

**APFA  
BOARD OF DIRECTORS ANNUAL CONVENTION  
FEBRUARY 18 - 22, 2002**

*Fontainebleau Hilton Resort  
Miami, Florida*

**Resolution Tally Sheet**

**Resolution: #9**

**Maker: Watson**

**Second: Elmore**

**Date: 2/21/02**

**Time: 1853**

		Y	N	P	A	N/A
BOS	Brawley (V. Chair)	/				
BOSI	McCauley	/				
DCA	Valenta	/				
DCAI	Ahalt (V. Chair)	/				
DFW	O'Kelley	/				
IDF	Watson	/				
JFK	Nasca	/				
LAX	Nikides	/				
LAXI	Mitchell	/				
LGA	Edwards (V. Chair)	<b>pxy</b>				
MIA	Washbish	/				
IMA	Trautman					/
ORD	Mallon	/				
IOR	Elmore	/				
RDUI	Turley	/				
SEA	McIntyre	/				
SFO	Syracuse	/				
SFOI	LeWinter	/				
PRES	Ward (Tie Breaker)					

Y = Yes  
N = No  
P = Pass  
A = Abstain  
N/A = Absent  
PXY = Proxy Vote

**YES:17**

**NO:**

**ABSTAIN:**

**ABSENT:1**

**STATUS: PASSED ( / )**

**FAILED ( )**

**TABLED ( )**

**WITHDRAWN ( )**

**WHEREAS**, the Division Representatives of APFA are currently paid as salaried employees and as such APFA must absorb the additional costs of monthly insurance benefits, individual retirement costs, payroll taxes, increase in payroll costs to the APFA due to sick time pay out, retroactive pay, and profit sharing; and

**WHEREAS**, APFA could benefit financially if the Division Representatives were offered a choice to be either a salaried employee or a trip removed representative; and

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**WHEREAS**, the Division Representatives could benefit through additional flexibility with their monthly schedules and, as with other APFA Representatives, be able to increase their income by picking up trips as outlined in Section 5 C.3.c. of the APFA Policy Manual.

**THEREFORE BE IT RESOLVED**, that the APFA Policy Manual, Section 6 A. be amended to read:

1. National Officers shall be considered salaried employees of the APFA and, as such, shall be entitled to annual salaries, payable semi-monthly. Current salary rates shall be on file in the Office of the Treasurer and shall be available to members in good standing upon request.
2. Division Representatives may be considered salaried employees in A 1. above, or may, at their option, be paid by the provisions outlined in Section 5 C. "APFA Representatives Paid Trip Removal/Flight Time Loss", of the APFA Policy Manual.
3. Increase in salaries shall correspond with percentage increases and any lump sum payment(s) negotiated for the most senior International flight attendant in the employ of AAL.

**BE IT FURTHER RESOLVED**, the option to be a salaried employee or to be trip removed representative will only be offered at the beginning of the Division Representatives term and may not be changed during that term; and

**BE IT FURTHER RESOLVED**, that the APFA Policy Manual Committee review Section 5 of the APFA Policy Manual and make any and all necessary changes to reflect this resolution.