

# SUMMARIES OF 2014 APFA PROPOSED CONSTITUTIONAL AMENDMENTS

The following proposed amendments to the APFA Constitution were drafted in order to accommodate several significant upcoming developments for the structure of our union. Domestic and International operations will be combined, and as a result of the American-US Airways merger, changes will be coming to American's operation requiring our union to adapt, including APFA's certification as the representative of the combined Flight Attendant workgroup and the addition of new APFA bases. Other proposed amendments clarify, update and correct provisions of our current Constitution and change the dues obligation structure for Flight Attendants on an unpaid leave of absence. These proposed changes were unanimously approved by the APFA Board of Directors, including the National Officers.

Below is a detailed summary of each ballot item, explaining why the proposed changes are necessary and highlighting what specific language in the APFA Constitution will change. The Board of Directors encourages each APFA member to visit at [www.apfa.org/constitution](http://www.apfa.org/constitution) to read through a "markup" version of the Constitution, using the summaries below as a guide. Flight Attendants will notice that the edits in the markup version are color-coded according to the ballot item, which will help explain why each amendment has been proposed.

## ITEM #

### **ON THE BALLOT:**

### **Changes necessary to address the eventual combination of Domestic and International bases.**

Although the timing is not yet confirmed, American will eventually combine its Domestic and International operations. As a result, Domestic and International bases in a given city (such as LGA and JFK) will be combined into a single APFA base. The proposed amendments eliminate references to Domestic and International operations/bases and make necessary adjustments. These changes will take effect when a Domestic base and an International base are combined.

For example, the definitions of "Base" and "Operations" are changed; while the size of the Negotiating Committee will not change, there will no longer be members designated as "Domestic" and "International" on the Committee; the term "Operations Council" is changed to "Base Council" throughout the Constitution; and there are provisions for the transition of Base representatives for the combined bases.

See the following sections of the markup version [www.apfa.org/constitution](http://www.apfa.org/constitution) for the specific changes:

Article I: Section 7.B, Section 7.K

Article III: Section 7.D, Section 7.H, Section 7.E

Article VI: Section 4.C, Section 8.C(2), Section 8.E, Section 8.I

Article VIII: Section 3.A, Section 3.B

Article X: Section 1.D, Section 5, Section 6

We have not indicated here every single section of the Constitution in which "Operations Council" is changed to "Base Council." To see each change, go to the markup version at [www.apfa.org/constitution](http://www.apfa.org/constitution).

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## ITEM #

# 2

### **ON THE BALLOT:**

#### **Provisions for the transition to a combined American / US Airways Flight Attendant workgroup.**

Under the Agreement on Bargaining and Representation (ABR) reached with AFA-CWA last December, APFA is entering into a Maintenance Agreement while pre-merger US Airways Flight Attendants transition to APFA and to the Joint Collective Bargaining Agreement (JCBA) that will be reached with American. Under this Maintenance Agreement, AFA-CWA will continue to administer the US Airways/AFA contract until we have a JCBA. Additionally, AFA-CWA will continue to handle all outstanding grievances and other contractual matters that had arisen under the US Airways/AFA contract until they are resolved. For those services, APFA will be sending certain amounts of pre-merger US Airways Flight Attendant dues money to AFA-CWA. Several Constitutional amendments are necessary in order to facilitate this transition. These changes will take effect as soon as APFA is certified as the bargaining representative of the combined workgroup.

For example, during the period APFA is reimbursing AFA-CWA for services under the Maintenance Agreement, dues received from former US Airways Flight Attendants will not be included in the calculation of the minimum Negotiations and Negotiations Related Fund (NNRF) deposit; and the APFA Policy Manual may allow Flight Attendants to qualify for administrative and committee positions using union service at their previous carrier within the American Airlines Group.

See the following sections of the markup version at [www.apfa.org/constitution](http://www.apfa.org/constitution) for the specific changes:

Article IV: Section 1.D

Article IX: Section 1.D, Section 4

Article X: Section 1.B

## ITEM #

# 3

### **ON THE BALLOT:**

#### **Changes to clarify, update and correct Constitutional provisions.**

As a result of some major changes at American Airlines, at our union, and with technology, edits need to be made throughout the APFA Constitution for the sake of clarity and accuracy. Other changes are necessary to update the Constitution. These amendments will take effect upon ratification of this ballot Item.

**Clarifications:** Clarify that delegates to the APFA Convention include those who are duly elected to the positions of Base Chair or Vice Chair; make clear the balloting procedures apply to elected members of the Negotiating Committee; and clarify that the provisions concerning removal of officers also apply to removal of elected Negotiating Committee members.

See the following sections of the markup version at [www.apfa.org/constitution](http://www.apfa.org/constitution) for the specific changes:

Article III: Section 3.B(3)

Article VI: Section 2.A(4)

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## ITEM #3 Continued ...

Article VIII: Section 6

Article X: Sections 5.B(1) and (2); Section 5.C(1).c

**Updates:** Change “AMR” to “American Airlines Group” (AAG) throughout the Constitution; provide that membership cards and pins shall be available to every member; update the name of the National Safety and Security Coordinator position; update the definition of “Satellite Bases” and clarify the base assignment of Flight Attendants at those bases; update Board of Directors responsibilities to show that certain activities (such as modifying the Policy Manual and setting annual goals for APFA) do not necessarily need to be performed at every Annual Convention nor the dues structure reviewed annually; update National Officer responsibilities to show that certain activities (such as addressing an Annual Report to the membership and the Secretary’s convening regular meetings of APFA administrative and committee personnel) do not necessarily need to be performed; and update the budget process to reflect that it is the National Treasurer who submits the annual budget for approval by the Board at the Annual Convention.

See the following sections of the markup version at [www.apfa.org/constitution](http://www.apfa.org/constitution) for the specific changes:

Article I: Section 7.K(2); Section 7.R

Article II: Section 6

Article III: Sections 3.L, 3.L(2), (4); Section 4.K(8); Section 6.B(6), (7); Sections 6.D(7) and (14); Section 6.E(6); Section 7.D

Article X: Section 5.B(2); Section 5.C(2)

Article XII: Section 2

The updates to also include: add disability and gender identity in the prohibition of discrimination; as members and Coordinators typically attend the Annual Convention in its first few days, move the election of Ad Hoc Executive Committee members to the last item on the Annual Convention agenda so that the Board can start with other business that is more interesting for members to observe; increase servicing flexibility and effectiveness, by having System Board of Adjustment (SBA) Representatives assigned by region rather than division (and change their title from “Division Representative” to “Regional Representative”) and lift the restriction that a Regional Representative be based in his or her Region; update procedures for appointment and removal for Negotiating Committee members; modify the election procedures to reflect the greater availability of web-based communications and email, and the use of social media in campaigning; and update to include return of electronic ballots in elections and referenda.

See the following sections of the markup version at [www.apfa.org/constitution](http://www.apfa.org/constitution) for the specific changes:

Article II: Section 3.E

Article III: Section 3.L(11); Section 4.J(4); Sections 6.B (8) and (9); 6.C(5) and (6)

Article IV: Section 1.E

Article VI: Section 2.A; Section 2.C; Section 5.E; Section 5.G; Sections 8.C(1) and (2)

Article VIII: Title; Section 4.A

Article IX: Section 1.B; Section 2.A(2); Section 3.C; Section 4; Section 5.B; Section 9.A

Article X, Section 7, A

Article XI: Section 1.D; Section 2.B

**Corrections:** Correct the title of Article VII to include elected members of a Negotiating Committee; delete Division Representatives from Article VIII, as they no longer are elected; and insert words inadvertently omitted or delete words inadvertently retained from earlier Constitutions.

See the following sections of the markup version at [www.apfa.org/constitution](http://www.apfa.org/constitution) for the specific changes:

Article III: Section 3.B(2)c; Section 3.B(3); Sections 6.B(7)

Article V: Section 2

Article VI: Section 2.B(1); Section 4.C; Section 5.H(1)

Article VIII: Section 1.C; Section 2.A; Section 2.B

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ITEM #

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## **ON THE BALLOT:**

### **Change titles of certain APFA offices and positions.**

Some of the official APFA titles are unique in the labor movement, leading to confusion on the part of management, other unions, the press, and those with whom we deal in the financial world. In order to harmonize with unions throughout our industry and elsewhere, APFA is proposing the following title changes:

President → National President  
Vice President → National Vice President  
Secretary → to National Secretary  
Treasurer → National Treasurer  
Base Chair → Base President  
Base Vice Chair → Base Vice President  
Vice Chair → Base Vice President  
[Department] Coordinator → [Department] Chair

These changes will take effect upon ratification.

To see each change, go to the markup version at [www.apfa.org/constitution](http://www.apfa.org/constitution).

ITEM #

5

## **ON THE BALLOT:**

### **Change the dues obligation of Flight Attendants in an unpaid status.**

Under the proposed amendments, going forward, Flight Attendants will continue to have a dues obligation while in an unpaid status, but once they return to work, the balance accrued during the unpaid status will be excused. (This will not have any effect on dues balances currently owed for a previous period in an unpaid status.) However, if a Flight Attendant wishes to exercise the rights of membership while in an unpaid status (for example: running for office, holding a union position, voting in elections or on a new contract and attending membership meetings) he or she must be dues current (no more than 60 days in arrears) for the dues that accrue during the unpaid status. (The Flight Attendant must also be dues current for any other balance he or she owes.) These changes will take effect upon ratification.

See the following sections of the markup version at [www.apfa.org/constitution](http://www.apfa.org/constitution) for the specific changes:

Article II: Sections 4.B(3), (4) and (5)

Article IV: Section 1.A

## **DON'T FORGET TO VOTE!**