

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



**November 17, 2023**

*via Videoconference*

<b>Resolution Information</b>	<b>Resolution #:</b> 2
	<b>Resolution Name:</b> Request for Release into Thirty-Day Cooling-Off Period
	<b>Status:</b> Pass
	<b>Maker:</b> Hedrick
	<b>Second:</b> De Roxtra
	<b>Date:</b> November 17, 2023
	<b>Time:</b> 2:39 p.m. CT
	<b>Affects PM:</b> <input type="checkbox"/>
<b>Comments:</b>	

	BOS Powers	CLT Hazlewood	DCA Pennel	DFW De Roxtra	LAX Nikides	LGA Santana	MIA Trautman	ORD Howard	PHL Montanari	PHX Agee	Hedrick
<b>YES</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>NO</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>ABS</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>N/A</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Yes: 10 No: 0 Abstain: 0 Absent: 0 Show of Hands:**

**WHEREAS**, APFA members have been working under a collective bargaining agreement which became amendable in December 2019; and

**WHEREAS**, APFA members have weathered a pandemic, passenger assaults and aggression, inflation, severe cuts to staffing; and

**WHEREAS**, APFA members haven't received a raise or any quality-of-life improvements to the contract since 2019 even as we played an essential role in keeping American Airlines in the skies both during and after the pandemic; and

**WHEREAS**, American Airlines, the world's largest airline, has returned to profitability; and

**WHEREAS**, APFA has proposed every section of the contract to American Airlines management; and

**WHEREAS**, APFA has proposed, comprehensive proposals to resolve these contract negotiations which recognizes the Flight Attendant's contributions to the carrier's success; and

**WHEREAS**, American Airlines has responded with unrealistic proposals which do not meet the economic needs of the Flight Attendants and adequately address our quality of work life concerns; and

**WHEREAS**, on August 30, 2023, a historic 93% of our 26,000 members participated in the Strike Authorization Vote. 99.47% of those members voted in the affirmative, overwhelmingly authorizing the APFA to call for a strike should it become necessary during bargaining; and

**WHEREAS**, APFA has been clear that the Company's economic framework does not and will not work and that no amount of future bargaining will change that, absent a release into a thirty-day cooling-off period; and

# **APFA**

## BOARD OF DIRECTORS MEETING

**WHEREAS**, after exhausting efforts to reach an agreement, airline workers have the statutory and constitutional right to withhold our labor in our efforts to improve our work lives; and

**WHEREAS**, the APFA Negotiating Committee has determined the best course of action is to request a release into a thirty-day cooling-off period from the National Mediation Board.

**BE IT THEREFOR RESOLVED**, the APFA Board of Directors is unanimous in its support of a request to be released into a thirty-day cooling-off period from the National Mediation Board in order to achieve an industry-leading contract.