

## General

Q: Why are we having a Constitutional Referendum?

A: We have heard the membership's concerns over the past few years, and these changes address those concerns. These proposals will make APFA an effective and financially secure organization and, at the same time, will bring APFA into the 21st century.

### Item 1 on Ballot (Voting Methods)

Q: Why change APFA voting methods?

A: Allowing secure electronic voting will be more efficient voting than our current system of paper ballots. It also will allow us to save money by reducing the required number of National Ballot Committee members.

The experienced, third party vendor we reviewed has conducted elections for many unions including AFA-CWA, ALPA, IPA, NPA, SWAPA, to name a few. They make sure that elections comply with all federal law and U.S. Department of Labor requirements.

Q: Will there be a paper trail proving I voted?

A: Your electronic vote is stored immediately in a secured Election Server. Unlike mail ballots, an electronic vote is always within the "security perimeter" of the voting system. When you cast your vote, you are provided a "Vote Confirmation Number" which you can later use to review and print a copy of your actual vote. To do this, you will log in to a voting website, select the View Ballot Receipt command, and enter your Vote Confirmation Number. You may do this as many times as you like throughout the voting period if you are concerned that the system has lost your vote or stored it incorrectly.

Q: Will anyone be able to find out how I voted?

A: No

### Item 2 on Ballot (Future Negotiating Committees)

Q: Why reduce the number of members on future Negotiating Committees?

A: Reducing the number of Negotiators will reduce costs to APFA.

Q: Are we stripping the privilege of electing negotiators away from the membership?

A: No. The membership still will be electing negotiators – 2 of the 6 (split evenly between Domestic and International) are elected. Two others would be appointed by your Board of Directors, who, are elected by the membership at their bases. The last two would be appointed by the President who also is a member of the team.

### Item 3 on Ballot (Membership Status for Non-Flight Attendants Positions)

Q: Why should Flight Attendants who take paid management positions at American no longer retain their right to be members of APFA?

A: People who choose to work in management at American should not have the privilege of attending union meetings or receiving union communications. They should not have access to our inner work-

ings; that information is for Flight Attendants, not the Company or its supervisors. Upon returning to the position of an active Flight Attendant, these individuals will be eligible to rejoin APFA, so long as they pay the standard re-initiation fee.

#### **Item 4 on Ballot (Monthly Dues Amount )**

Q: Why raise dues?

A: We are proposing changing the way dues are **calculated** by setting them at the 12<sup>th</sup> year Domestic pay step, which is currently \$42.65. If this proposal passes, dues will rise by \$1.65 per month (less than \$20.00 per year).

The cost of doing business at APFA continues to rise. By pegging dues at a pay step, the dues amount should not have to be revisited every few years. As new contracts are negotiated, dues fall in line with new negotiated 12<sup>th</sup> year Domestic pay steps.

Q: Why is there a \$42.00 floor for dues?

A: Certain costs at APFA are always going to be there, such as core representatives and staff, arbitrations, communications with the membership, and other costs like insurance, utilities, legal and professional fees will continue to rise. The floor is intended to ensure that we will be able to operate.

#### **Item 5 on Ballot (Monthly Dues Obligation)**

Q: Why should Flight Attendants in any unpaid status still be required to pay dues?

A: APFA works for you even if you're not flying. And the cost of doing business at APFA does not go down if fewer Flight Attendants are working. Therefore, the time has come for all members who wish to exercise their union rights and privileges, such as voting in elections or holding APFA office, to pay dues. If you are on an unpaid status, you also can choose to defer paying dues until you return to work, but you will not be able to vote or exercise other rights of APFA good standing membership.

Q: When I come back from an unpaid status, do I need to bring my dues current?

A: No. Once you return to active status and you set up a payment plan for any back dues, you are considered dues current. You have twice as long to repay your back dues as you were out, for example, if you were out 6 months, you have 12 months to repay.

Q: I've been furloughed for over a year. Do I owe dues for all that time?

A: No. The dues obligation begins the day of ratification. No one who has been on the following leaves: furlough, termination, unpaid sick, IOD or military will owe dues for the period prior to ratification.

Q: Can I be terminated under Article 31 of the contract for owing back dues from a period when I am in an unpaid status?

A: No. But just like today, if you are in dues arrears for dues owed for periods of unpaid status, you will not be a member in good standing and will not be able to vote, run for office, or exercise other union rights available only to members in good standing. In addition, you still would owe APFA the dues, and we have the responsibility of collecting them.