

# APFA

## BOARD OF DIRECTORS MEETING

### SPECIAL BOARD OF DIRECTORS MEETING

November 22, 2013  
via Teleconference  
Fort Worth, TX

Resolution Tally Sheet	<b>Resolution #:</b> 2
	<b>Maker:</b> Nikides
	<b>Second:</b> Vargas
	<b>Date:</b> 11/22/2013
	<b>Time:</b> 2:42 p.m.

**Resolution Name:** Representation at the New American

AFFECTS POLICY MANUAL:

<b>YES</b> = Yes	<b>ABS</b> = Abstain	<b>PXY</b> = Proxy Vote
<b>NO</b> = No	<b>N/A</b> = Absent	<b>REC</b> = Recuse
<b>PASS</b> = Pass		

COMMENTS:

	B O S	B O S I	D C A	D F W	I D F	J F K	L A X	L A X I	L G A	M I A	I M A	O R D	I O R	R D U I	S F O	S T L	PRES — Tie-Breaker
	Gaynor	Vargas	Valenta	O'Kelley	Bedwell	Lewis	Nikides	Ransom	Casadey	Moyer	Trautman	Breckenridge	Wroble	MacPherson	Salas	Blake	Glading
YES	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
NO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PASS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ABS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N/A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PXY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
REC	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**YES:** 16    **NO:** 0    **ABSTAIN:** 0    **ABSENT:** 0

Status: **Passed**     **Failed**     **Tabled**     **Withdrawn**     **Show of Hands**

**WHEREAS**, in anticipation of the American Airlines/US Airways merger, for more than five months APFA has done everything possible to come to a mutual agreement with AFA-CWA concerning representation of the combined Flight Attendant work group at the new American and the process for negotiating an industry-leading joint collective bargaining agreement; and

**WHEREAS**, APFA and AFA-CWA jointly drafted a near-complete Strategic Partnership Agreement that put the interests of all of the flight Attendants at the new American first; and

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**WHEREAS**, that Agreement also addressed the concerns that AFA-CWA representatives had expressed; and

**WHEREAS**, the APFA Board of Directors has been solidly behind the APFA team negotiating with AFA-CWA and approved the principles embodied in the Strategic Partnership Agreement; and

**WHEREAS**, AFA-CWA ground the discussions to a halt and tried to deal with severe and paralyzing internal political discord; and

**WHEREAS**, for the next 10 weeks, AFA-CWA was unable to tell APFA who had authority to speak on behalf of AFA-CWA, and when the discussions resumed AFA-CWA had replaced or marginalized key members of its team; and

**WHEREAS**, AFA-CWA's new team abandoned the principles embodied in the joint draft Strategic Partnership Agreement and presented a "hit the reset button" proposal that would require APFA to merge with AFA-CWA and forfeit our true autonomy and our membership's democratic control over their union; and

**WHEREAS**, from the outset of the discussions APFA has made clear to AFA-CWA that any such proposal would be unacceptable to APFA; and

**WHEREAS**, the APFA Board of Directors is unanimous in its rejection of AFA-CWA's proposal; and

**WHEREAS**, it has become clear that despite its written assurance to APFA that it was not soliciting authorization cards from American Airlines Flight Attendants, AFA-CWA mobilizers have been soliciting cards; and

**WHEREAS**, AFA-CWA's public communications amount to nothing more than campaign propaganda meant to mislead Flight Attendants at the new American; and

**WHEREAS**, APFA must focus its energy and resources on important tasks related to AMR's exit from bankruptcy and American's merger with US Airways;

**BE IT THEREFORE RESOLVED**, that APFA will not be distracted by AFA-CWA from concentrating on the tasks at hand required to ensure that Flight Attendants reap the immediate benefits of the merger and capitalize on the longer-term opportunities the merger presents; and

**BE IT FURTHER RESOLVED**, that the APFA Board of Directors reaffirms its steadfast commitment to taking all steps necessary to improve the working lives of all Flight Attendants at the new American; and

**BE IT FURTHER RESOLVED**, that to that end, the APFA Board of Directors strongly urges AFA-CWA to return to the table with the team that helped jointly craft the Strategic Partnership Agreement so that we can complete that Agreement and immediately devote our energy and resources to advancing the interests of all Flight Attendants at the new American.