

APFA

BOARD OF DIRECTORS MEETING

FALL BOARD OF DIRECTORS MEETING

October 27-28, 2020
NYLO Las Colinas
Irving, TX

Resolution Tally Sheet

Resolution #: 3
Maker: Hedrick
Second: Harris
Date: 10/27/2020
Time: 9:49 a.m.

Resolution Name: Black Lives Matter

AFFECTS POLICY MANUAL:

| | | |
|--------------------|----------------------|-------------------------|
| 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 | De Roxtra | Bales | Norvell | Trautman | Wroble | Kaswinkel | Babi | Sullivan | Schwartz | Martin | Hedrick |
| YES | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| NO | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 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: 13 **NO:** 0 **ABSTAIN:** 0 **ABSENT:** 0

Status: *Passed* *Failed* *Tabled* *Withdrawn* *Show of Hands*

WHEREAS, violence is disproportionately inflicted on Black, brown and indigenous members of our society; and

WHEREAS, Black Lives Matter protests, as a result of the killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and far too many others have rightfully returned to the forefront the issue of racial injustice across America; and

WHEREAS, the Black Lives Matter movement, much like the Civil Rights movement, articulates the injustice that exists when race, class, and gender intersect; and

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WHEREAS, stating “Black Lives Matter” does not negate commitment to all lives, but rather affirms and elevates the current disproportionate struggles of the Black, brown, and indigenous communities, including queer and trans people of color, and

WHEREAS systemic racism is an economic issue that negatively harms all working people to benefit the owner class; and

WHEREAS Black, brown, and indigenous APFA Flight Attendants experience bias and systemic racism throughout the course of their work lives from both customers and co-workers, and

WHEREAS, Labor Unions, by their very existence, have worked to eradicate racial injustice in the workplace and throughout the communities in which they work, and

WHEREAS, APFA has been vocal in its support of equality and diversity in the workplace and in the communities in which its members reside, and

WHEREAS, we must do our part as leaders within the Labor Movement to ensure that the Black, brown and indigenous Members and Representatives of APFA are heard, supported, and treated equally, and

WHEREAS, under the APFA Constitution, the governmental powers of the APFA shall be vested in the Board of Directors; and

WHEREAS, Article III, Section 3.A., authorizes and empowers the Board of Directors to safeguard and protect the APFA and the rights, privileges, duties and responsibilities of the officers, representatives, and members of the APFA; and

WHEREAS, Article III, Section 3.L.22., authorizes the Board of Directors to take any, and all appropriate actions deemed necessary to promote the welfare of the members of the APFA; and

WHEREAS, APFA members and leaders have joined the many peaceful protests demanding action to end and address systemic racism throughout our society.

THEREFORE, BE IT RESOLVED, that APFA proudly believes that, “Black Lives Matter”; and

BE IT FURTHER RESOLVED, that APFA will continue the conversations on racial injustice by listening to, engaging in, and promoting discussions on how to best ensure equality and diversity in the workplace, and

BE IT FURTHER RESOLVED, that through communication with its membership, APFA will continue to work to break down race, class, and gender barriers, and,

BE IT FURTHER RESOLVED, that APFA will commit to working to ensure that Black, brown, and indigenous people feel safe, respected and equally valued, both on and off the aircraft, and at APFA headquarters; and

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BE IT FURTHER RESOLVED, that APFA commits to working within the communities in which we live to promote equality, diversity, and to fully eradicate systemic racism, and

BE IT FINALLY RESOLVED, that APFA will stand side-by-side with Unions across the country with a firm commitment to the Movement for Black Lives and all people of color until every citizen, regardless of race, class, and gender, matters.