

**OFFICIAL MINUTES OF THE
APFA SPECIAL EXECUTIVE COMMITTEE MEETING
RADISSON HOTEL, DFW SOUTH
APRIL 13, 2004**

0913 Call to Order

President Ward called the meeting to order and introduced the newly elected members of the committee, APFA Vice President Brett Durkin, APFA Secretary Greg Hildreth, APFA Treasurer Cathy Lukensmeyer, and the newly appointed Ad Hoc member Steven Ellis. This is the first meeting of the Executive Committee for the new term of office April 1, 2004 to March 31, 2008. President Ward also welcomed members of the gallery.

0915 Roll Call

The following members of the Executive Committee were present: President Ward; Vice-President Durkin; Secretary Hildreth; Treasurer Lukensmeyer; Ad Hoc #1 Aurigemma; Ad Hoc #2 St. Michel; Ad Hoc #3 Ellis; Ad Hoc #4 Walters; and Ad Hoc #5 Bedwell.

0927 Agenda Approval

The Agenda introduced in Resolution #1 (Maker – Vice President Hildreth, Second –Ad Hoc St. Michel) was approved. The amended agenda, presented in Resolution #1A (Maker – Ad Hoc Walter, Second – Vice President Durkin) was approved.

Agenda Items -- New Business

0936 Flight Attendant Voluntary Insurance

The discussion of the flight attendant voluntary insurance proposal to be sponsored by the APFA was brought to the floor by Ad Hoc Walters. A break was called to bring the National Officers up to date.

0936 Break

1002 Return from break

Ad Hoc Walters continued to update the committee on the progress of the project that is currently underway.

Article VII Charges

Secretary Hildreth informed the committee that new charges have come in and that they will be reviewed for timeliness, specificity and validity at the next Executive Committee meeting.

1004 Coordinator Appointment

Discussion began on the appointments of Coordinators and Division Representatives. After much debate, it was decided to announce the Coordinator and Division Representative appointments at this time. The actual confirmations would be moved to the end of the agenda and be the last order of business. More time was wanted to canvas the Board of Directors for their input.

President Ward's nomination for Coordinators were:

Patty Bias for Hotel Coordinator
Joann Matley for Safety Coordinator
George Berry for Health Coordinator
Liz Geiss for Communication Coordinator
Vicki Dale for Scheduling Coordinator
Jena Hopkins for Contract Coordinator

President Ward presented Resolution #2 (Maker – President Ward, Second – Ad Hoc Bedwell) to confirm the Hotel Coordinator. Ad Hoc Aurigemma moved to table Resolution #2 (Maker – Ad Hoc Aurigemma, Second – Ad Hoc St. Michel) and all Coordinator and Division Representatives confirmation to the end of the agenda. The motion to table Resolution #2 was passed, 6 yes, 3 no.

Division Representative Appointments

Vice President Durkin announced the divisions and the bases included within them.

Division One: LAX, LAXI, and IDF
Division Two: DFW and IOR
Division Three: SFO, SFOI, IOR, and STL/SLT

Division Four: MIA, IMA, DCA, DCAI, and RDUI
Division Five: BOS, BOSI, LGA and JFK.

Vice President Durkin's nominations for Division Representatives:

Division One; Jeff Crecelius
Division Two: Kim Boyett
Division Three: Lori Bassani
Division Four: Barbara Reeves
Division Five: Leslie Mayo

Confirmation was tabled to the end of the agenda.

Discussion was held on the size and headcount of each division as shown below:

Division 1	3777
Division 2	4279
Division 3	3600
Division 4	3700
Division 5	4300

Dues Referendum

Resolution #3 was introduced. (Maker – Ad Hoc Ellis, Second – Secretary Hildreth). The Executive Committee directs the National Ballot Committee to immediately prepare a membership balloting for a \$2.00 dues reduction. This balloting would be separate from any changes to the Constitution. Ad Hoc Ellis spoke in favor of the resolution. Regardless of any changes to the Constitution, this resolution spoke to a dues reduction by June 1, 2004. Discussion on whether this resolution is constitutional and if the Executive Committee has this authority was debated. The Resolution was withdrawn.

Constitution Review Committee

Resolution #3 was presented by Secretary Hildreth. (Maker – Secretary Hildreth, Second – Ad Hoc Aurigemma). A motion to have two members from the 1991 Constitution Committee be present at the Board of Directors meeting for their knowledge of articles and the past history of the Constitution. After extensive discussion, a break was called.

1105 Break

1108 Back from Break

At this time, the Resolution was withdrawn.

Legal Counsel

Resolution #3 was put forth. (Maker – Treasurer Lukensmeyer, Second – Vice President Durkin). In order to protect the financial information of the APFA, legal counsel will not be provided any financial data or information, nor be present in any meeting of the EC or BOD, where financial information is discussed. The exception to this would apply only to the legal counsel of an approved audit firm used by APFA. Resolution #3 was passed. 9 yes, 0 no.

Hiring of Staff Position

No resolution put forth. The APFA Policy Manual Section 7.E.2 states that the EC be made aware if anyone's spouse, domestic partner or relative is involved in any work for the APFA. The Executive Committee was noticed that the husband of an APFA Executive Secretary does the maintenance work at APFA headquarters.

Treasurer Lukensmeyer advised the Executive Committee that office staffing is down two (2) positions from 15 to 13. Treasurer Lukensmeyer will be reviewing the work requirements, budgets and staffing for future hiring.

Policy Manual

No resolution put forth. Secretary Hildreth stated he would be updating the Policy Manual. He will wait until the outcome of any Constitutional changes before revising the Policy Manual.

Election Complaints

No resolution put forth. Secretary Hildreth notified the Executive Committee that election complaints had been filed with the National Ballot Committee and they have conducted an investigation. Election complaints have been filed by Tommie Hutto-Blake, Sherry Cooper, Sam Morales, Ted Bedwell and Linda Lanning and Juan Johnson. Some discussion was held about ORD based flight attendants being contacted by the ballot committee.

1159 Contract with Webmaster

Resolution #4 was presented. (Maker – Treasurer Lukensmeyer, Second – Vice President Durkin) There was discussion held whether the current contract with Webmaster is valid (See attachment A). It is over \$25,000 and requires two

National Officers' signatures. The Policy Manual, Section 7.C.1 states, "A single expenditure estimated to exceed \$25,000, excluding payloss and other normal operating expenditures, shall require prior approval by the Executive Committee." This contract only has one Officer's signature. The discussion concerning this contract was as to whether it applied to this section of the policy manual. Some discussion was also held on the length of the contract. In the past, this contract was a yearly contract. As now presented and signed, this contract was for three years, with a 30-day opt out clause.

TIME Break

Return from break.

Copies of the contract were made and distributed to all Executive Committee members (See attachment A). A motion to table resolution #4 until the next EC meeting was put forth. (Maker –Treasurer Lukensmeyer, Second – Vice President Durkin). This motion was passed, 9 yes, 0 no.

APFA Graphic Artist Termination

Treasurer Lukensmeyer put forth Resolution #5, (Maker –Treasurer Lukensmeyer, Second –Ad Hoc Aurigemma) that termination of Skylar Turner be reversed and reemployment offered without loss of pay, tenure, vacation, sick time and/or other benefits. Article III Section 6.7 states, "The President shall recommend to the Executive Committee all changes in employment and staff requirements and, subject to the approval of the Executive Committee, fix compensation for all agents and employees of the APFA. The President shall be responsible for the employment, supervision and discharge of all agents and employees of the APFA." Skylar had an exemplary work record. Skylar made approximately \$33,000, below the average salary in the Fort Worth area. Attachment B shows salaries in the Fort Worth area. The termination was not driven by the advice or approval of the Executive Committee. Consensus was reached to go off record.

1325 Back on record

Resolution #5 is passed, 6 yes, 3 no.

1330 Lunch Break

1525 Back on Record

Skyword Express

Resolution #7 was put forth. (Maker –Ad Hoc Ellis, Second – President Ward) In an effort to save money and cut costs to the APFA, the Board of Directors passed a resolution at the Annual Convention that *Skyword* be published four times a year. The Executive Committee directs the APFA Communications Department to prepare a monthly newsletter entitled, *Skyword Express*, beginning June 2004. The Communications Coordinator was not present. There was a consensus of opinion to table Resolution #7 until the Communications Coordinator can be present. This motion was passed.

Building Security

Resolution #6 was presented. (Maker –Treasurer Lukensmeyer, Second – Secretary Hildreth). The APFA Policy Manual Section 8.A.2.b states, “Building keys shall only be issued through the Office of the Treasurer, who must keep a log of all keys issued.” The Treasurer shall prepare a list of recommended names and positions of all persons who should have key access to the APFA Headquarters. The Treasurer shall prepare a list of recommended names and positions of all persons who should have security access badges to the APFA Headquarters. The Treasurer shall prepare a list of recommended names and positions of all persons who should have after-hours access to the APFA Headquarters. The approval of after-hours access shall be determined by a majority of the National Officers.

The Treasurer shall prepare the final list of names and positions issued building keys, security access badges, and building security access codes to the Executive Committee and the Board of Directors.

There was extensive discussion on who should have access to APFA Headquarters and who should have access to the different parts of the building.

There was also a discussion of the photos that disappeared from the Communications Coordinators’ department that were used on a website. Roberts Rules of Order were also discussed. Resolution #6 was passed, 7 yes, 2 no.

Skyword Express (continued)

Additional discussion was commenced concerning Skyword Express. The APFA has been made aware that the membership wants more information. The electronic media does not seem to be doing the job of informing the membership. Resolution #7 was unanimously passed, 9 yes, 0 no.

Handling of Article VII Charges

Secretary Hildreth informed the Committee that he will process the Article VII Charges.

Hotline

A discussion was held concerning the four National Officers recording the hotline on a rotating basis. The APFA Policy Manual section 12,D.2 states, "Hotline text and recording will be the responsibility of the Communications Coordinator, except as otherwise provided in this Policy Manual."

Membership Cards

Withdrawn.

Executive Committee Meeting Rotation

Resolution #8 was presented. (Maker –Ad Hoc Ellis, Second – Ad Hoc St. Michel). The Executive Committee meeting will rotate from base to base. It was argued that the Resolution was unconstitutional, as the President determines the location of the Executive Committee meetings. The Resolution was amended to read, "The President is encouraged to call constitutionally mandated quarterly Executive Committee meetings to rotate from base to base, SFO, RDU, NYC, MIA, etc." This change is to be communicated to the APFA membership in the April-June-July issue of *Skyword*, on the hotline, and on the APFA Website for a period of two months. There was extensive discussion on the cost factor of having the meetings in other cities. There was also a discussion of Roberts Rules. Resolution #8 is passed, 9 yes, 0 no.

1615 **Break**

1645 **Return from Break**

Submission of Agenda Items

Resolution #9 (Maker –Ad Hoc Ellis, Second – Ad Hoc St. Michel). The Executive Committee commits to all reasonable efforts to submit agenda items in accordance with Article III, Subsection F.1 and in preference Article III, Section F, Subsection 2. and encourages all Executive Committee members to submit agenda items and resolutions in accordance with the Constitution Article III, Section 4, Subsection F.1 requires, "that no business shall be acted upon without (1) "three (3) days notice of the Agenda in writing to the Executive Committee

prior to such meeting.” Discussion was held concerning agenda items being brought up at the last minutes and that a diligent attempt to get agenda items in on time should be made. Committee members could still add agenda items while the agenda is being approved at the beginning of an Executive Committee meeting. The Resolution was amended to read, “The Executive Committee hereby commits to all reasonable efforts to submit agenda items in accordance with Article III, Section 4, Subsection F.1 in preference to the procedures of Article III, Section F, Subsection 2 to the extent feasible. Resolution #9 is passed, 9 yes, 0 no.

Transition

Discussion was held with the intent to move this item to the last item on the agenda. This effort was opposed. An offer was made to move it to the third to last item. This discussion item was withdrawn.

Flight Attendant Required Training

The company has scheduled required training on customer service to begin at the end of April. This is a part of the company’s business plan to win customers back. The training would be ½ day and training pay would be for four hours. Flight Attendants are working more days for less money, less rest and no food. APFA needs to take a strong stance against these meetings. Until you get rid of minimum rest, don’t talk to us about training. It was mentioned that the company has blocked the terrorism training for the Flight Attendants. The four National Officers just met with Laurie Curtis and there was no mention of this. Once we get all the details, we should go on record as being opposed to this.

Archives

A resolution suggested to the Board Of Directors was read into the record but not submitted (See Attachment C). The University of Texas at Arlington wishes to enter into an agreement with the APFA whereas The University of Texas at Arlington would provide the repository for a donated portion of the APFA collection and agrees to inventory, describe, process, maintain and preserve the collection. The University of Texas at Arlington had approached us for the use of the archive space. This would be of no cost to the union. We would have total access to the archives. The APFA would be the only one to have access to files deemed confidential. Wayne State University has a similar agreement with ALPA. It was suggested that we put our archival representative in touch with her counterpart at ALPA. This is a Board of Director’s decision. The question was raised about the computerizing of all our cases. The company utilizes computer

technology in all departments and is light years ahead of us concerning technology.

Officer On Duty Schedule

A discussion in favor of having a full time Officer On Duty was held. A number of duty slots were being handled by one chair person. The reason for having everyone do OOD is that it is a good training experience. By one chair doing the majority of slots, it defeats the purpose of training. The trip removal for OOD does help small bases with their base work.

Letter to New York Flight Attendants

Attachment D is the letter from John M. Tiliacos, Managing Director, Flight Service, Northeast Region to all BOS, JFK, LGA, EWR, DCA Flight Attendants. This is the letter attacking the Flight Attendants, with 11 bullet points of all their flaws. The letter from New York representatives to John Tiliacos is also attached. (See attachment E).

Travel Policy

APFA became aware that the company was planning on making some changes to the travel policy. If you are on the sick list now, you are not allowed to travel until your trip returns, i.e., if you were removed from a trip for a sick call from the 1st to the 4th and cleared the sick list prior to the 4th, you cannot travel until the 5th. This is a clear change to policy. The issue of this change has been raised with the company.

Chicago Issue

Withdrawn.

Safety and Security

We will begin to see more foreign police travel. They are doing a lot of training in the US. We believe most of them are going to Albuquerque, New Mexico.

Two incidents occurred in the past week in which crews had problems with suspicious passengers. A new video will begin this week at EPT's.

Dues Referendum

A motion was presented by Ad Hoc Ellis to suspend Roberts Rules to re-introduce the resolution of the dues referendum. Ad Hoc Ellis wanted to bring the resolution back to the table. Motion to suspend Roberts Rules (Maker – Ad Hoc Ellis, Second – Ad Hoc St. Michel) This motion would require a 2/3 vote to suspend the rules. This is not debatable.

The motion to suspend the rules is passed, 9 yes, 0 no. Resolution #3 is now before the committee. A word change in the original resolution is to now say, recommends instead of resolves and removes the \$2.00 from original resolution. Also, it would delete the language concerning the June 30, 2004 deadline. It is recommending to the Board of Directors that the membership vote separately for a dues decrease from any other changes to the APFA Constitution.

Resolution #10 (formerly presented, withdrawn and amended Resolution #3) is passed, 6 yes, 3 no.

IMA Purser Bid Denials

Withdrawn.

1835 Break

1917 Return from break

Confirmation of Coordinators

Resolution #2 (Maker –President Ward, Second – Ad Hoc Bedwell). Patty Bias is nominated to serve as the APFA Nation Hotel Coordinator for a two-year term, effective May 1, 2004, and the APFA Executive Committee confirms this nomination. Resolution #2 passes, 6 yes, 3 no.

Resolution # 11 (Maker – President Ward, Second –Ad Hoc Bedwell). Joann Matley is nominated to serve as the APFA Nation Safety Coordinator for a two-year term, effective May 1, 2004, and the APFA Executive Committee confirms this nomination. Resolution #11 passes, 6 yes, 3 no.

Resolution # 12 (Maker President Ward, Second – Ad Hoc Bedwell). George Berry is nominated to serve as the APFA Nation Health Coordinator for a two-year term, effective May 1, 2004, and the APFA Executive Committee confirms this nomination. Resolution #12 passes, 9 yes, 0 no.

Resolution # 13 (Maker- President Ward, Second –Ad Hoc Bedwell). Liz Geiss is nominated to serve as the APFA Nation Communication Coordinator for a two-

year term, effective May 1, 2004, and the APFA Executive Committee confirms this nomination. Resolution #13 passes, 9 yes, 0 no.

Resolution # 14 (Maker – President Ward, Second –Ad Hoc Walters). Jena Hopkins is nominated to serve as the APFA Nation Contract Coordinator for a two-year term, effective May 1, 2004, and the APFA Executive Committee confirms this nomination. Resolution #13 passes, 8 yes, 1 no.

Resolution # 15 (Maker – President Ward, Second – Ad Hoc Bedwell). Vicki Dale is nominated to serve as the APFA Nation Scheduling Coordinator for a two-year term, effective May 1, 2004, and the APFA Executive Committee confirms this nomination. Resolution #13 passes, 9 yes, 0 no.

Division Representative Confirmation

Resolution #16 (Maker – Vice President Durkin, Second –Ad Hoc St. Michel). The APFA Constitution Article III, Section 6.C states, “The Vice President shall determine the specific base assignment of each Division and assign and coordinate the activities of the members appointed to serve as Division Representative.”

Division 1 will consist of LAX, LAX-I and IDF;

Division 2 will consist of DFW, and IOR;

Division 3 will consist of SFO, SFO-I, ORD, STL, and STL;

Division 4 will consist of IMA, MIA, DCA, DCA-I, RDU-I; and

Division 5 will consist of BOS, BOS-I, LGA and JFK.

Some discussion as to whether there should be 5 Division Representatives or 6 Division Representatives.

Resolution #16 passes, 9 yes, 0 no.

Resolution #17 (Maker – Vice President Durkin, Second –Ad Hoc Aurigemma). Jeff Crecelius is nominated to the position of Division 1 Representative and confirmed by the Executive Committee for the term to commence May 1, 2004. Resolution #17 passes, 9 yes, 0 no.

Resolution #18 (Maker – Vice President Durkin, Second –Secretary Hildreth). Kim Boyett is nominated to the position of Division 2 Representative and confirmed by the Executive Committee for the term to commence May 1, 2004. Resolution #18 passes, 7 yes, 2 no.

Resolution #19 (Maker – Vice President Durkin, Second –Ad Hoc Ellis). Lori Bassani is nominated to the position of Division 3 Representative and confirmed by the Executive Committee for the term to commence May 1, 2004. Resolution #19 passes, 9 yes, 0 no.

Resolution #20 (Maker –Vice President Durkin, Second – Ad Hoc Aurigemma). Barbara Rives is nominated to the position of Division 4 Representative and confirmed by the Executive Committee for the term to commence May 1, 2004. Resolution #20 passes, 9 yes, 0 no.

Resolution #21 (Maker –Vice President Durkin, Second –Secretary Hildreth). Leslie Mayo is nominated to the position of Division 5 Representative and confirmed by the Executive Committee for the term to commence May 1, 2004. Resolution #21 passes, 9 yes, 0 no.

Resolution # 22. (Maker –Ad Hoc Walters, Second –Secretary Hildreth). Move to adjourn. Resolution #22 passes. 9 yes, 0 no, unanimous.

2005 Meeting is adjourned.