

**APFA  
SECOND QUARTER  
EXECUTIVE COMMITTEE MEETING**

**September 19, 2013  
Holiday Inn National Airport  
Washington, D.C.**

**1524 Call to Order**

Vice President Gluth called the Second Quarter Executive Committee Meeting to order at this time as President Glading was called away for a family emergency. Secretary Pharr was asked to take the roll call of those members present.

**1525 Roll Call**

All members of the APFA Executive Committee were in attendance with the exception of Laura Glading.

**1526 Resolution #1 – Agenda Review & Approval**

**Maker: Aurigemma**

**Second: Baumert**

Resolution #1 was put forth to approve the agenda as presented. No requests for additions or changes were made. This resolution was unanimously approved.

**1526 PRESIDENT'S REPORT**

**1526 President's Update – Postponed**

**1527 Coalition Update**

Vice President Gluth spoke to the lobbying effort held yesterday at Capitol Hill by employees of both American Airlines and US Airways. This was a very successful event. All participants were thanked by the Vice President for all efforts on behalf of the APFA.

The next Coalition Meeting will be held on October 10<sup>th</sup> in Washington, D.C. hosted by the APFA.

An off the record update was given this morning to the Board of Directors and the Executive Committee by the APFA advisors: Rob Clayman; Dan Akins and the Jeffries Group concerning all aspects of the bankruptcy and DOJ lawsuit.

**1529 Active Litigation Report**

APFA Legal Counsel spoke to the one pending lawsuit and the schedule now in place for this lawsuit.

### **1530 Coordinator/Department Reports**

Written reports were submitted by the Department Coordinators. Some Coordinators had previously spoken to the Executive Committee during the morning off the record briefing. Those Coordinators present were available for questions from the Executive Committee.

#### **1531 Health Department**

The Coordinator spoke to a meeting she had attended with the provider for the TWU member's voluntary insurance coverage. The TWU utilizes a company that assists employees in determining the best coverage for them under the Company's plan, which APFA will look into. The three AA property unions may co-share the hiring of an actuary to review American's current policy and provider. Proposals from three different union benefit planners have been received and will be reviewed. The current rates are astronomical. Despite the urging of APFA to provide paper mailing information, no hard copy explanation of insurance benefits offered will be given to employees. This will only be available on JetNet. The benefits selection period will be November 1<sup>st</sup> through 15<sup>th</sup>. These issues will be discussed in more detail at the Fall Board Meeting.

#### **1537 Hotel Department**

The Coordinator was attending Airbus training. A written report was provided to the EC.

#### **1537 Safety and Security Department**

The Coordinator was present and provided a written report to the EC. There were no questions for the Coordinator. Additional information will be provided to the BOD during the Fall Board Meeting.

#### **1538 Scheduling Department**

The Coordinator spoke to a memo sent to the Board after her submitted report concerning the CLA. A question was raised regarding the last five day protection concerning reverse order of seniority in the LBFO. Some clarification still needs to be obtained from the Company. Several scenarios were discussed highlighting the need for clarification. The AM/PM Reserve issue was discussed and the membership's desire for full implementation as soon as possible.

#### **1549 EAP Department**

A question was raised regarding a recovering flight attendant and a required test scheduled when signing in for the trip. The flight attendant ended up missing her trip while attempting to comply with the test request and was ultimately assigned another trip by crew schedule. The EAP Coordinator is working on determining exactly what happened and why.

### **1553 Archives Department**

The Coordinator was present and provided a written report to the EC. There were no additional questions for the Archivist.

### **1553 Legislation**

Legislation was discussed earlier during the off the record professionals report. There were no additional questions for the Representative.

### **1554 Retirement Coordinator**

Six hundred (600+) flight attendants will be retiring at the end of September. Due to the large number, it is anticipated that there will be problems as it is the largest group to leave the Company at the same time. The travel issue is anticipated to cause numerous problems due to VEOP PTR being cut prior to Retirement PTR. The insurance issue has also caused some confusion. When the retirement date is September 30, the flight attendant is no longer an employee as of 0001 on the 30<sup>th</sup> and no longer has active employee insurance.

The Vice President thanked all Coordinators for their hard work.

## **1600 VICE PRESIDENT'S REPORT**

### **1600 SBA Report**

Vice President Gluth spoke to the remaining open base NOD's and asked the AdHocs to encourage their base Chairpeople to review these cases and advise the SBA Department as to their disposition.

Vice President Gluth spoke to the calendar for upcoming arbitrations. One case is a dues arrears case which is scheduled for November 18-19, 2013. The schedule for next year has not been determined. The Vice President spoke to an upcoming high profile case concerning date rape, which will initially be held in Washington, D.C., on the 2<sup>nd</sup> & 3<sup>rd</sup> of January, 2014, and then moved to Miami for the remainder of the arbitration on January 6<sup>th</sup> through the 10<sup>th</sup>. This case will be open to those wishing to attend.

Arbitration awards were discussed and the meeting taken off the record briefly.

### **1604 Meeting Taken Off the Record**

### **1606 Meeting Back On the Record**

The Vice President continued to enumerate the various awards over the past quarter. The Vice President thanked Brett Durkin for his assistance concerning the arbitration preparation as well as the hard work by the Division Reps.

**1407 Break**

**1408 Meeting Back On the Record**

**1408 SECRETARY'S REPORT**

The Hardship Request Report was submitted to the Executive Committee. Two forms were utilized. One form was for Base Transfer requests and the other for VEOP Rescind requests. There was some conversation regarding the parameters of these requests. The total numbers of requests versus approvals was also discussed and if this information can be disseminated without names or employee numbers used.

The Fall Board Training was the next item discussed. The training will involve the changes in the defined pension plan for the flight attendants. Generally, the training involves only the Chair and Vice-Chairpersons; however, this training will include all in a leadership position. This is a change from the normal procedure which generally only includes the Board. It was requested that the Executive Committee show on record that it was in agreement to extend this training to all in a leadership role due to the importance of understanding the Defined Pension Plan for the flight attendants. The Board of Directors agreed as well to include all in leadership roles during a teleconference recently held.

**1617 Resolution #2 – Fall Board Training**

**Maker: Pharr**

**Second: Gunter**

Resolution #2 was put forth for a roll call vote by the maker, Secretary Pharr. This resolution speaks to the Fall Board Training and the participants. This resolution was unanimously passed.

**1619 TREASURER'S REPORT**

Treasurer Gunter read the financial report for the period (1st Quarter) ending on June 30, 2013, including assets, liabilities and fund balances.

Treasurer Gunter reviewed the PAC Report contributions and distributions for the period ending June 30, 2013. All contributions to this fund are voluntary and no APFA funds are utilized.

**1622 Deferred Vacations – Withdrawn**

**1622 Dues Forgiveness**

This will be discussed off the record.

**1623 NEW BUSINESS**

**1623 DFW Base Update – Withdrawn**

**1623 Meeting Taken Off the Record – Dues Forgiveness & GAP Discussions**

**1733 Meeting Back On the Record**

**1733 Continuation of Treasurer’s Report – Dues Forgiveness**

**1733 Resolution #3 – Dues Forgiveness**

**Maker: Gunter**

**Second: Aurigemma**

Resolution #3 was read into the record by the maker, Treasurer Gunter. The resolution was put forth for a roll call vote and did not pass. (0 Yes, 8 No)

**1734 Resolution #4 – Dues Forgiveness**

**Maker: Gunter**

**Second: Baumert**

Resolution #4 was read into the record by the maker, Treasurer Gunter. The resolution was put forth for a roll call vote and did not pass. (0 Yes, 8 No)

**1735 Resolution #5 – Dues Forgiveness**

**Maker: Gunter**

**Second: Baumert**

Resolution #5 was read into the record by the maker, Treasurer Gunter. The resolution was put forth for a roll call vote and did not pass. (0 Yes, 8 No)

**1735 Resolution #6 – Dues Forgiveness**

**Maker: Gunter**

**Second: Aurigemma**

Resolution #6 was read into the record by the maker, Treasurer Gunter. The resolution was put forth for a roll call vote and did not pass. (0 Yes, 8 No)

**1736 Resolution #7 – Dues Forgiveness**

**Maker: Gunter**

**Second: Taylor**

Resolution #7 was read into the record by the maker, Treasurer Gunter. The resolution was put forth for a roll call vote and did not pass. (0 Yes, 8 No)

**1736 Resolution #8**

Resolution #8 was read into the record by the maker, Treasurer Gunter. The resolution was put forth for a roll call vote and did not pass. (0 Yes, 8 No)

**1737**            **Resolution #9 – Dues Forgiveness**  
**Maker:**        **Gunter**  
**Second:**       **Baumert**

Resolution #9 was read into the record by the maker, Treasurer Gunter. The resolution was put forth for a roll call vote and did not pass. (0 Yes, 8 No)

**1738**            **Resolution #10 – Dues Forgiveness**  
**Maker:**        **Gunter**  
**Second:**       **Baumert**

Resolution #10 was read into the record by the maker, Treasurer Gunter. The resolution was put forth for a roll call vote and failed. (0 Yes, 8 No)

**1738**            **Resolution #11 – Dues Forgiveness**  
**Maker:**        **Gunter**  
**Second:**       **Baumert**

Resolution #11 was read into the record by the maker, Treasurer Gunter. The resolution was put forth for a roll call vote and failed. (0 Yes, 8No)

**1739**            **Motion to Adjourn – Adjourn**

A motion to adjourn was unanimously agreed to by the Executive Committee.