggers/problems be resolved such as seat size, carry-on luggage and the miserable flying experience. Also discussed was the fatigue issue and the continuing work on this through CAMI.

Discussion returned to the ASAP program. The Company has not been as involved in this program in the last couple of years. A meeting was held to clarify the purposes of this program. Flight Service at each base will be briefed on this program. In the last eight (8) years, 5,627 reports have been filed. The Committee will begin reporting out the issues that have been corrected; thereby, learning from these experiences. Envoy's ASAP program is no longer being utilized. The Union's presence has been removed from the new program at Envoy called CSAP. The ultimate goal of the ASAP program is to ensure a safer airline. It is important to note that the ASAP program is for inadvertent acts, not a violation knowingly done. The ASAP program

does not give information to flight service for any purpose. The presentation was opened to questions from the Board. Minimum crew violations were discussed as pertained to safety versus customer service especially during deplaning. The Board participated in an extended discussion concerning the benefits of this program. New hires are being briefed on ASAP during training and are very receptive to utilizing it.

1756 Archives

A written report was submitted by the Archivist. She informed the Board that Global Search will be available for their use in searching for and storing documents via a personal in-box. There is still work to be done in finalizing this feature. She explained the issues that remain prior to Global Search being available to Board Members. She suggested that the training program offered at the next Board Meeting could be a class on the features of the Global Search Program. The project of recording interviews with various former officers of APFA was briefly mentioned.

A brief film was presented regarding the "Seedling Program" at the 9/11 Memorial-NYC. This film was about a tree that survived 9/11 and how it has flourished since. There are currently 450 descendants of the original survivor tree. Every year three (3) locations are picked to donate one of the descendants. APFA has applied to be a recipient of a descendant tree. The Archivist listed the sites of the descendant trees to date. All will be advised of the progress of this effort.

1806 Retirement

Four additional seminars have been held since the Specialist's last written report. These all were very well attended. An additional four are scheduled prior to the holidays which will include St Louis, Charlotte, Dallas and Miami. There will be no seminars held throughout the holiday season. It was requested that the meeting be taken off the record briefly for a discussion concerning pension de-risking and a recent meeting that was held with specialists on this subject.

1808 Meeting Taken Off the Record

1813 Meeting Back On the Record

1814 JCBA

A written report was submitted by the Specialist. She had submitted additional updates to the Board. The Specialist spoke to updates for TTS and UBL which are going to prevent a lot of misawards. She went on to explain how these changes would work. ROTA issues are still a problem. The Specialist was thanked by the Board for all her hard work which is time consuming and tedious.

1818 BREAK

1842 Meeting Back On the Record

1842 NATIONAL VICE PRESIDENT'S UPDATE

1842 SBA Update

National Vice President Geiss explained that a time study that was to be presented at this time is postponed until tomorrow morning.

1843 Motion to Extend Meeting

A motion was made to extend the Board Meeting. This motion, via a hand vote, did not pass. The Fall Board of Directors Meeting will recess at this time.

1844 Meeting Recessed until October 16, 2019

DAY TWO
APFA FALL BOARD OF DIRECTORS MEETING
OCTOBER 16, 2019

0924 Call to Order

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

0925 Roll Call

National Secretary Hillman took the roll of Board Members. All APFA Board of Directors or their representatives were present as were all National Officers.

0926 NATIONAL VICE PRESIDENT'S UPDATE – Continued

0926 SBA UPDATE

0926 Presidential Grievance – 777 Time Study

SBA Arbitration Specialist Brett Durkin spoke to a meeting with Damos Aviation Services regarding the 777 staffing. Brett Durkin had been involved in the previous time study done a few years ago. It was requested that the meeting be taken off the record for this update.

0927 Meeting Taken Off the Record

1004 Meeting Back On the Record

Legal Counsel Mark Richard was present at this meeting and spoke to the previous 777 time-study that had been done. In 1993 there was language in the Contract referring to “unreasonable” workload. The staffing of the 777 had been reduced from 13 to 11 and the Union utilized this time study to prove this. There was no data at this point. APFA was instrumental in establishing this type of study. Legal Counsel explained the extensive efforts of the APFA in establishing this study. The APFA did prevail on this issue. He emphasized how proud APFA should be of this industry leading scientific study and subsequent results and award.

The additional Presidential Grievances were now discussed and included the A3

Deadhead, Attendance & Performance and Phased Approach and have all been heard. The ETB, TTS & UBL Arbitration is scheduled for next Tuesday. All members in good standing are invited to attend. In January 2020, the Inclusion of Non-Recurrent Training in CQ Training will be heard. Recognition & Scope was rescheduled to February 11-12, 2019. ROTA and ROTD was scheduled for September 11-12 but is being rescheduled. The SBA Department has been meeting with the Company to select and appoint arbitrators for the 2020 Arbitration Panel. Once

the panel is final, we will begin assigning cases and scheduling arbitrations throughout 2020. Work is continuing on the termination cases.

1017 QSB's

There have been three (3) QSBs Arbitrations that went forward this year. The National Vice President explained these cases and APFA has prevailed on two. Currently there are four (4) cases remaining for this quarter's QSB Arbitration in November and details of each were provided. A question was asked concerning one of the cases and the answer will be followed up during the break. Kudos were received from a Board Member concerning the excellent job on the Attendance Arbitration and his observations, which were echoed by several Board Members. Mark Richard was also thanked for the excellent job he did at this Arbitration. He spoke to the strong team that presented this Arbitration and how proud he was of all.

1023 Terminations – Meeting Taken Off the Record Briefly

1027 Meeting Back On the Record

National Vice President Geiss wanted to begin a briefing of the investigative procedures of the Company concerning terminations. Legal Counsel was asked his opinion of remaining on the record for this discussion. Legal Counsel advised this take place off the record.

1028 Meeting Taken Off the Record

1124 Meeting Back On the Record

1124 737 Fleet Captain Presentation

The team was introduced and the specific expertise of each individual was given. They explained what is being done to fix this aircraft. American has 24 Max aircraft in active storage. Every few days, the engines are run and fluids are checked. There are an additional 9 aircraft still at Boeing awaiting delivery. It is felt that the aircraft will be brought out of the storage position in December. American has taken them out of service until January 2020. An explanation was given of why and how the aircraft utilizes MCAS (maneuvering characteristics augmentation system), as well as how this has been fixed. A detailed explanation of the three significant safety changes to the system was given. There is extensive scrutiny which is good and should increase the level of confidence in this aircraft upon return. The speaker explained the procedures of the FAA in bringing this aircraft back to service. The APA has been totally involved throughout this entire process worldwide. They have had major input into the training process that will be occurring. They are expecting a joint statement from the Company and the APA when this aircraft returns. The discussion was opened to the floor. Questions were asked by both the Board and members of the gallery. Once the aircraft is cleared, it would take approximately 30 days to bring back into service. The issue of the flight attendants' confidence in this aircraft must be addressed through additional communication, education and information.

1205 LUNCH BREAK

A Special Executive Committee Meeting will be held during a working lunch break. Additionally, all voting members of the Board will be meeting with the Negotiating Committee in a different conference room during this working lunch.

1727 Meeting Back On the Record

In addition to the Special Executive Committee and Negotiating Team update given to the Board, a discussion of bidding issues and problems was held while off the record.

1728 NATIONAL SECRETARY'S UPDATE

1728 Policy Manual Review/Update

The National Secretary's department presented these changes to Board via three (3) resolutions. The first resolution (Resolution #2) speaks to clean-up and clarification of language after the merger and some issues with vacation payback, clarification of national officer payouts and dress code for Headquarters.

1745 Resolution #2 – Policy Manual Changes

Maker: Hillman

Second: Geiss

Resolution #2 was read into the record by the maker, Hillman. This resolution was passed. (9 yes, 4 no)

1746 System Issues

The next two items from the National Secretary's Department will be postponed until after the System Issues Report. The JCBA Specialist and former JSIC member presenting these issues proposed by the Company have been working with the JSIC for approximately a year to define a process for the system issues mis-awards which is TTS, ROTA, UBL and ETB. This speaks to the language in 10.T in the Contract.

The Company has proposed different procedures for mis-awards: (1) must take steps to pay protect before confirmation; (2) must submit a direct connect within 96 hours; (3) fulfill obligation by participating in max of 3 TTS runs or UBL until 1500 day prior to last duty period; (4) if awarded a non-like sequence and fly it, paid 150% and (5) if awarded a like sequence, be paid greater of. Some parts of this are non-contractual and action is required before confirmation of a mis-award. Additional concerns of the representatives are: that not all like sequences are equal; any ETB transaction negates pay protection, including seat swaps; obligation is over the footprint, yet ETB transactions over the calendar days, outside of footprint will negate pay protection; the Company would like the FA to participate in TTS/UBL for ETB mis-awards, raising their TTS max if needed; UBL mis-awards, must report within 24 hours; reserves are

only given the option of utilizing ROTA for mis-awarded ETB trips; a mis-awarded Reserve on a reserve day is only protected for the greater of and a Reserve assigned out of order is not considered a mis-award.

The representatives had submitted the APFA's counter to the Company proposals shown above as presented via slide. The final proposal will be submitted to the Board of Directors and Executive Committee for their approval.

Comments, suggestions and questions were received from members of the Board. The discussion created by this presentation was extensive. The representatives acknowledged several Department Chairs and APFA representatives who have worked with them on these issues. National Vice President Geiss stated that she would like to attend the meetings with the Company regarding this proposal.

1816 Motion to Continue Meeting

The time limit had been reached for the length of the meeting. A poll was taken to see if the Board wished to continue the meeting at one-hour increments. It was agreed to continue the meeting for an additional hour.

The Systems Issues discussion continued and many questions and clarifications were requested from the representatives presenting. The issue of past practice is discounted by the Company as not being uniformly applied.

National President Bassani had to leave the meeting for a scheduled meeting with the Negotiating Committee at this time. National Vice President Geiss will now chair the meeting.

1827 Electronic Willingness-to-Serve

The Chairperson of the National Ballot Committee explained this resolution to the Board of Directors. She has worked on this project with the Strategic Communications Specialist. A slide presentation was utilized to explain the electronic procedure suggested. The ballot for the actual election will be a paper ballot by U.S. mail. A live demonstration of filing an electronic Willingness-to-Serve (WTS) was presented. The security features were discussed. Also mentioned was the time saved utilizing the electronic method. This was a lengthy explanation and slide presentation of this new method of submission. A resolution is required prior to utilizing the electronic method of submission. The benefits include lower cost, less time for the NBC, less effort for both candidates and the NBC and no paper/Post Office problems. Once set up, it can be used on future elections. A Hotline will be released concerning this new procedure prior to the next round of elections. The National Ballot Committee will be trained on October 23rd. They will be qualified to assist candidates should they need help. Once submitted, a candidate has a three-day window to withdraw their name should they decide to not run. A Board Member extended her compliments to the Strategic Communications Specialist for his work on this new electronic filing program. The form will be on the APFA Website within the Members Only Section.

1900 Resolution #3 – Electronic WTS

Maker: Hillman

Second: Geiss

Resolution #3 was read into the record by the maker, Hillman. This resolution speaks to the adaptation of the method of filing Willingness-to-Serve electronically at the discretion of the National Ballot Committee. Resolution #3 was put forth for a roll call vote and was passed unanimously. (13 yes, 0 no)

1902 AdHoc Election Procedures

This discussion began after the last Board of Directors Meeting (Annual Convention). After viewing APFA's AdHoc election process, the Parliamentarian asked to meet with the Chairperson of the National Ballot Committee. They did meet in July to review the current procedures and policies within the APFA Policy Manual. The Chairperson spoke to the basically minor changes to simplify this process both in effort and time. A written report was submitted to the Board outlining all changes to the AdHoc election. The agenda item was opened to questions and comments from the Board. A suggestion was made to totally change the entire process. Some members of the Board did agree with this and look forward to additional suggestions for revamping the process. The Parliamentarian spoke to these requests and stated that part of this process is defined in the APFA Constitution, thereby limiting the changes to this process.

1912 Resolution #4 – AdHoc Election Procedures

Maker: Hillman

Second: Norvell

Resolution #4 was read into the record by the maker, Hillman. This resolution spoke to changes to the process/procedure for electing Executive Committee AdHoc members at the Annual Convention. This resolution was put forth for a roll call vote and was passed. (13 yes, 0 no)

1913 NATIONAL TREASURER'S UPDATE

1913 Resolution #5 – Honorary Membership – Hoover

Maker: Gunter

Second: Hillman

Resolution #5 was read into the record by the maker, Gunter. This resolution speaks to the Honorary Membership to be bestowed upon Debbie Hoover, APFA accountant employed for 20 years. Resolution #5 was put forth for a roll call vote and was passed. (10 yes, 3 no)

1915 Financial Report

National Treasurer Gunter read the most current financial report into the record. This report includes reserves and savings; assets; liabilities and fund balances; due and fees and net income.

The meeting had once again reached the time limit. A hand vote was taken. It was approved to extend for an additional hour by a vote of 11-yes and 2-no.

1917 PAC Report

A written report was submitted to the Board for their information and review.

1919 Resolution #6 – Six Hour PA Day
Maker: Gunter
Second: Pennel

The original resolution given to the Board in the packet was replaced by a revised resolution given to the Board at this time. Resolution #6 was read into the record by the maker, Gunter. This resolution speaks to reimbursement for APFA representatives in many categories including: scheduled day, reserve day and day-off. The Contract Chair has been in discussion with the Company regarding PA Days at six (6) hours pay. This was an extensive resolution outlining many scenarios for payment to APFA representatives. This did create many questions and lengthy discussion amongst the Board Members. The National Vice President suggested reducing the pay to a five (5) hour minimum day but this was not agreed to by the second on this resolution. Wording within this resolution was also questioned. The National Vice President spoke to the current policy at five (5) hours being adequate. Several Board members were opposed to the change to six (6) hours. It was requested that the meeting be taken off the record.

1931 Meeting Taken Off the Record

1932 Meeting Back On the Record

The examples provided to the Board via a written report was pointed out as it was felt it would clarify the issue. The point was made that the amount of 6 hours being discussed was a flat rate with no premiums included. The initial suggestion of 5 hours versus 6 hours failed when a hand vote was taken. The amount of 6 hours will remain in this resolution.

Resolution #6 was put forth for a roll call vote and was passed. (8 yes, 5 no)

1938 Resolution #7 – Budget Committee Nominations
Maker: Gunter
Second: Trautman

Resolution #7 was read into the record by the maker, Gunter. This resolution nominates Larry Salas to fill a current vacancy on the Budget Committee. Resolution #7 was put forth for a roll call vote and was passed unanimously.

1940 Motion to Add Agenda Item

The motion to add agenda item, CLT Vice President Expenses under Treasurer's Update was approved by the Board of Directors.

1941 CLT Vice President Expenses

The expenses of this individual have not been paid since April. The National Vice President stated that all expenses put forth for reimbursement do comply with the Policy Manual. It was requested by a Board Member that the CLT Base President speak to this situation. Additionally, it was suggested that the meeting be taken off the record.

1942 Meeting Taken Off the Record

2102 Meeting Back On the Record

The Board felt the Executive Committee was the body that had jurisdiction over this issue and it should be properly appealed at the next regularly scheduled meeting.

2102 OLD BUSINESS – National Contract Chair – Withdrawn

2103 Motion to Recess

At this time, prior to recessing for the day, it was unanimously decided by the Board to extend the Fall Board of Directors Meeting an additional day. Day Two of the APFA Board of Directors Meeting was recessed.

**DAY THREE
APFA BOARD OF DIRECTORS MEETING
OCTOBER 17, 2019**

0911 Call to Order

National President Bassani called Day three of the APFA Board of Directors to order.

0911 Roll Call

All members of the Board of Directors or their representative were present as were the National Officers.

0914 NEW BUSINESS

0914 Dependent verification for D2/D2P

The Board Member bringing this agenda item forward, stated that a flight attendant at his base had been asked to provide proof of identity for her parents. When she questioned this, she was told that everyone would eventually have to validate their D2P and D2 dependents. She was told she was selected randomly. No Officer or member of the Board of Directors had heard of anything like this happening. National Vice President Geiss will be following up on this.

The other Unions on the property will be contacted to see if this is an issue for them.

National Vice President Geiss stated that she would be reviewing this with Legal. A member of the Executive Committee was recognized and spoke to a recollection from at least a year and a half ago, wherein the Company stated they would be taking away benefits for domestic partnerships but were going to expand for travel. They stated they would require documentation. He seemed to recall this had to do with the IRS. The lack of notification is an issue for the APFA.

0921 APFA Reps Attending ADR Training – Previously Discussed

0921 Cartels – Previously Discussed Off Record

0922 Providing Docs to Reps and Former Reps

This agenda item will be discussed off the record

0922 Meeting Taken Off the Record

1106 Meeting Back On the Record

At this time, a Board Member/Base President asked if her agenda items could be moved up as she is scheduled to attend training this afternoon. The Board agreed to this request. The two agenda items will be presented following Award Recipients.

1107 Award Recipients

National President Bassani spoke to the Martha W. Griffiths award, which is given at the Annual Convention of the APFA each year. National President Bassani spoke regarding several individuals she felt deserved to be honored. These are long-time Union Representatives who have never said no to a request for their time, expertise, wisdom and effort. These individuals are some of the smartest, wisest and most dedicated Union members on the property.

1109 Resolution #8 – Martha W. Griffiths Award – Watson

Maker: Bassani

Second: Truan

Resolution #8 was read into the record by the maker, Bassani. This resolution nominates Steve Watson to receive the Martha W. Griffiths award. The resolution contained the impressive accomplishments of this APFA representative/member.

This resolution was passed unanimously and enthusiastically by the Board of Directors. (13 yes, 0 no)

1115 Resolution #9 – Martha W. Griffiths Award – Hancock

Maker: Bassani

Second: Truan

Resolution #9 was read into the record by the maker, Bassani. This resolution nominates Patrick Hancock to receive the Martha W. Griffiths award. The resolution listed all accomplishments that have benefited APFA and the membership by this APFA representative/member. This resolution was passed unanimously and enthusiastically by the Board of Directors. (13 yes, 0 no)

1125 Resolution #10 – Martha W. Griffiths Award – Price

Maker: Gunter

Second: Trautman

Resolution #10 was read into the record by the maker, Gunter. This resolution nominates George Price, Jr., to receive the Martha W. Griffiths award. This resolution spoke to the many accomplishments and advocacy for unionism exemplified by this individual. Several Board Members shared their thoughts and experiences with George Price especially during negotiations. This resolution was passed unanimously and enthusiastically by the Board of Directors. (13 yes, 0 no)

1135 Resolution #11 – Martha W. Griffiths Award – Nikides
Maker: Geiss
Second: Sullivan

Resolution #11 was read into the record by the maker, Geiss. This resolution nominates John Nikides to receive the Martha W. Griffiths award. This resolution spoke to the many positions and accomplishments of this individual to the APFA and its membership. Once again, several members of the Board spoke to John's efforts and accomplishments and their sincere, immense respect for him as an individual and Union representative. This resolution was passed unanimously and enthusiastically by the Board of Directors. (12 yes, 0 no, 1 abstain)

1146 Resolution #12 – Martha W. Griffiths Award – Trautman
Maker: Hillman
Second: Babi

Resolution #12 was read into the record by the maker, Hillman. This resolution nominates Randy Trautman to receive the Martha W. Griffiths award. This resolution spoke to the multiple capacities in which Randy has served the APFA and its members. An emotional tribute to Randy was given by a member of the Board with whom he has served for 20 years. He is a tireless advocate for the flight attendant corp and a scheduling expert. Several members of the Board spoke positively and profusely about this individual's contributions to APFA. This resolution was passed unanimously and enthusiastically by the Board of Directors. (12 yes, 0 no, 1 abstain)

1157 Reserve

The Board Member bringing this agenda item forward acknowledged a very good conversation, off the record, with the Negotiating Committee. The rotation is clearly a problem and many flight attendants do not understand how it works. She will be working with the Contract and Scheduling Chairpersons to put out clear communication on how rotation is going to work. The number of reserves was again discussed even at bases that are growing. This is a primary concern for so many flight attendants. A cap on rotating reserve was mentioned. National Vice President Geiss stated the company recently used the average of 25% of a base being on reserve. They also stated that the sick list numbers have increased and family leave has created an increase as well. Many felt true data and numbers along with documentation needs to be developed. This needs to be worked on through the Negotiating Team. Rumors are rampant that they will be going to straight reserve, which is not the case. The change from line bidding to PBS is a concern for this first holiday season under PBS. Two representatives stated that they were told at two different bases that numerous flight attendants on the reserve back-up list were pulled onto reserve because the bases did not have enough flying. The meeting was taken off the record very briefly. The point was made that VLOA's have not been offered.

1212 Management Changes – Withdrawn – to be discussed on next Board Call

1213 Satellite Update

The Company's Flight Attendant Domicile Study was given to the Board. A meeting was held a few months ago on this and the Company made certain representations of things they were going to do, but with no timeline. They have suggested three (3) satellite bases. There are numerous variables that go into establishing satellite bases. A Board Member spoke to the possibility of infringing on the flying at the hub base. He felt strongly that all data needs to be analyzed for the long-term effects. The Company will not acknowledge any cost savings associated with a satellite base. Several Board Members spoke to the extremely successful satellite bases in place now. Those flight attendants utilizing the satellite base are the ones who run it smoothly and make it successful for everyone.

1232 Meeting Taken Off the Record Briefly

1233 Meeting Back On the Record

A Board Member has asked for a meeting with our National Officers and the Company to discuss the impact on the flying at the base that the satellite will serve.

1235 Meeting Taken Off the Record

1317 Meeting Back On the Record

While off the record, the agenda item – Hard 40 was discussed and the repeated efforts to obtain this flexibility for the Flight Attendants.

1317 Mobilizing

The membership has sent the message that they want to mobilize and have activist events. All feel it is important to educate the flight attendants on their rights as pertains to activism and mobilization. A wings and pins campaign will be organized shortly.

1318 777 Time Study – Discussed under the National Vice President's Report

1318 Confidentiality

In-house Legal Counsel has created a new form for base reps on the desk and in the field as they have access to the member's information. While elected and appointed leadership have previously signed a confidentiality agreement, the headquarters representatives must sign one as well to keep members issues confidential. This is a very basic confidentiality agreement and will be sent to the bases soon for the BCRs to sign.

1319 Carryover Fly-Through Removals – Postponed until next Board Meeting

1319 Former National Officer Payouts – Previously discussed

1319 PM Section 7.G.1 – Previously discussed

1319 Daily Rate for Trip Removals – Previously discussed

1320 2021 Budget – Previously discussed

1320 Membership Dues Arrears List per Base – Previously discussed

1320 Flight Attendant Support for Return of the MAX

This will be discussed with the Company. Brief discussions have taken place with the Company by National Vice President Geiss and National President Bassani. There are no specific details yet.

1323 Short Call UBL for Co-Terminals

The MIA Base President spoke to a possible change that would run UBL for co-terminals between the three-hour and two-hour mark, allowing line Flight Attendants to get a trip before going to reserves or stand-bys. National Vice President Geiss offered to coordinate a meeting with the Company and Base Presidents at co-terminal bases to discuss this issue. The Base Presidents felt this could be very beneficial for the flight attendants and Company as well.

1328 No-fault

The speaker spoke to illegalities for the second “double-up” on a sequence and the Company having positioned (split) them to Chicago for the 3rd day. After research, it was determined they should have been paid up to their becoming legal on the 3rd day. They were unfortunately not paid. The flight attendant was not aware that they should have been paid.

1331 Base Transfers – New Hires

The Board Member spoke to new hire transfer procedures. When new hires arrive at the base they have been assigned, should they not wish to remain there, they are told to place a transfer request via DECS. When transfer lists are pulled, they do not have the seniority to hold it. It has been determined that the reason for this is that new hires, still in training, have been assigned to those openings at various bases. The Company should be checking and clearing the transfer lists of those already trained and on the seniority list. New hires in training should not be assigned base openings that could be filled from the transfer list of flight attendants on the property/system seniority list.

National Vice President Geiss spoke to a meeting she had with the JSIC and various Chairpersons to brainstorm this issue. New hires in training are receiving their base assignment in week 2. It was suggested that this be discussed when the meeting is being held regarding Co-terminals with the Company. Several members of the Board spoke to this issue of trainees, not yet employees, being assigned bases prior to those actual employees with seniority numbers.

1345 Settling Days

The language in the JCBA for this came from the Red Book and it was thought the past practice was coming with it. This is not the case. Settling days at LUS was at the flight attendants' discretion. A flight attendant transferring stated that he was told he had to take the days in the month prior to reaching his base. It was determined that this was the LAA practice. When the "adopt and go" was accepted, it was expected that the past practice would also be included. This is definitely not the case as all must take them in the month prior. Reserve flight attendants should get their 12 days off and the three (3) additional settling days attached to two other off days. Reserves are being harmed as they are being told they are not allowed to have three (3) additional days because somewhere in the month they had five (5) days off. National Vice President Geiss discussed the resolution previously proffered to the company.

1351 Meeting Taken Off the Record

1354 Meeting Back On the Record

1354 IOD Longevity Pay Step Increments

This issue was brought to light by a flight attendant who was on an approved IOD. His anniversary date was changed due to this, which denied him his pay raise increment. There is no evidence of any past practice concerning this issue. The IOD Chairperson also feels this is totally wrong and is concerned there are other flight attendants who experienced IOD's and were harmed in this way. There are currently no grievances on this issue. It was requested to take the meeting off the record.

1356 Meeting Taken Off the Record

1401 Meeting Back On the Record

1402 Resolution #13 – Adjourn

Maker: Geiss
Second: Norvell

A motion was made to adjourn and was passed unanimously via a hand vote.