

APFA
2013 ANNUAL CONVENTION
MARCH 3 – 6, 2013

Sheraton Fort Lauderdale Beach Hotel
Fort Lauderdale, Florida

0927 President's Opening Remarks

President Glading opened the 20th Annual Convention of the APFA with remarks to the Board of Directors. President Glading thanked and extended best wishes to those who will be attending the meeting for the last time. She thanked them all for their hard work over the years and most certainly, this past year.

Additionally, President Glading extended a warm welcome to the newly elected representatives and thanked them for stepping up to serve. President Glading spoke to the challenging road ahead for all.

President Glading wished to thank the Negotiating Committee as well. She postponed her remarks until all members of this committee were present.

President Glading began additional remarks stating it was her fifth time chairing the Annual Convention, with the first being in 2009 in Boston. The APFA was facing harsh budget realities and many problems in dealing with American Airlines at that time. The Board made really hard fought and long lasting changes in the way the APFA conducts internal business. Changes will occur again with the merger and these new challenges shall be met. All conventions since then have been very difficult with many tough decisions that had to be made. The APFA has survived and faced all obstacles to their future and the profession. Few airlines have emerged from bankruptcy unscathed. Management undervalued the front-line workers, which has backfired on them. The APFA, as well as the other unions, demanded a role in this process.

President Glading thanked Dan Akins, Rob Clayman and Jeff Freund for their expertise and guidance during this process. Mady Gilson, who has been General Counsel for the APFA since 1990, was also extended a sincere thank you for all her hard work during this process. The Jeffries Group, an investment banking group, was also thanked for their input and assistance. They were incredible advocates for the APFA. The period between July 5 and July 19 was the most difficult for the APFA and the Board stood strong during this period, which as an end result forced the Company to engage. APFA turned the committee's opinion of the merger around. It is felt that the advice and guidance received, as well as the strength and cohesive support of the Board, played a roll in making the merger take place inside the bankruptcy. We shall emerge from bankruptcy in a better and more solid position than anyone has ever achieved. A merger inside bankruptcy is unprecedented. It will still be a difficult time; however, could have been far, far worse. The APFA protected its membership. It is not done and the membership will be living with some uncertainty in the coming year. We will have an industry rate contract. We will never again be underestimated. We will remain committed to seeing this merger through redefining labor/management relationships in the future.

President Glading added her thank you to O'Neil & Associates for their expertise and assistance during the bankruptcy process enabling the APFA message to be received on Capitol Hill.

All members of the APFA Negotiating Team were now present at the meeting. President Glading now wished to speak to the efforts over an unexpected five (5) year period of service. They fought tirelessly and obtained the LBFO as well as negotiated a bridge agreement, not a six year agreement as the APA and TWU did, ensuring the flight attendants an industry rate contract. Certificates of appreciation were presented to all members of the Negotiating Committee.

0949 Call to Order

At this time, President Glading officially called the Annual Convention to order.

0950 Roll Call

Secretary Pharr took the roll call. All members of the Board of Directors were present.

0951 Agenda Review & Approval

Changes or additions to the agenda were requested at this time. Several additions were brought forth.

0958 Resolution 1A – Amend the Agenda
Maker: Pharr
Second: Glading

Resolution #1A amending the agenda as presented was put forth for a roll call vote and was passed unanimously (16 yes, 0 no).

1001 Resolution 1 – Approve the Agenda

Maker: Pharr
Second: Glading

Resolution #1 approving the agenda as amended by Resolution #1A was put forth for a roll call vote and was passed unanimously (16 yes, 0 no).

1003 Ad Hoc Nominations

The National Ballot Committee stepped forward to accept nominations for Ad Hoc positions #3, #4 and #5 on the APFA Executive Committee. Nominees were suggested for these open positions by the Board. The actual voting will be conducted during the next day's meeting.

1012 Budget Presentation Review

It was decided by consensus of the Board that this would be a review of the proposed budget and the approval process would occur under the Treasurer's Report.

The Treasurer and the Budget Committee presented the proposed 2013-2014 budget to the Board of Directors.

Treasurer Gunter thanked the Committee for their help and hard work on the proposed budget. The proposed budget had been previously provided to the Board of Directors for their review.

Treasurer Gunter spoke to some specifics within the budget. The mandatory savings contributed to the NNRFF was reduced based on the Constitutional mandate. Capital improvements was raised to cover the purchase of new equipment. Negotiations was reduced. Lawsuits was reduced based on only one pending case at this time. The Constitution and Policy Manual category was increased due to the LBFO changes. Additional explanations were provided for changes made to the current budget. Some questions were raised and explanations provided concerning the proposed changes. Specifics were raised regarding negotiations, which will utilize a smaller committee when it occurs. The point was made that adjustments can be made at any time with Board approval. There were many questions raised, for which the Budget Committee was able to answer and provide explanations.

1028 Break

1049 Meeting Back On the Record

President Glading wished to take a few minutes to recognize some additional people she had forgotten to mention previously. President Glading welcomed the new Los Angeles International Vice-Chairperson. Also, President Glading wished to acknowledge those individuals who will be retiring and have served the APFA and its membership in many capacities over their careers. These individuals were Karen Goodrich, Becky Kroll, Kat Clemons, Peggy Turley, Cheri Washbush and Anne Loew. Best wishes were extended to all these individuals.

1052 PRESIDENT'S UPDATE

1052 Bankruptcy/Merger Update

President Glading asked the Jeffries Group, Rob Clayman and Dan Akins to come forward for this briefing. It will be attempted to keep as much of this briefing on the record as is possible.

While the shift of speakers occurred, President Glading mentioned that the following individuals would be addressing the Board of Directors during tomorrow's meeting: Doug Parker, US Airways; Josh Gotbaum, PBGC; Scott Kirby, US Airways; Ken Kaufman and Isaac Franco, Kaufman Franco.

At this time, a power point presentation would be given. The Creditors' Committee is still very active putting together the reorganization plan and much work is yet to be done. There was a hearing held in the House of Representatives regarding the merger, at which General Counsel for both American and US Airways made statements. The APFA also submitted a statement, for which President Glading thanked O'Neill & Associates for their assistance. The AFA US Airways flight attendants did overwhelmingly approve their tentative agreement. There is a requirement to start MOU discussions, a four party process. The APFA will participate in these preliminary meetings to be held in April. The final decisions will be decided by the APFA Board of Directors and recommendations only being brought to the Board by those APFA representatives participating in these meetings.

Dan Akins addressed the Board at this time. He spoke to the difficulties experienced by other airline bankruptcies and how different it is now for the APFA. This is by far the best result he has ever seen for labor. He used the analogy of the villagers storming the castle and removing the king. This would not have happened without the strength, determination and steadfastness of the APFA and its membership. The culture of US Airways leadership is so very different than American Airlines with an inclusive attitude prevailing. This will be a huge challenge as it is the first merger within a bankruptcy. This process is just starting and could be a two-year process. The financial plan is in place to come out of bankruptcy as a merged company; however, the operational integration is the difficult part involving the operations of both companies worldwide. Mr. Akins is confident that problems will be resolved because it is so beneficial for all involved. He again applauded the APFA leadership and membership for this tremendous accomplishment.

Rob Clayman reiterated the statements of Dan Akins. He spoke to his history of working with company bankruptcies and that they all have been painful for the employees. He spoke to the only other bankruptcy, Eastern Airlines in 1989, in which the employees tried to take control to get rid of Frank Lorenzo. They did succeed by striking, but the company had to eventually liquidate. It has been rare in his career where you can speak of labor/workers accomplishing a minor miracle. This is what the APFA has done. The APFA will come out of the bankruptcy virtually unscathed and hopefully within the year have a market based collective bargaining agreement. This is a phenomenal outcome. A lot of people will claim credit, but Mr. Clayman feels that there is no constituency that deserves as much credit as the flight attendants by their support of exiting the bankruptcy with a merger in hand. It was unwavering. There was never any doubt about where the APFA leadership and membership stood. One of the critical moments was the NDA when the Company was forced to deal with US Airways. Labor is in control, labor took control and labor will remain in control with far, far better management than you had coming into this bankruptcy. The victories for labor, especially in the last 10 or 20 years are few and far between. This is clearly one of them.

Members of the Jeffries Group now addressed the Board with a slide presentation. The Jeffries Group reiterated the comments of Rob and Dan and stated that it is a privilege to be an APFA advisor and are grateful for the opportunity. They are excited about going forward and all that is about to happen with this company. This has not been seen before by those who do restructuring or bankruptcy work and is unprecedented. When this process began a year ago, there were very few people who were supportive of this happening including some folks who we are aligned with

today. They wanted to see this end quickly and have labor be the backbone of the stand alone plan going through the 1113 process and then worry about creating the value through a merged entity. Financial or trade creditors are not focused on labor. That has changed over the last year in large part due to the work and perseverance of the APFA. The Jeffries Group is very proud of all in the room and very proud to be APFA advisors. The members of the Jeffries Group attending the meeting were introduced.

The slide presentation will show the progress to date, the equity claim and how that will be distributed to the different parties to the case. Some detail will be provided on the valuation. Additionally, they will show the next steps in getting to the end of this case and implementing the operational changes. Completing this transaction will still require a number of complex and time consuming steps that could last six (6) months or more. There will be a division of key management positions between American Airlines and US Airway; however, Doug Parker will have the final decision. This is an important fact concerning the shape and feel of this company going forward. A committee has been established to work on integration and transition issues and will be headed by a representative of each company. There will be a new Board of Directors appointed. It will be a twelve (12) member Board. Three (3) of those members will be from American Airlines with Tom Horton being one, four (4) will be appointed from US Airways with Doug Parker being one and five (5) board members will be appointed by a group of creditor constituents. Tom Horton's tenure as Chairman of the Board is only one year, after which he will step down. His will be a non executive role. At that point, his seat is not replaced. Doug Parker is the Chief Executive Officer (CEO).

The continuation of this discussion was done off the record at the request of legal counsel.

1144 Meeting Taken Off the Record

1232 Meeting Back On the Record

1233 Lunch Break

1312 Meeting Back On the Record

President Glading took a moment to thank her fellow National Officers for their support and hard work while she had to be in New York. They took on many duties and responsibilities during this time. The Vice President, Secretary and Treasurer took office in the middle of these proceedings and stepped forth immediately to do what was needed with little or no transition time. They are extremely dedicated and brought a great deal of experience with them to their positions.

President Glading also wished to acknowledge Dane Townsend-Pepper and Secretary Pharr for all their work in setting up this Annual Convention. President Glading also thanked Sally and Jennifer for assisting in this effort.

1315 Legislative Update – O’Neil & Associates

This presentation was done by O’Neil & Associates. President Glading spoke to the APFA’s relationship with O’Neil & Associates and how it began. They are a prestigious firm who has done an excellent job establishing communication for APFA on Capitol Hill. The experience this group brings with them is invaluable. The perception of APFA on Capitol Hill has been totally changed. Anthony DeMaio spoke to the efforts of Julie Frederick, who has worked very closely with all from O’Neil & Assoc. in changing the perception of APFA and increasing the respect accorded on Capitol Hill. A slide presentation will be given. Julie Frederick spoke to the change of communication between the APFA and several members of Congress. They spoke to the positive effects regarding the merger. The APFA has established a relationship with the new head of the FAA and hope that it will lead to the OSHA protection for flight attendants going forward. The Known Crewmember Policy was also helped by the relationships established as well as the communication with the PBGC. APFA’s PAC has increased tremendously and 91% of the candidates supported by APFA were elected. US Airways has asked for help from our Legislative Team.

An explanation of the makeup of the 113th Congress was given citing the key players. The current stalemates will hold up a lot of legislation; however, it is felt that it will give APFA an opportunity to continue building relationships especially on the House side with the Republicans as the leadership has changed regarding transportation. The House Education in Workforce Committee is where the concern for OSHA protections and other labor issues are and remains the same. On the Senate side, there will be some help from labor supporters. The role of labor has changed with the APFA’s efforts within this merger and the perception of labor from the past. Unions can be the driving force to save jobs and expand the economy with the right leadership. The FAA Reauthorization Bill did go through but the sub-committee will be doing a lot of oversight with the sequestration and FAA budget issues. On the House side, there will be a lot of oversight on the OSHA regulation, sequestration, budget and debt ceiling. With new leadership in the House, there will be scrutiny on the TSA and the Known Crewmember Program must be protected.

O’Neil & Associates will keep a close eye on Presidential appointments. The Fatigue Legislation will continue to be pushed forward and monitored. Additionally, increasing and building upon relationships established in Congress is imperative. It is felt a new Secretary of Transportation will be nominated within the next few weeks. A question was raised regarding the new Secretary of Labor, which has not been a topic of conversation on the Hill recently. Other critical agencies will be observed such as the National Labor Relations Board, whose Presidential nominees were contested in court and deemed unconstitutional. That is not the case; however, with the National Mediation Board. There is a vacancy on that Board and two members that are unconfirmed, but will serve until replaced. Two members are nominated by the Administration and one is nominated by the other political party.

Julie Frederick spoke to the effect on communication of the efforts of APFA’s Political Action Committee. Once again, it was reiterated that 91% of the candidates backed by the APFA prevailed in their respective elections. It is important that the PAC continue to build the coffers with mid-term elections approaching. Approximately 800 flight attendants contribute to the

PAC and an effort to increase this number will be occurring. A drive will be conducted shortly to inform flight attendants of the efforts and successes of the PAC to increase the donations. The House Judiciary Sub-Committee on anti-trust issues held a hearing last week, which was attended by APFA representatives and testimony submitted. There really aren't any anti-trust issues. The Senate will also be holding a hearing. It is important, however, that there is an APFA presence in uniform at these hearings. It shows strength in numbers. All flight attendants are encouraged to participate in all activities of the Political Action Committee either locally or in Washington.

1401 Coalition Update

President Glading stated that the APFA's relationship with the other unions on the property remains strong with excellent communication. The APA will begin the election process for their National Officers soon.

The Flight Attendant Coalition was hosted by the IAM in Maryland and the APFA was represented. Coalition efforts are continuing, as well as lobbying efforts and fund raising efforts.

1403 Litigation Update

Legal Counsel advised the Board that the [RO] case will not be appealed at the District Court level after the APFA win. That will end that case. Unfortunately, only three weeks passed without any outstanding litigation pending. A new lawsuit was filed by alleging various kinds of discrimination stemming from the seniority integration agreement. This is the member's second lawsuit regarding this issue with the first being dismissed. Currently the member is representing them self.

1405 Resolution #2 – Martha W. Griffiths Award – Judy Ladislaw
Maker Glading
Second: Gluth

Resolution #2 was read into the record by the maker, Glading – Gluth 2nd. This resolution nominates Judith A. Ladislaw to receive the Martha W. Griffiths Award at the 2014 APFA Annual Convention. This resolution was put forth for a roll call vote and was passed unanimously (16 yes, 0 no).

1410 Break

It was decided to take a short break, after which an off the record, brief discussion will be held regarding the upcoming MOU. The Board of Directors, Vice Chairpersons and the Executive Committee will be present for this discussion.

1554 Meeting Back On the Record

1554 Department Reports

1555 Communications Department

The Coordinator addressed the Board. The Coordinator reviewed her quarterly written report which was submitted to the Board and Executive Committee. She also spoke of the addition of a graphic designer/webmaster to the Communications Department. Interviews will be conducted over the next two weeks. Alex Rodriguez has worked extensively on the website with new software. The Coordinator wished to thank several individuals concerning the Rapid Response Team formed in December including the O'Neils, Kelly Harrington, Dane, Julie and Jennifer.

A short slide presentation was given by the Anthony DeMaio. This presentation reviewed the communications events during 2012 emphasizing the strength and commitment of the APFA to the merger. The emphasis remained on internal communications and unity. The discussion turned to the new hires and future US Airways co-workers. The APFA new hire packet will be updated. This team will continue to improve the channels of communication. The APFA website will be totally revamped making it easier to navigate and read. Issuance of more frequent Skyword publications was mentioned and under consideration. The historical costs were discussed as well as frequency. Some alternative suggestions were brought forth. Social media issues were briefly discussed and the Communications Department asked for the help of the Board regarding this issue.

1618 EAP Department

The EAP Coordinator addressed the Board. The most pressing news is the recent settlement of payment for the CISD's. The Coordinator is awaiting the updated Policy Manual from the Company. As of this date, there is international override pay for the CISD's. A question was raised regarding policy for trip removals prior to the CISD. The Policy Manual was changed to ensure that. If there are no trips prior to the CISD but following it, they will be removed. This is done to ensure fairness.

The Coordinator discussed the procedures for people testing positive for alcohol. Depending on the level tested, certain procedures should be adhered to. We are also having problems as the head of the Drug Administration Department at the Company left and has not been replaced. Personnel in this area are pinch-hitting. This is troublesome. A question was raised when the Union Rep should insist on medical care for a flight attendant who has tested positive for alcohol. A question was raised regarding variance in the readings within fifteen (15) minutes, which can signify a bad machine. A DFW case was discussed and it was emphasized that the rep needs to be a critical thinker and be proactive to obtain medical assistance for the flight attendant. The issue of denial was discussed and how coworkers should react to help the individual. The Coordinator reiterated she was always available to assist getting the individual the help they need and is tenacious in doing so. The program works.

The Coordinator addressed the Board regarding depression, anxiety and bi-polar disorders. The Coordinator has done extensive work with individuals with mental health issues and can refer them to the appropriate doctor and therapy treatments to assist them in returning.

Compliments were extended to the Coordinator's assistant, Terry, for his knowledge and competence when the Coordinator is not available.

1648 Recess for the evening

President Glading asked for a consensus of the Board to postpone the first order of business, the Ad Hoc Elections, to be the third agenda item following guest speakers, Scott Kirby, Ken Kaufman and Isaac Franco. The meeting will begin at 9:00 am.

DAY TWO
APFA
ANNUAL CONVENTION
March 4, 2013

1048 Call to Order

President Glading called the second day of the Annual Convention to order. The meeting had commenced at 9:00 am with off the record discussions and guest speakers Scott Kirby, Ken Kaufman and Isaac Franco.

1048 Roll Call

Secretary Pharr took the roll call of the Board of Directors. All members were present.

1049 Ad Hoc Elections

The National Ballot Committee passed the ballot forms for the first position (Place #3) to be elected. A count was conducted. No candidate received a majority of the vote. In round two of voting, only those candidates that received at least one (1) vote can be considered. The ballots were passed for the second voting process. Michelle Bernstein prevailed in this round of balloting and was elected to Executive Committee Ad Hoc Position #3 for a three (3) year term.

The balloting began for Executive Committee Ad Hoc Position #4. This round of voting did not result in a majority vote for any one candidate. A second round of balloting was conducted. The second round of voting did not produce a majority vote for one candidate. The third round of voting began for Ad Hoc Position #4. Kerstin Taylor was elected as the Ad Hoc for Position #4, a three (3) year term.

The balloting began for Executive Committee Ad Hoc Position #5, a two (2) year term. Once again ballots were passed to fill this vacancy. The first round of balloting produced a majority vote and Michelle Nasca was duly elected to Ad Hoc Position #5. This individual will immediately assume this position and vacate her current position as chairperson at the conclusion of the Annual Convention. The current Vice Chairperson will assume the Chair position.

At this time, the Ad Hocs will be assigned the bases which they will represent on the Executive Committee. This is also done by ballot and the National Ballot Committee attempts to fulfill the request of each base for the particular Ad Hoc representative.

During this assignment process, President Glading wished to acknowledge Kat Clements leaving the Executive Committee and the APFA as she was retiring under the VEOP. President Glading thanked Kat for all her hard work and Union advocacy over her career with American Airlines. Kat shared some brief remarks with the Board and those attending the meeting.

The assignment of bases is as follows:

Place #1 Aurigemma	BOSI, MIA, ORD
Place #2 Baumert	RDUI, SFO, STL
Place #3 Bernstein	BOS, IDF, IMA
Place #4 Taylor	DCA, DFW, LAX, LAXI
Place #5 Nasca	IOR, JFK, LGA

Secretary Pharr stated that there are three vice chair vacancies – BOS, BOSI and RDUI. The specifics of filling these positions were discussed with the National Ballot Committee. The soonest Willingness-To-Serve forms could be sent out would be the end of April. The Chair-elect cannot appoint a Vice Chair until their term begins on April 1st. The discussion continued regarding this particular process under the Policy Manual with input by Legal Counsel.

At this time, President Glading wished to acknowledge Karen Goodrich who has served on the National Ballot Committee and will be retiring. The Board thanked her for all contributions to the APFA and hard work.

1142 Department Reports – Continued

1143 Hotel Department

A written report was submitted to the Board. The Coordinator became ill the previous evening and was not able to attend today's meeting. There were no questions regarding her report. President Glading stated that she has done a terrific job in this position.

1145 Safety and Security Department

A written report was submitted by the Coordinator. A presentation will be made by this department. Patty Hargrove, Cabin ASAP and ERT member, spoke to the Board regarding the ASAP Program. The program started in January, 2009. Information about the program is being given to the new hires as of this date, a copy of which will be distributed to the Board. A video was made that is being shown during EPT classes.

The Event Review Team consists of the APFA Rep (Patty Hargrove), a Company Safety Rep and an FAA Cabin Safety Inspector. These are the only three people who read the reports submitted. There are no names or flight numbers – only the event is reviewed. This is an FAA program, not a Company program. All information is considered confidential. No information is shared with Flight Service. This is a voluntary program. Flight attendants are encouraged but not required to submit a report. This is not a punitive program. Recommendations are made for additional training if deemed necessary. As of February 28, 2013, there have been approximately 3,000 flight attendants who have utilized this program and submitted reports. The pilots' program has been in effect for approximately fifteen (15) years. The top five (5) reporting issues that are being reported now are: minimum crew violations; carryon bag procedures; flight attendant jumpseat discrepancies; exit row briefings that are missed and door arming/disarming at 1R on the 777 and 757. Ms. Hargrove did want to stress that this program is for acts/omissions that are inadvertent. Honesty is in the best interest of the program.

A question was asked if any information received would be of help on the legislative issues; i.e., fatigue. Twice a year the APFA Safety Rep attends a conference called Aviation Safety Info Share. It is where all the Cabin ASAP programs comes together industry wide. A Fatigue Risk Management Study is in place for the pilots within the Company. It is expected to expand to the flight attendants; however, the company wants to do maintenance first. The FAA has a difference in definition between being tired and truly fatigued; therefore, the importance of the Fatigue Risk Study.

The Coordinator extended compliments and gratitude to Patty Hargrove for her work and enthusiasm regarding this program. The reporting route has been clarified and ASAP reports are no longer mixed with AMR Event reporting.

The Known Crewmember Program was discussed. There has been a problem recently where the system crashed and no new pilots or flight attendants have been accepted into the program. This is actively being worked on and it is hoped to be back up very soon. There is no specific language concerning the type of bags you can carry through when utilizing this program and has caused some problems. If there is a problem with TSA concerning this, the Safety & Security Coordinator should be advised with the date, time and portal. Additionally, the flight attendant must be in complete uniform when utilizing the KCP. If denied for any reason, you must then go through regular airport screening at that portal. You may not proceed to a different entrance. You will be fined. If denied, the Coordinator should be notified to make sure there is not a problem with the data base. Some instances were discussed and how they should have been handled.

A letter was read by the JFK Chairperson from Flight Attendant Neidermeyer, who attended the hearings in Guantanamo Bay. Flight Attendant Neidermeyer lost her husband in the South Tower on September 11th. He was a Port Authority policeman. She attended this hearing in uniform with her son in respect to fellow crewmembers and their family members lost on that day. Her letter was read in full to the Board of Directors. Her request is that this letter be forwarded to the families of the flight attendants/crewmembers lost on that day to assure them that the trial and pursuit of justice is moving ahead.

1221 Lunch Break

This will be a working lunch. Doug Parker, US Airways, will address the Board of Directors via a teleconference at 1:00 pm.

1340 Meeting Back On the Record

A special thank you was given to the Safety and Security Coordinator for her efforts during the recent FAA aircraft certification.

1343 Department Reports – Continued

1343 Health Department

A written report was submitted by the Coordinator. She began her presentation with a review of the COBRA timeline, which may be used by the VEOP flight attendants. The Company is saying two weeks but it could be as long as forty-five (45) days. The Company has thirty (30) days to send the terminating employee's information to the Cobra Administration, who have fifteen (15) days to send it to the retiring employee. There will be a gap in coverage. However, once the information is received they will be put in retroactively with the effective date of separation. If there is a compelling situation, please advise the Health Coordinator who may be able to expedite this process.

The IOD Packet has been updated. Once finalized and approval is received from the National Officers, it will be put on the website.

The discussion focused on the "frequently injured employee" program that the Company claims has been in place for some time. They also claim that this was approved by the APFA, which it had not been. Flight attendants are being faced with mandatory discussions with Flight Service concerning the amount of injuries on the job even though workman's comp was never filed. The Health Coordinator suggested that a grievance be filed. There is a specific case at JFK for which a grievance will be filed. The Company is stating that this is occurring out of concern for the flight attendant; however, the Company is suggesting workshops, etc. The Coordinator stated that it is illegal to try and punish an employee for filing a workman's comp claim. President Glading also felt that a Presidential Grievance should be filed. Legal Counsel offered an opinion regarding specifics that must be involved. A copy of the Flight Service policy will be provided by the Coordinator who feels they should be adhering strictly to this, if at all. Several opinions were brought forth by the Board and both Legal Counsels present. Various laws within certain states were discussed. The conversations required by Flight Service should most certainly be attended with an APFA representative. All information, meetings and future requests for meetings should be forwarded to the Vice President's office.

The deadline for FSA funds is March 15th and June 15th for claims, if there are excess funds. This will be included in the next hotline.

1358 Contract Department

A written report was submitted by the Contract Coordinator, who began his report with updates.

The first to be discussed was the FMLA Technical Corrections Act. The Department of Labor issued their ruling on this. Companies are to have this implemented by March 8, 2013. We will most likely not see any change at this point as the Company is trying to determine what has been ruled on. There are three areas that were covered under this Act. One is eligibility – 504 pay productive hours, which was the number from the arbitration. They did go further and say on-duty hours would be used, which will affect domestic flight attendants. Concerning block leave usage, the DOL stated they wanted to use a 72 day bank within a rolling year. A question still is how to charge a partial week. The Coordinator is still awaiting clarification from the DOL. He does not feel that a change will be seen at this point regarding block leave. Additionally, a

confusing ruling was made on the intermittent family leave as well. The minimum is one day, which if one has a three day trip is three days as you cannot join the crew on the second day. Some airlines put the flight attendant on reserve for the two remaining days.

All recurrent training this year will be two days. The reason for this is the simulators which are needed to accommodate the new hire classes as well. Lodging for the DFW and IDF commuters was requested and discussed. The Coordinator will work on this. A comment was made that hotel rooms near the airport are at a premium for many reasons.

The dual qualification training affects the proffer training as it will now be identical effective March 1st. LOA training will continue to be held every month.

Concerning the tablet, approximately 4500 people have been trained in the last 15-18 days. There are 10,000 flight attendants trained and 6,000 remaining. It is possible the Company may complete the training by the end of March. Approximately 700 people have responded to the online survey to identify problems. Two of the biggest complaints, the time-out feature and complex password process have been resolved.

There have been several speaker proffers. This will enable the Company to get back to the full complement of speakers. The APFA had signed a letter of agreement reducing the number of speakers onboard; however, within that the Company had stated they had all intentions of returning to the contractual maximum. They hope this will occur sooner rather than later. The proffers taking place ensure that the new hires will be assigned the right base out of training.

A question was raised regarding the prefunding refund investment earnings. The Company stated it would be shown on a 1099; however, it was shown on a W-2. This is being looked into.

The Communications and Contract Coordinator will be speaking to the first new hire class on March 12th. This will be done weekly.

The best news received by the Coordinator is the Delta Connection reciprocal. He wished to thank Keith McCarty, who helped resolve this issue. The next difficult one will be United Express. They seem to be internally opposed to these agreements.

Several Board Members had questions for the Coordinator. The first question raised considered a lost tablet. The Company has told the flight attendant that it will cost \$299.00 to replace and may not be payroll deducted. This brought up discussion of lost versus stolen. This tablet was left in a jumpseat but was not turned in; therefore, stolen. Not one tablet has been recovered with the GPS. Other instances were discussed. It was determined there is not a specific procedure for a stolen tablet; i.e., where to file police report. A request was made to go off the record.

1419 Meeting Taken Off the Record

1421 Meeting Back On the Record

A question was raised regarding the 1114 and the refund of prefunding. It was stated that if the flight attendant retired prior to November 1st, she would not receive a refund.

A question regarding the scheduling of tablet training was raised as there was difficulty registering for a class. This will be looked into. There is concern from flight attendants about going QI. It is felt that if there is demand, more classes should be scheduled.

A problem has occurred regarding the VM position on the 777 from DFW on Saturday, Sunday and Monday. There is no monitoring by the Company and it has been done by the IDF Chair and Vice Chair with the help of the Senior-On-Duty in Crew Schedule. There is concern regarding the 737 VM monitoring as well. The Contract and Scheduling Coordinators will look into this situation in an attempt to rectify.

There was a discussion regarding the training on the 777-300 and seniority violations regarding this training. The Coordinator will deal with each complaint on a case by case basis in order to resolve problems. The Company is trying to create more classes as this is a very popular aircraft.

1434 Break

1458 Meeting Back On the Record

1458 Scheduling Department

A written report was submitted to the Board. The Coordinator acknowledged the massive changes and headaches caused by the mess in Crew Schedule. They have several problems and a number of inexperienced people working there. Replacement schedules were discussed and the efforts to improve the plotting. Adjacent base flying is a problem as the Company does not have an IT solution for that. It would be chaotic to bring it out prior to problems being resolved. It is hoped to be online by April.

The appointments to the JSC will be Jamie McNeice for the West Coast, Linda Haertling for Dallas, Todd Breckenridge for Chicago, Christian Cassidy for New York, Randy Trautman for Miami and Beth Kilcran for the SBA. This committee will be meeting to deal with implementation as this department will be experiencing much difficulty with all the changes ahead. The Company's implementation of items from the LBFO was discussed in a meeting with the Company. The split sick bank will not be implemented as well as the interim pay protection will not be implemented. The Coordinator will be having a follow-up meeting with the Company's IT Department regarding domestic work rules and the PVDs, so they can have an understanding of those items. Several items that were not part of the CLA were waived, which the Union did not agree with. The IT work involved is extensive as it is one department for all work groups. If an item is a CLA and LBFO item, it is being implemented faster. The preferential bidding system was discussed and was part of the LBFO. That has been put on hold until the merger. US Airways had already chosen their vendor – AOS. The Coordinator and Vice President were able to ensure that "trips missed for this vacation year" would be in effect. This ensures that anybody who bids vacation in this year would get "trips missed". The Coordinator suggested a PBS Rep should be appointed eventually when these changes occur.

A question was raised regarding standby as a reserve preference. The Coordinator felt that the co-terminal standby preference should be available and will look into it.

The conversation turned to cross-utilization of reserves. The base chairperson did not see the reserve numbers coming down but rather going up. It is felt that the combined operation should lower the seniority numbers for reserve. The Coordinator felt with the new hires there should be some movement. The VEOB numbers may have had an effect as well. The Coordinator does feel that with the combined operations and the new hires some flight attendants should come off the reserve list. This will not be immediate and the Coordinator will be watching the utilization of reserves. He felt some movement may be noticeable in the fall. The cross utilization of combined divisions is felt to be excessive for the international flight attendants on reserve as not that many domestic flight attendants have received the international qualification.

A question was raised whether the transfer list to a base like San Francisco would be opened. The Company will be asked about this. The wait list for this base is approximately 39 flight attendants, which could move the stagnant reserve list. The question was also raised whether bidding for reserve trips was in the Bridge Agreement. It was stated that it is not. It was hoped by the Board Member that perhaps this could be included in upcoming negotiations.

It is felt that the Preferential Bidding System will not be implemented prior to the merger creating one company. It would not be implemented solely for the US Airways flight attendants and not the American Airlines flight attendants. Additionally, there are new FAA rules for the pilots effective 2014.

The Coordinator was thanked for his daily updates sent to the Board.

A brief discussion occurred regarding furlougees that had fallen off the list and were now interviewing with American and not being hired.

Once all reserves have been dual qualified, the question was raised how they will determine who will be trained next. It is felt that the drafting of flight attendants for this training will not occur for quite some time.

A discussion began regarding pros and cons of preferential bidding with various points brought forth.

1540 Joint discussion regarding Purser Program

A joint discussion occurred with the Vice President, Scheduling Coordinator and Contract Coordinator. Vice President Gluth stated that the Company convened a committee, headed by Debbie Carvata, regarding the Purser Program with bid denials. IOR was getting overflow trips into Miami International causing bid denials. Now, it had begun affecting IOR. Several calls occurred before a lengthy meeting was held trying to brainstorm and think outside the box concerning this problem. Within the last 48 hours, all solutions basically were erased as Crew Schedule said no. They did not try to remove a qualification, rather eliminate a bid denial. They explained to the Board how they were trying to accomplish that. They took a moment to explain

how US Airways handles the purser situation. On narrow body aircraft, they utilize a “lead” versus purser. Good flight attendants are leaving the purser program because of this problem. A statement was made that a majority of the new hires are speakers. All agreed that more money needs to be put into the purser program. The Caribbean flying is killing the program. The numbers of bid denials per base was discussed.

1557 Meeting Taken Off the Record

1559 Meeting Back On the Record

A question was raised about the 757 staffing. This will be covered under the Vice President’s report.

1601 Archives

A written report was submitted to the Board. The major project in Archives was the removal, sorting and discarding of boxes from the storage units outside of APFA. Everything was removed and sorted. Over 100 boxes of documents were shredded. All that remained were combined into one large storage unit in order of departments. Not everything is saved, primarily historical documents. The lawsuits’ paperwork was processed and sorted, ready for the archives. Additional information from the 1993 negotiations was found. The Archivist is sorting through those documents ensuring they are duplicates. An additional project will be putting all VHS tapes, CD’s, DVD’s onto a flash drive to save for the future. The Archivist approached the Company regarding the donation of 9/11 information/artifacts to the 9/11 Museum similar to those items and information donated by United. There was an agreement; however, it appears that is not the case now. President Glading and Vice President Gluth asked for a list of what was requested and assured they would obtain them. Sally is looking forward to all the documentation regarding this past year and the merger. She suggested that no one throw anything away.

President Glading inquired about obtaining the union involvement and history of specific Union Representatives. This question arose due to the recent retirements of flight attendants with extensive union background and activism. Sally suggested that copies of the Willingness-to-Serve be kept as it shows a snapshot of the person’s work experience and union involvement. It was felt that this was an excellent idea regarding specific individuals. President Glading wondered how to keep records, as an example, of the history of the DFW Chairpeople. There is a past officers’ history that tracks back to about 1989, but is not complete. The history that President Glading spoke of would be of a tremendous help to the SBA. Vice President Gluth spoke to documentation forwarded to APFA when an individual leaves office or a union position. Perhaps the individual could contact Kim Ramos or someone else in SBA to see if all information needs to be forwarded to the APFA. The Archivist spoke to documentation needed by the Archives.

The Archivist was asked about the APFA involvement with the 9/11 Museum. They asked for 2001 Safety Manuals, graduation photos of those flight attendants lost, HI3’s, and NS for the subject flights. President Glading assured everyone that she would work on getting the requested

information. During Hurricane Sandy, the Museum did sustain some damage; however, most artifacts were still in storage pending the completion of the museum.

1614 Retirement Department

President Glading asked if a date had been set for the next hearing regarding the 1114. The Coordinator was not aware of a specific date. For every month that the process is not resolved, it is another month of coverage for the retirees. It must be settled before the end of the bankruptcy process which may be July or August. The 1114 Committee was the last to submit a proposal but has not received a response.

The flight attendant VEOP is a three step process. The first step is taking the VEOP, you have to inform the Company you want to retire and you have to initiate your pension. Some flight attendants did not do all three steps and therefore are not receiving their pension. Some examples of this were given by the Coordinator. Some individuals are trying to rescind their VEOP. They must go through the APFA Hardship Program. Three dates must be set as well, which are: your EO date, last day worked and retirement date. There was a clear instructive page on the bidsheet. The Company issues are when you transfer from active to retired. This is done with a payroll transaction record. Normally, that is handled by the Flight Service supervisor but due to the workload it has been shifted to Human Resources. This appears to be causing a delay in obtaining retiree travel benefits and JetNet access. The Coordinator is pushing the Company to handle that faster as some retirees have had to wait two weeks for access. The first pension check has always taken 4-6 weeks as they do not start to process that paperwork until you have actually left the Company. In some cases, it has taken 8-12 weeks to receive the pension. Another problem involves insurance. Now that everyone is paying for insurance, they have to send the retiree a bill once the PTR is processed. It will be in effect retroactively however. A retiree may have to pay for services out of pocket, but will be reimbursed once the insurance has been activated. Another option is Cobra. This is the same insurance you had prior to retirement. Retirements are still occurring with the 50/55 rule and Article 30.

There was a list of Board Members with questions for the Retirement Coordinator.

1624 Meeting Taken Off the Record

1630 Meeting Back On the Record

There are three checks when you retire which is your final paycheck with incentive and vacation pay minus the \$20 change fund, your \$40,000 check (approximately \$27,000 after taxes) between the 15th & 25th and the first pension check which will be received 8 to 12 weeks after your retirement date.

A question was asked how soon you could request the paperwork for the VEOP retirement. It cannot be requested until ninety (90) days before retirement. A question was raised regarding the numbers involved in the Article 30 retirements. The Coordinator stated that it had been 3 or 4 a year. It is now about ten (10) a month. It is felt there will be a second VEOP after emerging from bankruptcy. It will be open to all.

An ill flight attendant requested that the date of retirement be moved up to ensure that her family does receive the VEOP payment. According to the Company, the VEOP dates cannot be changed for any reason. The APFA does not agree with that.

The Coordinator gave the dates and locations of the upcoming Retirement Seminars.

1643 Agenda Revision

President Glading asked if the Board would consider handling the Budget vote upon return from the break prior to Vice President's Report. By consensus of the Board, the Vice President's report will be postponed until after the Budget vote.

1644 Break

1707 Meeting Back On the Record

1711 Resolution #3 – 2014 Budget Approval
Maker: Gunter
Second: Salas

The maker, Treasurer Gunter read Resolution #3 into the record. This resolution approves the 2014 APFA Budget as presented by the Treasurer and the Budget Committee. This resolution was put forth for a roll call vote and was unanimously passed (16 yes, 0 no).

1713 VICE PRESIDENT'S REPORT

1713 SBA Update

A written report was submitted to the Board of Directors and Executive Committee. The upcoming arbitration schedule is very busy. Two arbitrations are being held within two weeks in April in Miami. In May there is an arbitration scheduled at JFK. The first termination arbitration for RDU will be held in June. Two arbitrations in two weeks is a heavy load for the SBA. System Boards were scheduled on the 25th and 26th of February but did not go forth as a last minute settlement was reached.

The Vice President, Division Reps and Brett Durkin will be attending the NAA Meetings in June. APFA coverage, while the Vice President is attending this meeting in Vancouver, Canada, is being arranged as problems have occurred in the past with cell phone coverage in Canada. The new chair and vice chairperson training will be presented by Liz Geiss and Brett Durkin. Brett Durkin's title is Arbitration Specialist and he is working with the Division Reps bringing a wealth of knowledge to all he does. He has been a tremendous help. The ADR Training is usually held in the spring. The majority of the chair and vice chairpersons have been trained. This may be postponed until the fall pending the filling of the current vice chair vacancies. A refresher course will be held in Miami but financial details have not been worked out with the Company.

Vice President Gluth spoke to the shortage of hotel rooms near the DFW Airport and suggested that anyone who has to come to DFW for APFA business in the next few months, book as early as possible. The nightly rates, due to the demand, have increased tremendously and last minute bookings are very expensive.

Vice President Gluth spoke to the Purser Meetings held with Debbie Carvatta that were previously discussed and some additional information that came from the meeting. The numbers of purser lines that went uncovered were filled with non-purser flight attendants. A MIA purser contacted crew schedule and asked for critical coverage pay and was told that it was not offered to pursers. The Vice President will be looking into how this can be accomplished within the contract.

1721 Retired Representatives Compensation

Due to the VEOP, a problem is being created, especially during arbitrations, with not having the ability to bring former officers and union representatives, who have retired, in to testify or assist with their historical knowledge and/or expertise. A policy should be established by perhaps a committee or small group within the APFA.

President Glading spoke to this issue as well. In 2008, this problem arose when former representatives and/or officers were subpoenaed for a legal case. At that time, the APFA agreed to pay all out-of-pocket expenses and if they were currently otherwise employed, reimburse them for their pay loss from that job. This was reviewed extensively by the Executive Committee and briefly by the Board. It appeared that there was no interest in paying these individuals for their time. Legal Counsel did not know of any unions that did pay former officers or representatives for their time. This is a difficult situation. A point was made that these individuals are specialists/professionals in their field and should be compensated as any other professional would be. The amount of a fair market rate was discussed. A comment was made that you can't expect people to give up their time for no compensation. Several different ideas were brought forth. An additional question was raised as to what the parameters are for bringing these individuals in. This situation arose when retired union representatives/flight attendants were requested to testify during an arbitration. The issue being discussed covers only testifying at an arbitration or prep work for an arbitration.

Compensation for these individuals was agreed on; however, at what amount was the question at hand. A suggestion was received to utilize the policy in place in the APFA Policy Manual for individuals off payroll but who were working for the APFA and could not be trip removed. This is a policy already in place. The Vice President will formulate a policy in conjunction with this, which will be presented at the next Board Meeting.

The staffing and work conditions in coach on the 777-300 are going to be a problem. It is the narrowest aisle in the fleet. Unless the total load in coach is over 200, an extra flight attendant is not put on. The galley is working in the aisle and the position is not a dedicated galley on a wide body international flight. The business class service is also a nightmare. It has taken forever to complete the service. The time studies that have been done do not take into consideration the

environment. All flight attendant tasks must be considered. The amount of work required in the coach cabin with the current staffing is staggering.

The 737 staffing is also in question. The change was made as the Company was not seeing the LBFO savings in productivity changing it to three (3) domestically. In Central America, the 737 and 757 will be co-paired.

Another problem may be the 777-200 as the first class cabin will be removed and replaced with more seats. This will occur soon.

Unfortunately, at the present time, the Union cannot file any Presidential Grievances on staffing; however this will be changing. The Vice President feels we should begin our research and preparation for these grievances now. The conversation continued regarding the difficulties of the service in coach on the 777-300. It has taken three (3) hours to do the business class service as well with fifty-six (56) passengers.

The discussion began about the grievances that are currently on "hiatus". Information is still being gathered in order to be prepared should the grievance(s) go forward.

1748 Damos Article

Dr. Diane Damos wrote an article for the International Journal of Aviation Psychology, which has been published. They are not giving out hard copies and you must be a member. The cost of copies and general access was discussed. President Glading does have one copy. This involves the time study done for the APFA on the 777.

1755 Clarification

President Glading clarified the duties of Michelle Nasca, current JFK Chairperson who was elected to Ad Hoc Place #5 on the Executive Committee. Ms. Nasca will continue to serve as JFK Chairperson and Board Member until the conclusion of the Annual Convention. At that time, the JFK Vice Chairperson would become the JFK Chair and Board Member.

1757 Recess

A motion was made to recess for the evening. A hand vote was taken and Day Two of the Annual Convention was recessed.

DAY THREE
APFA ANNUAL CONVENTION
March 5, 2013

0942 Call to Order

President Glading called day three of the Annual Convention to order.

0942 Roll Call

Secretary Pharr was asked to take the roll call and all members of the Board of Directors were present.

0944 VICE PRESIDENT'S REPORT – Continued

0944 Peer Support/Passenger Letters – IDF/DFW

There was a problem at IDF/DFW with the amount of bad passenger letters received mostly concerning the 767 equipment, mechanicals and also the Buenos Aires flights. Meetings were being scheduled constantly taking up most of the time of the base chairs and council members. It was decided to meet with the Base Manager, Laura Burnett and it was decided to form a Peer Support Group. It is important that there be trust in the Base Manager, which is acknowledged to be a big step and have open communication. All letters that are received are sorted by division, domestic and international. The group then meets monthly. This group consists of Chairs, Vice-chairs and an additional APFA rep from each division. These individuals contact the flight attendants involved. Within this program, nothing goes to the Company until the 4th step. The flight attendants involved in the complaint are given two telephone contacts from this group, the third incident they meet with this panel personally. If there is a 4th incident, it is then referred to Flight Service. The timeframe involved is a rolling one year period.

This panel meets with Flight Service and is given the passenger complaint letters for review, which have been sorted by a secretary in Flight Service. The panel reviews the letters and determines which letters should be addressed, discarded or forwarded to legal, if it threatens a lawsuit. The letters that are deemed disposable are returned to Flight Service for a review. Flight Service may suggest that the panel should reconsider and discuss with the flight attendant. Flight Service does keep a tally of how many letters have been received concerning each flight attendant, but the flight attendant's manager is not advised. The letters are in the possession of this panel until the 4th step, should that occur.

The Company has been cooperative in SA removal of the two additional APFA reps to participate in this panel. When the subject flight attendant is contacted by the APFA rep, the program is fully explained to them prior to asking for additional information regarding the incident.

Vice President Gluth spoke to the success of the program in IDF/DFW. This could be problematic at other bases where the communication is not as successful with management. It is felt that by appointing a specific APFA rep to this duty, it demonstrates the sincerity to solve the issue. A concern was raised that this now has the Chairpersons managing the employee. The response to this concern was that it is an attempt to keep management from being involved initially harassing the flight attendant. It is basically a professional standards situation trying to avoid disciplinary action. Patty French, the EAP Coordinator, is and will continue to be involved in this program.

The positive and negative aspects of this program were discussed at length by the Board.

During this discussion, President Glading asked to speak to the Board regarding an announcement by the TSA that as of April 25th, formerly prohibited items such as pocket knives with a blade less than 2.3 inches will be allowed. The announcement was read to the Board. This is a final decision by the TSA and they have stated this is in alignment with international standards. The APFA will respond to this change.

The conversation returned to the test program being conducted at IDF/DFW. Several scenarios were brought forth and discussed. A meeting was held nationally with the Company Regional Managers and the APFA representatives participating in this program and the Company Managers were enthusiastic and supportive of this program. The statement was made that this would most certainly strengthen the EAP Program and can be considered as another facet of the EAP. This program needs to be looked at as an advocacy for the flight attendants and as an extra tool to protect our members.

The question and answer period continued for some time. It was suggested that this program be discussed with each Board Member's Regional Manager concerning the set up and probability of success. Before this would be implemented, it will once again be reviewed by the Board of Directors at the next meeting. It is felt to have tremendous potential in dealing with the specific problems involved.

1028 APFA Computer Upgrades

The computer systems at APFA will be redone. A contract was signed with UnionWare, which will redo all computers systems at the APFA. Currently there are four different systems that are bandaged together going back about fifteen (15) years. There will be one main line and a meeting will be held next week to begin the process. It may take six (6) to eight (8) months, perhaps even a year. A question was raised regarding accessing this system from the remote APFA computers. The Vice President outlined the upgrades and the abilities of this new system.

Prior to the conclusion of the Vice President's report, a request was made to obtain permission for the flight attendant's on the sick list, who are doing light duty assignments to be able to travel on their passes. President Glading said it would be looked into.

1038 Meeting Taken Off the Record

1100 Meeting Back On the Record

President Glading wished to thank the IDF/DFW Board Members for their presentation of this unique concept and their work in making it a success in Dallas.

1101 SECRETARY'S REPORT

The training for the new Chairs and Vice Chairs is scheduled for April 9, 10 & 11. Secretary Pharr will be in touch with those individuals to set up all details.

1102 Policy Manual Committee Update

Two documents were distributed prior to the meeting pertaining to this report. Some changes were made by Legal Counsel but not to the concept of the change. This will be an ongoing process due to all that is occurring. The question was raised why changes were being made that will have to be revised shortly. Some changes have to be made to be in compliance with the LBFO. The Board took a moment to review these changes. Several questions were raised and answered.

1120 Resolution #4 – Policy Manual Changes

Maker: Pharr

Second: O'Kelley

Resolution #4 was read into the record by the maker, Secretary Pharr. This resolution approves the changes to the Policy Manual as outlined in the attached document. Resolution #4 was opened to discussion. A request was made to amend the resolution to include language as it is currently shown in the Policy Manual. By consensus of the Board, this change was made. This resolution was put forth for a vote and was passed unanimously (16 yes, 0 no).

1142 Social Media

This agenda item was carried over from two Board Meetings. An initial draft was forwarded by then Vice President Brett Durkin to the Board at that time. This draft was not reviewed in depth, however. Secretary Pharr forwarded this draft to this Board asking for input and what way of communication with their respective bases was preferred. The Base Brief was the preferred method as it reached everyone with the down side being the timeliness. Most bases do have a Facebook page or social media avenue with an e-group. This information was given to Mady Gilson's office for a draft of an official policy. This suggested policy was forwarded to the Board prior to this meeting.

Secretary Pharr asked for comments on this proposed policy. A question was raised regarding restricting access to dues paying members only versus those paying only agency fees. The inclusion clause did cause additional discussion. An opinion was offered by Legal Counsel regarding the inclusion clause and restricting access. The point was made that the official APFA information source should be the APFA Website.

The social media policy on the table for review and approval applies solely to the APFA Official Facebook page, etc. If a Board Member has a media page with APFA information, a disclaimer may be posted stating that it is not an official communication of the APFA. Extensive discussion continued. Secretary Pharr would take all suggestions and continue to tweak this proposed policy. It is difficult to formulate a policy that will conform to the needs of the various Board Members. The complexity of monitoring an official policy was also discussed. Legal Counsel was requested to provide a disclaimer for all those with unofficial APFA media sites. The inclusion clause applies to an official website.

After much discussion and contributions from the Board, Secretary Pharr summarized the points that had been made. He felt that it may be easier to sum up what isn't official than to determine what is an official APFA site. He will again submit a proposed policy from the input received at this meeting at a future Board of Directors Meeting.

1221 Lunch

1313 Meeting Back On the Record

Secretary Pharr asked the Board if, at this point, there were any agenda items they wished to withdraw. Several items under Old Business were postponed until the Fall Board of Directors Meeting. Under New Business, several agenda items were withdrawn.

1316 APFA Shirts

A request was made for the Secretary to locate a distributor for APFA shirts from a unionized vendor and made in the US. This turned out to be problematic; however, a vendor was located called The Union Shop. Their website is www.theunionshop.org. Secretary Pharr included more information concerning their website and how to order in the Board Packet. A table display was set up with short and long sleeve shirts in various sizes for the convenience of the Board. Bulk orders do not have to be done as they have the APFA logo and will place it on the merchandise they have available; i.e., a hat, a bag, etc. It was very difficult to find both US made and union made. There are various styles of shirts, etc. available. This information will be put on the hotline and website for use of the membership.

1323 Constitution Committee

This portion of the meeting was taken off the record.

1534 Meeting Back On the Record

1534 TREASURER'S REPORT

1534 Financial Review

A written financial report was submitted to the Board of Directors along with supporting documents. A mistake in the report was corrected by the Treasurer prior to his reading portions of this report into the record including assets, liabilities and fund balances.

1537 Budget Approval

The budget was approved unanimously earlier in the meeting.

1537 Resolution #5 – Budget Committee

Maker: Gunter

Second: Gluth

The Budget Committee was approved under the previous Treasurer for a two-year term. One member of the Committee will be leaving under the VEOP; therefore, Treasurer Gunter read Resolution #5 into the record appointing Todd Breckenridge, Beth Kilcran, Larry Salas and Clint Breen to the APFA Budget Committee for a one year period from April 1, 2013 to March 31, 2014. This resolution was put forth for a roll call vote and was passed unanimously (16 yes, 0 no).

1539 OLD BUSINESS

1539 Interim National Officer

The maker asked the Board if they wished to proceed with resolving this issue and setting procedure and policy. It was determined to proceed as this issue needs to be addressed. During a discussion at a prior Board Meeting, it was felt the person needed to be put on leave as per the APFA Constitution. This subject individual would be temporarily filling the position until an election could be conducted. The question was raised is if the interim individual is actually a National Officer at that point. Legal Counsel was consulted as to her recollection of these previous discussions as pertained to the APFA Constitution. The rights, responsibilities and authority of this interim national officer were discussed referencing the APFA Constitution. There were differing opinions amongst the Board on this issue and the interpretation of the wording within the APFA Constitution. In order to allow Legal Counsel time to research the wording concerning this issue within the APFA Constitution, the Board will move on to New Business and return to this issue at the conclusion of those discussions.

1553 NEW BUSINESS

1553 Company's New IOD Policy

This discussion involved discrimination or disciplinary action against an employee for filing a Workman's Compensation Claim. The Company's new IOD policy had been previously discussed. The Board Member read a portion of Section 120 from New York State, which states it is unlawful to discriminate against an employee who has claimed such compensation from the employer. This will be used to file a NOD regarding a case currently in JFK. The employee is being asked to participate in a workshop due to IOD reports being submitted. Other examples of this abuse of policy were discussed.

1555 Meeting Taken Off the Record

1558 Meeting Back on the Record

This practice seems to be happening throughout the system with Flight Service calling flight attendants who have reported IOD injuries. Each state law may differ in the wording of this violation.

1601 Pay Comp Interference – Flight Service

A copy of a NOD settlement was distributed to the Board. This settlement paid the flight attendant for the trip in question and Thomas Wooten put a hold on the payment. In four months, there have been five (5) incidents of interference by this individual after a settlement had been reached. Problems have also occurred when working with this individual concerning vacation calculations on flight attendants returning to work. The Vice President has spoken to the Company regarding this problem. They insist this individual is not responsible for these delays. Problems of this nature were discussed and resolved at Flight Service/APFA Meetings held prior to the bankruptcy. Recently, Flight Service has shown an interest in resuming these meetings. President Glading will pursue this. Laurie Curtis has been made aware of these problems by Vice President Gluth.

President Glading reviewed the four (4) items that were raised during the meeting that should be discussed if a Flight Service/APFA Meeting is scheduled. The four topics are: (1) travel benefits while doing light duty, (2) Thomas Wooten interference with Pay Comp NODs, (3) IOD workshops or discussions and (4) uniform checks.

1614 APFA Voicemail

It was asked that this be discontinued leaving only the *57 feature. Comments were received that the internal voicemail should be saved. There were several opinions both for and against the Voicemail System with most Board Members wanting to keep the *57 option. The individuals other than Board Members and National Officers who utilize this system were mentioned and the importance of this system to them reiterated. To change this system, a resolution would be required as this is included in this Policy Manual. A hand vote was taken regarding the elimination of this system. Most Board Members would like to terminate this method of communication. This voicemail system is very old. Secretary Pharr will research the options.

1621 OLD BUSINESS – Continued (Interim National Officer)

For this brief discussion, the meeting was taken off the record.

1625 Meeting Back On the Record

1625 APFA Base Representative Trip Removal

This discussion refers to Policy Manual Section 5.8.a.3.a-c. This discussion involves bases that have a full month trip removal. This gives a definition of full month trip removals and who qualifies. The trip removal is offered to the base chair first followed by the vice chair in order of protocol. The reason for the discussion is to ask what avenue is open to an individual who is next in line for the trip removal but is skipped over for whatever reason. It was determined that the individual can contact the Treasurer for resolution.

1633 OLD BUSINESS – Continued (Interim National Officer)

The meeting was taken off the record very briefly.

1635 Meeting Back On the Record

1635 Resolution #6 – Interim National Officer

Maker: Vargas

Second: Bedwell

Resolution #6 was read into the record by the maker, Vargas. This resolution speaks to establishing policy regarding an interim national officer appointment. An interim national officer will remain on a paper bid, accruing benefits of a regular line flight attendant. The individual will be compensated any difference between the flight attendant paper bid and the salary of the corresponding national officer position they will temporarily be holding. This will be reflected in the APFA Policy Manual.

1644 Meeting Taken Off the Record

1646 Meeting Back On the Record

Amendments to the resolution were suggested and modification agreed to by the Board, which opened additional discussion. A hand vote was taken and it was the consensus of the Board to continue discussions and resolve the issue at this time.

The Treasurer spoke to the specifics of the costs of the suggested amendments to the resolution. As no other Board Member requested to address the resolution, it was put forth for a vote as originally presented.

Resolution #6 was put forth for a roll call vote and was passed (11 yes, 5 no). Another Board of Directors Meeting will be scheduled in a few months and will be held in DFW.

1711 Resolution #7 – Adjourn the Meeting

Maker: Gluth

Second: Casadey

A motion to adjourn the 2013 Annual Convention was made and unanimously agreed to by the Board of Directors.