

**APFA
BOARD OF DIRECTORS CONVENTION
MARCH 2-5, 2020**

**Sheraton Universal Hotel
Universal City, CA**

1023 National President's Opening Remarks

National President Bassani stated that it has been a distinct pleasure of the National Officers to have served the membership during their administration. She encouraged all to vote in the current run-off election for National Officers. She spoke to the many challenges that have faced the APFA during their tenure.

1025 Roll Call

National Secretary Hillman was asked to take the roll call. All members of the APFA Board of Directors and National Officers were present.

1026 Agenda Review and Approval

Procedures for distribution of agenda were different. It was decided to use a power point to revise and approve agenda. Changes or additions to the agenda as presented were brought forth. The discussion also involved whether the additional items are information, discussion and/or action.

1033 Resolution #1a – Amend the Agenda

Maker: Bassani

Second: Geiss

Resolution #1a was put forth amending the agenda with suggested changes and additions. This resolution was unanimously passed.

1034 Resolution #1 – Approve the Agenda

Maker: Hillman

Second: Gunter

Resolution #1 approving the agenda as amended by Resolution #1a was put forth for a roll call vote and was passed unanimously.

1036 Ad Hoc Nominations

Nominations were made for AdHoc Positions #1 and #2. Two willingness-to-serve notices were received. At this time nominations were accepted for these positions, which are a three-year term. The Board of Directors put forth their nomination of four (4) additional individuals. The vote will take place later in the meeting.

Set up for the next Board discussion took place at this time causing a delay in the meeting.

1055 Attendance Award Discussion

National Vice President Geiss spoke to the Award and questions that had been raised by the membership. One assumption was that the Company's Attendance Policy would be totally eliminated. This is not the case. She explained what was presented at the arbitration. The point system also was discussed as pertained to the arbitration. The APFA received the unreasonable policy and also grieved that it violated many areas of the Contract. This award had been discussed during the previous week with the Board of Directors. She thanked the two APFA members who sat on the Board at the Arbitration. National Vice President Geiss also thanked and acknowledged those flight attendant witnesses who took the stand to highlight the unreasonableness of this policy. This was very personal testimony and brought forth emotions from all who attended.

The changes to the program were discussed and a copy of same distributed to the Board via a chart. The original Company program was put in place in October, 2018. The speaker went point by point explaining the positive changes to this policy and reasons for the requested changes. Several questions and requests for explanation were asked by the Board Members. A lengthy discussion involved the points and levels. This discussion also touched on the FMLA aspect to this point policy as well as maternity leave. This discussion did not apply to intermittent FMLA only block FMLA. If a leave of absence begins with Block FMLA and extends beyond the allotted FMLA days available, no points will be applied to the extension of the leave. A Flight Attendant must exhaust all FMLA days for this part of the award to apply. Several actual cases and scenarios were discussed amongst the Board.

It was decided to break for lunch as a conference call was scheduled for noon. This discussion will continue after the call. Additional comments were brought forth concerning the arbitration award.

1141 Break

1401 Meeting on the record

During the break, a brief lunch was taken and there was an allocations call with the Company.

1402 Continuation of Attendance Award discussion

Positive contact began this continued discussion and concerned reserves and the notification process for callout. It was determined by the Arbitrator that positive contact should be interpreted as actually speaking to the Flight Attendant. The lengthy discussion covered several scenarios of positive contact and legalities involved concerning RAP's and the report times.

Late reports and missed trips – a flight attendant is a “late report” at five (5) minutes and at eleven (11) minutes could be removed the trip. Under the original attendance policy, it was considered a “missed trip” even if the flight attendant ended up working the trip. The “late report” at five (5) minutes remains; however, at eleven (11) minutes the flight attendant will not

get a missed trip if they do fly the sequence. Additionally, if a flight attendant flies a different trip that day, they will not get a missed trip. Several issues were discussed as pertained to points being accessed. The majority of the discussion concerned reserves and RAP's. These issues were discussed extensively. It was stated that training has not yet taken place for crew schedule concerning the Attendance Award.

Length of absence – in the original attendance program, two (2) points were assessed as of the 6th day. In the award, it would be accessed on the 7th day.

Calling in well – this has not materially changed. The Company still has the option to allow the Flight Attendant to pick up time during the footprint of the trip. It is still at their discretion. This is a benefit for the Company and their reasoning is not understood. Should this occur, a NOD should be filed. Reserves have been denied calling in well. Research will be done regarding contract language.

Compounding of points was then discussed. The discussion began with how many points a flight attendant could be assessed for one occurrence. The award limits compounding to certain scenarios and also limits any one occurrence to three (3) points maximum.

Critical period added points was the next discussion. One additional point had previously been accessed for a critical period. The changes via the arbitration award were outlined. Flight attendants on extended medical leave were being charged one point for being absent during critical periods even though they may not have had any trip scheduled that month. Also, previously, flight attendants could not use a banked point for an absence during a critical period. The changes mean that if a Flight Attendant who is on an approved MLOA prior to bidding for the critical period, they will not be accessed an extra point. Additionally, the banked incentive point can be applied even during the critical period. These decisions should be retroactive.

The issue of Flight Service Managers having authority to mitigate sick points was the next discussion. The award was not as detailed in this area. It has been determined that they do have the discretion to mitigate where warranted.

1505 Break

1524 Meeting Back On the Record

1524 Continuation of Attendance Award Review

Additional issues, other than actual attendance, were included in this arbitration. One issue was reserves out of base. This refers to a reserve flight attendant not being at home or base city during their RAP. A stipulation was done on the record. The stipulation stated that there is not a requirement for the reserve to be in their home or base city, but able to make their assignment within the 2-3-hour time period. This is a performance issue, not points for attendance issues.

1528 Meeting Taken Off the Record

1609 Meeting Back On the Record

The 40-hour obligation was the next item discussed. No disciplinary steps have been taken to date for violating this. This will not be addressed by the Company until after the end of 2020 and no disciplinary action will be taken during that time. This will be reviewed at the end of 2020. Scenarios for unintentional violations were briefly discussed.

The last discussion item to be brought up was customer complaints. The speaker spoke to automatic addition of an event, a contract violation as no communication was being held with the flight attendant. These should not be shown as events in my view. The effect on the record of the flight attendant concerning these letters remaining in personal files and the possible future interpretation of these, despite no discipline action being taken regarding same.

In accordance with the Arbitration Award, the Company is to retroactively correct any disciplinary issues covered in the Arbitration Award from October 1, 2018 forward. A question was raised regarding the timeline established for the Company to complete this. A set timeline has not been established. The Arbitrator has retained jurisdiction enabling the APFA to question an unreasonable timeframe for the corrections to take place.

1641 Budget Presentation

National Treasurer Gunter spoke to the tremendous decline in cost due to the reduction of trip removals. The cuts are making a huge difference. He spoke to the payroll bills and net income for the month of January. He also spoke to information shared with the Board while formulating the annual budget. The budget was formulated utilizing a conservative income figure and overestimating expenses yielding a conservative budget. The Budget Committee felt that the National Treasurer should review all contracts signed with vendors, staff and consultants. They also feel the Budget Committee should have oversight on Negotiating Committee trip removals and allocate spending for training and elections.

The proposed Annual Budget was opened to questions from members of the Board. Several expenditures were suggested for oversight by the Budget Committee, perhaps on a monthly basis. The 401k's for APFA staff and National Officers were discussed.

National Treasurer Gunter reviewed the proposed budget via a slide presentation with the members of the Board. Expenditures for the Ballot Committee and elections were discussed amongst the Board and Budget Committee. The Chairperson of the Ballot Committee spoke to the Board and answered questions raised. The many elections recently conducted were discussed as well as forecasting future elections as pertains to the projected budget. Questions were asked/answered regarding Replicon. A speaker spoke to the shortening of window of 90 days to submit expenses. He felt anything less could cause a problem with submission of documentation due to billing cycles. He also spoke to the oversight of the Negotiations Committee.

1720 Meeting Taken Off the Record

1735 Meeting Back On the Record

1736 Honorary APFA Membership Award

This honor was bestowed upon Debbie Hoover by National Treasurer Gunter. Debbie has been a member of the staff for twenty (20) years. She has worked recently in the Accounting Department in payroll. She has held different positions throughout the years. She received a standing ovation from the National Officers and Board of Directors.

1740 Motion to Recess

The Annual Convention will reconvene on March 3rd at 9:00 AM.

**APFA
ANNUAL CONVENTION OF THE BOARD OF DIRECTORS
MARCH 3, 2020
DAY TWO**

1152 Call to Order

Prior to going on the record, the Board of Directors received the Active Litigation Update.

1152 Roll Call

National Secretary Hillman took the roll call. All members of the Board of Directors and National Officers were present.

1154 Archivist Presentation – Survivor Tree

The Archivist announced that APFA has been given a seedling (approximately 7 feet tall) from the Survivor Tree at the World Trade Center. The plan is to dedicate and plant the tree at APFA Headquarters on March 19th. The tree will be escorted to APFA by the Eulesse Fire Department and Eulesse Police Department. She did a slide presentation concerning this tree and its history. The APFA is the only flight attendant union or airline company/organization to have received this honor. The Archivist went on to state where other seedlings have been planted. They have been donated to sites of a national tragedy or natural disaster such as Boston, Orlando, Paris, Madrid, London, Greece, and Bakersfield among others. She also explained that a professional arborist has volunteered to care for this tree ensuring it flourishes and grows.

1206 Lunch Break

1331 Meeting Back On the Record

1331 Negotiations Update

During this briefing, only those covered under the Code of Confidentiality will be included in this update. All others must leave the room.

1332 Meeting Taken Off the Record

1423 Meeting Back On the Record

1424 Budget Approval

Questions and discussion were requested at this time. It was asked if certain changes suggested to the procedures within this Budget would require a Constitutional change. The AP removals

on OEs was also commented upon and change suggested as a cost reduction. The speaker spoke to all major cuts that have been made and the necessity of increasing dues due to increased costs. She also spoke to major contractual cuts made by the National President's Department.

1431 Resolution #2 – FY2021 Budget Approval
Maker: Gunter
Second: Geiss

Resolution #2 approving the Annual Budget for the year, 2020 – 2021, was put forth for a roll call vote. Resolution #2 was passed. (8 yes, 5 no)

1434 Motion to Suspend the Rules

The National Treasurer made a motion to suspend the rules enabling the election of the new Budget Committee to be conducted after the election of the new National Treasurer. A point was made by a Board Member that this issue must be an agenda item first. A consultation was held with the Parliamentarian. National Treasurer Gunter moved to add this item to the agenda, which was agreed to by the Board. This agenda item will be added to the National Treasurer's Update.

1440 Department Reports

Department Chairpersons are not present at the meeting, however, are available via teleconference during this portion of the meeting. Department Chairpersons have submitted written reports to the Board of Directors.

1440 Communications Department

There were no questions for the Chairperson.

1440 Strategic Communications

There were no questions for the Strategic Communications Specialist.

1440 Contract Department

The Chairperson of this department was present at the meeting. A Board Member requested information regarding the new hire class cancellations. No official information has been disseminated by the Company; however, the Chairperson wished to speak to this. The meeting was taken off the record briefly.

1442 Meeting Taken Off the Record

1451 Meeting Back On the Record

Questions continued for the Contract Chairperson. The PA days were discussed as pertained to Union trip removals. The Chairperson had a slide for presentation to explain a proposed policy. There are three codes used: AP day, PA day and AR day. If a removal for eleven (11) days or more, it should be a PPO. He is looking for direction regarding part-time and full-time trip removal with the 6 hour pay & credit. Several other categories and scenarios were highlighted and thoroughly discussed over a lengthy period of time.

1512 Health Department – Safety & Security Department

The Chairpersons will be brought into the meeting via teleconference as Board Members did have questions for these individuals. It was asked that all information be shown on one area of the website with frequent updates. The Chairpersons stated this is in fact being done. They gave an update from Dr. Belland's trip to Singapore. This discussion referred to cancelled flights and the length of time it is taking to do so. He feels the Company is taking their direction from the State Department. He feels that CDC.org is an excellent source of information. Any information received by APFA will be posted on the website immediately.

1519 EAP Department

There were no questions for the Chairperson

1519 IOD Department

There were no questions for the Chairperson

1519 Hotel Department

There were no questions for the Chairperson

1519 Retirement Department

A written report was submitted to the Board of Directors. Patrick Hancock will be presenting an addendum to this report from the Chairperson. He explained why the Company sold \$500,000,000 worth of unsecured notes. It was to fund the pension obligations. Several questions were raised. As part of the AA bankruptcy, the pensions were frozen; however, there was a huge unfunded liability of pensions. They agreed to pay it off over 30 years. The Congress passed legislation for pension relief for airlines. At this time, it is 82% funded. The Company is trying to improve that number.

1524 JCBA Specialist

There were no questions for the Specialist.

1524 NATIONAL VICE PRESIDENT'S UPDATE

1524 SBA Update

1525 Meeting Taken Off the Record

1605 Meeting Back On the Record

National Vice President Geiss spoke to the Attendance Award and the Company's responsibility to communicate the changes to the membership.

In respect to the ADR Training, the hotels have been obtained at less than half the cost. The Arbitration Panel has been completed; however, no presidentials have been scheduled for the year awaiting the new APFA National Vice President taking office in April. This will be handled during transition.

1609 Presidential Grievances

National Vice President Geiss wished once again to thank all for their hard work during the Attendance Policy grievance. She described in detail efforts involved in attaining this win.

The next Presidential is the A3 Deadhead and the award should be issued soon. Phased Approach briefs were submitted November 12, 2019. National Vice President Geiss feels that something should be received soon on this as well. ETB, TTS & UBL briefs were submitted on January 6, 2020. No award has been received on this grievance. Crew Accommodations will have another pre-arbitration conference due to new management in this department at the Company. Budget cuts have influenced the gathering of information within APFA for this arbitration. National Vice President Geiss asked that the Hotel Chairperson be removed from one additional trip to work on this. Early Boarding is still in the works.

1613 QSB Update

The QSB's scheduled for March 19-20 have been cancelled. One was postponed due to witness unavailability. There other cases were settled. Mediations are scheduled the same week with six (6) terminations going forward. The Calling in Well FMLA issues were again discussed as the SBA has been settling the individual cases.

1616 Terminations

1616 Meeting Taken Off the Record

1623 Meeting Back On the Record

The lost or stolen tablet issue was raised. The Board Member spoke to an agreement with the Company regarding policy and reimbursement. The subject documentation was dated 8-25-16 and will be provided to the National Vice President and Board.

1628 NATIONAL SECRETARY'S REPORT

1628 Electronic Voting – Withdrawn

1628 Candidate Booklet – Withdrawn

1628 BCR's in Ops/6 Month Probation – Withdrawn

1629 NBC (National Ballot Committee) Appointments

This committee is to consist of 5 members. Three resumes were received. The requirements are in the Policy Manual. The National Secretary asked for nominations at this time. The current terms expire on April 1st and the current committee does not wish to serve past that date. They have offered to help train the new committee. A motion was made to move this agenda item to New Business which was agreed to by the Board. It was mentioned by a participant at the meeting that the Department of Labor would provide free training if necessary.

1639 Policy Manual Update

The update in question was from Resolution #9 passed in 2016, which was not included in policy manual due to language being left out of original resolution. This resolution speaks to Presidential Debates stating that it cannot be edited and authorized for APFA use only. There is no resolution necessary to do this as this is current policy.

1641 Resolution #3 – Policy Manual Updates **Maker: Hillman** **Second: Bassani**

This resolution changes the position of this information concerning relocation in the Policy Manual and to also include the National Officers. Resolution #3 was read into the record by the maker, Hillman. This resolution was put forth for a roll call vote and was passed unanimously.

1644 NATIONAL TREASURER'S UPDATE

National Treasurer Gunter read the latest Financial Report into the record which includes reserves & savings; assets; liabilities and fund balances; dues and fees and net income.

1646 Election of New Budget Committee

The National Treasurer requests that there be a suspension of the rules allowing the new National Treasurer to appoint/elect the new Budget Committee. The Policy Manual states that this shall be done at the Annual Convention. This is not in the Constitution; therefore, it will take a 2/3 majority of the Board to suspend this rule allowing the new National Treasurer to appoint individuals with whom he wishes to work. Discussion occurred regarding the utilization of an actual resolution versus a hand vote. This change in procedure will be a one-time exception.

1648 Resolution #4 – National Budget Committee
Maker: Gunter
Second: Geiss

National Treasurer Gunter read Resolution #4 was read into the record. This resolution speaks to the suspension of rules allowing for election of the Budget Committee after the election of the new National Treasurer. This did create additional discussion amongst the Board simply for clarification. This resolution was put forth for a roll call vote and was passed. (10 yes, 2 no, 1 abstain).

National Treasurer Gunter stated that training had been scheduled for the Accounting Department on LM2's and SAGE Program as there is a new accountant. A question was raised regarding the progress with Replicon. It could take up to 6 months and the IT Department is working on it.

1659 Meeting Taken Off the Record

1731 Meeting Back On the Record

1731 Motion to Recess

A motion was made to recess the meeting until 0930 on Thursday, March 4, 2020. This was agreed to unanimously by the Board of Directors.

**APFA
ANNUAL CONVENTION OF BOARD OF DIRECTORS
MARCH 4, 2020
DAY THREE**

0945 Call to Order

0945 Roll Call

National Secretary Hillman took the roll call at this time. All members of the Board of Directors and National Officers were present.

0946 OLD BUSINESS – NONE

0946 NEW BUSINESS

0948 Headquarters Policy – Withdrawn

0948 Corona Virus Discussion

National President Bassani spoke to the effects on the industry and how to preserve jobs. At this time, VLOA's are being offered and extended leaves may be. National President Bassani was asking for ideas to take to discussions with the Company to try and avoid possible furloughs. The subject of early-out programs was discussed. The Company is concerned about large layouts of money. The bridge to retirement plan offered in the early 90's was then discussed in detail. The Hard 40 elimination was discussed as an option. Making insurance part of a package and lower cash payouts was suggested. Concerning the VLOA, it was suggested to lower length of time of the leave. It was requested that the Archivist pull records concerning the Legacy USAir voluntary separation programs. One idea was a tiered concept with different benefits. A small committee will be formed to formulate and work through various ideas.

The APA has suggested forming a joint health force bringing together both Unions medical advisors. They are proposing some ideas to the Company.

1007 Meeting Taken Off the Record

1018 Meeting Back On the Record

1018 Resolution #5 – Budget Oversight Committee

Maker: Milenkovic

Second: Norvell

Resolution #5 was read into the record by the maker, Milenkovic. It was discovered the entire resolution had not been printed and distributed. This would be corrected during a break in the meeting.

1018 Meeting Taken Off the Record

1108 Meeting Back On the Record

This extends the Budget Oversight Committee and its specific duties until the Fall Board of Directors Meeting, 2020. This resolution mirrors Resolution #15 passed on November 29, 2019 but extends the Budget Oversight Committee until the Fall BOD Meeting. The National Vice President spoke to how the original resolution came about. She also spoke to her budget being over \$246,163.63. Prior to taking, and the Board cutting her budget \$272,730.00 at last year's convention which caused an overage as arbitrations were already scheduled including contracts signed with hotel locations. Other reasons for the SBA being overbudget were outlined and the problems created by base trainings such as ADR and ULink being assigned to the SBA budget. The AP trip removals for these trainings total \$32,831.00.

The maker was asked to modify the verbiage in a particular portion of this resolution. The maker did not agree to this request. National President Bassani yielded her time to Bruce Lerner, Legal Counsel who would speak to the current state of affairs and past history. An additional amendment to the resolution was suggested and considered by the maker. An additional Board Member read the financials into the record as of December and felt all overages were at Headquarters. Legal Counsel addressed the revenue problem, as opposed to over-spending. The maker was once again asked to amend the verbiage previously requested to be removed as it was not true or factual. The requesting Officer reiterated that it is revenue problem that all have worked to cut budgets. Several Board Members spoke to the resolution and the current political environment at APFA. Questions were raised regarding the December Financials by Board Members. A break was requested enabling the Board to caucus.

1140 Meeting Taken Off the Record.

1203 Meeting Back On the Record

The maker agreed to the amendments requested but did ask that the National Vice President redact certain statements made during the lengthy debate. The National Vice President declined and stated why certain issues were highlighted. She also stated, for the record, that all have worked very hard to comply with the Budget Oversight Committee and thanked everyone.

The question was called and approved by the Board of Directors by a roll call vote.

The next motion was to approve the amendments to the Resolution. A roll call vote was taken and was passed unanimously.

1211 Resolution #5 – Budget Oversight Committee (w/amendments)

Maker: Milenkovic

Second: Norvell

Amended Resolution #5 was put forth for a roll call vote and was passed unanimously.

1213 2020/2021 Budget

1214 Resolution #6 – 2020/2021 Budget Review

Maker: Milenkovic

Second: Norvell

Resolution #6 was read into the record by the maker, Milenkovic. This resolution speaks to the 2020/2021 budget and a required review within 60 days to be conducted by the National Treasurer and the APFA Budget Committee. The resolution was opened to discussion. Several questions were raised regarding availability of current financial information within the 60 days. After discussion amongst the Board, the question was called and agreed to by the Board. Resolution #6 was passed. (13 yes, 0 no)

1222 Hotel/Limo Update

This discussion was lead by the Contract Chairperson who had been approached by the Company to implement a program enabling crews, upon landing, to track where their shuttle is. They are asking for approval from APFA. A slide presentation was given showing the procedure on their phones. This program is called TrackMyShuttle. This would be used for contracted transportation at this point, expanding to hotel shuttle services in time. They would like to conduct a test program in three (3) locations. A question was asked if the Company had the ability to track the flight attendant through this program. The speaker stated no. If a flight attendant did not feel safe downloading this app, they could go directly to the website to use. The tracking device is located in the shuttle itself. Several questions and concerns were raised. Concerns were raised that the Company could track flight attendants via this app. The Company stated they could not access the app. The program cannot track the flight attendant unless the “allow” is given, the same as any other app. The ability in the Contract to utilize a taxi after a 10-minute wait is not affected. Pros and cons of this proposal were discussed by the Board. All information forwarded by the Company concerning this app will be disseminated to the Board. The Company has been asked for data on the number of calls received concerning late transportation. The hotels, especially Marriott, may not allow this tracking device in their vehicles. The APA’s opinion and issues with this proposal was requested.

1241 Break for Lunch

1343 Meeting Back On the Record

1344 Martha Griffiths Award – Randy Trautman, Patrick Hancock, John Nikides and Steve Watson

A teleconference was held with Dusty Roads. She spoke to the Board of Directors regarding historical events and the evolution of women's rights, as well as changes to the "Stewardess" profession and perception. She spoke of her friendship with Martha Griffiths and the legislation worked on concerning advances to women and stewardess rights. Dusty Roads spoke with the Board for quite some time and shared several historical memories. She did say that it was so wonderful that four gentlemen were receiving an award named after a woman, which was thoroughly enjoyed by the Board and emphasized the changes that had taken place within the industry.

A brief humorous film highlighting the four individuals receiving the award was shown along with a slide presentation showing their Union activities and accomplishments throughout their many years of service.

The recipients were called forward one by one to receive their award and to share a few remarks with the Board. Steve Watson thanked all especially the Board for the honor and vote of confidence in bestowing this award to him. John Nikides spoke to his amazing career as a flight attendant and Union representative. He thanked all who inspired him and spoke specifically about Toni Ketchell. He spoke of their relationship that began with a phone call to APFA. That call began his Union work. Randy Trautman was then presented with his award. He also spoke to his many years of service to the APFA and being at Headquarters seeing the individuals who had received this prestigious award. He began as a b-scaler and this peaked his interest in fighting this inequity. He outlined all events that have occurred, both good and bad, while he has been serving the membership and APFA. Patrick Hancock began speaking about being raised in a family where service to the community was important. He learned to fight for justice and fairness. He outlined his history of employment, which included time working in a Congressional office in Washington, D.C., and how it led to his flying career. He closed his speech with the fact that the Congresswoman for whom he worked in Washington out of high school was Martha W. Griffiths.

1428 Break

1454 Meeting Back On the Record

1454 George Price Remarks

George wished to extend his gratitude to all for the courtesy, confidence and respect shown to him over the past years. Many challenges have been faced and he appreciates the hard work of all. His wish for the future is to have all come together and be unified. George Price received a standing ovation for his remarks. Members of the Board reflected on first meeting George during the merger and stating what a gentleman and welcoming force he was. Once again, George Price was thanked for his Union work over many years.

1459 National Ballot Committee Election

Several individuals were nominated by the Board. A question was raised regarding wording in the Policy Manual concerning qualifications and the current holding of a Union position. This caused open discussion amongst the Board. The meeting will be taken off the record briefly to sort out the issue and if needed, contact the individuals affected by this rule.

1504 Meeting Taken Off the Record

1547 Meeting Back On the Record

After the Board caucus, nominations were taken for the National Ballot Committee. Several names were brought forward.

1547 Resolution #7 – National Ballot Committee Appointments

Maker: Hillman

Second: Pennel

Resolution #7 was read into the record by the maker National Secretary Hillman. This resolution nominates and appoints the following individuals to the National Ballot Committee beginning April 1, 2020:

Todd McDuncan
Melinda Hill
Michael Roberts
Peter Kent
Denise Dow

Resolution #7 was put forth for a roll call vote and was passed. (12 Yes, 1 No)

1551 Ad Hoc Election

A member of the Board wished to once again thank George Price for his service to the membership and APFA and wished him to know they were disappointed he has chosen not to serve on the Executive Committee for another term.

A representative from the National Ballot Committee explained the procedures and rules of this election.

The election process began for Ad Hoc Place #1. The nominated individuals will be called out by the NBC representative. Thirteen ballots were cast. Steve Watson was duly elected to Ad Hoc Place #1 in the first round of voting. (12-1)

The election process began for Ad Hoc Place #2. The first round of voting was tallied and no candidate received a 2/3 majority of the vote. The second round of voting was commenced with

the three candidates receiving votes. Once again, no candidate received 2/3 majority of the votes; therefore, Round #3 of balloting was begun. According to the NBC procedures, a caucus will be held amongst the Board prior to beginning another round of voting.

1610 Board Caucus

1618 Meeting Back On the Record

The Board of Directors made the decision to vote on the top two candidates only. Round #4 of the balloting process commenced. Round #5 began as no candidate received the required 2/3 majority vote. With no candidate receiving 2/3 majority vote, Round #6 began. Once again, a caucus was mandated.

1628 Board Caucus

1652 Meeting Back On the Record

Balloting #7 began for Ad Hoc Place #2 on the Executive Committee. Marcus Gluth was duly elected to the Ad Hoc Place #2.

The individuals acting as members of the National Ballot Committee were thanked by the Board for their work during this election process. Cindy Horan was thanked for her service to the APFA as National Ballot Committee Chairperson.

1702 Transition time for the new Balloting Committee

It was suggested, due to upcoming election results and other base elections, that some members of the existing NBC remain active to assist initially as timelines are involved.

1713 Update – PA days

The Contract Chair wished to speak to PA days again. The questions posed to the Board are whether or not to have a limit on PA days and should it be in policy. It is currently capped at 10. The other question was sequence value or reserve day value for reserve using AP day after PBS. Further explanation of the questions were given by the speaker following questions from the Board. The Company asked for a decision to complete payroll programming. These situations do not occur often. An opinion was shared that the line holder is being treated differently than the reserve. Several opinions, both pro and con on the issue of reserve day value while on AP removal were expressed. There was a concern as to costing the union more money in some cases, possibly for those on reserve.

This created lengthy discussion between Board Members. The speaker will alert the Board when given a deadline by the Company.

1737 Ad Hoc Base Assignments

Ad Hoc Gluth	MIA, ORD
Ad Hoc Watson	DFW, PHX, SFO
Ad Hoc Seeley	DCA, CLT, BOS
Ad Hoc Connors	PHL, STL, LAX
Ad Hoc Hancock	LGA, RDU

1738 Resolution #8 – Adjourn

Maker: Bassani

Second: Geiss

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