

2009 -2010

Constitutional Referendum
MOVING FORWARD

DETAIL SUMMARY INSIDE

RESOLUTION 4
VOTING METHODS

RESOLUTION 5
NEGOTIATING TEAM

RESOLUTION 6
***FLIGHT ATTENDANT TO
MANAGEMENT***

RESOLUTION 7
MONTHLY DUES

RESOLUTION 8
MONTHLY DUES OBLIGATION

IMPORTANT DATES

Detailed Information Packets Mailed
mid November

Referendum Ballots Mailed
end of November

Votes Counted
end of December

check www.apfa.org for firm dates soon

Delinquent dues must be paid to
become eligible to vote

Questions?

Dues@apfa.org

Communications@apfa.org



www.apfa.org

1004 WEST EULESS BLVD
EULESS, TX 76040
817-540-0108

APFA

MOVING FORWARD 2009 -2010

In November, APFA's Voting Board of Directors voted on five (5) resolutions, which proposed long overdue changes to APFA's Constitution.

These Constitutional changes addressed important issues and concerns expressed by our members across the system.

These decisive actions-many of which were very difficult-are intended to help APFA move forward and streamline the way we operate.

These proposals will make APFA a more efficient and financially secure organization, while at the same time recognizing the realities that we face during every negotiation, along with the constant changes in our industry.

The Board of Directors overwhelmingly supports these proposed Constitutional changes. We urge you to vote YES on these changes.

APFA BOARD OF DIRECTORS



SUMMARY OF PROPOSED CHANGES

Articles of the
APFA Constitution
proposed changes will affect:

ARTICLE II

pages 7, 8, 9

ARTICLE IV

pages 29, 30

ARTICLE VI

page 34

ARTICLE IX

page 51

ARTICLE X

page 53, 54

• **Voting Methods - Resolution Number 4**

This cost-saving proposal will bring secure, modern, standardized, and efficient electronic voting to our membership. The process will meet all dictates of Title IV of the LMRDA and Department of Labor requirements and will bring APFA's voting methods in line with the National Mediation Board and other labor unions such as AFA-CWA, ALPA, IPA, NPA, and SWAPA, just to name a few. The experienced third party vendor APFA would likely use is the one that has conducted elections for the unions listed above and the NMB. The Constitution currently allows for a minimum of seven (7) members to serve on the National Ballot Committee. This change reduces that number to no fewer than four (4) members to serve on the NBC.

Board Vote on Resolution: 18 Yes 0 No

• **Future Negotiating Committees - Resolution Number 5**

This proposed change brings a new and more efficient structure for future negotiating committees. This proposal will reduce future negotiating teams from twelve (12) to six (6) members, plus the APFA President. The proposal is for the team to consist of two members elected by the membership (one Domestic and one International), two members appointed by the Board of Directors (one Domestic and one International), and two members appointed by the President, (one Domestic and one International).

Board Vote on Resolution 18 Yes 0 No

• **Membership status non-Flight Attendant positions- Resolution Number 6**

This proposal brings changes to the status of those Flight Attendants who choose to take a paid management position or non-Flight Attendant position at AA. Currently, these individuals who have become members of management still retain the right to their membership and therefore have access to Union meetings and information intended for Flight Attendants. Under this proposal, those individuals will lose their APFA membership. If they return to the position of Flight Attendant, they may rejoin the Union subject to the re-initiation fee.

Board Vote on Resolution 18 Yes 0 No

• **Monthly dues amount - Resolution 7**

Under this resolution, monthly dues will be set at an amount equal to the hourly Domestic pay rate at year 12, which currently is \$42.65. This figure is less than dues at most other unions and would mean currently only an increase of \$1.65 per month (less than \$20.00 per year) over today's dues amount. Tagging the dues amount to a pay step is a smart way to effectively respond to APFA's cost of doing business. We believe this method of calculating dues will eliminate the need for any future dues referendums. When the APFA membership hourly rates change, your monthly dues will be tied to the established pay step. Twenty-five (25%) percent of any dues increase under this proposal shall be placed in a negotiations-related fund.

Board Vote on Resolution: 15 Yes 3 No

• **Monthly dues obligation: - Resolution 8**

This proposal expands the dues obligation to all Flight Attendants in any unpaid status. APFA continues its work on your behalf even if you aren't flying. Simply put, to maintain your union rights and privileges, you need to pay dues. The categories of unpaid status are:

Furlough by Employer

Approved military leave or absence

Approved Hardships

Unpaid Sick

Suspension by Employer

Termination by Employer

Upon returning to work, members may set up a payment plan to satisfy their obligation for back dues.

Board Vote on Resolution 16 Yes 2 No.