

# APFA

## BOARD OF DIRECTORS MEETING

### FALL BOARD OF DIRECTORS MEETING

October 16-17, 2013

Embassy Suites Downtown

Fort Worth, TX

|                        |                  |
|------------------------|------------------|
| Resolution Tally Sheet | Resolution #: 4  |
|                        | Maker: Glading   |
|                        | Second: Casadey  |
|                        | Date: 10/17/2013 |
|                        | Time: 9:29 a.m.  |

Resolution Name: Occupational Seniority

AFFECTS POLICY MANUAL:

|             |               |                  |
|-------------|---------------|------------------|
| YES = Yes   | ABS = Abstain | PXY = Proxy Vote |
| NO = No     | N/A = Absent  | REC = Recuse     |
| PASS = Pass |               |                  |

COMMENTS:

|      | B<br>O<br>S                         | B<br>O<br>S<br>I                    | D<br>C<br>A                         | D<br>F<br>W                         | I<br>D<br>F                         | J<br>F<br>K                         | L<br>A<br>X                         | L<br>A<br>X<br>I                    | L<br>G<br>A                         | M<br>I<br>A                         | I<br>M<br>A                         | O<br>R<br>D                         | I<br>O<br>R                         | R<br>D<br>U<br>I                    | S<br>F<br>O                         | S<br>T<br>L                         | PRES<br>—<br>Tie-Breaker |
|------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|--------------------------|
|      | Denmark                             | Vargas                              | Weston                              | O'Kelley                            | Bedwell                             | Lewis                               | Nikides                             | Ransom                              | Casadey                             | Moyer                               | Trautman                            | Breckenridge                        | Wroble                              | MacPherson                          | Salas                               | Foust                               | 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**, under Article III, Section 3.A of the APFA Constitution, the Board of Directors “is authorized and empowered to take any and all lawful action consistent with this Constitution to safeguard and protect the APFA and the rights, privileges duties and responsibilities of the officers, representatives and members of the APFA;” and

**WHEREAS**, AMR filed for Chapter 11 Reorganization on November 29, 2011 and throughout the bankruptcy process, as a member of the Creditors Committee and in other venues, APFA

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was an early, strong and instrumental advocate for the merger of American Airlines and US Airways; and

**WHEREAS**, as a result of the efforts of APFA, the other unions on the American property, US Airways management and many others, American ultimately agreed that it would merge with US Airways upon emergence from bankruptcy and on September 12, 2013, the bankruptcy court approved American's Plan of Reorganization, which is premised on the merger; and

**WHEREAS**, as soon as the merger was announced on February 14, 2013 APFA began discussions with the Association of Flight Attendants (AFA) concerning issues arising from the eventual combination of the work groups at the new American Airlines, including the integration of the Flight Attendant seniority lists at American and US Airways; and

**WHEREAS**, APFA does not have any Constitutional mandates regarding seniority integration in the event of an acquisition or merger; and

**WHEREAS**, from the date the merger was announced, APFA has consistently and unequivocally told AFA of APFA's commitment to seniority integration based on occupational seniority date (at American) and date of hire (at US Airways), with an adjustment only for the fact that American Flight Attendants' occupational seniority begins on the date the Flight Attendant is placed on the Company's payroll in a Flight Attendant status, while US Airways Flight Attendants' date of hire is the first day of training; and

**WHEREAS**, APFA similarly has often told our membership that APFA would seek to integrate seniority lists based on occupational seniority date/date of hire; for example, during base visits in the spring and summer of 2013; and

**WHEREAS**, APFA has repeated this commitment to occupational seniority date/date of hire seniority integration to the AFA International Officers as well as to the AFA-US Airway MEC officers and representatives; and

**WHEREAS**, APFA also has repeatedly committed that the seniority integration will preserve the seniority of American Airlines Flight Attendants in relation to each other ("relative seniority"), both as to the order on the seniority list and the number of days between any two Flight Attendants; and

**WHEREAS**, for Flight Attendants hired prior to 2013, the best way to preserve relative seniority is to add to each Flight Attendant's current occupational seniority date the same number of days of credit for training; and

**WHEREAS**, the actual number of training days for Flight Attendants hired beginning in 2013 can be used without changing their relative seniority; and

**WHEREAS**, APFA has done extensive research concerning the length of training for Flight Attendants from 1962 through 2012 and expects to complete that research in the near future;

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**BE IT THEREFORE RESOLVED**, that APFA will take all steps necessary to seek to integrate the Flight Attendant seniority lists of the combined Flight Attendant work group at the new American based on occupational seniority date (at American) and date of hire (at US Airways), with an adjustment only for the fact that American Airlines Flight Attendants' occupational seniority begins on the date the Flight Attendant is placed on the Company's payroll in a Flight Attendant status, while US Airways Flight Attendants' date of hire is the first day of training; and

**BE IT FURTHER RESOLVED**, that for purposes of the integration of the Flight Attendant seniority lists at the new American, APFA will take all steps necessary to seek to have the weighted average of Flight Attendant training days from 1962 through 2012 added to the occupational seniority date of each American Airlines Flight Attendant hired prior to 2013; and

**BE IT FURTHER RESOLVED**, that for purposes of occupational seniority of American Airlines Flight Attendants hired in 2013 and beyond, APFA will seek to have their seniority integrated based on the actual start date of their training.