

**APFA  
SPECIAL BOARD OF DIRECTORS' MEETING  
MAY 6-8, 2015**

**Embassy Suites DFW South  
Irving, Texas**

**0919 Call to Order**

National President Glading called the meeting to order and began her opening remarks.

**0920 National President's Opening Remarks**

National President Glading began by welcoming the newly elected members of the APFA Board of Directors. She stated that this special meeting was called to bring together this new two year term Board and that she was looking forward to working with all. National President Glading reminded the Board that they are here to advance the work lives and working conditions of the flight attendants as well as protecting the APFA.

At this time, National President Glading introduced the parliamentarian, Mr. Kirk Overbee, who will be present at this meeting. Mr. Overbee spoke briefly to the Board regarding his qualifications and experience and expressed that he was pleased to be part of this meeting.

**0923 Roll Call**

National Secretary Pharr took the roll of those Board Members present. All members were present at this time.

**0924 Agenda Review and Approval – Resolutions #1a and #1**

It was requested that any changes, revisions or additions be brought forth at this time. Several items were suggested for inclusion on the amended agenda.

**0931 Amend the Agenda – Resolution #1a**  
**Maker: Glading**  
**Second: Pharr**

Resolution #1A amending the agenda was put forth for a roll call vote and was passed. (13-yes, 1-no)

**0933 Approve the Agenda – Resolution #1**  
**Maker: Glading**  
**Second: Pharr**

Resolution #1 approving the amended agenda was put forth for a roll call vote and was passed. (13-yes, 1-no)

## **0933 NATIONAL PRESIDENT'S UPDATE**

### **0933 AFA**

Three representatives of the APFA attended the AFA Convention. National President Glading gave a brief history how this came about. This discussion concerned rumors that there was a proposed merger between AFA and the APFA. National President Glading was asked by an officer of AFA to attend but was unable; hence, the three other representatives attended. Leslie Mayo, Julie Moyer and Tim Burns attended this Convention in lieu of National President Glading. National President Glading spoke to the reasons she believes drives this effort, which is basically financial. The AFA's financial position is dismal. National President Glading listed several reasons she felt that this raid may take place and the negative results thereof.

An extensive written summary report was provided to the Board concerning the AFA/CWA Board Meeting held in Las Vegas. Leslie Mayo and Tim Burns spoke to the Board about their attendance and experiences. The theme of this meeting was "Stronger Together, Better Together". They spoke of their intent to merge AFA, CWA and APFA. The purpose of the APFA's representatives in attending this meeting was to reiterate that this merger was not in any stage of discussion and to dispel misinformation being distributed by AFA/CWA International leadership. Written and verbal presentations that were given by the CWA International President painted a picture that discussions were well underway to merge with the APFA. Excerpts were read that highlight this position. The APFA representatives reiterated to the AFA/CWA reps that there are no merger talks between AFA/CWA and APFA. There is no plan to change course as an independent union. A portion of the APFA Constitution was read that protects the autonomy of the APFA in the event of an affiliation or merger. The APFA representatives were welcomed, treated respectfully and received no negative comments about the APFA not being involved in merger discussions. It was apparent this was a financial move on the part of AFA/CWA as they are in financial crisis.

Tim Burns was pleased to have this experience and made him realize how grateful for APFA he is. It is truly membership driven, with membership in control of electing all officials, decisions and eventual fate actually of this Union. AFA only elects their base representation, not policy nor other representatives. The APFA has more democracy within than any other union he is aware of.

There was also mention of an item in the report regarding appointments to a Merger and Policy Committee that has been in place since June of last year. It is important to note that one of the members of this committee is a current APFA member.

Tim Burns pointed out that the APFA Constitution Article VII has a clear method for dealing with members that work toward the displacement of the APFA as the bargaining representative.

National President Laura Glading wanted to make it known that at this time that there is no evidence that any of the current LUS Representatives are engaged in the AFA efforts. She continued with accolades to them including the LUS members of the Joint Negotiations Team.

## **1008**

At this point there were technical difficulties with the recording device and from 1008-1028 there is no recording. During this time the presenters continued their report on the AFA meeting. The full report can be downloaded from the APFA website via the Events and Meeting Page.

## **1028**

Julie Frederick spoke to a statement made and question asked regarding the Government Affairs Program. There is integration taking place within the Legislative Committee between LUS and LAA. Also Julie Moyer's role within this committee was discussed. It is a voluntary position.

National President Glading spoke to remarks she had previously made, raid rumors aside, that she is committed to all flight attendant unions working together on issues relevant to all. She continued by stating that it is a very difficult time for unions in this country with numbers dwindling and most with financial concerns. She also stated that APFA has been incredibly successful by focusing on representation versus organizing and will continue to do so. We are a very attractive target for raids due to independence and financial security that has been established. National President Glading does not support an effort for affiliation and does not feel that a majority of the APFA membership would support any of these efforts.

Several members of the Board, including former AFA leadership, questioned why National President Glading did not alert the Board to the attendance of APFA representatives at the AFA/CWA Board Meeting in Las Vegas. National President Glading again explained that she was made aware of this meeting and the invitation to it at the very last minute. This was complicated by the fact that she was ill. She then contacted Leslie Mayo who stepped in to coordinate and represent the APFA. The discussion continued on the information obtained from the AFA meeting and the ability to build an even stronger APFA. Roger Holmin questioned whether it was a lack of confidence in him and his loyalty to APFA that he, as well as other Board Members, was not advised. Comments were offered by other Board Members concerning the issue of trust amongst the Board and the membership.

It was suggested that it was time that a solution be crafted which should include a letter to the AFA Board unequivocally stating that APFA is not interested in a merger. It was suggested that a break be taken allowing the Board to discuss suggested responses and action concerning AFA/CWA's proposed merger.

## **1054 Meeting Taken Off the Record**

## **1129 Meeting Back On the Record**

National President Glading brought meeting back onto the record by suggesting that an action plan be established. It was suggested that three (3) members of the Board be appointed to work with the entire Board determining a plan and present it to the Board. The conversation did continue; however, as Board Members yielded to other APFA members allowing them to address the Board.

The first speaker needed Board approval to speak longer than the three (3) minutes allotted, which was granted by the Board. This member spoke about unity, survival and trust, and provided opinions and suggestions on how to achieve them. His statement was appreciated by the Board as well as the statement of a second speaker who gave his full support and trust of APFA.

#### **1140 Implementation**

National President Glading explained why the meeting would go off the record briefly for the presentation of certain information requested from the Company, which had been deemed confidential. The open discussion on implementation would continue following the presentation, off record, of this spread sheet.

#### **1140 Meeting Taken Off the Record**

#### **1318 Meeting Back On the Record**

National President Glading explained the information that was covered off the record, which also included the break for lunch. At this time, the Joint Scheduling and Joint Negotiating Committees addressed the Board. A Q & A sheet was distributed. The first issue discussed was parking under the JCBA primarily for commuters. There are ongoing problems currently being addressed. The Mexico international per diem was discussed. These flights receive international override but not per diem and discussions are ongoing with the Company. It was acknowledged that several issues could actually be filed as grievances but had not. The Committee shared their reasoning for this. Some Board Members felt this should have been done. The On Duty Contract Guide was discussed as it is still being reviewed by the Company. No date has been set for release.

A review has taken place of the JCBA, line by line, determining what it needs in order to be implemented. Most are IT issues. IBM has been brought in to assist. It was felt that the domestic and international implementation went relatively well. The Board was asked to speak individually to the issue that is most important to them and their base. Several issues were addressed at this time by the representatives of JSIC/JIRC Committees where possible. The raise in reserve numbers was discussed and will be compared to the same period last year. National President Glading once again thanked the Joint Negotiating Team for all their continuous hard work.

#### **1355 MEET Committee**

A representative of the MEET Committee updated the Board on the work that has been undertaken which will help educate and familiarize flight attendants, especially those under 5 years seniority, with various aspects of the JCBA. Field training will also be conducted; however, there are high time flyers that would not be able to attend. It was decided to utilize a video blog to break down the JCBA into sections, along with a question and answer format. The "compensation" section was utilized as an example. He explained the compensation chart. Another aspect of the MEET Program is the U5Y Program. This program focuses on the under five year seniority flight attendants. Two flight attendants from bases over 1,000 and one flight attendant from bases under 1,000 would be brought to headquarters for a two day class. This

class would consist of union familiarization, structure and history. It introduces all positions and responsibilities of those representatives at APFA and encourages involvement in union work. This class also explains in detail the JCBA. It is hoped this will enable them to share information with fellow flight attendants. A question was raised regarding the differences in terminology and work rules between LUS and LAA within these videos. The MEET Committee is aware of the differences that must be highlighted. It was anticipated that the On Duty Contract Guide was to be the tool for the base training, as well as special training at APFA. This new hire training is a new concept for APFA and is an exciting challenge. The budgeting for this program was questioned. It would be approximately 20 people per training program per month. It was felt this is an excellent investment in the future of APFA as far as motivating flight attendants to become involved in union work. A Board Member comment was not questioning the importance of the program but the way it is being rolled out. It was felt the program should be taken to the flight attendants at their respective bases, versus bringing the flight attendants to APFA Headquarters.

The representative of the MEET Committee was questioned by a Board Member concerning a message that was sent out regarding flight attendants discontented with the APFA. The representative explained his message, wording and reasoning behind it.

Additional questions were asked about the procedure for determining who from each base would attend this special training. It is on a first come, first serve basis. The first class was scheduled for May 19-20, 2015, however, the company's delay in the approval of the On Duty Contract Guide has postponed the start of this program. Comments were also brought forth that this be available online enabling greater access to the flight attendants. The representative was again asked to understand that when messages are sent, they are shared and should be thoroughly thought through. The representative once again stated his total support for the Union and its leadership. National President Glading asked all to look and move forward from this point on with respect for all including those with differing opinions. Prior to moving onto next agenda items, several Board Members had comments regarding this program. All were supportive; however, there was concern about the expense of the extended program bringing individuals to APFA Headquarters. A suggestion was received to put much of this information on a DVD to be distributed to the new hires during their initial base indoctrination with Union Reps prior to going on the line. It is felt it would create further interest and enthusiasm for attending the training at Headquarters as well as union work.

#### **1449 Jumpseat Priority**

This action item will be postponed until later in the meeting as the maker is awaiting further information.

#### **1450 Resolution #2 – JIRC/JSIC**

**Maker: Glading**

**Second: Milenkovic**

This item refers to a resolution passed at a previous Board Meeting. It has been suggested that these committees be combined to work together. The JIRC has been extended through July. National President Glading had previously suggested this during a Board call and most seemed

in favor of this; however, she wished to reiterate this opinion of the Board. It was decided to call a break allowing the Board to caucus.

#### **1455 Break**

#### **1528 Meeting Back On the Record**

National President Glading reviewed the resolution in question and the reason for discussion and the caucus. She felt strongly that all people currently working on these committees should remain doing so. To this end, Resolution #2 was read into the record by the maker, National President Glading. This resolution speaks to combining the committees and replacing previous passed resolution #10 from the April Special Board of Directors' Meeting. This resolution was opened to discussion. The point was made that the intent of the original resolution (Resolution #10) should stand. That point being that someone could not hold a full time position at Headquarters and also be a member of a committee. Counterpoints were made with past practice examples. Comments were made both for and against the negating of Resolution #10. The maker was asked to amend the agenda and the suggestions for amendment brought forth. The maker declined at this time. Resolution #2 was put forth for a roll call vote and failed. (4-yes, 10-no)

#### **1602 NATIONAL VICE PRESIDENT'S UPDATE**

At the request of a Board Member, a discussion began regarding those able to be present during confidential discussions. Legal Counsel explained those who could be present during attorney-client discussions/presentations. She also explained the consequences for confidentiality breach. This confidential discussion involved a briefing on an arbitration currently being conducted. The Board was polled how they would like this handled and who should be allowed to stay in room for this discussion. It was determined that anyone not in the "all leadership" distribution email distribution list would be included.

#### **1610 Meeting Taken Off the Record**

#### **1755 Meeting Back On the Record**

It was necessary at this time to extend the nine (9) hour meeting limit, which was agreed to by the Board. The meeting was extended to 1900.

The schedule for the next day's meeting was discussed. Representatives from the Company will be coming to meet with and answer questions from the Board at 0900. Additionally, the Executive Officers of the Company were going to meet with the Board at 11:00 for a brief meeting.

The Board discussed the issues that they had previously discussed with Company representatives and were awaiting resolution. A major issue is the 30/35 in 7. Additionally, the speaker staffing is a problem, especially for China flying. After the last Special Board Meeting, an email was sent to the Board by National President Glading outlining all issues that had been brought to their attention for possible resolution. For purposes of the meeting in the morning with the Company, this email will again be forwarded to the Board as a refresher/guideline for discussion.

The discussion began regarding an extension for this meeting to continue through Friday. The conversation returned to the meeting with Company representatives from 0900 – 1100 and the positive results from a previous meeting with this group of Company representatives. It was felt by all that it was imperative to have this meeting tomorrow and to extend the Board Meeting to Friday, if necessary. All meetings will remain as scheduled for tomorrow's Board Meeting.

### **1809 NATIONAL VICE PRESIDENT'S REPORT – Continued**

ADR Training will be held in the first week of June. An additional training class has been scheduled in November and a list is being compiled of those wishing to attend.

### **1810 NATIONAL SECRETARY'S REPORT**

#### **1810 Base email**

The National Secretary asked guidance from the Board concerning this issue. It was previously too costly to have base emails for all; however, since the combination of bases it may be possible now. Several bases responded that they would like to have these email accounts available to them. National Secretary Pharr will research the cost, which should not exceed \$2,000 annually.

#### **1815 DECS 61**

DECS 61 is the ability to access flight attendant schedules, which is needed by some representatives while helping them with problems. The National Secretary is looking for direction with this issue as well with the new base structures. This entry cannot be used without the permission of the flight attendant while conducting union business for this person. It was decided that the same formula will be used as is going to be used for base email, and access available to the Professional Standards rep at each base.

#### **1820 Constitution**

Tim Burns gave a brief overview of the history and current changes required in the APFA Constitution for the combining of bases. National Secretary Pharr stated this had not gone to press as there is a dues referendum pending. Once this has been voted on and decided, the printing will take place. The Constitution; however, as it stands at this point is posted online, just not in printed hard copy form.

Tim Burns reviewed his written report with the Board. The structure of the APFA was put in place in such a way that it is gotten us through any number of difficult times. Tim outlined the entire process of the development and revisions to the Constitution over the years. The Constitution is structured to allow change; however, through a process involving the membership.

#### **1836 Fall Training**

Several options were mentioned for the fall training in conjunction with the Board Meeting. National Secretary Pharr asked that the Board get back to him regarding their thoughts on the training programs suggested.

### **1837 Ad Hoc Alignment**

The head of the Ballot Committee asked the National Secretary to distribute a form she wished filled out and forwarded to the Ballot Committee. Each Base President was asked to submit their three choices for AdHoc Representative. All available AdHoc Representatives were shown on this form. National Secretary Pharr asked all Base Presidents to fill out this form, at this time, and forward to the Ballot Committee.

### **1843 Resolution #3 – Serving on Other Unions’ Committees**

**Maker: Pharr**  
**Second: Bedwell**

Resolution #3 was read into the record by the maker, National Secretary Pharr. This resolution speaks to an APFA member being on a committee within another Union. This resolution does not apply to the Flight Attendant Coalition, the International Transportation Federation or similar entities. This resolution was opened to discussion. The LUS members raised questions as to applicability of this resolution. National President Glading answered questions regarding specific individuals. There was considerable disagreement regarding the end result of this resolution. There were three former AFA individuals to whom this could have a negative effect on the current position they hold. The Board asked that a discussion be held with these three individuals. A history of the agreement under which these three individuals work was explained. Additional Board Members agreed that discussions with these three individuals should occur. National Secretary Pharr suggested this resolution be postponed until discussions have taken place. Rewording of Resolution #3 was undertaken and approved by the second. Resolution #3 was put forth for a roll call vote and was passed unanimously. (14-yes, 0-no)

### **1900 Motion to Recess**

A motion was made to recess for the evening. The APFA Special Board of Directors Meeting will continue in the morning at 0900; however, the meeting will be held off the record until 1300. This motion was passed unanimously.

**DAY TWO**  
**APFA Special Board of Directors Meeting**  
**May 6-8, 2015**

**1332 Call to Order - Meeting Brought onto the Record**

National President Glading opened the Special Board of Directors' Meeting to all after confidential off the record discussions with the Company. While being off the record, a brief Executive Committee Meeting was held wherein Ms. Bellia Peckson was confirmed as the new APFA IOD Coordinator. Additionally, Regional Representatives #6 and #7, Glenda Talley and Paul Frishkorn, were appointed by the Executive Committee. Congratulations were extended to these individuals.

**1334 Roll Call**

National Secretary Pharr took the roll call of Board Members present. All Board Members were present at this time.

**1335 Parliamentarian**

The Parliamentarian was asked to address the Board concerning the meeting as he has observed it so far as well as any advice in proceeding with this meeting.

He was most direct in addressing the animosity between Board Members. This body must speak with one voice even though individual ideas and opinions are given. Integrity should not be questioned as it taints the end result. Mr. Overbee quoted the guidelines for debate under Roberts' Rules.

**1340 National Secretary Update – Ad Hoc Assignments**

The following assignments were received from the National Ballot Committee:

Lenny Aurigemma	BOS, ORD, RDU
Steve Watson	LGA, PHL
Michel Bernstein	DCA-LAA, DFW, MIA
Kirsten Taylor	LAX, SFO, STL
Paul Hartshorn	CLT DCA-LUS, PHX

**1342 Jumpseat Priority**

The Board was awaiting an answer from the Company regarding an option suggested for the jumpseat policy. LUS and LAA utilize different procedures for assigning jumpseats. LUS - prior to a 30 minute deadline before departure, assignment is based on seniority. After the 30 minutes, it is a first come, first serve basis. LAA is a first come/first serve basis. The Company representative has not given the Union an answer on the suggested third option. Some questions were raised about the third option being considered. This was a lengthy discussion as it was a very confusing policy with several options. There were several differing opinions concerning the

various options and actually what they entail. This discussion will be continued later in the meeting.

### **1356 NATIONAL TREASURER'S REPORT**

**1356 Resolution #4 – Pay Loss Parity**  
**Maker: Gunter**  
**Second: Bossi**

There is a difference in how Union Reps are paid for trip removals for union work between LUS and LAA. The Budget Committee has attempted to come up with an equitable solution for this problem enabling all to be equally compensated. The LUS trip removal system is totally different than LAA. PBS has made this even more complicated. A slide presentation was used to highlight these differences in methodology and terminology. They have formulated four (4) different scenarios to be considered by the Board. Each scenario was thoroughly explained by the Committee. Board Members participated in a lengthy question and answer session. The PBS system did cause some problems with one scenario. This discussion continued for quite some time. The Board spent quite a bit of time explaining how each person worked their trip removals for their bases and the differences in the culture, which all are trying to understand. The Board was focused on fairness for trip removals between LUS and LAA and to how best accomplish this. This lengthy discussion was the explanation portion of the review of the suggested solutions to the pay loss parity.

At this time, Resolution #4 was read into the record by the maker, National Treasurer Gunter. This resolution speaks to the imbalance of compensation between LUS and LAA due to the PBS. This resolution amends the Policy Manual. Resolution #4 was now opened to debate amongst the Board. The wording of the resolution was questioned as it appeared a contradictory statement was included. Rewording of this resolution was discussed with the maker. Suggestions were received and accepted by the maker. While a copy of the amended Resolution #4 was being printed, a short break was called.

### **1510 Break**

### **1522 Meeting Back On the Record**

The official debate of Resolution #4 was begun with an extensive list of Board Members wishing to speak to this resolution. National President Glading reviewed the changes made to the wording of this resolution. A request was made to amend the resolution. The Parliamentarian explained the correct procedure for amending a pending resolution. It does require an official motion following by debate prior to be adopted or rejected. It was determined that the requested change would be voted upon without additional debate.

**1528 Resolution #4a – Amend Resolution #4 – Pay Loss Parity**  
**Maker: MacPherson**  
**Second Trautman**

National Secretary Pharr took a roll call vote of the Board and the motion for amendment to Resolution #4 failed. (6-yes, 8-no)

Once again, the official debate of this resolution began. Proponents and opponents spoke to the resolution. Resolution #4 was put forth for a roll call vote and was passed. (10-yes, 4-no)

### **1537 Jumpseat Priority**

The National Treasurer's Report was put on hold to accommodate a briefing on the Jumpseat Priority Policy by a Negotiating Committee representative, who would be leaving the meeting shortly.

The JCBA required a choice of three (3) options: the LAA system, the LUS system and a "meaningful compromise" choice to be agreed to by the Company and Union. This proposal was being submitted to the Board for their review and approval.

### **1539 NATIONAL TREASURER'S REPORT – Continued**

#### **1539 Base Budgets/Partial Paper Bid – Postponed**

**1540 Resolution #5 – Budget Committee**  
**Maker: Gunter**  
**Second: Gluth**

Resolution #5 was read into the record by the maker, National Treasurer Gunter. This resolution speaks to a vacancy on the Budget Committee. At least one member of the Budget Committee must be a member of the Board of Directors and a current member was not elected to this position. Three individuals were nominated to be part of the Budget Committee. Some questions were raised by the Board and discussion conducted. The National Treasurer has the budget to cover these individuals addition to the Committee. Resolution #5 was put forth for a roll call vote and was passed. (13-yes, 1-no)

A member of the Board spoke to the new hires at each base as relates to the budget and trip removals. These individuals were not considered at the time the base budgets were passed. It was suggested that an account be set up to accommodate the influx of new people to the bases to offset costs not included in budget. The National Treasurer spoke to the issue and this discussion will be moved to the Budget Committee and/or Executive Committee. The good is that all bases have increased headcounts with new hire flight attendants. Recommendations should be submitted to the Budget Committee for consideration.

### **1556 Break**

### **1612 Meeting Back On the Record**

National President Glading brought the meeting back on the record. A motion was made to suspend the rules. The requesting Board Member stated that he wished to have the Board of Directors review a letter written by National President Glading. The Board decided by a majority vote to take the meeting off the record at this time as well as clear the room of those not covered under the Code of Confidentiality.

### **1613 Meeting Taken Off the Record**

**1815 Meeting Back On the Record**

**1815 OLD BUSINESS – President – Withdrawn**

The agenda item was withdrawn by the maker. Due to the length of the meeting, it was necessary to extend, with agreement of the Board, the meeting until 1900.

**1817 Discussion continued – AFA Letter**

The merits of a letter versus face to face communication was discussed as a solution to the situation occurring. Differing opinions were offered. A suggestion was made to defer an actual meeting until a reaction to initial letter is received. Specific wording within the two letters was discussed and perhaps the possibility of alternative wording. Several opinions were offered by Board Members speaking for and against the suggested letters. It was agreed that this situation with one individual must be dealt with now and not put off; however the method of doing so was the subject of the debate. A suggestion was made to the Board regarding a very positive message; however, clearly stating that there is no interest in a merger but a desire to work together in the interest of all flight attendants. The point was made that while positive, this letter must make the APFA position crystal clear regarding any type of merger. This suggestion was received positively by many on the Board. The newly proposed letter will be worked on this evening and presented to the Board at tomorrow's meeting.

**1900 Motion to Recess**

The motion to recess was passed and the Board Meeting will reconvene at 0900, May 8<sup>th</sup>.

**DAY THREE**  
**APFA Special Board of Directors Meeting**  
**May 6-8, 2015**

**0916 Call to Order**

National President Glading called this Special Board Meeting to order. Old business had been concluded prior to the recess yesterday except for the final Board decision regarding a letter to the AFA.

**0917 Roll Call**

National Secretary Pharr took the roll call of the APFA Board of Directors. All members or their Vice Presidents were present at this time.

**0918 Equity Stake/Stock**

National President Glading stated that a confidential briefing would be given by Legal Counsel. This is an attorney/client briefing and will be held at the beginning of New Business.

**0919 AFA Letter**

National President Glading began the discussion of the AFA letter previously discussed but not concluded during yesterday's meeting. A moment was taken for all to review the newly revised letter. A point was made that the word independent should most definitely be included. Several suggestions for rewording were given by Board Members. National President Glading read the letter incorporating the four changes suggested by the Board. This did create the desire for additional discussion amongst the Board, which did continue for quite some time. The Communications Chair will have the draft printed for final review and approval. The Board agreed that this letter should go to the AFA Board from the APFA Board.

**1000 NEW BUSINESS**

**1001 Equity Stake/Stock Dispute Claims**

The meeting was taken off the record for an attorney/client briefing from Legal Counsel.

**1001 Meeting Taken Off the Record**

**1102 Meeting Back On the Record**

Prior to continuing current agenda item discussion, National President Glading directed the Board's attention to the revised AFA letter. Some minor changes in wording were discussed. The person to whom this letter would be addressed and those who would be copied was clarified. The subject letter will be sent being signed by the APFA Board of Directors and the National Officers.

## **1106 NEW BUSINESS – Continued**

### **1106 Equity Stake/Stock Dispute Claims**

The agenda item was withdrawn.

#### **1107 Resolution #6 – Hard 40**

**Maker: Trautman**

**Second: Bedwell**

Resolution #6 was read into the record by the maker, Trautman. This resolution speaks to the required minimum schedule of 40 hours which was agreed to be dropped by the Company once the TA was approved. The TA was not approved. The resolution authorizes the negotiation of this issue and the flexibility it offers to the flight attendants. The resolution was opened to discussion. Board Members stated that their bases support the removal of the “Hard 40”. Several examples were given of the importance of being able to drop schedules below 40 for various reasons. Resolution #6 was put forth for a roll call vote and was passed unanimously. (14-yes, 0-no)

### **1119 767 Staffing**

This was a discussion item only. The discussion revolved around the elimination of a first class position which has created a problem for a non-speaker purser to hold these schedules. The speaker cited examples of problems this has created in the past concerning bid denials. The new duties of the #5 flight attendant, due to this change, were discussed in relation to the #5 being a designated speaker. The #5 will no longer be a dedicated galley where the speaker restriction now exists. The discussion was whether or not the Board wanted discussion with the Company concerning the eligibility of the galley to be the speaker. National Vice President Gluth asked that the meeting be taken off the record briefly.

### **1124 Meeting Taken Off the Record**

### **1130 Meeting Back On the Record**

The problems with the domestic – international integration were briefly discussed. Examples were also discussed concerning staffing changes on LUS flights. Board Members spoke both for and against the issue of galley positions being speakers. Suggestions were made that the speaker positions should be coach aisle positions.

### **1142 30/7, 35/7 Scheduling Change**

This was a discussion item only. This issue was discussed with the Company representatives yesterday. The Board Member also had discussions with the JSIC Committee and feels the situation is being worked on. The only request was a follow up on this issue during the Friday Board Call.

### **1144 Cross Division Re-Assignments**

This also will be discussed during the Friday Board Call with a briefing from Jamie McNeice.

#### **1144 IPD Boarding Time**

There has been no direction on this implementation of 50 minutes prior to departure. The issue of discipline was discussed. There is a problem with numerous terminals used for international departures. This creates a problem complying with the 50 minute boarding.

#### **1154 737 Emergency Equipment**

The megaphone and oxygen units have been moved to an area directly above flight attendants' heads on the jumpseat to clear overhead bin space for luggage storage. There have been two incidents of megaphones falling on flight attendants during landing. The Board Member felt strongly that this should be addressed with the Company for relocation of this equipment. Additionally, there are only five (5) small oxygen walk around units on this aircraft, which is a definite safety issue should a problem arise. National President Glading requested copies of the reports concerning falling megaphones be forwarded to her and the Safety & Security Chair. Another Board Member stated that the A321 aircraft also has safety equipment located above flight attendant heads and also feels it is a problem. National President Glading will follow up on this. The Board Member listed other safety issues that he feels should be addressed on various aircraft.

#### **1206 Break for Lunch and Checkout**

#### **1239 Meeting Back On Record**

National Secretary Pharr wished to acknowledge the efforts of the APFA staff as the Headquarters Building was given an award from the City of Euless. This was a Beautification Award. The staff takes great pride in their building.

Additionally, National Secretary Pharr noted some changes to the agenda items under New Business.

#### **1241 787 Crew Bunks**

The Board Member stated his dissatisfaction with the crew bunks. He has been on on of the test flights and described for the Board his experience. To get to the crew bunk, you must walk straight up a ladder. It was said that you cannot stand in this area. Once inside the area, there is a triple bunk with only a semi-divider as well as 2 or 3 other bunks. He said it was awful. Additionally, lavatories are not available near the bunks; therefore, crew members must walk through entire cabin to freshen up after the completion of their crew rest period.

#### **1248 Chinese Visas**

This agenda item was handled during the meeting with the Company.

#### **1250 Resolution #7 – Board/EC/Conference Call**

**Maker: Bedwell**

**Second: MacPherson**

Resolution #7 was read into the record by the maker, Bedwell. This resolution speaks to resolutions being presented for review prior to discussion and action as pertains to Board/EC/Conference calls. Additionally it provides for the ability to take a break for review and/or caucus. Support for this resolution was received from Board. Clarification language was included in the resolution as per conversation with Legal Counsel. Since this determines policy/procedure, it must be included in the Policy Manual. There was discussion where it should be placed. Resolution #7 was put forth for a roll call vote and was passed unanimously. (14-yes, 0-no)

**1306            Resolution #8 – Transparency for Union Business**  
**Maker:        Bedwell**  
**Second:      Nikides**

Resolution #8 was read into the record by the maker, Bedwell. This resolution speaks to the notification of the membership of all APFA Meetings on the Hotline and on the opening page of the website preceding the date of all meetings. The National Communication Chair shall be responsible for this task. The National Communication Chair spoke to this resolution. She stated that the information does originate with the National Secretary and that the Hotlines can be as numerous as 5 per week. She suggested that perhaps the Hotline notification should be done weekly as pertains to the upcoming meetings or a special Hotline for meetings only. Resolution #8 was put forth for a roll call vote and was passed. (13-yes, 0-no, 1-absent)

**1312    Email**

This agenda item had been discussed previously in the meeting.

**1312    Equity Stake**

This agenda item had been discussed previously in the meeting.

**1315    30/7**

Although this was discussed with the Company, the Board Member felt a formal resolution should be issued. The Board Member wished to hear the thoughts from the Board regarding the handling of this issue. He asked to suspend the rules, which will take the meeting off the record, for a Board discussion on this matter.

**1315    Meeting Taken Off the Record**

**1334    Meeting Back On the Record**

**1335            Resolution #9 – 30/7**

**Maker:        Nikides**

**Second:      Valenta**

At this time, Resolution #9 was read into the record by the maker, Nikides. This resolution speaks to the 30/7 provision and the affect on the reserve flight attendant during the transition to

35/7. Resolution #9 was put forth for a roll call vote and was passed unanimously. (14-yes, 0-no)

**1338 Resolution #10 – Anti-Raid Committee**  
**Maker: Nikides**  
**Second: Bedwell**

Resolution #10 was read into the record by the maker, Nikides. This resolution speaks to the formation of an Anti Raid Committee with the Board of Directors having the authority to appoint, add and/or remove persons from this Committee. This resolution allows the formation, if necessary, giving the Board the sole discretion and control over this Committee. Legal Counsel asked for a brief off the record discussion.

#### **1341 Meeting Taken Off the Record**

#### **1403 Meeting Back On the Record**

A revised Resolution #10 was read into the record. Amendments were made off the record. Resolution #10 was put forth for a roll call vote and was passed unanimously. (14-yes, 0-no)

#### **1405 Board of Directors**

This was a discussion item only. The Board Member spoke to the authority of the Board as the governing body of the APFA.

#### **1407 Satellite Rules and Language**

There is a problem in the San Diego satellite base with disagreements involving two factions. The Board Member understands the issues of both sides. His reasoning for putting this on the agenda was to see if the Board wished to create satellite rules or a mediation process to resolve issues if they arise. National President Glading has been involved with the Company concerning the satellite bases. National Vice President Gluth suggested that a conference call be set up to discuss this as National President Glading is not present. She is attending a meeting with the Company. Other Board Members were enthusiastic about a conference call concerning the satellite base issue now and bases in the future.

#### **1416 MEET Program**

The Board Member spoke negatively regarding this program and included communication from other flight attendants. This negativity was directed to the portion of the program that brings 20 individuals to Headquarters each month and not the actual concept. It was felt by some Board Members that the outreach and education should be conducted at each base and could be extremely effective. All agree that there is merit in the program but it should be rolled out at each base. Several Board Members stated that they had received communication from their base regarding this program. The selection of individuals to attend seemed to cause an issue with the program. A Board Member stated that she had received several inquiries from flight attendants willing to be trained in scheduling and contract issues and willing to work the desks once trained.

The National Secretary addressed the “new hire” portion of the MEET Program. He suggested the initial phase could be to train these people at Headquarters thus allowing them to train others. Field training is also a part of this MEET Program. The leadership of this program can be determined by the Board. The Q & A Page on the website is overwhelmed with questions and badly in need of help. It was emphasized during discussions that this is an educational program that is very important at this time. The trip removal portion of the Headquarter training program was a bone of contention for many. Some suggestions were received to ensure transparency and fairness. The Board discussed the merits of this program, which most agreed were good and beneficial. It was clarified that this program is not just for the new hire flight attendants, but for all Flight Attendants.

It was strongly felt that this MEET Program should begin at the base level. All agreed that the U5Y Program should be pulled back and simplified.

The Communications Chair explained the initial concept of the program and where it is at this point. Board Members spoke to the positive aspects of this program especially on a base level. The On Duty Contract Guide is holding up some of the progress of this program. It is still being reviewed by the Company. A Board suggestion was made that this training be the same as Contract and Scheduling Training wherein the flight attendant comes down to Headquarters on their days off but are given a hotel. ADR Training is handled the same way.

National Treasurer Gunter asked all Board Members to formulate their own version of the MEET Program and forward to National President Glading for further discussion perhaps during the Friday conference call.

**1515 Break**

**1532 Meeting Back On the Record**

National Vice President Gluth mentioned that the Vice Presidents from DCA-LUS, PHL and PHX have been sitting in for their Presidents that are in all day meetings with the Company. It was not previously mentioned.

**1533 A5 – Withdrawn**

**1533 Delayed Implementation Update – Withdrawn**

**1534 JNC – Withdrawn**

**1535 Resolution #11 – Dues Obligation – Constitutional Referendum**

**Maker: Martin**  
**Second: Morgan**

Resolution #11 was read into the record by the maker, Martin. This resolution speaks to a new section to be added to the Constitution. This proposed Constitutional Amendment shall be sent to the membership no later than September 1, 2015. The maker explained the history of this resolution, the individuals who worked on this and the method for arriving at the actual amounts shown within. The resolution was opened to discussion. An opinion was requested from Legal Counsel. The meeting was taken off the record briefly.

### **1548 Meeting Taken Off the Record**

### **1635 Meeting Back On the Record**

An amendment was made to Resolution #11 during off the record discussion. The section amended was read to the Board for clarification and into the record. Resolution #11 was put forth for a roll call vote and was passed unanimously. (14-yes, 0-no)

### **1637 Filler Days**

The Board Member explained that Filler Days for LUS are similar to the LAA PVD Days. The Company has changed the policy as the Filler Day program can only be used to extend a vacation. There has been past practice of being utilized to drop a trip. The Company has said that PBS is the problem. Additionally, the LUS flight attendants were not notified of this change effective June, 2015. The next step may be the filing of a grievance.

### **1647 Purser Requalification**

There is a desire by several former purser flight attendants to be re-qualified to reenter the purser program. These individuals left the program due to bid denials. This discussion concerns the required training now in place for these individuals to reenter the program. Additional Board Members have been contacted regarding this issue as well. Former pursers were not required to attend a full training session, simply a requalification session. This issue was discussed at the Fall Board Meeting. The minimum numbers of flight attendants that must be trained yearly was discussed.

### **1658 Overwater Training/Reserve Pool – Withdrawn**

### **1659 Policy Manual Update - Postponed**

National Secretary Pharr stated that the proposed changes will be presented at the Fall Board Meeting.

### **1700 Suspension of Rules**

At this time, the rules will be suspended to readdress the AFA letter. The LUS presidents addressed the Board as they were not present during the majority of the extensive discussions held. They were in a meeting with the Company.

They shared their concern with certain language and do not want to create divisiveness and want to move forward together. They felt that a face to face meeting would better serve this situation. The feelings of the 8,500 LUS flight attendants should be of great concern when dealing with this situation. Proponents of the letter shared their opinions regarding the response to the AFA International President via this letter. Opponents feel an invitation should be issued to this individual to defend or explain her comments. The proponents provided a document in which this individual made the merger statements. Proponents felt very strongly about this letter being sent. It was very clear that the Board must respond to this troubling issue. The four LUS bases

were asked if they would sign this letter. A LUS Board Member expressed their concerns about the repercussions within the LUS membership. Other Board Members asked for a specific reason for their feeling this way as it is felt by a majority of the Board that this letter takes a very positive approach to the response. The majority of the Board felt that a decision on this letter was imperative even though discussions continued. National Vice President Gluth addressed the positive effect of this letter in uniting ALL flight attendants as the APFA moving forward together, LUS and LAA. He felt this is an important statement and a move forward together. The LUS Board Members will contact the National Secretary on Monday prior to the letter being sent whether or not to include their signatures.

**1741                    Resolution #12 – Motion to Adjourn**  
**Maker:                Valenta**  
**Second:                Adair**

A motion was made to adjourn and unanimously agreed to by the Board.