

# APFA

## EXECUTIVE COMMITTEE MEETING

### SPECIAL EXECUTIVE COMMITTEE MEETING

December 18, 2014  
Hilton DFW Lakes  
Grapevine, TX

Resolution Tally Sheet	<b>Resolution #:</b> 2
	<b>Maker:</b> Glading
	<b>Second:</b> Aurigemma
	<b>Date:</b> 12/18/2014
	<b>Time:</b> 2:20 p.m.

Resolution Name: Restoration of Wages

<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:

	Aurigemma	Watson	Bernstein	Taylor	Nasca	Treasurer	Secretary	Vice President	President
<b>YES</b>	<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"/>
<b>NO</b>	<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"/>
<b>PASS</b>	<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"/>
<b>ABS</b>	<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"/>
<b>N/A</b>	<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"/>
<b>PXY</b>	<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"/>
<b>REC</b>	<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Status: *Passed*     *Failed*     *Tabled*     *Withdrawn*     *Show of Hands*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**, the December 13, 2014, interest arbitration Award constitutes the American Airlines/APFA Joint Collective Bargaining Agreement (JCBA); and

**WHEREAS**, the wage rates contained in the JCBA are lower than those in the Tentative Agreement that was rejected by the membership on November 9, 2014; and

**WHEREAS**, on December 18, 2014, at APFA's request, the Company agreed to restore the wage rates in the Tentative Agreement effective January 1, 2015; and

**WHEREAS**, on December 18, 2014, the Company and APFA confirmed the parties' previous understanding that under paragraph 3 of the JCBA Award, when United/Continental reaches a

**APFA**  
**BOARD OF DIRECTORS MEETING**

Flight Attendant JCBA, the only adjustments to our JCBA shall be upward changes to our JCBA wage rates; and

**WHEREAS**, the wage increases are an improvement for our membership; and

**WHEREAS**, under Article III, Section 4.A of the APFA Constitution, the Executive Committee “shall interpret this Constitution, subject to the approval of the Board of Directors;” and

**WHEREAS**, Article XI, Section 1.F of the APFA Constitution provides that: “Any letters of agreement or side letters entered into between an employer and the APFA during or outside of the Collective Bargaining negotiations which alter the rates of pay, rules, or working conditions shall be subject to ratification by the Executive Committee. If the Executive Committee determines that the alteration is substantial, such letter of agreement or side letter shall be submitted for ratification to the membership;” and

**WHEREAS**, Article XI, Section 1.F of the APFA Constitution requires submission of any substantial alterations to the membership for ratification only if those alterations negatively impact the membership; and

**WHEREAS**, the restoration of the Tentative Agreement wage rates positively impacts the membership;

**THEREFORE BE IT RESOLVED**, that the Executive Committee ratifies the restoration of the wage rates in the Tentative Agreement effective January 1, 2015, without any requirement of membership ratification.