

APFA
FALL BOARD OF DIRECTORS' MEETING
OCTOBER 12-13, 2010

Embassy Suites DFW North
Grapevine, Texas

0920 Call to Order

President Glading called the Fall Board of Directors' Meeting to order.

0920 Roll Call

Secretary Pointer took the roll call. All members of the Board of Directors were present with the exception of DFW, JFK and LAX. These bases were represented by the base vice-chairpersons, Margaret Barnes, Raymond Lewis and Kristin McCullor.

0921 Agenda

The Board was asked for additions and amendments to the agenda as presented. Numerous items were put forth for information, discussion and action.

0938 Resolution #1a - Amend the Agenda

Maker: Pointer
Second: Vargas

Resolution #1a amended the agenda. The resolution was passed unanimously. (18 yes)

0941 Resolution #1 - Approve the Agenda as Amended

Maker: Pointer
Second: Bedwell

Resolution #1 approved the agenda as amended in Resolution #1a. This resolution passed unanimously. (18 yes)

0942 PRESIDENT'S UPDATE

0942 General Remarks

President Glading welcomed everyone and thanked all for their hard work during demanding times. She also acknowledged the tremendous loss experienced by the tragic death of Nancy Archer, a long time Union advocate and friend to all.

President Glading distributed to the Board a copy of a mailer which will be sent to the membership concerning the State of the Union and the Negotiations efforts.

The announcement of returning furlougees was discussed. Brent Peterson was thanked for his work on the reinstatement of several hundred furloughed Flight Attendants. DCAI flying was briefly discussed since APFA was informed that the last Dulles – San Juan flight will be cancelled resulting in no International departures out of Dulles. The Company is still evaluating the base.

President Glading updated the Board of Directors regarding the cancellation of the Supplemental Health Insurance program. The cancellation of this program is due to changes Healthcare Reform will bring in 2011.

APFA will be participating in a Labor Summit which will be held on November 8-9th with TWU and APA. Later in November, members of the Future of Aviation Committee will make a visit to Wall Street.

1001 Tarrant County Labor Council

Information regarding the Tarrant County Labor Council was provided to the Board. The TCLC is a coalition of labor unions in Tarrant County, Texas. President Glading asked the Board to review the information distributed so that the possibility of joining this coalition could be discussed at the next Board Meeting in March.

1002 Expense Reports/Policy

The issue of the Expense Policy and the changes and additions that have morphed over many years and many administrations was raised by President Glading. She felt that a thorough review of the original intent of this policy formulated in 1991 should occur. President Glading shared her thoughts on changes she felt were needed. It is hoped that clarifications and changes can be accomplished at the Annual Convention in March, 2011.

The issue of TTs and OEs was raised, especially for those on paper bid, versus trip by trip removals. President Glading encouraged a paper bid versus trip by trip removal because a paper bid saves APFA money. The original resolution affecting this discussion will be researched and circulated to the Board. Several members of the Board spoke to the intent of the original resolution concerning this policy/procedure. It was reiterated again that all representatives that were entitled to a full time trip removal be strongly encouraged to paper bid due to the cost savings this brings to APFA.

The SAF (Special Assignment Fee) was also discussed. President Glading stated to the Board of Directors that she believed SAF was never intended to be utilized by APFA representatives while flying a trip. Several explanations of the original intent were offered by those who worked on the original policy. Further discussion was had regarding the policy of claiming SAF and the fact that it was intended to compensate a representative for the lost of TAFB when not flying. President Glading reminded the Board to review this policy as she believed the original intent of not claiming SAF while working a trip and on a layover was being misinterpreted by some.

1040 Break

1103 Meeting Back On Record

Discussions regarding trip removals were continued. President Glading asked for additional discussion by the Board concerning the travel in and travel out days for any type of union related meeting. She indicated that this policy also needs clarification and detailed explanation in the Policy Manual.

President Glading reminded the Board to submit their resolutions for action items as soon as possible enabling the Board to review these prior to discussion on the Agenda item.

1106 Coalition Update

TWU will be hosting the next Flight Attendant Coalition Meeting in Washington, D.C. The last meeting was held in August in Pittsburgh. All Coalition members are supporting AFA in their bid to represent Delta Flight Attendants.

1109 Legislative Report

Julie Frederick was thanked for her efforts in APFA's Legislative Affairs. President Glading emphasized the importance of APFA's efforts on the hill as she believed that our careers can be improved through legislation. Peter Goelz of O'Neill & Assoc., APFA's lobbying firm, was introduced to the Board of Directors. Mr. Goelz addressed the Board and provided them with a brief history of his firm. O'Neill & Associates was founded by the son of Tip O'Neill. The firm has a long history of working with organized labor, particularly in aviation and has offices in Boston and Washington, D.C.

1124 Litigation Update

President Glading briefed the BOD on the status of pending litigation.

At this time, an issue was discussed concerning the seating of the base chairperson rather than the vice chairperson. The JFK Chairperson was delayed due to weather in New York. There was some question about whether or not this was specifically addressed in the Policy Manual. A resolution regarding clarification on this topic will be presented at the Annual Convention in March of 2011.

1130 Break

1154 Meeting Back on the Record

1154 Negotiations Update

This agenda item was discussed off the record.

1155 Meeting Taken Off the Record

1515 Meeting Back On the Record

1515 President's Update - Continued

1515 Communications Department

Written reports were distributed to the Board of Directors from all departments.

Jeff Pharr spoke to a concern about the Hotline Distribution List. He informed the Board of Directors that there will be no loss of email addresses when APFA migrates over to a new mail server. Email addresses will be self managed and he believes this will make for a more accurate email data base. These changes will then be incorporated into the APFA master email list.

Unicom Data will be taking over the IT department at APFA effective immediately. President Glading acknowledged Tim Trochelman for all his assistance and hard work with Unicom Data.

1522 Contract Department

Brent Peterson has been working on the Flight Attendant recalls. The DCA base chairperson thanked both Brent Peterson and Laura Glading for their hard work attaining the agreement to recall a number of Flight Attendants.

1527 Health Department

Kim Coats was thanked for her hard work during the annual benefits enrollment month of October. Once again, the amount of time to get Family Medical Leave was discussed. At this time, it was requested that the meeting be taken off the record for further discussion.

1529 Meeting Taken Off the Record

1536 Meeting Back On the Record

1537 Hotel Department

Kelly Gambello reported that the Hotel Department has been extremely busy as the number of hotels being reviewed had risen significantly. The sixteen (16) hour cut-off for long versus short layovers was discussed. At this time, there is no change in procedure but it is still being discussed.

1545 Safety/Security Department

There were no questions for the Safety/Security Coordinator.

1545 Scheduling Department

There were no questions for the Scheduling Department

1546 Archives

There were no questions for the Archivist.

1546 VICE PRESIDENT'S REPORT

1547 SBA Update

Vice President Durkin reported to the Board of Directors that there was a heavy arbitration schedule between now and the end of 2010. The first liquor audit arbitration was completed and APFA is awaiting the results. Multiple presidential grievances are currently being scheduled. The PVD Presidential is being rescheduled, possibly to the middle of December and the Five-Year Clock Arbitration has been scheduled for December 1-2 in Dallas.

The Off-Schedule Operation Presidential has been settled. Crews that were involved in that arbitration will be advised shortly regarding the settlement. All Flight Attendants involved in the Tokyo swine flu arbitration have been paid.

1555 757 Crew Rest Seat

Vice President Durkin reported to the Board of Directors that the 757 Crew Rest Seat project is ahead of schedule. He will be going to the factory in Gainesville, Texas, on November 4th for a final review.

1556 A-12 Travel

Vice President Durkin offered a detailed explanation of the Company's A12 travel policy. Vice President Durkin brought all historical documents pertaining to this issue and distributed copies to the Board of Directors. Explanation was provided regarding the Union business portion of AA's policy.

Further explanation was provided regarding the representative designating a city to be used by the Company when utilizing A-12 for Union business (i.e. commuter city vs. base city) which is still under discussion with the Company since this is a change in the policy.

1609 NOD Procedures (Notice of Dispute)

Vice President Durkin reiterated the necessity of receipt at Headquarters by certified mail of DRC's done at base. This starts the 30-day time clock for submission into the SBA System. It was reiterated that Timelines were very important.

1613 ADR Refresher

The ADR Refresher survey has been emailed out. Vice President Durkin asked for 100 percent participation in the survey. It is hoped that this program can be organized by the beginning of the year.

1616 31R Training

The SBA Department is looking into offering a voluntary 31R training program.

1617 Attendance Policy Update

APFA has met with the Company concerning the current attendance policy. The Company has automated the process making it strictly a computer generated numbers situation.

It was noted that some flight service supervisors have felt that they "must progress" the person through the program and be totally dependent upon the computer program and the numbers involved.

The Board discussed the new policy. Details of the development of the first policy were discussed thoroughly by those present that were involved in the process. APFA is discussing certain areas of the policy that they were not involved in during the test period and areas that the company has taken position that differs from what was discussed by the parties. APFA did not agree to the 18-month look back.

Vice President Durkin reminded the Board to file NOD's immediately upon a Flight Attendant's progression within this current attendance policy/program. It was suggested that a NOD be filed at the first attendance advisory, if the base chair is advised by the Flight Attendant of that action. It was felt that this new attendance policy should be reviewed in an article to all Flight Attendants.

1649 Break

1714 Meeting Back On the Record

1714 SECRETARY'S REPORT

1715 Resolution #2 – Section 14 – Electronic Balloting Policy Manual Update

Maker: Pointer
Second: Trautman

Resolution #2 incorporated electronic balloting into the Policy Manual. Resolution #2 was read into the record by the maker, Secretary Pointer. This resolution was put forth for a roll call vote and was passed unanimously. (18 Yes)

1722 Resolution # 3- APFA Representatives in Dues Arrears

Maker: Pointer
Second: Breckenridge

Secretary Pointer spoke to the resolution. Resolution #3 addressed the issue for an appointed, elected or duly elected officer or representative to remain dues current. Secretary Pointer addressed the BOD and presented the language indicating that if an Officer or Representative goes into dues arrears, they should be considered ineligible to hold a position and shall be removed from the position immediately once going into dues arrears.

1730 Meeting Taken Off the Record

1749 Meeting Back On the Record

Resolution #3 was put forth for a roll call vote and was passed unanimously. (18 yes)

1751 Article VII Charges

A summary of Article VII charges were provided to the members of the Board with an explanation of the status of each charge. The issue of charges filed either by or against Flight Attendants now retired was discussed. The Board decided to discuss this issue further at the Annual Convention. Secretary Pointer had one additional item concerning Article VII arbitrators. The Secretary requested a postponement of the discussion of arbitrators until tomorrow morning. The Board had no objection.

The Board of Directors voted to continue the meeting past the nine (9) hour limit.

1758 TREASURER'S REPORT

Treasurer Baumert read the APFA Financial Report into the record. The report covered the period of the first five (5) months of the fiscal year ending August 31, 2010. The report included assets, liabilities and expenses. The balances of special accounts were also reviewed.

1759 Bundled Services

The issue of representatives submitting expenses for bundled phone/internet/TV services was discussed. Several companies do not break out the phone costs vs. the internet costs vs. TV costs. A reasonable estimate must be formulated for the submission of expenses by Union reps.

The IRS has not provided any guidelines to help with this. The conversation continued regarding the billing format of each provider. The Budget Committee will review some of the submitted documentation for a simpler solution to determining the amounts to be expensed. A reasonable estimate is acceptable.

1812 Resolution #4 - Policy Manual 5.G.1. - Receipts

Maker: Baumert

Second: Vargas

Resolution #4 was read into the record by the maker, Treasurer Baumert. This resolution spoke to the change of procedure where scanned copies of receipts would be acceptable with the new electronic expense forms. Previously, only original receipts were acceptable. Resolution #4 was passed unanimously. (18 yes)

The remaining portion of the Treasurer's Report concerning Electronic Expense Reports will be presented as the second agenda item tomorrow morning. The postponed agenda item from the Secretary's Report will be the first order of business.

1813 The Board of Directors' Meeting Recessed for the day.

**APFA
FALL BOARD OF DIRECTORS' MEETING**

OCTOBER 13, 2010
DAY TWO

0918 Roll Call

Secretary Pointer took the roll call and all members of the Board of Directors were present.

0920 Resolution #5 - Article VII Arbitrators

Maker: Pointer

Second: Durkin

Resolution #5 was read into the record by the maker, Secretary Pointer. Secretary Pointer spoke to this resolution. The maker was requested to amend this resolution. The resolution was amended as requested. Resolution #5 was passed unanimously. (18 yes)

0931 Electronic Expense Reports

Secretary Pointer began the presentation explaining the when, how and why of this change/enhancement to the expense reporting process. She thanked Alex Rodriguez for his work in developing this program. This presentation was accompanied by a slide presentation outlining the instructions for the use of this new program.

Two questions were posed to the BOD: (1) do they wish to utilize this program as developed or do they want something more inter-active and (2) do they think this should be tested with the Board members thereby utilizing a smaller number of individuals initially. The Board responded that they wanted to move forward with the program as presented.

Secretary Pointer stated that being totally electronic and not utilizing paper expense forms was not realistic at this point; however, the testing needed to begin moving forward with that goal in mind. The discussion continued with several questions being raised. After the test period with several members of the Board, this will again be discussed and hopefully expanded at the March Board of Directors' Meeting.

1011 OLD BUSINESS

1011 Resolution #6 - Campaign Emails

Maker: Bedwell
Second: Bauer

Resolution #6 spoke to candidate usage of APFA Office Emails & Robo Calls. The resolution was read into the record by the maker, Chairperson Bedwell. The resolution outlined procedures to be followed when utilizing these communication methods during a campaign. This resolution was opened for discussion.

The Robo call language was eliminated from the resolution as it was determined the expense would be too much for an individual candidate. The question of liability and the necessity for editing was raised. Legal Counsel spoke to this issue. The issue of “unsubscribing” to election emails only was raised as well.

Discussion was postponed until after a presentation by American Airlines scheduled at this point concerning Capacity Planning and the Joint Business Agreements.

1019 Meeting Taken Off the Record

1025 Joint Business Agreements – Kevin Cox & Capacity Planning – Walter Aue

This presentation was conducted off the record.

1317 Meeting Back On the Record

1318 OLD BUSINESS – Continued – Resolution #6

The discussion regarding Resolution #6 continued. The question on the floor of whether or not a recipient of a candidate’s email could unsubscribe from candidate emails without totally unsubscribing from the APFA email service was discussed. Resolution #6 was put forth for a roll call vote and was passed (17-yes, 1-absent).

1322 NEW BUSINESS

1322 Resolution #7 - WTS Candidate Eligibility Election Procedures

Maker: Prayon
Second: Washbish

Resolution #7 was read into the record by the maker, Chairperson Prayon. The resolution spoke to the eligibility of a candidate. The resolution proposed that a candidate must be a member in good standing at 0900 on the date the willingness to serve notices are due. This resolution was passed (17-yes, 1-absent).

1327 Candidate Runoff Procedures

An informational memo was circulated to the Board to open discussions only on this item. The information circulated by Chairperson Prayon was regarding a procedure for eliminating run off elections. Discussions were had regarding the cost savings this would realize.

1334 Resolution #8 - Joint Scheduling Committee

Maker: Prayon
Second: Vargas

Resolution #8 was read into the record by the maker, Chairperson Prayon. The resolution suggested new language regarding the makeup of the Joint Scheduling Committee to include representatives from the five regions. The maker spoke to the resolution. Resolution #8 was put forth for a roll call vote and was passed unanimously. (18 yes)

1344 Resolution #9 - Presidential Debate

Maker: Prayon
Second: Pointer

Resolution #9 was read into the record by the maker, Chairperson Prayon. This resolution spoke to the APFA Presidential Debate. The resolution set out procedures for a mandatory debate. It was felt that this resolution needed to be passed at this meeting so that the moderators could be

appointed at the Annual Convention in March, 2011. APFA will hold a National Officer election in 2012. A question was raised regarding the elimination of the politics and how this would be accomplished by an appointee of the Board.

Amendments were suggested to the wording of the resolution, which was acceptable to the maker. The amended portion of the resolution was read to the Board prior to the vote. Resolution #9 was put forth for a roll call vote and was passed unanimously. (18 yes)

1403 EC discussion regarding Attendance Policy - Withdrawn

1403 Negotiations Expenses - Withdrawn

1403 Resolution #10 - APFA Policy Manual Section 5 - Proof of Residence

While awaiting copies of subject resolution, the meeting was taken off the record briefly.

1410 Meeting Back On the Record

1411 Policy Manual - Withdrawn

1411 A-12 - Withdrawn

1411 Hotline Distribution Changes - Withdrawn

1412 Headcount Discussion Budget Committee

The discussion regarded the recalled Flight Attendants and their base assignments as it pertains to base budgets. The Budget Committee is looking for direction in formulating the budgets for the next fiscal year. It was suggested that the September headcount be used and revisited in March. By a show of hands, it was agreed to use the September headcount when formulating the budget.

1415 Supplemental Medical Insurance - Withdrawn

1416 Temporary Proffers

Chairperson Bedwell addressed the issue of season flying at IDF. The chairperson stated that season flying brings proffers to IDF which then become overages/fall offs at the end of the seasonal flying. The idea of a temporary proffer was brought up and discussion followed. Vice President Durkin cautioned the BOD about this and provided a historical data regarding this subject. It was acknowledged that this is a very difficult subject matter with varying opinions. Negotiator Clint Breen addressed the Board and indicated there were several ideas concerning this topic that has been looked at in negotiations.

1426 Resolution #10 - APFA Policy Manual Section 5 – Proof of Residence

Maker: Vargas
Second: Gale

Resolution #10 was read into the record by the maker, Chairperson Vargas.

The resolution outlined required procedures for proof of primary residency by those who utilize APFA furnished corporate apartments. The maker outlined the changes proposed to the Policy Manual. The discussion continued for some time and included discussions regarding expenses associated with relocation. The resolution was amended with the maker's consent. Resolution #10 was brought forth for a roll call vote and was passed unanimously. (18 yes)

1506 Resolution #11 - APFA Policy Manual Section 5 – Reimbursement

Maker: Vargas
Second: McCauley

Resolution #11 was read into the record by the maker, Chairperson Vargas. This resolution spoke to reimbursement for internet computer service/DSL/phones for Coordinators and Division Reps. Resolution #11 was put forth for a vote and was passed unanimously. (18 yes)

1509 Resolution 12 - APFA Policy Manual Section 5 - SAF

Maker: Vargas
Second: Prayon

Resolution #12 was read into the record by the maker, Chairperson Vargas. This resolution addressed the issue of the S.A.F. reimbursement expense. The issue that was discussed was the ability for APFA reps doing work during layovers and being able to qualify for the SAF reimbursement. Resolution #12 was passed unanimously by a roll call vote. (18 yes)

1520 Resolution #13 - APFA Policy Manual Section 5 - Trip Removal Formula

Maker: Vargas
Second: Salas

Resolution #13 was read into the record by the maker, Chairperson Vargas. The subject of the resolution was clarification of the formula utilized for trip removals per base/per capita formula. Resolution #13 was put forth for a roll call vote and was passed unanimously. (18 yes)

1529 Resolution #14 - TABLED - APFA Policy Manual Section 5 -Recalculation of SAF/MEA

Maker: Vargas
Second: Salas

The Resolution was read into the record by the maker, Chairperson Vargas. This resolution spoke to monthly S.A.F. calculations by headcount. Several areas of Section 5 were reviewed as it caused confusion in the reimbursement process as currently understood by the Board and the National Officers. It was suggested that the Budget Committee review this resolution and the current procedures for both the MEA and the SAF reimbursements. The Board concurred that the Budget Committee should take over this issue for research and further suggestions. This resolution was tabled.

1553 Resolution #15 - WITHDRAWN - APFA Policy Manual Section 7.F.2 – Budgets

Maker: Vargas
Second: Hunter

Resolution #15 was read into the record by the maker, Chairperson Vargas. After discussion, this resolution was withdrawn by the maker.

1624 Break

1645 Meeting Back On the Record

President Glading spoke to the Board regarding the previous discussion. She reiterated that resolutions and their intent should be presented prior to the presentation at the meeting enabling all to completely understand the motivation and reasoning behind the proposed resolutions.

1648 Resolution #16 - Transition Period

Maker: Vargas
Second: McCauley

Resolution #16 was read into the record by the Chairperson, Vargas. The resolution proposed procedure for transition of the Division Representative and Coordinator positions. Discussions yielded amendments to this resolution. This resolution was passed unanimously. (18-yes)

1702 Resolution #17 – WITHDRAWN - Cost Efficiencies

Maker: Bauer
Second: Bedwell

Resolution #17 was read into the record by the maker, Chairperson Bauer. This resolution proposed establishing a task force comprised of the Treasurer, two representatives of the small bases and two representatives from the larger bases to look at future problems that could arise with the change of flying. After discussion, the resolution was withdrawn by the maker.

1713 Resolution #18 - Code of Confidentiality

Maker: Barnes
Second: Ross

Resolution #18 was read into the record by the maker, Vice Chairperson Barnes. This resolution spoke to confidential, off the record discussions. Resolution #18 was put forth for a roll call vote and passed unanimously. (18 yes)

1718 Kip Fry Expenses Reimbursement - WITHDRAWN

After an opinion from APFA's legal counsel, the agenda item was withdrawn by Chairperson Ted Bedwell.

1720 Resolution #19 - Cindy Horan Humanitarian Award

Maker: Bedwell
Second: Prayon

Resolution #19 was read into the record by the maker, Chairperson Bedwell. The resolution nominated and awarded Susan French the APFA Cindy Horan Humanitarian Award. Susan's assistance in Hawaii following the death of APFA's colleague, Nancy Archer, was acknowledged. Resolution #19 was put forth for a roll call vote and passed unanimously. (18 yes)

1725 Kidwell vs. DOL Expense Reimbursement - TABLED

Chairperson Bedwell asked that the agenda item be tabled.

1726 Resolution #20 - Budget Committee

Maker: Salas
Second: Washbish

Resolution #20 was read into the record by the maker, Chairperson Salas. The resolution proposed that the current alternate on the Budget Committee be appointed the permanent fifth

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member of the Committee for the remainder of this term. The maker spoke to the resolution. Resolution #20 was put forth for a roll call vote and was passed unanimously. (18 yes)

1731 Resolution #21 - Motion to Adjourn

Maker: Vargas
Second: Ransom

A motion was made to adjourn the Board of Directors' Meeting. The resolution passed unanimously by a show of hands.