

APFA

EXECUTIVE COMMITTEE MEETING

2Q16 MEETING
 September 8-9, 2016
 APFA Unity Pays Conference Room

Resolution Tally Sheet	Resolution #: 3
	Maker: Ross
	Second: McCauley
	Date: 09/08/2016
	Time: 4:05 p.m.

Resolution Name: Hard 40 and Annual Thresholds
 Letter of Agreement

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

COMMENTS:

	Price	Watson	McCauley	Taylor	Hartshorn	Treasurer	Secretary	Vice President	President
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>

YES: 9 NO: 0 ABSTAIN: 0 ABSENT: 0

Status: **Passed** **Failed** **Tabled** **Withdrawn** **Show of Hands**

WHEREAS, on August 3, 2016, the Executive Committee passed a resolution requiring that a Letter of Agreement proposed by the Company concerning the Hard 40 and annual thresholds for vacation and sick leave and for employment (“Letter of Agreement”) be submitted to the membership for ratification; and

WHEREAS, before the ratification referendum was sent out, an issue arose as to whether one of the provisions of the Letter of Agreement constituted a change in existing rights under the Joint Collective Bargaining Agreement; and

WHEREAS, the Letter of Agreement was not sent out pending resolution of that issue; and

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WHEREAS, the Letter of Agreement provided that certain of its provisions would be implemented concurrent with Flight Attendant Full Operational Integration (“FOI”) and that other provisions would be implemented in the calendar year following the implementation of PBS for all Flight Attendants; and

WHEREAS, although “FOI” was expected to occur in mid-2017, the Company announced very recently that FOI will be delayed at least until later in 2017 and that the implementation of PBS for all Flight Attendants will be delayed beyond 2017; and

WHEREAS, the terms of the Letter of Agreement must be reviewed in light of these intervening circumstances;

BE IT THEREFORE RESOLVED, that the proposed Letter of Agreement attached to the August 3, 2016 Executive Committee resolution shall not be submitted to the membership for ratification as currently written; and

BE IT FURTHER RESOLVED, that if the proposed Letter of Agreement is revised, the Executive Committee shall review it and determine whether it should be submitted to the membership for ratification.