

# APFA

## BOARD OF DIRECTORS MEETING

### SPECIAL BOARD OF DIRECTORS MEETING

May 6-7, 2015  
Embassy Suites DFW South  
Irving, TX

Resolution Tally Sheet	<b>Resolution #:</b> 4
	<b>Maker:</b> Gunter
	<b>Second:</b> Bossi
	<b>Date:</b> 05/07/2015
	<b>Time:</b> 13:56

Resolution Name: Pay Loss Parity

<input checked="" type="checkbox"/> AFFECTS POLICY MANUAL: 1.A AND 5.C		
YES = Yes	ABS = Abstain	PXY = Proxy Vote
NO = No	N/A = Absent	REC = Recuse
PASS = Pass		

COMMENTS:

	B O S	C L T	D C A - A A	D C A - U S	D F W	L G A	L A X	M I A	O R D	P H L	P H X	R D U I	S F O	S T L	PRES — Tie- Breaker
	Milenkovic	Bossi	Valenta	Britton	Bedwell	Eherts	Nikides	Trautman	Wroble	Kaswinkel	Seelye	MacPherson	Adair	Martin	Glading
YES	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
PASS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ABS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N/A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PXY	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
REC	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

YES: 10      NO: 4      ABSTAIN: 0      ABSENT: 0

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

**WHEREAS**, Article III, Section 3.L(1) and (2) of the APFA Constitution authorize the Board of Directors to set policy for the APFA and to review, and if necessary, modify the APFA Policy Manual; and

**WHEREAS**, because currently only LUS Flight Attendants are working under PBS, there is an imbalance in the pay loss calculations for LUS and LAA union representatives; and

**WHEREAS**, the amount of pay loss a union representative receives should not be dictated by whether

**APFA**  
BOARD OF DIRECTORS MEETING

they are LUS or LAA Flight Attendants;

**THEREFORE BE IT RESOLVED**, that the APFA Policy Manual be amended as follows:

1. Modify Section 1.A(7) to read:

**“Full Month Trip Removal”** means removal from all flight assignments ~~either~~ by paper bid, ~~or~~ by trip-by-trip removals, **or by PPO’s** whereby a member flies no part of his/her bid award.

2. Add a new Section 1.A (15):

**“Pay Purpose Only (PPO)”** means a member’s bid for a month’s schedule which will remove the member in advance from a full month of flight assignments.

Renumber the remaining sections.

3. Modify Section 5.C.1.b to read:

The APFA shall guarantee the member's originally-scheduled flight time pay and credit **equal to the minimum day or trips missed**, including pay for premium paid positions, language qualification, and international override for trip removals done on a trip-by-trip, or on a monthly paper bid/PPO basis. **A lineholder/reserve conducting union business on a day off will be paid a daily rate equal to the minimum day of five (5) hours as pay, no credit, limited to four (4) days in a calendar month. A National Officer, Base President or National Department Chair may authorize pick-up of these days to the extent allowed by their respective budgets, subject to verification by a National Officer.**

4. Add a new Section 5.C.1.b(3) to read:

**Payment for work performed on a day off will be at the individual’s applicable hourly rate of pay of five (5) hours per day, excluding premiums and SAF.**

5. Modify the caption of Section 5.C.2 to read: “Paper Bids **and PPO’s**” and add a new section to read:

- a. **An APFA representative who is a lineholder is entitled to a minimum of 80 hours and a maximum of 105 hours per month for a paper bid/PPO. An APFA representative who is reserve is entitled to a minimum of 75 hours per month.**

Reletter current sections a., b. and c.

6. Modify Section 5.C.3.b. to read:

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

A member's total trip removal(s) for the month will reflect the value of their original bid award, including applicable carry-over time under the current LAA Blue Book and for all members post Flight Attendant Operation Integration (FOI). A maximum of 75 hours shall apply to a Reserve line holder, an AVBL line holder will receive a maximum of the applicable monthly guarantee or actual removed AVBL trips and a ~~100~~ **105** hour maximum shall apply to any person holding a line other than Reserve line holder, an AVBL line holder will receive a maximum of the applicable monthly guarantee or actual removed AVBL trips and a ~~100~~ **105** hour credit maximum shall apply to any person holding a line other than Reserve or AVBL, plus applicable carry-over time under the current LAA Blue book and for all members post FOI.