

**APFA  
2016 ANNUAL CONVENTION  
MARCH 9-12, 2016**

**Sheraton Grand Phoenix  
Phoenix, Arizona**

**0924 Call to Order**

National President Gluth called the APFA Annual Convention to order. National President Gluth addressed the Board of Directors by sharing his sadness and fond recollections of his friendship with National Treasurer Greg Gunter, who had passed away the day before. National President Gluth shared his conversations with Greg's family during his visit the weekend before Greg's passing. He wished to encourage all to take the time, rather than postponing, a visit with a family member or friend who is ill. Life is short and you will have regrets for not doing so. National President Gluth shared Greg's history with members of the Board amongst which was his CPA degree. With this degree he and his twin brother formed a tax firm working with airline employees. He eventually found his way into Union work in various positions for many years, where he was indispensable. Greg was a loyal friend, an unwavering union advocate and was loved and respected by all who knew him.

Problems were experienced with a memorial video presentation for Greg Gunter. Memories were shared while an attempt to resolve the issues was undertaken. This was emotional for all involved as various memories were shared. It was decided to proceed with the National President's address to the Board while the video issues were being resolved.

National President Gluth gave a history of his time with APFA and his tenure as National Vice President and eventually National President. Several timelines were covered during his remarks. He spoke to both the positive and negative results of the past years and how to overcome the negativity at this point in time. He spoke to several changes about to be implemented by management and the APFA's need to be vigilant and strong. National President Gluth spoke to the negative and dismissive attitude of management toward its employees, particularly unionized employees.

National President Gluth wished to thank all for their support during his tenure in the various positions. He stated that all should be proud of the infrastructure of Headquarters and the efficient services it provides to the membership. Several updating changes were implemented concerning technology allowing for more efficiency and communication.

At this time, National President Gluth wished to formally call the meeting to order and asked National Secretary Pharr to take the roll call.

### **1003 Roll Call**

National Secretary Pharr took the roll call and all members of the APFA Board of Directors were present with an especially sad note of the absence of National Treasurer Gunter.

### **1005 Agenda Review and Approval**

Several changes, revisions and additions were requested at this time. Resolutions are required for the action items and should be submitted to the National Secretary for distribution to the Board prior to discussion.

A suggestion from the Parliamentarian regarding Ad Hoc elections and the timing of such was discussed. A straw poll was taken at this time regarding the placement of this discussion. There was no further discussion at this point and the Ad Hoc elections would be handled as originally scheduled.

#### **1025 Resolutions #1A – Amend the Agenda**

**Maker: Pharr**

**Second: Bedwell**

Resolution #1A was presented amending the agenda as originally presented. This resolution was passed unanimously. (14 yes, 0 no)

#### **1026 Resolution #1 – Approve the Agenda**

**Maker: Pharr**

**Second: Britton**

Resolution #1 was presented approving the agenda as amended. Resolution #1 was also passed unanimously. (14 yes, 0 no)

### **1028 Break**

### **1040 Meeting Back On Record**

### **1040 National Treasurer Greg Gunter Memorial**

A moving and emotional video tribute to National Treasurer Greg Gunter was presented.

### **1048 Ad Hoc Nominations**

At this time, additional nominations were accepted for the open Ad Hoc positions. Three individuals had submitted resumes. The nominees brought forth at this time are additional nominees and cover all open positions. Several nominations were brought forth.

## **1053 NATIONAL PRESIDENT'S UPDATE**

### **1054 Briefing by JSIC Committee (Merger/Implementation Update)**

Additional memories were shared of relationships with Greg Gunter prior to their presentation.

Introductions were made of the JSIC members and their mission. Their mission is to ensure the contract is implemented as soon as possible with the intent of how it was negotiated. The length of time involved and the fight involved in preserving the intent of the negotiated contract has been surprising to all. They have been working with the Company since last September on all issues involved in the implementation and interpretation of the negotiated contract.

A slide presentation was given regarding the pay protection implementation hoping to simplify what situations are covered under the pay protection issue. This presentation did show the FOS codes being added, removed or revised. Specific rescheduling situations were discussed and explanations given. The differences between the LUS and the LAA crew scheduling interpretations were extensively discussed and the importance of training for the LAA side concerning these rescheduling/cancellation issues.

The examples of pay protection situations continued to be presented via the slide presentation. Extensive discussion followed each example given for clarification. It was commented numerous times that training is imperative on all sides to properly understand this new complicated information. All this coding must be coordinated with pay comp, where there have been numerous problems. This was a huge concern for several Board Members.

The Committee discussed the other issues that they are working on as well. All year end deadlines were met; for example, holiday pay. Also included in that was the monthly sick accrual, which began in January. There is also a "soon as practical" list, of which the items are also being worked on. One issue is Section 16A, the pay and credit for actual or greater deadhead pay. Additionally, they are working on the Section 17, co-terminal language. Several other issues were outlined that have been implemented. Examples of the various issues resolved were distributed to the Board. The meetings that are held with the Company on the outstanding issues have been more numerous and lengthy than originally planned and almost take on the characteristics of the negotiations process. The programming has been an enormous issue in dealing with FOS. This process going paragraph by paragraph must be done, to ensure the negotiated language and interpretation is correct and to ensure the intent of the language is preserved..

Call out pay was questioned and is a particular problem at IMA. Three hours of call out pay was discussed. There are differences between requirements for LUS and LAA to secure the call out pay. The premium pay issue also was discussed. This too is different for LAA and LUS.

The next issue discussed by the JSIC was interim pay protections. Copies of information concerning this issue were distributed to the Board. This information will be distributed to the membership. Interim sequence pay protection applies to the LAA Flight Attendants. The

protections were outlined in a slide presentation. Implementation will be in May, 2016. Once again, examples were given and extensive discussions occurred. The Committee stated that the Company said all these pay protections would not be implemented until later in the year. The Committee stated that was unacceptable; therefore, these interim pay protections were put in place. At LAA, there are no carryover or premium pay protections.

#### **1241 Lunch**

#### **1343 Meeting Back On Record**

The JSIC Committee continued their presentation regarding the implementation of contractual items while awaiting the arrival of Dan Akins, who will be addressing the Board. The members of the Committee responsible for the JCBA training for APFA reps and Flight Attendants spoke to the Board. They had just held a session in Chicago and had also completed one in Dallas. They were both very successful at clarifying exactly what would be coming and dispelling rumors of the changes to come. Both Base Presidents were very pleased with the meetings and the information that was shared. It flowed with information desired by the attendees of the meeting and not a rigid agenda. These individuals are available and asked the Base Presidents to contact them to set up a meeting/presentation.

Two additional items were discussed. Firstly, they wished to advise that information will be sent to the membership that the interim pay protection will be coming in May. The Board was provided a copy of this information as it will be disseminated. Secondly, an email was received by the Committee concerning changes within American's implementation staff. Several personnel changes were outlined in this email. A MIC information sheet is being developed and suggestions are welcome. The training of the crew schedulers and crew trackers was discussed once again.

#### **1403 Prefunding & Equity Options**

Legal Counsel, Rob Clayman spoke to this issue which is the ruling that the APFA membership was not entitled to the Company's contribution to the prefunding account/trust. An attorney-client conversation would take place off the record (1404).

#### **1534 Meeting Back On the Record**

National Secretary Pharr took a moment to acknowledge the generosity and support of AFA concerning the passing of National Treasurer Gunter. Flowers were delivered to the APFA Board of Directors Meeting today expressing their sympathy.

#### **1535 Litigation Update**

Legal Counsel Gilson spoke to two lawsuits that had been pending. The Parker case was dismissed in the Court of Appeals. The only other option is filing with the Supreme Court. The

second case involved TWA seniority. APFA prevailed in this case as well and won in the Court of Appeals last week. There are no other pending lawsuits.

### **1539 Coalition Update and Legislative Report**

The Flight Attendant Coalition last met in October, 2015, and is scheduled to meet again in April. The Coalition was split on how to proceed on the fatigue issue. A special fatigue meeting was hoped to be held. The Representative does feel this will be discussed at the next meeting in April.

The FAA Bill was heard on February 11, 2016, but was voted down when referred to the committee. This bill is a cornucopia of special interests and will be very difficult to pass. This bill is to be debated in the Senate next week. No one has seen the new bill and it was felt it will eventually be dropped. This is a very complicated bill. The A4A lobby is very powerful and their issues have been approved. The Open Skies Policy was discussed however APFA is not currently involved in any of those issues. APFA is still involved in the Norwegian Air issue and the APA is remaining involved in the Open Skies Policy as well.

### **1608 Mobilization Task Force**

A mission plan for this task force was given to the Board for their review. Two meetings have been held as of this date at Headquarters. Other meetings have been held via video-conference. The Pha5e Committee is working in tandem with this committee as some goals will overlap. The mission of the Mobilization Task Force is to develop an active mobilization network of APFA Flight Attendants to directly activate and mobilize our membership at a grassroots level on any variety of subjects that are important to the membership. Activities will include but not be limited to disseminating factual, non-political, neutral information. They wish to react to the concerns of the membership and will provide the membership a voice as to what is important to them. A quick survey will be used as a tool. Reaction of this committee will involve response to a carding campaign. The challenge is to encourage continued involvement in this Task Force. The Fact Reps will be involved as well. This basic plan has been brought to the Board, at their request, for their approval and suggestions prior to total implementation. This task force feels that it should be membership driven as to the issues. The utilization of the Fact Rep Program was discussed as it was felt this program is dormant. This task force will have a definite purpose and mission and members will be trained. The committee stated that we are all the Union and all must have the correct information. The importance of determining representational carding campaigns and the threat level of these campaigns was discussed. The techniques utilized in these campaigns were discussed. Also discussed were the union busting activities being activated at American Airlines. It is so very important for APFA to have solidarity. The Board was polled regarding the continuation of this effort and it was unanimously supported by the Board. The importance of face to face communication was emphasized versus social media relating to the importance of this committee and its relevance. An explanation of how to distribute information to Flight Attendants at the airport was discussed and how it is regulated by the airport and the Company. Various airport rules were discussed by those who had participated in informational leafleting events.

#### **1644 PHA5E Committee**

This Committee has completed three (3) events since December. They have visited PHX, BOS and DFW to engage new hires and share information. The informational meetings held at the airports were more successful in regard to attendees. Their team was able to meet with Flight Attendants in operations face to face, which was successful; however, did not necessarily increase attendance at meetings. They felt that these meetings must be at the airport and extensive notice given to ensure participation. A question was raised regarding the purpose of this committee and how the APFA reps at base could benefit from their efforts. This program is geared to new hire Flight Attendants and begins with a lesson on the history of APFA and the events of the last few years. They teach how to navigate Jetnet and the APFA website as well as other resources that are available to Flight Attendants including the On Duty Contract Guide. Questions raised by the attendees are answered. An APFA rep is generally in attendance and explains his history with the APFA and how he became involved in Union work. The changes in the JCBA are discussed as they pertain to the new hires. They are attempting to encourage Union involvement and explain how they can make a difference and contribute to the future of the Flight Attendants. National Secretary Pharr extended his enthusiasm and gratitude to the members of this Committee, who he feels has done an excellent job. He encouraged the Board to remain supportive of their mission and efforts. They will be working with the Mobilization Task Force.

An agenda change was discussed as the meeting had to recess at an appointed time as a reception was being held that evening. National President Gluth addressed the Board regarding a recent marriage of two members of the APFA Board and extended his congratulations.

#### **1659 Change for Good (UNICEF)**

A brief video outlining the 20 year history of the Change for Good Program at American Airlines was presented. These contributions are made onboard the aircraft by collecting “change” on select international flights. To date, more than 10 million dollars has been collected. The history of the program was outlined via slide presentation. In 2006, the method of collecting change onboard was revamped, which resulted in an increase of donations. A video is shown in the last 30 minutes of most international flights and a designated Flight Attendant will collect change from the passengers. A specific deposit procedure is in place to ensure proper oversight. With UNICEF, 90% of all donations go directly to recipient programs. The APFA, along with American Airlines, has been very supportive of this program. Just \$1 collected can provide a 30 day supply of clean water.

**1717 Resolution #2 – Greg Gunter Memorial Conference Room**  
**Maker: Gluth**  
**Second: Pharr**

Resolution #2 was read into the record by the maker, National President Gluth. This resolution renames the conference room adjacent to the National Treasurer’s Office to the “Greg Gunter

Memorial Conference Room.” A roll call vote was taken and Resolution #2 was passed unanimously. (14 yes, 0 no)

Due to the agreed agenda change, the Scheduling Department will now present their report to the Board of Directors.

### **1719 Scheduling Department**

The Chair spoke to incidents of disrespect, miscommunication and controversy within crew tracking and crew scheduling concerning contract violations and implementation. A form is being developed to cite these incidents to establish a record and specific example. When calling the Company to investigate these incidents, they require specific examples. The APA is also experiencing these problems.

Crew schedule has worked on a ballot for HISEND for generic preferences for makeup, etc. This ballot is not yet ready to be utilized and will continue to be worked on. Electronic notification of schedule changes was discussed and is being worked on. First party notice is the only acceptable notification at this point and the APFA feels strongly that this should remain. Several questions were asked and answered regarding the online form used to submit issues and incidents with crew tracking and crew scheduling.

At this time, some issues specific to LUS were discussed. One issue was a 24 hour duty free period and did not include layover time (look back) as pertains to scheduling. During implementation, some issues have not been dealt with specifically. The JIRC committee spoke briefly regarding meeting with the PBS Administrator making sure no smoking guns surface. There have only been minor problems which were rectified.

Administering the Scheduling Department, which is responsible for LUS and LAA Flight Attendants, trying to administer the implemented items of the JCBA, the CLA and the Redbook has been quite a challenge. The Chair wished to acknowledge the hard work of all involved and utilized the expertise of all involved.

The reserve situation was discussed as pertains to LUS. The ROTA processing is still being discussed.

Compliments were extended to the Scheduling Chair and the JSIC Committee for all the incredible work accomplished and that continues to be done. Also, gratitude was extended to Dan Akins, Rob Clayman and O’Neil & Associates.

### **1745 Meeting Recessed**

At this time, the first day of the APFA Annual Convention was recessed.

**DAY TWO**  
**APFA ANNUAL CONVENTION**  
**March 10, 2016**

**0905 Call to Order**

National President Gluth called day two of the Annual Convention to order.

**0906 Roll Call**

National Secretary Pharr took the roll call of those present. All members of the APFA Board of Directors were present with the exception of the recently deceased National Treasurer Gunter.

The Department Reports had been moved up on the agenda.

**0907 Retirement Department**

The Chair spoke to the items of extreme interest. The ability to roll equity shares into a traditional IRA was one of these topics. This department receives numerous questions about this issue. He spoke to the Flight Attendant's claim of losses under the bankruptcy. Ninety percent of the valuation of the share settlement can be put into a traditional IRA until June 15, 2016. This is simply an opportunity to put income into tax deferred accounts. Rumors are continuing regarding an additional VEOP. The Chair stated that the Company denies an offering. If a Flight Attendant has shares in ComputerShare from August of last year, there will be a \$50 holding charge per year beginning in June. It is advised if there are only a few shares being held by this company, it may be a good idea to move them. American paid the fee for the first couple of years, but no longer. Concerning LAA, there have been problems with 401K contributions as shown on the pay stub. The Company is working on it. The survivor packets are taking over ninety (90) days to receive. The rollover to Fidelity from JP Morgan for LAA Flight Attendants has gone fine with the exception of loan repayments. If the loan was manually paid, the checks were unfortunately held by JP Morgan and not credited. This can cause a default on your loan, which in turn causes this loan to be a withdrawal. There would be a 10% penalty and lock the employee out of their 401K for 6 months. American is also working on resolving this. A problem also occurred with survivor pass privileges and that is being corrected. The D2R lawsuit was dismissed. Retiree ID's are available to all retired Flight Attendants, both LUS and LAA. Retirement briefings will begin once again starting in March.

National Secretary Pharr reviewed the agenda and required resolutions to be covered during this meeting. Some agenda items still required the resolution to be submitted.

The agenda will return to an item under the President's Update – Fume Event Report.

## **0923 Fume Event Report**

Three departments are involved in this issue: Health, Safety & Security, and IOD. The report began with a slide presentation. A lanyard card has been developed outlining the steps and procedures when involved in an air quality incident. This card is still in production and should be distributed via US mail by the end of the month.

The increase in events was stated and some reasons for these increases. Additionally, a technical explanation of air circulation onboard the aircraft was shown and the issues that could cause deterioration of this cabin air. Two news clips were shown concerning incidents causing illness onboard aircraft. These films highlighted the neurological symptoms experienced and continuing to be experienced as a result of this toxic air quality. Additional examples of air quality problems that were shown on television were shown to the BOD. It was stated that aerotoxic exposure can occur with or without visible smoke or haze in cabin – just fumes and odor. This was an extensive presentation with very technical information provided regarding air circulation.

It was felt that stronger OSHA coverage is mandatory. Air quality is a huge issue. LUS has had several air quality events – 78 in one year. It was reiterated that the checklist should be utilized for all incidents and carried with you – protect yourself first. Do not try to determine cause. You should seek medical attention immediately and reports must be filed. Daily Ops is an integral part of the notification process.

The IOD Chair stated that the Flight Attendant should go to an emergency room versus walk in clinic to ensure the proper blood tests are administered. An arterial blood draw is required to determine exposure. The question was raised as to incidents on other airlines. This information is not readily available. These incidents do not qualify for NTSB involvement.

The steps APFA is taking to deal with this situation and the events were outlined in the slide presentation. It is felt that there have been too many incidents for the Company to deny the existence of this problem. There is pressure from social media as well. A question and answer period followed this presentation. The reporting process, the signs of abnormality, and the actions that should personally be taken by the Flight Attendant were outlined in the slide presentation. A suggestion was made to have an air quality monitor on board to be used during an incident. This monitor could possibly be stored in the cockpit. Situations were shared whereby APFA has been notified of air quality problems by Flight Attendants involved in real time, not by the Company. The Company's reaction to incidents was discussed.

A conversation was held between the APFA EAP Chair and a Base President regarding the procedures for a CISD debrief. The APFA rep may be present before and/or after the actual debrief; however, the actual debrief is confidential between the APFA EAP representative and the AA EAP representative and only those individuals and the Flight Attendants present. There was a difference of opinion on whether the Base Presidents or Vice Presidents may be present at this debrief and the long standing policy involved. The CISD training for Base Presidents/Vice Presidents was questioned.

A question was raised regarding an air quality analysis tool offered to US airlines by Lufthansa. It is very expensive and the Company was not interested. The APFA will discuss this with the APA to determine what information they may have regarding this.

**1052 Break**

**1110 Meeting Back On the Record**

**1110 Departmental Reports – Continued**

**1110 Contract Department**

The Chair was participating in this meeting via teleconference. A written report was submitted to the Board of Directors. The #1 issue remains pay comp. A meeting was held with the Company last Friday with several APFA participants as well as numerous Company participants. The Company stated that finding people to do the IT work has been a problem. They have hired additional staff but will take time in order to train them. They are testing a replacement for the HISEND 14 with DirectConnect. The pilots are testing it now. This will allow a Flight Attendant to determine where an inquiry is and track its status. It may be available in ninety (90) days. They are also replacing the phone system which will allow inquiries to be put in line to be answered. They are also adding a case management tool than determines further escalation of an issue if it affects more than one individual. The Chair hopes for positive results. The Chair suggested a presidential grievance asking for an audit of everyone's pay for the last year or so. He further suggested that the Company agree to pay Flight Attendants 5-10 hours to review their own pay statements to discover discrepancies. The Chair is open to suggestions from the Board.

The Chair is a bit more optimistic on the payroll side of this issue. They are going to revamp their call center where several different issues can be handled rather than referring to another number/department. They are hoping to be a one-stop resource for the Flight Attendant. The outstanding issue on the payroll side is the state tax problem wherein some pilots and Flight Attendants did not have state taxes deducted in December. December was corrected but January was still a problem. The Company will pay the taxes for January but the individuals will be taxed for those amounts at the end of March.

Vacation accrual seniority has been corrected. Reciprocal jumpseat agreements were mentioned and being worked on for OneWorld. The on-time departures causing non-revs to be left behind was discussed. They have worked on this situation and it seemed to have improved. The early boarding problem was discussed and the agents have been advised again of the policy and correct boarding times. New uniform guidelines are being formulated and the APFA has been involved.

The Chair's report was opened to questions. Several questions were asked/answered and action was promised on issues raised. Conversation turned to the self auditing suggestion requesting an updated coding info sheet. Also suggested was additional local pay comp individuals for each base. The issue of callout pay was raised. The crews were not paid the three (3) hours callout

pay following a cancellation at base. This was felt to be basic and is frustrating that something this simple is not being done. The optional trip on reserve (OR) when cancelled and how it is being posted was discussed. Cancelled Optional Exchanges (OE) were also discussed. This will be further discussed by the Chair and Company. The Company is not communicating with the membership in any way to explain delays, mistakes, etc. and is leaving it up to the Union to communicate about the Company's problems with the integration and implementation. A Board Member did want to thank the Chair for all his work and is aware of all the time he has put in. The posting of the qualifications as they are received are not being posted in a timely manner, which can cause a problem with scheduling.

The summer shirt for the men was discussed again. National President Gluth spoke to a conversation he had with management previously regarding the shirt being acceptable as a full uniform for the warm weather destinations. He will continue this conversation with Hector Adler. Early boarding was discussed. A meeting with the incoming National Officers and the new CWA Union Representatives will be scheduled. Questions were again raised regarding pay comp and changes to records during the night. They have been advised to communicate with the Flight Attendants when they are attempting a change to their procedure.

National President Gluth spoke to Brent Peterson's service to APFA, almost 12 years. He has worked so very, very hard and has become an invaluable expert on both the LAA and LUS contracts. It is impossible to thank him for all he has done over these many years. He is APFA's go to man for a myriad of topics and his expertise will be missed.

## **1155 Communications**

The Chair wished to do a slide presentation detailing the projects that are currently being worked on. The Chair stated this department had been working with Health, Safety & Security and IOD Departments regarding the Air Quality Event card to be distributed shortly. These will be distributed via US mail. They have also been working with the JSIC Committee and on the LUS On Duty Contract Guide. This will be the first guide provided to LUS. Since September 1, 2015, over 200 national communications have been issued. He has created a payroll chart detailing the payday structure as the dates are different due to weekends or holidays. O'Neill and Assoc. has set up interviews for the newly elected APFA President. Additionally, a billboard for view by management as they approach Headquarters will be created. This billboard was viewed by the Board but will be kept confidential at this point. An ad will also appear in the USA Today. The billboard and its location was discussed. Several suggestions for additional publicity of the current issue were made. The other Unions on the property were unable to be involved in this effort for various reasons.

A letter similar to APA's letter to management concerning the deterioration of the Company as perceived by the passengers was being drafted. Passengers have approached Flight Attendants with their dissatisfaction of the overall experience of traveling on American Airlines from beginning to end. The content of this letter was discussed extensively. It will be co-signed by incoming and outgoing officers of the APFA. Billboards in other areas of the US were also discussed.

**1233 Lunch**

**1338 Meeting Back on Record**

**1338 EAP Coordinator**

Three (3) additional EAP representatives have been hired by American Airlines for the bases of Charlotte, Philadelphia and Phoenix. The Chair stated that there has been an increase in Flight Attendants experiencing mental health issues onboard the aircraft. There is not any scrutiny by a medical department to prevent those incapable of performing their duties onboard the aircraft from returning to work. This appears to be now up to the EAP representatives, Union Representatives and Flight Service. The educational level must be raised allowing these individuals to receive the assistance they need prior to a major problem. The mental health issue is still stigmatized and people hesitate to become involved. The Chair spoke to the company that is being utilized for medical services when required by Flight Attendants out of the country. The name of the company is MedAir, which had previously been used by LUS. They have provided excellent service. The Chair then spoke to the DOT tests and conditional reinstatement. There are specific protocols and timeframes to follow and it is imperative for the rep to follow up. The CISD Training was extended to the South American Flight Attendants. It has been beneficial for EAP to have assistance in that area. They have been invaluable helping with Flight Attendants who have become ill in South America and have immediately responded to assist. There has been a tremendous response to an EAP Day in Ops and in PHX it was a great success. The department is looking to expand these presentations to raise awareness of this program and how people are helped sooner rather than later. If there is any misunderstanding about the mission of the Employee Assistance Program, the Chair asks that her department be contacted. They will be more than happy to explain how they advocate, educate and protect the job of the Flight Attendant. This is all about savings jobs and lives.

National President Gluth wished to thank Patty French for her 16 years of service to APFA and concern and compassion for the Flight Attendants in her current position of EAP Coordinator. National Secretary Pharr also extended his gratitude for assistance given to the Officers and Union Reps through several stressful situations.

**1404 Health Department**

The Chair spoke to the written report submitted. The LTD coverage was discussed and the changes attempted by the Company. The questions were raised regarding the continuation of the benefit for those currently in an LTD situation. The APA has donated \$15,000 toward the Air Quality Event program via the Global Committee. Judith Anderson is an excellent resource for the APFA. The APFA does not have to have her on retainer as the APFA is a member of the Global Cabin Air Quality Committee. A \$10,000 contribution to this committee would be beneficial to the APFA immediately and in the long run enabling access to extremely important information. It was suggested that a resolution be submitted to the Board for approval concerning a donation amount.

The Massachusetts Sick Law was discussed. Each month, your earned sick time is deducted from the 40 hours given by this law. The maternity packet will be distributed soon. This is not online; however. The LUS program has different coding. The Zika Virus Protection issue was discussed at a meeting with the Company. It is felt the first case will occur in Florida. A question was raised regarding the Massachusetts Sick Law. It was clarified this only pertains to Flight Attendants who are based there. Letters received by Flight Attendants on the sick list were discussed.

The Harvard Health Study was discussed. A meeting was held with the Professor overseeing this program. They are monitoring Flight Attendant health. They would like the participation of the APFA as with the merger we are the largest Flight Attendant work group. We would be the last group to join this study. All other Flight Attendant unions are participating. This study also addresses the critical issue of air quality as well as various health issues prevalent in the Flight Attendant corp. It is felt this is an excellent study and is crucial that the APFA participate. They are asking for personal contact information allowing them to mail information to the Flight Attendants inviting them to participate in this study. The Chairs are aware this requires Board approval. The participation rate is much greater when they personally make contact. Email or home addresses are needed. A Board Member suggested that their informational letter be mailed to the APFA, who would then in turn forward to the Flight Attendants. They do; however, guarantee that any contact information is protected and not used outside the study. Legal Counsel suggested using the APFA mailing service. The question was raised as to what would become of the data and with whom that would be shared. Data drives change in the aviation industry. The data will be shared with all unions. It was suggested that a notification of this information being forwarded be included in a Hotline. Additionally, it should be pointed out that this is not APFA driven. A decision must be made by the Board if they want to participate and how they wish to forward this information to the Flight Attendants. The Chairs will contact those in charge of the study to see if they were willing to absorb the cost of mailing. It is hoped to have an answer prior to the close of the Annual Convention.

#### **1440 Safety & Security**

As the Chair had been involved in presentations to the Board during this meeting, she opened her presentation to questions. Information was shared from the Turbulence Task Force Meetings held with various members of the Company. An app is being developed by the Weather Service to be put on the tablet and would provide turbulence updates in real time. This may be available this summer. The Company is very supportive of this.

The inadvertent slide deployment issue was discussed. The arrival PA was discussed as pertains to previous procedures of LAA and LUS. The procedures need to be changed as these numbers have increased. A contributing factor is the mixed aircraft usage on sequences. Flight Attendants can be on 2-3 different aircraft on one sequence, all with different exits and procedures. This discussion did continue for some time with several scenarios being discussed and the negative results of changes.

The conversation returned to the turbulence app. The speaker spoke negatively regarding the Flight Attendants' responsibility and long range effects of this being available to the Flight Attendants. It was felt it could cause denial of injury claims and perhaps, restriction of output if attempting to find, read and interpret app in a weather situation. It was reiterated that this was still in the development stage and not available at this point. A training question was raised and it was requested that the meeting be taken off the record (1504).

#### **1507 Meeting Back On the Record**

The conversation returned to ISD (inadvertent slide deployment) incidents and the change to procedure for both LAA and LUS Flight Attendants. Previous procedures were outlined as compared to the current action following an ISD.

The new ID with a chip and bar code was discussed. The bar code can be scanned at the EGR. This just came about. No official notice was given as to this usage. No one was aware of this. The LUS Flight Attendants were able to do this prior to the merger. This discussion continued regarding whether or not this would be considered a positive ID. It was felt that the agent or Captain, when present, would be the individuals to confirm identification. The question was raised what procedures are to be followed when a standby Flight Attendant is sent to the gate for the boarding process and not on the original NS. Per the FAA, the person must be qualified on the equipment, have the proper Flight Attendant equipment and must be legal to work that flight. The TSA just requires that it is a valid employee whose ID has been checked. The government requires that the most updated crewmember information is correct and entered in system so that when the flight departs, the information is correct.

Gratitude was extended to Kelly Skyles, who has worked within APFA since 2005 for her hard work and dedication. Kelly thanked all for their support and for all she has learned and friendships she has made over the years.

#### **1524 IOD Department**

A written report was submitted to Board. The Chair has completed both the LUS and LAA IOD packets. It will be posted as soon as possible after the Company posting. The difference in sick language between LUS and LAA was contained in the report. It was advised to know your particular state's workman's comp language for occupational illness. The Chair was thanked for her work in this new department and position as well as Paul for his assistance on the LUS side.

#### **1527 Break**

#### **1539 Meeting Back On the Record**

#### **1539 Archives**

Sally Prater and Tim Trochelman presented their plan for the completion of the scanning project. A written report was submitted to the Board of Directors. There are approximately two million

documents dating back to the 1930s and 1940s that need to be preserved. The format is PDF1A. A scanning company was chosen based in PHX called DocuCon. The documents were shipped to PHX; however, will be returned in the order in which they were received allowing the Archivist access once they are returned. It is a complicated process. Phase I is almost complete. A document management system must be established and companies are currently being interviewed. This would be Phase 2. The goal is to store all images on the network with backup at another off-site backup location. A tremendous amount of research has gone into selecting the best document management system. The archives are primarily printed paperwork; however, there many photos, negatives, cassette and VCR tapes, CDs and DVDs. The system chosen will allow these to be transferred to electronic data and put on the system. This will be an extreme culture shift and appropriate training will be offered. A rollout date has yet to be established. Eventually, all non-historical documents will be destroyed after much double-checking. This project will also free up square footage to be eventually utilized by the various departments' info reps. The University of Texas at Arlington retains all of our historical important documents. The National Officers thanked Sally Prater for her work since 2007. The APFA Archives are a model for all unions and the Company. The Archive Department is something APFA is very proud of. Tim Trochelman was profusely thanked for all his varied hard work in maintaining so very many facets of the APFA.

## **1620 Hotels**

A written report was submitted by the Chair who was unable to attend the Convention. Any questions will be forwarded to her for answers.

## **1621 TREASURER'S REPORT**

### **1621 Budget Committee**

The Budget Committee met with National Treasurer Greg Gunter in December in Boston. He was a great help in formulating this budget. All feel very fortunate to have had the opportunity to work with him and he is extremely missed.

A letter was sent by the Budget Committee to the Board highlighting the suggested changes to this budget. The two smallest bases' minimum headcount was increased to 350. The four medium size bases' headcount for budget purposes would increase to 600. Several other budget increases were highlighted and the reasoning behind it was explained.

The Budget Committee was extended much gratitude for all the work involved in this budget as well as accepting responsibilities for the National Treasurer's Department during National Treasurer Gunter's absence.

**1627 Resolution #3 – FY2016 Budget Approval**  
**Maker: Pharr**  
**Second: Gluth**

Resolution #3 was read into the record by the maker, National Secretary Pharr. The resolution outlines the Fiscal Year 2017 budget for the APFA. Resolution #3 was brought forth for a roll call vote and was approved unanimously. (14 yes, 0 no)

### **1630 National Treasurer's Update**

A written report was submitted to the Board of Directors, previously read into the record at the last Executive Committee Meeting, covering reserves and savings, assets, liabilities, fund balances, dues and fees, showing net income. The PAC Report was also submitted in writing to the Board.

#### **1631 Resolution #4 – Distinguished Service Award**

**Maker: Gluth**

**Second: Pharr**

Resolution #4 was read into the record by the maker, National President Gluth. This resolution nominates National Treasurer Greg Gunter as the recipient of the Distinguished Service Award posthumously. This resolution was unanimously passed. (14 yes, 0 no)

### **1636 NATIONAL VICE PRESIDENT'S UPDATE**

#### **1636 Technology**

National Vice President Knuth spoke to the highlight of the year in the SBA Department. He spoke to the ENOD training that has been completed. This was quite an endeavor and Kim Ramos and Brett Durkin did a wonderful job. This project was started by National President Gluth during his tenure as Vice President. Only two people have not completed the training. This new system has been tested in PHX and MIA. Additionally, as pertains to technology, they have been expanding the ULink and MemberLink access. It is one of those projects that enables APFA to move away from paper.

#### **1638 ADR Training**

Two additional ADR Training sessions were held in October and February. Eight (8) have been done in the last few years. National President Gluth felt that at this point, 85-90 percent of the Company has been trained and another training class is not required for at least a year. When these are held, they try to have the same number of Company and Union members together, generally twenty (20).

#### **1640 Cases**

There were approximately 100 cases outstanding when National Vice President Knuth took over the position. Three arbitration cases were conducted; unfortunately, the APFA did not prevail in any of these cases. Twenty-one terminations cases were outstanding. Four (4) individuals were returned to work, five (5) decided not to continue their case, two (2) Flight Attendants retired and

eight (8) are still in process. During this time, there were eleven (11) presidential grievances. One (1) was lost in arbitration, five (5) were settled, three (3) that are pending and two (2) that are still being worked on.

There were approximately 105 NOD's. All but seven (7) have been resolved or withdrawn. Brett Durkin and the regional reps have done an outstanding job. The National Vice President extended his sincere gratitude to all those individuals.

The presentation was opened to questions. A question was raised regarding the DC parking presidential grievance. That grievance has been resolved. At this time, the meeting was taken off the record (1645).

### **1702 Meeting Back On the Record**

There were no further questions of the National Vice President at this time. National President Gluth thanked Rick Knuth for stepping up to assume that position.

### **1704 NATIONAL SECRETARY'S UPDATE**

National Secretary Pharr also extended his gratitude to Rick Knuth.

### **1704 Balloting Results**

It was requested that the National Secretary immediately text the results of the elections to the Board of Directors. There was a problem wherein some results appeared on social media prior to being disseminated by the APFA.

### **1705 Social Media Policy – Workplace Policy**

Drafts of suggested policies were forwarded to the Board by National Secretary Pharr. He feels these are very important issues and a policy should most certainly be in place. A Board Member expressed a negative opinion regarding the formulation of any such policies. He felt it could be used to stifle dissent, to stop disagreement and/or control the Board. He could not agree to any form of this policy. The National Secretary shared his opinion that there should be some form of this policy in place.

### **1708 LUS Vacation Deferral**

National Secretary Pharr began by explaining the procedure for the LAA rep, trip by trip. On the LUS side, it is PBS. If the vacation trip is removed and put in another month, it will throw off ISAP. This is an issue that will come up again and a policy needs to be established. There was a policy where the vacation could be put back in the pool and be rebid; however, management will not allow that in the future. Everyone will be under the PBS system soon. The point was made that past practice could be cited. Examples of deferred vacations were discussed. Also

discussed was the inability to rebid as vacation slots were not available. No solutions were readily forthcoming. National Secretary Pharr will discuss this again with the Company.

**1712 Resolution #5 – Digital Archives/Document Management System**  
**Maker: Pharr**  
**Second: Gluth**

Resolution #5 was read into the record by the maker, Pharr. This resolution speaks to the digitalizing of the APFA Archives Department. This authorizes the Archive Department to proceed with this effort. Resolution #5 was put forth for a roll call vote and was passed unanimously. (14 yes, 0 no)

**1721 Policy Manual Changes – Postponed**

**1721 Ballot Committee Appointment**

The resumes were submitted to the Board for their review. Several Board Members spoke to individuals they felt would best serve this committee. Nominations were received by the National Secretary. A recommendation was received to keep the four (4) members of the Committee remaining and fill only the one vacancy. The Policy Manual was consulted for the guidelines in establishing this committee. Additional discussion was created as one nominee is already a member of another committee. A Board Member felt that all resumes should be reviewed and perhaps new individuals be appointed. This issue will be postponed until tomorrow's meeting allowing more discussion and clarification.

**1735 Budget Committee**

The discussion turned to procedures for these appointments as well. Legal Counsel was consulted and asked that the meeting be taken off the record for a confidential discussion (1736).

**1843 Meeting Back On the Record**

**1843 Resolution #6 – Budget Committee Appointments**  
**Maker: Pharr**  
**Second: Bedwell**

Resolution #6 was read into the record by the maker, National Secretary Pharr. This resolution speaks to members of the APFA appointed to serve on the Budget Committee effective April 1, 2016. Resolution #6 was put forth for a roll call vote and was passed unanimously. (14 yes, 0 no)

**1846 Meeting Recessed**

A motion was made to recess for the evening and was passed unanimously.

**APFA ANNUAL CONVENTION  
DAY THREE  
March 11, 2016**

**0937 Call to Order**

National President Gluth called the continuation of the Annual Convention to order.

**0938 Roll Call**

National Secretary Pharr was asked to take the roll call. A majority of the Board Members were present with the remaining Board Members joining shortly.

**0938 NATIONAL SECRETARY'S UPDATE – Continued**

National Secretary Pharr outlined the changes he is requesting in wording to revise the Policy Manual. These changes were individually covered by the National Secretary prior to the voting on these revisions.

**0952 Resolution #7 – Policy Manual Changes**

**Maker: Pharr**

**Second: Bedwell**

Resolution #7 was read into the record by the maker, National Secretary Pharr. This resolution speaks to changes to the Policy Manual. Resolution #7 was put forth for a roll call vote and was passed unanimously. (14 yes, 0 no)

**0954 OLD BUSINESS**

**0954 TDY Trip Removals – Postponed**

**0956 Small Base Headcount – Withdrawn**

**0957 Resolution #8 – Executive Committee - Postponed**

**Maker: Seelye**

**Second:**

Resolution #8 was read into the record by the maker, Seelye. This resolution speaks to the duties of the Executive Committee in conjunction with the Board of Directors. The maker requested the relevancy and necessity of the Executive Committee be reviewed and discussed. A special committee would be formed to accomplish the review as described in this resolution. The maker spoke to his resolution. The resolution was then opened to discussion. National President Gluth spoke to the resolution and how and why the Executive Committee was formed. At one time, there were 32 members on the Board of Directors. He felt that within a short time, the APFA

Board could potentially become smaller with the combining of bases. The maker stated that he understood any changes regarding the Executive Committee would entail many changes within the Constitution and would be a tremendous undertaking. A Board Member spoke in favor of this resolution and felt that laying the groundwork and being proactive is a good move. Additional Board comments were shared both for and against this resolution and the suggested committee. A point was made by a Board Member that this action is premature and should be postponed until a later date. It was suggested that the overall structure of the Constitution be reviewed. The maker was asked to reword the resolution asking for a complete constitutional review. This resolution would then be put forth at the next Annual Convention. This would be a complex project. The maker agreed to the rewording; however, the timing was an issue. This discussion continued for quite some time with several opinions/suggestions offered. The maker was asked to postpone this resolution; however, a majority agreed that this review of the Constitution and Executive Committee should be undertaken but not at this time.

The maker stated that he would postpone this issue until the Fall 2016 Meeting. Additionally, he would amend the resolution to cover a review of the Constitution as well as the Executive Committee. The conversation did continue with additional comments regarding the importance and role of the Executive Committee in conjunction with the Board and Base Presidents.

The budget for forming a committee to review the Executive Committee was discussed. Several points were again made that the timing of this review is not good with the full implementation of the contract in the forefront. Any Constitutional changes must be sent to the membership for ratification.

The maker of this resolution agreed to postpone the resolution until the next Board Meeting, where it will again be presented for discussion and/or action.

#### **1043 Break**

#### **1054 Meeting Back On Record**

Prior to the presentation, National Secretary Pharr wished to thank the members of the Policy Manual Review Committee for their work on a very tedious issue.

#### **1056 PBS**

The PBS has been implemented for the LUS Flight Attendants with the LAA Flight Attendants to follow with implementation.

The basis of the presentation is feedback from the LUS Flight Attendants and the problems they have incurred. The definition of PBS is that the Flight Attendant has the opportunity to construct a custom bid line versus the current pre-constructed bid lines for LAA Flight Attendants. Both systems are based on seniority. Several other airlines utilize the PBS system. There are several negative issues with PBS such as not a user friendly system which is very complex, very high

RSV coverage, lack of quality trips, parameters that do not function and can violate Flight Attendant seniority. The trip optimizer which is used to construct sequences has been a problem.

This system lacks flexibility that is apparent on other airlines' PBS systems. Delta's system was used as an example.

The Flight Attendant suggestions for improvement were outlined among which are adding 7 more Layers minimum, eliminate the "hard 40", changing verbiage/terminology in the system, lowering the reserve coverage and supplying a better detailed "reasons report".

Additionally covered were the issues with ISAP & Tradeboard. These issues include the Tradeboard being run before ISAP, the inflexibility of the ISAP system, the Tradeboard is closed down every evening from 2100-0600 and the Tradeboard is not a user friendly system.

Flight Attendant suggested solutions to the ISAP/Tradeboard problems are to run the ISAP system before the Tradeboard, increasing of the max cap to allow more hours to be picked up, allowing pick up from other bases and linking the starting time of Tradeboard to the end time of the ISAP processing. Picking up trips from other bases could be a difficult or contentious issue.

The Crew Portal improvement project was discussed and the problems encountered. The presenter explained his idea of the perfectly designed PBS system via a slide presentation. The Board asked the presenter if he could condense a portion of the presentation in the interest of the time allotted for this particular subject. The presenter agreed, which will enable the Board a time for questions/answers of which there are many. This individual had been approached by the Company to work on this PBS system, which brought forth Board discussion of the how's and why's.

A email was shown from management that states the crashing of the crew portal are because too many Flight Attendants are trying to use it, which all agreed is ridiculous. The crew portal is a very important issue. Once again, discussion returned to why these individuals did not bring suggestions directly to the Union. The presenters explained their motivation and actions to the Board.

At this time, the JIRC Committee was given an opportunity to speak to the issues raised by the presenters. National President Gluth asked that the discussion remain on the issues and not become personal. The JIRC continued with their remarks to the Board. Some of the issues raised were not discussed with the Board prior to this as they were still being worked on. It was suggested that all talent available to the Union be utilized in the solution process. The JIRC Committee explained all that they are working on presently, in the past and what is on tap for future work. They also explained reasoning behind certain decisions that were made by the JIRC Committee. All items raised by the presenters were addressed, one by one, by representatives of the JIRC Committee. It was suggested that strong IT background individuals be included in the JIRC and JSIC Committee makeup. The Board had numerous questions and comments for the presenters; therefore, the discussion continued even though there was an attempt to close this presentation and move on to next agenda item. This was a very lengthy question/answer period.

**1304 Lunch Break**

**1356 Meeting Back On the Record**

**1356 NEW BUSINESS – Continued**

National President Gluth and National Secretary Pharr will be leaving the meeting at this point. National Vice President Knuth will assume the chair for the remainder of the meeting.

National President Gluth wished to thank all as this is his last meeting. He stated that it most certainly has been an interesting four years and wishes each and everyone the best of luck. He also knows that APFA has made it, will always make it ..... will kick butt at the end of the day and go after anyone who attacks it. He wishes this strength to remain and will work with the new officers to ensure a seamless transition.

The MIA Base President spoke to the National Secretary regarding the wonderful job he has done and the amazing gentleman he is. This was an emotional speech where he also spoke to Marcus Gluth concerning his friendship and service to the APFA. He spoke to all he has learned from Marcus both personally and professionally.

National Secretary Pharr shared his thoughts as he leaves the position. He thanked all for their support and assistance over these past years. He thanked LUS for their support as well as Legal Counsel Gilson for being the voice of reason. Jeff thanked his assistants, Jeffrey Ewing and Dani Townsend-Pepper. He said that all have been instrumental in his growth as a person and was grateful to all.

**1403 Continuation of New Business**

With National Vice President Knuth chairing the meeting, the Annual Convention continued. National Vice President Knuth polled the Board as to whether they wished to adhere to the agenda or revise it.

A motion was made to insert a resolution regarding the appointment of the new National Treasurer prior to the Ad Hoc Elections. This motion was unanimously passed. All other action items will be moved up on the agenda.

**1412 Resolution #9 – National Mobilization Task Force**  
**Maker: MacPherson**  
**Second: Bedwell**

Resolution #9 was read into the record by the maker, MacPherson. This resolution speaks to the ability to fill vacancies by the Task Force with members in good standing subject to the approval of the Board of Directors. Resolution #9 was put forth for a roll call vote and was passed unanimously. (14 yes, 0 no)

**1415            Resolution #10 – Martha W. Griffith Award**  
**Maker:        Bedwell**  
**Second:      Bossi**

Resolution #10 was read into the record by the maker, Bedwell. This resolution nominates Colleen Brenner as a recipient of this award. This resolution was opened to discussion. A Board Member shared a special story of his friendship with Colleen Brenner even when they were diametrically opposed politically. He spoke to her strength and tenacity. A roll call vote was taken and this resolution was passed unanimously. (14 yes, 0 no)

**1420            Resolution #11 – Air Quality National Committee – Postponed**  
**Maker:        Seelye**  
**Second:      Britton**

Resolution #11 was read into the record by the maker, Seelye. This resolution speaks to the formation of an Air Quality National Committee to be formed and operate under the direction of the Safety & Security Department. This will be comprised of three members. This committee formation had previously been discussed during the meeting. The budgeting and proposed meeting schedule of this committee was questioned. The Board wished to be advised of the appointees to this committee. It was suggested that May 1, 2016, be the effective date as that is the date the new terms begin for the Department Chairs. An additional suggestion was incorporated whereby these individuals would be approved by the Executive Committee. Amendments were made to the resolution and were accepted by the maker and second. A suggestion was made to train an air quality specialist at each base. These trained specialists would report back to the Safety and Security Chair. Legal Counsel will be consulted regarding the wording of this resolution; therefore, Resolution #11 will be voted upon later in the meeting. A decision was made eventually to postpone this resolution until the new National Officers are in place and additional debate can take place at the next Board Meeting.

**1446            Resolution #12 – Staff Attorney**  
**Maker:        Kaswinkel**  
**Second:      Bossi**

Resolution #12 was read into the record by the maker, Kaswinkel. This resolution speaks to the hiring of an APFA Staff Attorney available to the APFA National Officers, Base Presidents, Chairs, etc. This does not suggest eliminating the outside counsel currently utilized by the APFA. This attorney would work solely for the APFA and its membership. This resolution was opened to discussion. The technicalities of hiring an attorney were raised as to salary, benefits, status, etc. The maker had spoken with the National Treasurer's Department and it was felt that the Legal Budget could handle this. The maker felt the attorney should be a member of the staff and a member of the UAW. The question was raised whether or not current Legal Counsel was available to all or had to be accessed through the National Officers. The maker strongly feels the APFA and membership needs legal counsel available on a daily basis. At this time, it was decided to take the meeting off the record (1454).

### **1535 Meeting Back On the Record**

An off the record discussion was conducted with Legal Counsel present. The resolution was amended off the record; however, still authorizes the hiring of an APFA Staff Labor Attorney. Additional amendments were requested and accepted by the maker and second. Resolution #12 was put forth for a roll call vote and failed. (6 yes, 8-no).

### **1541 Break**

### **1600 Meeting Back On the Record**

National Vice President Knuth spoke to a pending resolution concerning a \$10,000 donation to the Global Cabin Air Quality Coalition, which he wished to amend. A motion was made to amend the agenda to insert as an action item after PR Firm. The Board approved this motion.

### **1601 Resolution #13 – Article IX, Committee & Task Force Appts – Postponed**

**Maker: Britton**

**Second: Seelye**

Resolution #13 was read into the record by the maker, Britton. This speaks to the ratification of Constitutional changes by the membership concerning the removal of committee members by the Board of Directors. The maker acknowledged that this change would be included in a future referendum sent to the membership for ratification. This will be included in the future Constitutional review. The maker agreed to postpone this resolution.

### **1607 Resolution #14 – PR Firm – Postponed**

**Maker: Nikides**

**Second: Kaswinkel**

Resolution #14 was read into the record by the maker, Nikides. This resolution speaks to the termination of the services of O’Neill & Associates, the current Public Relations firm. Currently there are two contracts; one for Communications and one for Government Relations. Both contracts expire at the end of April. There is a 30 day cancellation notice requirement. This resolution was opened to discussion. The APFA Constitution was consulted regarding who hires/fires a Public Relations firm. This is a duty of the National President. Board comments were received both for and against this resolution. An amendment to this resolution’s wording was requested and accepted by the maker. At this time, a caucus was requested.

### **1640 Caucus**

### **1658 Meeting Back On Record**

After the caucus, the maker agreed to postpone Resolution #14 until the new administration of the APFA has taken office.

**1659            Resolution #15 – Global Cabin Air Quality Executive**  
**Maker:        Seelye**  
**Second:       Kaswinkel**

Resolution #15 was read into the record by the maker, Seelye. This resolution speaks to a \$10,000 donation to the Global Cabin Air Quality Coalition via a check written to a bio research account at the University of Washington for the specific continuation of TCP medical research of air quality effects on Flight Attendants. This is a one- time donation. The question was raised where the data collected is distributed and how it is used. The research is to develop a blood test to specifically identify the TCP exposure. It is called a blood oil test and would be the link to proving the exposure and condition. A Board Member offered to forward a link to the research site. Resolution #15 was put forth for a roll call vote and was passed unanimously. (14 yes, 0 no)

**1717            Resolution #16 - Ballot Committee Appointments**  
**Maker:        Knuth**  
**Second:       Trautman**

Nominations had been presented earlier in the meeting. There was one additional nomination at this point. Resolution #16 was read into the record by the maker, National Vice President Rick Knuth. This resolution appoints five (5) individuals to the Ballot Committee and was approved unanimously. (14 yes, 0 no)

**1719    JSC Composition**

This concerns JSC's (Joint Scheduling Committee) review of allocations and requirement to respond back to crew schedule within 48 hours. This would not allow review by the individual bases because of the timeframe. This has not been implemented yet. It is not the Company's intent to prevent review by the individual bases according to a member of the JSIC. Several comments were offered by the Board. The JSIC will discuss the Board's decision with the Company. The differences between LUS and LAA were discussed.

**1729    Hard 40!**

This refers to a previously passed Resolution #6 calling for the APFA to eliminate the Hard 40. A history of this issue and the attempts to negotiate this were provided. The Board Member raising the subject wants this issue to remain in the forefront. The Hard 40 is a big issue for all. The Mobilization Task Force spoke to becoming involved in eliminating this. Several Board Members spoke in favor of putting pressure on the Company to eliminate the Hard 40. It is felt that the Company is not willing to address this at this time despite several attempts. The new administration will discuss this with the Company.

**1735    Hotel Allocation Posting**

Several cities do not have postings for the layover hotel shown on the allocation. It is very difficult for the crews to bid without knowing the layover location. The hotel situation is horrendous. Several hotels have terminated their contracts with American Airlines and the Company is scrambling for hotels. The hotel contact number is supposed to be on the bidsheet for the use of the Flight Attendants. The definition of short and long layovers is blurred, waiting for rooms, waiting for limos to hotels and lack of hotel location information are some of the problems. The LUS Flight Attendants do not have a limo desk for the hotels to assist during an irregular operation. It is felt that the hotel and transportation situations are out of control. If departments are contacted at American Airlines about transportation problems, different answers are received at different times. There needs to be a strong stance taken about the hotel problems.

### **1754 Meeting Time Limit**

A motion was made to extend the meeting until 1900, one hour past the limit. The Board agreed to this extension.

The discussions regarding the hotel issues continued. The new administration was asked to immediately address this problem. The question was raised if NOD's had been filed on these violations.

The Parliamentarian, through Legal Counsel, stated that the Ad Hoc elections can have a designated time slot and felt that additional business could be covered after the election is complete. Two members of the Board disagreed with this interpretation of the Policy Manual. An 1100 time slot was set for the election; with a majority of the Board in agreement with that decision.

### **1830 Fiscal Year Vacation Bidding**

This issue was previously raised at the Fall Board of Directors Meeting. The vacation is not available for a payout upon retirement with the fiscal year beginning in April versus calendar year bidding previously available to LUS. The Board Member bringing up the issue simply wanted this to remain on the radar.

### **1832 Department Desks at Headquarters**

Brent Peterson was asked by the Board Member for a yearly log of calls that were made by PHL Flight Attendants to various departments at Headquarters. The Board Member questioned the number of repeat calls in an attempt to get through to the representative. These repeat calls were mainly in the Health and IOD Department. What the Board Member felt was a lack of response was concerning to her. Other Board Members suggested that an email be utilized as a follow up request or as one Board Member suggested that the initial contact should be in writing via email. The IOD situations are very complex and the written record can be very helpful and efficient. It is also a very frustrating situation for the Flight Attendant. A former chairperson of the Health Department spoke to the length of the IOD calls, which can take upwards of an hour; thereby making it difficult for additional Flight Attendants to get through to the rep. IOD cases are very

complex. A representative explained how and why there may be 4-5 calls between rep and Flight Attendant before actually connecting. A Board Member felt that perhaps more volunteer reps should be utilized to help with the call volume especially to the IOD desk. It is difficult to find individuals willing to volunteer.

Once again the length of the meeting was discussed. There was no one interested in continuing the meeting past the current 1900 deadline.

#### **1849 F/A Administrative Issues (Payroll, Claims)**

The issue of extensive problems in pay comp and payroll was raised. It is the worst situation most Board Members have ever seen. The Board Member was at a loss at this point of what can be done to improve this. The issue of correct Flight Attendant pay is of the utmost importance for the APFA. Solutions and suggestions were requested. The statement was made that perhaps this is a legal issue or falls under Federal or State regulatory departments. Legal Counsel was asked for advice on this issue. She will look into this from a legal or regulatory standpoint. Also mentioned was the Department of Labor.

The Board was asked to extend briefly for one issue where the representative will not be available at tomorrow's meeting. The Board agreed to this extension.

#### **1856 PBS Issue**

The discussion focused on the staggered base roll out for PBS implementation. It was felt this would not work due to a difference in pay rates. The fiscal year vacation could also cause problems. May is the only month the PBS can start due to the vacation cycle. Other issues are involved as well. The PBS cannot be slowly rolled out; it must be an all or nothing implementation. The Company prefers a staggered rollout. The JSIC has repeatedly stated that this will not work for the reasons outlined by the Board. The JSIC Committee representative feels that the Company intends to continue with its effort to implement in this manner.

The time limit was reached and the Board did not wish to continue past this point. The Annual Convention will be recessed until 0900 tomorrow.

**APFA ANNUAL CONVENTION  
DAY FOUR  
March 12, 2016**

**0900 Call to Order**

National Vice President Knuth called the meeting to order. The meeting was recessed in the midst of a Board conversation regarding the PBS rollout. This agenda item will be continued following the Roll Call.

**0901 Roll Call**

The roll call was taken by National Vice President Knuth and all members of the APFA Board were present. National Vice President Knuth was the only APFA officer present. National President Gluth and National Secretary Pharr had left the meeting to attend the funeral of National Treasurer Gunter.

**0902 PBS – continued**

A member of the JSIC Committee continued the conversation. Her point was that the Company must be prevented from staggering the rollout of the PBS as it will cause tremendous problems. Another big issue on PBS is the training. The entire Board is in agreement that the PBS cannot be a staggered rollout.

**0906 APFA Policy Manual Section 6 – Postponed**

**0907 Scheduling/Rescheduling Violations**

Several new crew schedulers have been hired for the LUS Flight Attendants. There have been an outrageous number of contract violations and incidents. The training of these new schedulers is imperative. The Board Member was able to secure the penalty pay for the Flight Attendants involved; however, it is ridiculous to have to be so vigilant regarding contract violations. She wished to advise the Board and new administration of this situation, which is also happening on the LAA side.

**0911 Contract Desk Reports Effect on NODs**

Reassignment issues were discussed. There was a question of procedure in notifying the Base Presidents of an issue/incident when a Flight Attendant calls the help desks at APFA. At this point, the information is requested by the LAA Base Presidents when they see a trend. The LUS Base President stated that they may not be aware of certain situations occurring as the Flight Attendant has worked through the APFA Contract or help desks. The Base President felt this information is important to collect data for base NODs to be put forward. It was felt going forward monthly trends should be noted. A Board Member suggested that when a base NOD is

filed, the other Base Presidents be notified as the subject is usually a problem system wide. All incoming calls are logged electronically now, so a trend can be determined when a NOD is being anticipated. The Board Member's suggestion of advising the other Base Presidents of a particular problem at a base was well received as it was felt it could be very helpful determining trends system wide. The UnionWare program's abilities were discussed.

### **0923 Officer on Duty**

The Board Member requesting this discussion feels that this position should be reinstated. He asked the Board to think about the structure of this program/position for discussion at a future Board Meeting. If 24/7 coverage cannot be agreed upon, perhaps weekend coverage could be considered. A Board Member felt the pay protection is a great item; however, feels the Company will try in every way to not honor it. The Flight Attendants need to follow specific procedures, will need guidance on protecting their position and, unfortunately, a lot of cancellation situations occur on weekends and evenings. This in itself is almost a full time job.

Board Members spoke both for and against this program being brought back. The point was made that it is Flight Service's responsibility to be available 24/7 for irregular operations. The point was made that the Officer on Duty must have knowledge of both LUS and LAA work rules and perhaps may have to involve two people. Several opinions supporting this program were shared by Board Members. Huge changes are coming and with that more problems for the Flight Attendants. The LUS Base Presidents asked for a description of the program as it had existed. This became a lengthy discussion with much support for the reinstatement being shared. The point was made that the Officer on Duty should have a direct line to the Company 24/7. There are no longer Seniors On Duty or 24 hour Managers On Duty.

The new incoming President shared his support for this program being reinstated and outlined his plans for this among other communication tools to be used during irregular business hours. Several suggestions were received from the Board enabling this program to be reinstated.

### **0957 Moment of silence in honor of National Treasurer Greg Gunter**

At this time, a moment of silence was observed in respect and honor of Treasurer Greg Gunter, whose funeral would begin at this time in Alabama.

### **1000 Appendix A Deadhead Priority**

Input was requested from the Board Member raising this agenda item. There is an increased amount of deadheading, especially in the Deep South flying. Flight Attendants are exercising the appendix A deadheading option. This has created problems with the first come/first serve boarding under these situations. The question is under whose authority the boarding priority should be. The question is should it be done in seniority order or first come/first serve order? Additionally, does the Board feel the Company should set this policy? Other bases have experienced this problem. There has to be a procedure set to ensure fairness. To ensure being on the top of list, early deplaning has been an issue. The question is whether or not it is a Company

problem or a Union problem. Most felt it should be done in seniority order, but was still felt to be a Company problem. The incoming National President feels it should be taken to the Company for a solution. Additional comments were received and most agreed that the Company should set this policy. LUS has also experienced problems with deadheading on the first come/first serve basis. They have a considerable amount of seasonal flying as well. The pilots are accommodated in first class or business class, which is a provision of their contract. This problem encompasses all unscheduled deadheads.

### **1018 Core Training**

There is nothing contractual about this issue, which makes it difficult to file a NOD. Another Super 80 drop was to be scheduled; however, this has not happened. Being trained on all equipment was brought into the contract through past practice of LUS.

### **1034 Contract/Scheduling Desk**

The point was made that individuals at these information desks should include both LUS and LAA. The training of the desk reps is extremely important to both LUS and LAA issues. The incoming National President stated his support for this. He also felt strongly that there are dual roles in the Chair positions for the time being.

### **1036 Early Boarding**

This issue continues to be a nightmare in DFW and NODs are being filed. It is out of control at this point. Violations of safety should be highlighted; i.e., when people are lined up on the jetbridge it should be brought to the attention of the FAA. The Flight Attendants should not be put in the position of having to defend the contract by refusing to board early. The core problem must be dealt with through the CWA and/or the Company. It was felt this should be brought to the attention of the Safety & Security Chair.

### **1045 April 5 – DFW Airport – Landry Conference Room – 11:00 AM**

A meet and greet will be held with the new National Officers and all are invited to attend.

### **1045 SYD Service**

This inflight service on Sydney was launched out of Los Angeles and they are going to launch the same service on Hong Kong next month. The Board Member wanted to ensure the National Vice President's office was aware in case the time studies needed to be done once again. It seems this is a non-stop continual service with food on demand. This is a huge workload and an additional Flight Attendant (#14) should be added. The Diane Damos Study is no longer the sole proprietary property of the APFA. A comment was made that it is imperative that time studies be done on these flights. A differing opinion was brought forth concerning the ownership of that software. This will be researched.

**1054 Resolution #17 – National Treasurer Vacancy Appointment – Withdrawn**

**Maker: Adair**

**Second: Martin**

Resolution #17 was read into the record by the maker, Adair. This resolution speaks to the filling of the National Treasurer position due to the death of National Treasurer Greg Gunter, as required by the APFA Constitution. The resolution appoints Eugenio Vargas as National Treasurer to fill this vacancy until March 31, 2016. The resolution was opened to discussion. This discussion was emotional and the point made was that out of respect, National Treasurer Gunter be allowed to complete his elected term. The maker was asked to withdraw this resolution out of respect to the National Treasurer. The maker agreed to withdraw this resolution.

**1100 Break**

**1118 Meeting Back On the Record**

**1119 Ad Hoc Elections**

The Ad Hoc Election process began at this point. The National Ballot Committee presented a document outlining the process and who is eligible to vote. The open positions are #3 and #4 for a three (3) year term and position #1 is for one year. The one year term – Position #1 will be voted upon first. The list of delegates able to vote was read by the National Ballot Committee Chair. A list of previously nominated individuals was posted at the front of the room.

At this time, Ballot #1 was distributed to the eligible voting members for Ad Hoc Position #1. The results were announced by the National Ballot Committee. No one person received a majority of the votes; therefore, Ballot #2 was distributed. No one person received a majority of the vote; therefore, Ballot #3 was distributed with the same results. No one candidate received ten (10) votes. The National Vice President chairing the meeting, called a break for a caucus. The options available to the voting Board were outlined by the National Ballot Committee.

**1142 Break**

**1151 Meeting Back On the Record**

The Board chose to vote again returning to the list of original candidates. Additional names were added to the candidate list. The nominations were then closed. Ballot #4 was passed to the delegates. Again, no one candidate received a majority of the vote. Ballot #5 was passed to the Board. No candidate received the required number of votes to prevail. Balloting in round #6 commenced, with no majority vote received. Once again, a required break must be taken.

**1209 Break**

**1215 Meeting Back On the Record**

The same three options were available to the Board. A runoff vote of the two top candidates will be held at this point. Ballot #7 was passed. George Price prevailed as Ad Hoc #1 receiving a majority of the votes during balloting round #7.

The election for Ad Hoc #3 for a three year term began. There was some disagreement of the names eligible to be voted upon on Ballot #1. This created discussion amongst the Board, Legal Counsel and the Parliamentarian. It was decided the proper procedure was to vote upon all names presented at this point. Ballot #1 was passed to the eligible voters. No candidate prevailed. Ballot #2 was then passed to the Board. Once again, no candidate prevailed. Balloting #3 was conducted. Jennifer McCauley was elected to Ad Hoc Position #3 for a three year term.

The Board decided to conduct Ballot #1 for Ad Hoc Position #4 prior to breaking for lunch. The National Ballot Committee began the election for Ad Hoc #4 by passing Ballot #1. After the ballot count, no one candidate received the majority of votes. By consensus of the Board, Round #2 of the balloting commenced. Kerstin Taylor was elected to Ad Hoc #4 for a three year term.

At this time, the Ad Hoc assignments would be requested by the Base Presidents. The National Ballot Committee would assign the bases to the Ad Hoc Executive Committee Member as close to request as possible.

#### **1254 Lunch Break**

#### **1344 Meeting Back On the Record**

The Ad Hoc Assignments are as follow:

|         |           |
|---------|-----------|
| BOS     | McCauley  |
| CLT     | Price     |
| DCA LAA | Price     |
| DCA LUS | Hartshorn |
| DFW     | Watson    |
| LAX     | Taylor    |
| LGA     | Watson    |
| MIA     | Hartshorn |
| ORD     | McCauley  |
| PHL     | McCauley  |
| PHX     | Hartshorn |
| RDU     | Price     |
| SFO     | Taylor    |
| STL     | Taylor    |

#### **1346 Billboard**

The billboard shown at the beginning of the meeting was discussed. The Board's view was largely negative. The Board agreed that a strong statement/action expressing Flight Attendant dissatisfaction should be forthcoming. The content of the billboard was in question, not the idea of a billboard. The Board was not in favor of the ad in the USA Today. The Board felt several ideas should have been presented to them. The incoming National President asked for input on the letter to be addressed to management.

### **1351 Closing Comments**

National Vice President Knuth was thanked for stepping up to the job of National Vice President when requested on such short notice. The speaker stated his admiration for and gratitude to the National Vice President. National Vice President Knuth in turn wished to thank all for their support and respect during his brief tenure and was extremely grateful to all. Additionally, he expressed his gratitude to Greg, Marcus and Jeff.

A member of the Board stated that this was the first time in a long time that he has felt so optimistic and appreciates that he feels the Board has come together as a group and can move on together. Additionally, a Board Member wished to thank members of the gallery for their time and effort to attend this meeting.

**1354 Resolution #18 - Motion to Adjourn**  
**Maker: Valenta**  
**Second: Britton**

The motion to adjourn was unanimously agreed to by the APFA Board of Directors. The 2016 APFA Annual Convention was adjourned.