

**APFA
2017 ANNUAL CONVENTION
BOARD OF DIRECTORS
MARCH 6-9, 2017**

**Embassy Suites Downtown
St. Louis, Missouri**

0934 Call to Order

National President Ross called the Annual Convention to order. National Secretary Dunaway was asked to take the roll call.

0935 Roll Call

National Secretary Dunaway took the roll call of APFA Board of Director members present. All members or their representative were present at this time apart from DCA-AA.

0936 Miscellaneous remarks

National President Ross wished to acknowledge and thank Matt Foust and Forrest Blake for all their efforts in setting up the Annual Convention in St. Louis. Several members of the APFA Legal Team were introduced and welcomed.

0938 Agenda Review and Approval

The Board was asked to submit additions and/or removals to the agenda as presented. A motion was made to amend the agenda via Resolution #1A. Some procedural issues were discussed as pertained to resolutions not being submitted at the time of the agenda amendment. Several requests for items to be included were brought forth.

0955 Resolution #1a – Amend the Agenda

Maker: Eherts
Second: Britton

Resolution #1A amending the agenda was voted upon and approved. (13 yes, 0 no, 1 absent)

0957 Resolution #1 – Approve the Agenda

Maker: Kaswinkel
Second: Bedwell

Resolution #1 approving the amended agenda was brought forth for a roll call vote and was approved. (13 yes, 0 no, 1 absent)

0958 AdHoc Nominations

The National Ballot Committee Chairperson submitted to the Board of Directors the two willingness-to-serve forms that were received. Additionally, nominations were presented for the available

positions for AdHoc Place 1 and AdHoc Place 2. The nominees that were submitted and presented will be voted on at the end of the Convention.

1007 NATIONAL PRESIDENT'S UPDATE

National President Ross mentioned his introduction of the incoming/outgoing Presidents and Vice Presidents that was given prior to the meeting going on record. He stated that a briefing regarding FOI would be occurring later in the meeting under the JSIC's update. The uniform issue will be covered in the Secretary's Report to the Board. A Department of Labor update will be discussed under Litigation Updates with Legal Counsel. National President Ross spoke to the numbers of issues being dealt with now.

1009 JSIC

The JSIC (Joint Scheduling Implementation Committee) began with a power point presentation after introductions and a brief history of the committee and their work. This Committee is defined in the contract in Section 10. By definition in the contract, their duty is to implement the scheduling sections of this contract; however the work has encompassed the entire contract. Many issues other than scheduling have been worked on. The Committee certainly wishes they were farther along in the process, which has had many IT problems on the Company side. Several handouts were given regarding LE examples, diversion examples and an updated implementation schedule. The topics to be discussed during this presentation are: FABRC (Flight Attendant Bidding Resource Center) for LUS Flight Attendants; PBS and AOS solutions; FOI timeline/April 19th Systems Review; and pay protections.

The first issue, FABRC (Flight Attendant Bidding Resource Center) is used by LUS Flight Attendants. This was developed to answer questions regarding PBS. However, other topics are now covered. The JSIC Committee was able to visit with the FABRC members during their busiest week last month. It was very enlightening to observe. There are 21 people involved in this center and all are experts. As of March 1st, this group will be working out of DFW instead of PHX. They are special assignment Flight Attendants. The JSIC has requested a meeting with the new FABRC managers regarding this relocation and the affect it will have on those working on special assignment. It is feared that many knowledgeable individuals will no longer wish to participate. The JSIC is suggesting that these experienced and knowledgeable individuals be allowed to primarily work remotely. The JSIC is asking support of the Board to apply pressure to the Company to allow those involved to work remotely. This subject was opened to questions from the Board at this time. Explanations of the FABRC and its functions were expanded upon via the questions raised. A Board Member wished to thank the JSIC for taking the time to visit and learn what this center does. Additionally, he wished to thank the JSIC and all those involved in the FABRC for their hard work and dedication to the Flight Attendants enabling this system to work. A suggestion was made to the Board that a strongly worded letter be written to the Company ensuring FABRC be kept in place. This was reiterated by another Board Member who stated that this is not an easy system to learn and the experienced reps are so very important. JSIC reiterated the fact that the FABRC deals with far more than just PBS.

The JSIC spoke to a meeting that was held to discuss changes to PBS and the need for governance through an APFA PBS Governance Chair. This person would oversee the process and would be the go-to person. This person would need to be an expert. The current procedures concerning a mistake made with an award were discussed. The FABRC was not very familiar to some of the LAA Board Members. A LUS Board Member stated that most calls to FABRC are for assistance and not

necessarily bid award mistakes; however, APFA should have the ability to monitor and keep track of these problematic awards. JSIC will provide the data on the calls to FABRC to the Board.

The JSIC spoke to the April 19th Systems Review Meeting, which appears to be a go. It had been rescheduled numerous times. This will be a one day meeting covering several issues including the FOI timeline to be given by the Company. Additionally, to be discussed in detail will be Crew Portal, TTS/UBL (Trip Trade System/Unsuccessful Bidders List), ETB (Electronic Trade Board), ROTA (Reserve Open Time Assignments), and processing monthly/daily schedules for Flight Attendant Systems. There will be a particular discussion on ROTA timelines. JSIC feels this meeting will be very informative. The APFA Board will be attending this meeting with partial expenses covered by the Company. Additional meetings are being scheduled between the Board and Company for that week.

JSIC spoke to the fact that the Company is once again separating FOI from PBS but PBS will be implemented at some bases. A Board Member questioned if previous statements about PBS being mandatory prior to FOI. A member of the JSIC explained that at the present time, the Company is working on FOI with the JCBA and PBS implemented; however, not for all bases. Basically, what they are doing is that the JCBA and PBS will be finished and will be implemented for LUS, or as they are calling them, PBS bases, at FOI. Not all bases will go to PBS at that time so that FOI can be achieved sooner than having all bases on PBS. The LAA bases will not be on PBS at that time. The Board Member asking for clarification then stated that this could cause a problem as some Flight Attendants wish to transfer to these bases and there must be a solution. JSIC explained that the Company shared their plans for FOI but JSIC questioned how this could be achieved. One of the problems involves vacations, availability, and vacation relief. Another problem is the premiums for paid time off which are scheduled to be implemented with PBS. A member of the Board asked for clarification on JSIC's reference to "piece-mealing." He expressed his understanding that PBS would be implemented at all the LAA bases at the same time. JSIC understands that the Board will want answers to these questions at the April 19th meeting. The Company is aware that the Board and National Officers have stated they do not want staggered PBS implementation but JSIC says there is nothing to prevent them from doing that. National President Ross spoke to this statement made to the Company as far as total implementation of PBS versus partial as well as only implementing PBS when it is ready to handle the entire workgroup. He also asked for the support of the Board to appoint a PBS Chairperson. A Board Member asked if there was a specific issue that can be shared with the membership as to why PBS cannot be implemented. If it cannot be done, then the membership should be told. The JSIC stated that all items apart from PBS will be implemented by FOI. The meeting on April 19 will be an opportunity for the Board to be briefed on the Company's timeline for FOI.

The importance of the meeting on the 19th was reiterated and a Board Member suggested the Board meet prior, so that all were on the same page and have a game plan for the meeting. National President Ross asked the Board to determine their ultimate position on a partial implementation of PBS. He expressed his concern over having an inferior product being used on the LUS side and the suffering the LUS Flight Attendants have endured under the current PBS system. Another Board Member spoke in support of the unity of the entire Board in the meeting with the Company. A Board Member stated that the Company has repeatedly tried to put the responsibility of explanations on APFA rather than taking responsibility for where we are with FOI. A Board Member questioned National President Ross's statements and asked if he is suggesting opening the scheduling section of the Contract. National President Ross provided clarification on how it is important the Board decide how to proceed going forward. Another member of the Board felt it was very important that the Company see the entire Board, shoulder to shoulder and like-minded as an entity.

The JSIC stated once again all items will be implemented by FOI except for bidding systems. A Board Member expressed his concerns over transfers before PBS because of issues with training on PBS systems or LAA bidding systems as well as vacation issues. JSIC said they would figure out vacation issues and they had some ideas on the radar. JSIC explained that changes would require a Letter of Agreement.

Five major problems with PBS have been identified that come with the JCBA language, which is a conflict with the logic that already exists with the current PBS system. One issue is equipment qualification. Currently all LUS Flight Attendants are qualified on all equipment so the logic within the PBS was not needed. AOS will be provided a list of LAA Flight Attendants with which aircraft they are, or will be, qualified on.

The second issue was the floating speaker by cabin. On LUS, the speaker position is a separate sequence. On LAA, the speaker position is bid according to seniority. The two positions will be separated into two sequences, one for each speaker, but will be combined after PBS solution comes back. The Flight Attendants will never see the separation when bidding. Multiple languages per speaker only exist at LAA whereas LUS has only one language per speaker. The solution is that the Flight Attendant will designate two languages of their choice in the PBS run and they may only bid those two languages. These choices can be changed monthly. System-wide, it will affect approximately 48 Flight Attendants. A Board Member raised the problem of a junior Flight Attendant locking themselves out of one of their qualified languages and causing a more senior Flight Attendant with a singular language to be assigned a less desirable trip. The two-language choice was criticized by a Board Member as limiting his bidding. The subject of a speaker run only as described in the Contract was discussed and explained by the JSIC but JSIC said it would violate seniority. It was suggested that AOS be given a list showing speaker qualifications as will be done with aircraft qualifications. The JSIC explained in detail the reasons given to them for the two language designation on PBS runs. JSIC said it would add too much time to the timelines in bid processing. Several members of the Board voiced their dissatisfaction with this limitation on those multi-language qualified Flight Attendants.

The next problem discussed was the large base run times. Bases larger than 3,000 Flight Attendants require a full rewrite of the PBS processor. AOS has stated they will start implementing the JCBA language as detailed in the BRDs. AOS will start rewriting the processor for bases over 3,000, which will then be implemented after FOI. A member of the Board asked JSIC if the implementation of PBS will be staggered on the LAA side. JSIC responded by stating the Company's desire to stagger PBS implementation but JSIC says there are details to be worked out as far as vacations. National President Ross stated his adamant opposition to this.

The last issue is the Senior Bump, a contractual item in Section 12, in the rotating reserve system. The Company said this is something that will be accomplished prior to the PBS run. A list will be published and a ballot provided to bid onto or off reserve. The list will be divided into three groups: the protected line holder who is not obligated to serve that month on reserve, a projected line holder, and a designated reserve. The ballot will be processed and published prior to PBS so the Flight Attendant will know prior to bidding whether to bid a line or reserve. AOS will not determine if you are on reserve or a line holder. The backup list currently utilized now at LAA will no longer exist.

Pay Protection was discussed at this time. JSIC worked on a BRD for 6 months with the Company, labor and crew schedule. It was completed in March of 2016. It was to be implemented September 2016, which did not happen. The JSIC finally received what the Company has been working on since

September 2016. They have changed the way they calculate the methodology. The Company did not include JSIC to participate in the work on this issue. LUS experienced a change in pay protection in September 2016. JSIC will continue to work on this and will utilize APFA historical documents and past practice. The JSIC demanded a solution with “footprint of trip” and “one and done” before this meeting and they have not heard from the Company but JSIC has great confidence this will be fixed. Several Board Members shared their ideas and opinions.

1203 Miscellaneous information

National President Ross addressed the issue of problems with A12 travel for the Board. He contacted the Company and received a message from the Company that they were in the process of correcting the situation.

Additionally, the telephones were down at APFA Headquarters and a Hotline would be issued immediately.

1204 Break

1240 Meeting Back On the Record

1240 Active Litigation Update

APFA Legal Counsel, Mady Gilson, addressed the Board. There is only one lawsuit pending which is the DOL suit concerning electronic balloting. The recent developments are in the report submitted to the Board. The Judge denied the motion to dismiss that was filed by APFA. There will now be the discovery process. The time schedule will be determined by the Judge. A teleconference was held with the Board last week concerning this issue.

National President Ross advised that the telephones were back up at Headquarters.

A Board Member asked a question regarding information on the DOL lawsuit that was discussed on the teleconference about the insurance policy. More information will be shared with the Board concerning this issue

1244 DEPARTMENT REPORTS

1245 Communications Department

A written report was submitted to the Board by the Communications Department. A question was raised regarding the Live Chat agenda item listed under New Business. It was decided to discuss that agenda item at this time. The Board Member that brought forward the agenda item asked the Chair for statistics. Monthly reports are issued and the Chair has the data going back to when Live Chat started. The hours that the Live Chat program is available were reviewed. This program is available Monday through Friday 1700-2300 CT. The weekend coverage is 0900-1700 CT. The trip removals are two full-time LAA and one partial LUS each month which is based on traffic and data. The full-time trip removed Flight Attendants are expected to work 18 days but the reps work the schedules out among themselves. Weekly coverage of the Live Chat involves 46 hours versus a 40-hour work week at the desk. The Live Chat is an extension of the Contract/Scheduling Desk that is available during business hours. The Board Member stated this was what the Base Representatives should be doing and the

Chair explained the service is designed to supplement the Base Representatives. The question was raised regarding the tracking of calls being received from LAA and LUS. The Chair has that information available. The difference between this program and the expense of the Facebook Q&A page was discussed. The Chair explained the differences and offered to share the data from the Q&A page. The cost of the Live Chat was of concern to the Board Member speaking. She felt that vast numbers of Flight Attendants utilize Facebook. The Chairperson explained that because Live Chat is accessed through the website and is an official forum, it allows a broader reach to the membership outside of those on social media. The Chair described receiving emails early in his term, prior to the startup of Live Chat, from members who expressed their frustration with being forced to join Facebook to ask questions or obtain answers. Additionally, the question was asked if the questions asked on Live Chat that seem to be a pattern are addressed via Hotline. The Chairperson stated that they indeed do that and could also consider posting on the Facebook page as well. The Board Member asked the Chair if he has the number of members that are signed up for hotlines and he stated he would share that information. The statement was again made that the usage is not as strong on the LUS side, similar to what is seen on the Contract/Scheduling desk. Most questions are directed to the LUS base offices. Situations requiring immediate assistance are frequent on Live Chat. The Chair shared the benefit of having transcripts from each chat session as well as the benefit of implementing Live Chat on a moment's notice when APFA is experiencing phone issues or during IROPS. Two additional questions/comments were received by the Chairperson from the Board. A point was made that social media should also be included with the Live Chat Program, giving people options. A suggestion was made to emphasize this option being available to the membership. This issue will be discussed further during the agenda item under New Business. A question was raised regarding updating of the APFA Website with suggestions for improvement. Once again, the issue of Facebook presence was raised and encouraged.

National President Ross asked if the Board objected to changing the scheduled 2:00 pm presentation to 2:30 pm. The Board had no objection.

The Board Members requesting to speak on this topic could now be accommodated. The Hotlines for LUS after April 1st were discussed as the current representative from LUS, Brian Clark, will be stepping down. Gratitude for his hard work was extended to him by the Board.

National President Ross asked and urged all to bring agenda items forward prior to the meeting so that supporting data and documentation can be provided. National President Ross continued by saying that the Board must decide about the enhancement of Facebook and all social media. National President Ross also felt getting back to the basics in terms of Base Briefs and base bulletin boards would be a good idea. Additionally, he felt Skyword should be issued once again.

A member of the Board yielded to a member in the gallery who shared statistics regarding Live Chat that she had received from the Communications Department Chair as well as her own evaluation of the associated costs.

The total number of calls was 1,026 for LAA and 26 for LUS – showing 5.8% utilization of the Live Chat on LAA side and .28% on LUS side. Not included in this data are the messages that received off-line. The Chairperson noted there were quite a few off-line messages received.

1327 Lunch Break

1431 Meeting Back On the Record

1431 Wells Fargo Financial Advisor Report

Ms. Lorrie Gebbie, First Vice President of Investments, Wells Fargo, began her presentation. She is the financial advisor for APFA. She spoke to the non-restricted account first and its performance. On the restricted account, which is the negotiations account, the investment percentage increases were good. She felt that it was good to keep the 401k investment in the markets. She then spoke to equity accounts – one account did not do well; however, a change has been made and now this account is improving. The Fed will most likely raise rates twice this year and because most of the APFA portfolio is in fixed income and very conservative that should help the larger portion of the investments. The Investment Policy Statement was put together several years ago giving Wells Fargo a guideline on how APFA is invested and determines what they can and cannot invest in as well as percentages of equity and fixed income. The choice was made that no more than 25% could be invested in equities. The 25% maximum has never been reached usually staying at about 15%; however, the market was doing so well that the investment in equities did reach almost 24%. At that point, they would have had to start selling as the maximum was 25%. Ms. Gebbie has asked that this maximum be increased to 30%, which they would never go to but when the market does well you do not want to have to sell. Currently the number is 22%. Each December, they take about \$100,000 out of the income generated by the large portion of the fixed income and put it into equities. The equity portion of the investments is not a principal risk.

This discussion was opened for questions. The question was raised if no principal risk, why was it capped at 25% and what are the risks of increasing to 30%. The Wells Fargo representative stated no there is no risk as they only utilize income from the conservative investments.

1441 Resolution #2 – APFA Investment Policy
Maker: Vargas
Second: Trautman

Resolution #2 was read into the record by the maker, National Treasurer Vargas. This resolution speaks to increasing the cap of 25% to 30% for investment of equities. This resolution was brought for a roll call vote and was passed unanimously. (14 yes, 0 no)

1443 DEPARTMENT REPORTS – Continued

1443 Contract Department

The Chairperson submitted a written report to the Board of Directors. A question was raised regarding utilizing Flight Attendants for cross boarding. There was a publication on the Company's Facebook page stating that this could be done. The Chairperson contacted the Company stating this was not the case. The Chairperson is working on this and does not agree with the Company's position which is that a Flight Attendant may board on cross-metal aircraft so long as s/he has been cross-trained. It was stated that APFA received no official notification from the Company regarding this change and was only made aware by the posting on Facebook. The Chairperson will attempt to contact the Company today regarding this. A Board Member stated that he understood that you must be listed on the NS (crew list) in order to board an aircraft and a request for clarification from the Safety Chair was requested. A question was raised regarding Code 59 and a form available to the LUS pilots. There is a form available to the LUS Flight Attendants that they may submit should they not be paid. LAA Flight Attendants are now flying with LUS pilots and need access to this form. The Chairperson stated he will attempt to get this done and added to the Jetnet website. Flight Attendants are not being paid

automatically on the LAA side. A Board Member stated that this is not just a problem with LUS pilots but system-wide especially in New York. A Board Member mentioned that she thought part of the problem was that the ACARS on LUS metal did not have the same capabilities as on LAA. A Board Member recommended using the RFD code – Ready for Departure, which is a term used by the LUS pilots, instead of the term “Code 59.” This is an issue for several bases. It was felt it was a Flight Service problem and should be handled and resolved by them.

1454 Scheduling Department

A written report was submitted to the Board. The Chairperson had one additional item that concerned the March bidsheets. Chip Mayer proffered his commitment to the trip quality enhancements. A Board Member spoke to her concern for the reserve situation where Flight Attendants assigned reserve are sitting idle for days. The Chairperson explained that with the increased summer flying this should be changing. Additionally, there are some new routes. The Company has increased the numbers of VLOA’s hoping to decrease the numbers of reserves. The reassignment of line holders versus utilization of reserves was discussed. This is a big issue and once that section of the JCBA is implemented, there will be relief. The Chairperson stated he has never seen it so bad. On the LAA side, the huge decrease in flying is not something that has ever been seen before. A Board Member requested information regarding the reserve utilization breakdown, which the Chairperson will attempt to obtain on a more regular basis. National President Ross noted the tremendous work and hours put in by both the Contract and Scheduling Chairs.

1500 Government Affairs

A written report was submitted to the Board. Peter Goelz, APFA’s Government Affairs liaison in Washington, DC, was also present along with the Specialist. The Chairperson spoke to the unfriendly atmosphere toward labor that exists at this point in DCA. She spoke to the new nominee for Secretary of Labor, Alexander Acosta. He has served on the NLRB in the past in three different positions. He is fully expected to be confirmed. HR75 is a bill that is being introduced, which is a national right to work bill. It is not expected to go far; however, due to the current climate in Washington, all should be aware of it, and we will be monitoring it closely. If passed, it would be very dangerous to labor unions.

Peter Goelz spoke to the current environment in Washington which appears to be focusing on eliminating regulations. Regulations that pertain to fatigue and the application of OSHA are under threat. Additionally, there is a regulation that the White House has instituted that for each new regulation, two regulations must be eliminated. It is not clear where this applies causing unease in Washington concerning the aviation industry and the Flight Attendant profession. A question was raised regarding legislation being brought forth for air quality onboard the aircraft. Mr. Goelz feels it is highly unlikely this type of legislation will get a committee hearing. The comments period to the DOT on the topic of voice calls in the cabin closed on February 13, 2017. The disposition of this issue is leaning toward each airline determining its own policy, but we want them to take a stronger position. The conversation returned to Norwegian Airlines service out of Providence. It was stated that all aviation unions are involved in fighting this collectively. Mr. Goelz feels this is a critical issue and APFA reached out to Secretary Chao on her first day in office. The APA and APFA are joined together in this effort. An action day in conjunction with the pilots has been discussed. This is a very important issue and should not be let go. A question was raised regarding mechanisms to mobilize the membership. The Specialist explained that there are approximately 120 Flight Attendants who are

very involved with the Legislative Committee/PAC who could be utilized but she will work on improving the base structure.

1513 Health Department

A written report was submitted by the Chairperson. There were a few additions she wished to speak to including the Yellow Fever outbreak. The Chairperson stated that it is very important to be vaccinated even if Brazil is not a constant destination as there could be crossover into domestic flights. There have been incidents in Jamaica and Australia where crewmembers were questioned by authorities if they had been in Brazil within the last six days or so. The Flight Attendants who said they were in Brazil were threatened with being detained. The Chairperson is addressing this issue with Daily Ops department. There used to be better communication from them when these issues arose and she is currently working on this. She feels that part of the problem is the elimination of the AA Medical Department. There is only one doctor with no staff and no direct way to communicate with us. He must ask permission to release information to us. The Chairperson is working to streamline the process.

The Chairperson addressed the plan language for the maternity short-term disability. Questions have been received as to how it will work in conjunction with the contract. One question involved paid sick time as explained in Section 25.G.4 of the JCBA. After discussion with the Company, the Flight Attendant is not required to use their paid sick time in conjunction with this plan. The same questions arose concerning vacation. If you choose to use your vacation, the disability period may be reduced. This is not as much of an issue on the LUS side where there is an option to split or move vacations. That option is not available on the LAA side. The Chairperson is working on language allowing the Flight Attendant to be paid for vacation if under the disability period.

A Board Member was very concerned about the Company's attitude about not sharing pertinent information and decisions with APFA and the membership prior to being instated or announced. This has been an ongoing problem. A question was raised about ARC and information requested. The Chairperson stated there is confusion about where to ask questions or even get certain information as there are so many "service centers" at this point. She has requested an organizational chart showing all "centers" and where to direct Flight Attendants. A benefit question was raised about a person with a lengthy illness who has to pay for Cobra or other benefits. It must be paid up front via check or money order. Some of these individuals cannot afford to do so. The Company will not accept credit cards. The Chairperson is aware of this and will be working on this and will raise the issue in her next meeting with the Company. Also asked was if there were Flight Attendants who were receiving short term disability due to the uniform issue. The Chairperson stated yes there were a few; however, this is based on medical issues only which prevent them from doing their job. It is strictly a medical issue.

1530 EAP Department

A written report was submitted by the new Specialist. The Specialist spoke to a program called FAIR (Flight Attendants in Recovery) she had initiated six months ago in her base of Chicago. The participation in this group is not mandatory for recovering Flight Attendants, is totally voluntary, and for support only. This is a test at this point and has been very successful with good participation. They currently meet monthly. The Specialist hopes to establish a FAIR group at each base with a dedicated EAP rep. The Specialist stated she plans on conducting EAP training at the bases. Professional Standards falls under EAP. Last year during CIRT training, APA did a presentation about their Professional Standards program and it was well received by the Flight Attendants at the conference.

APA will be doing a presentation to the Board on the 8th. The Specialist envisions APFA's Professional Standards working cohesively with APA and to begin having a training syllabus with APA. Her hope is to widen the scope of training Professional Standards representatives at all bases. APA will also be a part of the CIRT fall training. There will be a one day training session at each base in the spring which will include Flight Service and local EAP. The Specialist spoke to issues concerning time off for the crew of Flt. 383. The CISM policy does cover a certain period off (10 days); however, it was felt that the severity of this incident required more time. It has been difficult to obtain this for the flight crew. Additionally, the Specialist wished to thank the Board for recognizing the crew of Flight #383 at the Awards Banquet. All CIRT representatives want to work cohesively as a team with the Base Presidents and Vice Presidents. A question was raised regarding Professional Standards and the newly organized agents' union as their complaints are still being directed to the Company and HR. It was suggested that they be included in the training programs. The Specialist reiterated the need for a fully trained EAP representative at each base. Positive comments were received from the Board concerning the suggested FAIR group at each base. No date has been set for the training sessions for Professional Standards and EAP but the Specialist is aiming for May.

1545 IOD

The Chairperson submitted a written report to the Board with no further additions at this time. Questions or comments were requested. A Board Member asked for the numbers regarding the filing of IODs on uniform reactions. Most claims have been denied. There are four (4) that have been accepted. The Chairperson estimates that the numbers of IOD applications are in the low 400s. The information has not been forwarded by the Company. Even if there has been a denial, if additional symptoms occur, an additional IOD should be filed. The Company must accept additional reports if filed. A Board Member raised a question regarding fume events and a particular aircraft with numerous events. It was requested that aircraft tail numbers be shared. This information is not readily available at this point. The LUS Flight Attendants had been provided this information. If the Flight Attendants do not fill out the appropriate form, it will not be recorded or passed to APFA reps. A discussion occurred regarding the correct form to be filled out. National President Ross asked for specifics on those IODs that have been accepted regarding negative uniform reactions. The Chairperson felt it depended on each state, medical evidence, symptoms, medications and physician substantiation. A Board Member spoke to an IOD claim as pertained to a fume incident. She stated that the Company had agreed to replace the sick time used. There were 24 Flight Attendants involved in the incidents involving the eventual replacement of an engine due to leaking seals. A question was then raised whether the Chairperson knew if the appeal process through the individual state has been utilized by anyone whose IOD was denied. The Chairperson said that yes this has been undertaken but she has not heard the results at this point.

The Chairperson wished to mention a change in the New York State FMLA. She noticed on the website that it stated that, effective January 1, 2018, New York would have a paid family leave program which will provide job protected paid leave to bond with a new child or care for a loved one with serious illness. The IOD Chairperson and the Health Department Chairperson will research this new program.

1559 Hotel

A written report was submitted to the Board. The Chairperson wished to include additional updates at this time. She stated that additional requests for inspections have been submitted for several hotels in the following cities: West Palm Beach, San Diego, Ft. Lauderdale, San Jose, California, Toronto, and

Oakland. Currently the Company is sourcing the market in Las Vegas but they are not having luck finding hotels that want to bid for our business. A hotel review was conducted in Rome last month. The Charlotte crews will remain at the same hotel as today and the PHL, JFK, ORD and DFW crews will layover at a different hotel. The DFW layovers will begin in May. A review was also conducted last month in Barcelona. The layovers will be at three hotels, determined by base. The Chairperson addressed a Facebook post concerning the closing of the restaurant at the MIA long layover hotel due to 25 health code violations. The Chairperson had previously requested the Company source the market; however, it is problematic as 800 rooms are required each month. Reviews will be conducted in Shanghai and Sao Paulo in May. She will attempt to get all crews in GRU at the same location. The Chairperson had received several reports over the weekend from the London hotel. The contract was renewed with the food discount being reduced and liquor discount remaining the same. The Chairperson had not been briefed by the Company on this change. The number of different hotels utilized in cities in Europe was questioned by a Board Member. These hotels are for seasonal flying and availability is very difficult at the airline rate. The question was raised about when the hotel list is updated. This question is regarding hotels being posted prior to bidding. This has become a problem over the last five (5) months. The Chairperson has been unable to determine exactly why this is happening other than several hotels are utilized within a single city for layovers. The long DFW layover hotel was discussed. This hotel had severe bed bug issues a few years ago and the crews were moved. This is once again a layover hotel. The Chairperson explained the company went bankrupt, is now under new management and was totally renovated. The issue with this hotel is the transportation, which is handled by the hotel and not the Company. A statement by a Board Member found it ironic that losing the previous 50% discount on food at the London hotel was reduced to align with Delta's 25%. She found it ironic that we could lose a discount that was in place for so long to be in line with Delta, but not have our pay match Delta.

1610 Safety & Security Department

A written report was submitted to the Board; however, the Chairperson did have updates for the Board at this time. She spoke to the initiation of the Atlas galley configuration of the 757, which should begin soon. A design was accepted with a longer latch holding the doors closed. She then spoke about the JSC, Joint Security Committee, which is comprised of APFA, APA and the Company. A card will be issued concerning contact during a security event worldwide. It will enable crews to contact the Company to say they are safe. This is still being formulated but the number listed will go directly to the IOC should an event occur. These cards will not replace the pamphlets that are specific to each destination.

The Chairperson spoke to two issues regarding the boarding of cross-metal that were posted on Facebook. One posting was on the Company's official page. The first issue discussed was a checklist to be utilized by Flight Service only. This came about because some Flight Service Managers were erroneously boarding aircraft without the proper qualifications. Secondly, there was a comment made on this page that it is acceptable to board different (cross metal) aircraft. When Flight Attendants are trained on all aircraft in the fleet once March 31st hits, the Company could technically do that, however, the Chair was told they are not planning to do that now. Discussions will be held between APFA and the Company concerning this issue. To reiterate, she stated that from a regulatory standpoint, it is okay for an LUS Flight Attendant to board an LAA aircraft and vice versa; however, they are not allowed to fly that metal until FOI. The FAA is watching American for the continuation of minimum crew failures. At this point in time, it is not procedure for Flight Attendants to be asked to board cross metal. Should this occur, the Chairperson needs to be advised with flight number, city pairing and the date. Information will be disseminated as soon as possible.

A question was raised regarding a Flight Attendant position hangtag for lanyards. The Chairperson stated this was still being worked on and not ready for distribution. A clarification was requested regarding the remediation strategy. The Chairperson gave the definition of the remediation strategy which is an attempt to do a drill or a hands-on EME and, if you are not successful, you have another opportunity to complete. The number of attempts was not previously in official policy. The policy is now four (4) attempts on the first day. If you were not successful, you would return the following day for the first remediation attempt and, if not successful, you would be sent home and would receive a letter. Once you receive the letter explaining the process, you are given one additional attempt to complete. At this point, the Chairperson and Base President/Vice President would try to work with the Flight Attendant to determine the problem and offer help before having them take the final remediation.

The Chairperson wished to speak to Comply 365. This is the new manual and should be on the Flight Attendant tablet shortly. It is a different way to navigate the Flight Attendant manual and is more search-friendly. A section showing how to use Comply 365 will be added to the CQ Home Study. At CQ, there will be a 45-minute class to help Flight Attendants feel comfortable with this program.

A question was raised once again regarding the necessity to be on the NS (crew list) in order to board the aircraft. The crew ID qualifies for American Airlines and the FAA. A request was made once again for communication to be put out that this cross boarding is not an acceptable procedure at this point and Flight Attendants should not do this.

A complaint was raised regarding the amount of time it takes to complete the CQ Home Study. The Chairperson agreed with this. Meetings with the Company have been held regarding the superfluous information that was not safety related. The PCI piece will not be removed however; the Flight Attendants will be paid \$25 as this training is required yearly. There are many drills at CQ this year and it is suggested that the Flight Attendants come prepared for that. A Board Member felt that the Home Study takes longer than the 10-hour maximum. The Company is saying it should take 8 hours. The Chairperson will ask the Company to utilize the timed feature to prove that it does not take longer than the 10-hour maximum. The Chairperson clarified a statement that had been made about jeans not being allowed at CQ. This is not true; however, torn or ripped jeans are not allowed.

National Vice President Martin asked to clarify that the credit card provision that APFA prevailed upon was a past practice because it had been a standalone training. Also, there has been a problem in St. Louis with D2s being pulled from flights and allowed to work showing surface flight. The Chairperson was asked to coordinate with the Board Member raising this question. The Chairperson stated that a Flight Attendant could board/work a flight even though in civilian clothing, so long as s/he is readily identifiable viable as crew member by Company ID on a lanyard, hold necessary qualification on aircraft, and be in possession of all required equipment including the Inflight Manual. As a commuting Flight Attendant, you must alert Crew Schedule as your duty day will start at that time. The NS question arose again. The Chairperson will research and double check this issue. National President Ross asked when this could/should be used. It should only be utilized as a last resort after going through the normal procedures. This would only be done if below minimum crew at an out station and no one is available to fill the position. All other resources should be exhausted first. A question was raised regarding "last live leg swap" as pertains to this discussion. It was agreed that much discussion must take place with various scenarios. A Board Member spoke to the specific stipulations in a Letter of Agreement from some time ago regarding this issue.

A CQ issue was raised by a member of the Board concerning the instructor's ability to require a repeat drill if the Flight Attendant is deemed to be not loud enough. Complaints have been received by this Base President. The Chairperson will look into this. The Board Member also stated that he and others understood that you must be legal, available and on the NS for the trip to be able to board. A Board Member spoke to her own experience of this situation. This conversation continued for quite some time with several opinions and examples brought forth. One opinion stated it was an attempt to circumvent FOI. National President Ross wanted the distinction made between Continuing Qualification and Safety Related categories to avoid crossing over regarding the \$25. Also, the LOSA (Line Operating Safety Audit) Program will not be happening this year. National President Ross said that TSA will begin stronger screening of Known Crewmembers and asked for further information from the Chairperson. Additionally, he would like any new information about losing the ability to travel visa free within the EU.

The Safety & Security Chairperson will address the Board in the morning concerning one remaining issue.

At this time, National Secretary Dunaway spoke to two housekeeping issues. Nancy Rivard will be speaking to the Board in the morning on human trafficking. Similarly, APA will be making a presentation on their Professional Standards program on Wednesday morning.

The APFA Board of Directors will reconvene at 9:00 AM.

1655 Recessed for the day

DAY TWO
APFA ANNUAL CONVENTION
March 7, 2017

0909 Call to Order

National President Ross called day two of the Annual Convention to order. National Secretary Dunaway was asked to take the roll call.

0910 Roll Call

National Secretary Dunaway took the roll of Board Members present at this time. All members or their designated representatives were present.

0911 Nancy Rivard – Airline Ambassadors

She began by explaining the inception, accomplishments and growth of the organization she formed, Airline Ambassadors. She then began explaining her exposure to the human trafficking issue and the success of her team in identifying and eventual arrest of traffickers saving 86 children. The commercial airline carriers are extensively used to transport victims. American Airlines was not initially supportive. With little support and no airline conducting training, a program was developed with Homeland Security, Texas Border Protection, and the Department of Transportation. They have just finished their 52nd airport training in Houston. Ms. Rivard spoke to the training program designed to identify human trafficking. She would be giving a very brief overview at this time. A video by Chris Hansen of NBC was now presented. Human Trafficking is the second biggest crime in the world. This film highlights various methods of identifying traffickers and their victims. In the US, 83% of victims and 66% of traffickers are U.S. citizens. A study was just released that stated there are 300,000 victims of trafficking in Texas alone. The second part of the training is from an actual victim. The third part of the training outlines indicators of a victim or trafficker. One indicator is when the victim appears to be under the control of another individual or when an adult answers for the child, may not even know the child's name, gives evasive answers or attempts to pose as relative. Once indicators are recognized, the Flight Attendants should advise the Flight Deck Crew. The Flight Deck Crew will contact the arrival airport and they will contact the DHS hotline. Ms. Rivard is working with Congress to expand the training to all airline employees. The pilots are not currently trained on this issue. The training emphasizes that you should never confront the trafficker, do not display unusual alarm and do not endanger yourself. The most important thing you can do is to report it. The Blue Campaign is a coordinated effort between Homeland Security, Customs & Border Protection and the Department of Transportation. They are also working with Interpol. There has been legislation brought forth: Secure our Skies Act, Congresswomen Titus & Comstock; Stop Trafficking on Planes, Stop Act, Senator's Warner & Kiobushar. Additionally, language was included in the 2016 FAA Reauthorization Act, but all efforts need support. Several media outlets are asking for stories of incidents where Flight Attendant involvement has saved a child or children. Please forward your experiences and stories to Nancy Rivard. Additionally, Airline Ambassadors is an NGO (non-government organization) affiliated with the United Nations. On March 22nd at the United Nations, an initiative will be launched to have the transportation industry include a clause in their Human Trafficking Policy to hire trafficking victims. Nancy Rivard spoke of various victims who were rescued, their history and where they are now. This must be an intense collaborative effort to save these children. Stories may be sent to angels@airlineamb.org or Nancy@airlineamb.org. All

information shared will be put on the Hotline. National President Ross suggested that this information be shared with those in your community via churches and organizations locally.

0946 Housekeeping item

National Secretary Dunaway introduced the newly elected members of the Board of Directors to the current Board.

0949 Archives

A written report was sent to the Board. The Archivist had some additional information for the Board. There was some money left in the budget from last year that will be applied to efforts this fiscal year. Four (4) boxes of LUS negotiations material were sent to be scanned. Also, there were numerous BOD resolutions from the 70's through 90's which were forwarded to be scanned. Prior to 1993, most Board packets are stored at UTA's Archives. All oversized campaign posters and signs are going to be scanned as well. Next year, the approximately 60,000 negatives will be digitized. The Archivist mentioned the ease of retrieving documents now that they are scanned and can be done right from her laptop. A Board Member asked when and how APFA reps will have access to this information. The Archivist stated that it may happen sometime this year.

0954 Retirement

A written report was submitted to the Board. The Specialist reviewed some items that were contained therein. The special window for profit sharing election is closed and the profit-sharing checks should be received in a few days. He spoke to the confusion between a match and a contribution. The pre-2012 LAA Flight Attendants should be made aware that as of January 2019, when the Age-Based Contribution ends, they will need to elect a 2.5% contribution to receive a match. LUS and post-2012 LAA are already receiving a match. There are seminars scheduled in Pittsburgh and Philadelphia this month.

The Empower situation was discussed. The monies that sit in the subject account is the Company match, not the Flight Attendant contributions. The Flight Attendant contributions were issued previously. This was discussed at length by the Specialist and involves all employee groups. The long range effect of this issue on current employees and retirees was also discussed. A hotline will be issued shortly concerning all information shared by the Specialist. National President Ross spoke to this as well and how it relates to the 1114 issue. The Chairperson spoke to the proposed Hotline and felt it was necessary as soon as possible by way of answering a question from the Board about the Company issuing this information. He stated the Company would not be issuing any information for a few days and felt it was necessary that communication be brought forth sooner than their suggested timeline. This is a very difficult situation. It was reiterated that the Company, not the Union, needs to resolve this issue. The report in Q&A form sent to the Board was discussed and a suggestion made to send to the Flight Attendants. It was a very detailed report and it was felt that the Company's eventual response should precede the release of this report enabling APFA to add additional information they feel is relevant. The Board expressed their gratitude to the Chairperson for his hard work.

1018 Safety & Security – Continued from Day 1

The Chairperson wished to discuss the donation to the Global Cabin Air Quality Executive and/or Dr. Clem Furlong. The Board had asked for an update on the research efforts. The toxin of most concern

is tricresyl phosphate (TCP). He is looking specifically for some way to identify that a person has been exposed. It is difficult to say exactly where he is in this effort as research is ongoing.

An agenda change was requested to speak to an item while the Safety & Security Chairperson was present.

1022 Global Cabin Air Quality Executive

The Safety Chair spoke to the issue and the researcher, Dr. Clem Furlong. She feels that his work has benefited Flight Attendants throughout the years and she feels it is very important for APFA to support his work. This issue is not going away and is only increasing. A Board Member acknowledged that it has taken years for his research to get to where it is today and will take a few more years to identify the real issue. He felt that it is important to continue to support his work. It was determined that the dollar amount of support needed to be decided now. Additionally, it must be determined whether this donation is given to the conference or to the research scientist himself. A Board Member suggested that APFA proceed with caution and perhaps meet with Dr. Furlong. The Chairperson felt a donation directly to the research scientist versus the organization, which is in flux at this point, might be a better idea. A small donation to the organization would be sufficient. Clarification was requested concerning the donation to the conference. This discussion continued prior to presenting the resolution. It was suggested that this be two resolutions as it would be two separate, but related donations.

The Parliamentarian suggested to the Board how to proceed concerning this resolution and agenda item. The resolution must be presented then a request to divide must be made to make it into two resolutions.

1022 Meeting Taken Off the Record

1103 Meeting Back On the Record

1103 Resolution #3 – TCP Biomarker Research
Maker: Vargas
Second: Seelye

Resolution #3 was read into the record by the maker, Vargas. This resolution speaks to a \$10,000 contribution to the biotechnology research account of Dr. Clem Furlong at the University of Washington for his research on TCP biomarker research. Resolution #3 was brought forth for a roll call vote and was passed unanimously. (14 yes, 0 no)

1106 Resolution #4 - Cabin Air Quality Conference
Maker: Vargas
Second: Eherts

Resolution #4 was read into the record by the maker, Vargas. This resolution speaks to the GCAQE (Global Cabin Air Quality Executive) Conference being held in London on September 19-21, 2017. APFA will contribute \$2,000 as a sponsor to the Conference. Resolution #4 was put forth for a roll call vote and was passed (13-yes, 1-no).

An agenda item under Old Business will be discussed at this time.

1109 Air Quality National Committee

The Board Member presenting this proposal will withdraw this agenda item at this time and defer to the Safety & Security Chair to determine a plan at a later date.

The Safety & Security Chairperson will be visiting the research facilities of Dr. Furlong as well as attending the GCAQE Conference. She will advise her date for visiting with Dr. Furlong as soon as it is set. The Health Chairperson advised the Board that she feels the Health Department should also be involved in these efforts. Additionally it was suggested that the IOD Department also be involved.

1113 NATIONAL VICE PRESIDENT'S REPORT

National Vice President Martin stated she would present a "Year in Review" versus issue by issue. The National Vice President read her statement to the Board in which she covered the collective 135 years of experience and expertise of the team. The goal is to protect the individual and collective rights of the APFA members, resolve problems with management through the grievance process, and clean up the enormous backlog of old cases dating back to 1990. There were 375 open base NODs, 6 open Presidentials, 15 open terminations and 67 NODs needing GRC processing at the beginning of her term. She spoke to meetings attended during the transition as well as training sessions provided. The team's first prep took place in June. The Case Disposition included the 88 cases from the prior Vice President's report. With the assistance of legal counsel, they were able to review the merit of each case and make a determination on whether to move forward to Arbitration or not. All supporting documents and timelines were reviewed. From this prep, 33 cases were GRC'd, 20 of those 33 were appealed to the GAP and the GAP upheld the GRC's decision on 20 cases. There were new avenues introduced in 2016 such as Regional Rep on Duty, AA labor reps attending day two of the APFA prep on each to settle outstanding cases, quarterly mediation, advanced ADR training, Regional Managers dashboards and full electronic integration of the SBA Department. The total grievance numbers for 2016 are as follows:

Presidentials – 2 settled, 1 withdrawn, one scheduled for late April, 3 pending

Terminations – 143; 39 of which are awaiting first level or GRC and 104 are closed

Of the 104 closed – 5 were Returned to Work (RTW) in Mediation, 5 were RTW at First Level Hearing, 1 was RTW at Arbitration (POC), 27 were RTW on Conditional Reinstatement, and 5 were RTW Negotiated, with a total of 43 RTW. 16 resigned in lieu of termination, 11 retired in lieu of termination, the discharge was upheld at Arbitration for 3, and 31 cases were either withdrawn by the filer, the filer was unresponsive, or the GAP upheld the GRC.

463 NODs have been processed since April 1, 2016, broken down by base as follows:

BOS – 19	PHL – 57
CLT – 70	PHX – 43
ORD – 12	SFO – 4
DFW – 88	STL – 1
LGA – 59	DCAA – 8
LAX 26	DCAU – 2
MIA – 74	

Cases GRC'd – 81
Appealed to GAP – 45
GAP upheld GRC – 41
Overturned to GRC – 4 (2 of which were left from the previous administration)
Settled prior to QSB – 3
QSB – Company's decision upheld

Open Base Notices of Disputes were down from 375 on April 1, 2016 to 129 today.

There are still problems occurring at the base level. These problems are scheduling of DRCs in a timely manner and the Company's documentation being forwarded to APFA. The National Vice President wished to remind Base Representatives that the timelines do not start until the documents are received from the Company. Several examples of this were shared with the Board. Other problems on the Base level were highlighted as they pertain to the NOD form. The Primary and Secondary issues must be detailed when completing the form. The forms must include the Summary of Issue and Remedy Sought for the submission to be accurate. Supporting documentation is the foundation in these cases and must be included. The National Vice President urged the Board to capture all pertinent documentation while it is still available.

The National Vice President personally thanked those who had assisted her in her first year and she shared that she could not have accomplished so much without them. The presentation was opened to questions. A Board Member took this opportunity to thank the individual who trained him for grievance prep. A request was made for an actual copy of the Vice President's report which was denied at this time as it would be included in another agenda item and portions of this report contained confidential information. There was discussion about the timelines and receiving documents from the Company. Flight Service is also a problem when trying to schedule DRC's.

ADR Training is scheduled for March 14-16, 2017.

1126 NATIONAL SECRETARY'S UPDATE

The training for the new Base Presidents and Vice Presidents is scheduled for April 4-6, 2017, including e-NOD training on the 4th, meetings with Department Chairpersons on the 5th and an abbreviated contract and scheduling class will be held on the 6th.

National Secretary Dunaway now briefed the Board on the uniform situation. Reports are received daily. The number of reports received so far is 3,314 from 2,952 individual Flight Attendants. APFA is collecting extensive data and it is being organized for the Presidential Grievance as well as for future testing. APFA continues to press the Company on this issue. A toxicologist has been retained and APFA is working very closely with her. Additionally, APFA has been working very closely with the Company trying to get a joint testing protocol in place. In December, a Presidential Grievance was filed. Since December, talks with the Company have focused on joint testing and issues raised in the Presidential as far as making Flight Attendants whole. There has been no clear cut answer regarding the testing that APFA has done. APFA knows the testing must be thorough, scientific, and informative. Plans and procedures were in place to begin this joint testing; however, recently it has become apparent that this joint testing will not likely take place. It is very disappointing and frustrating. There are two major issues that cannot be agreed upon. APFA feels strongly that items that have been worn and caused reactions should be tested but the Company would not agree to this. Additionally, APFA would be required to agree in advance to agree on the interpretation of the results.

That is not something we can agree to. It is very likely that APFA's experts would have a very different interpretation of the results than that of the Company's experts.

Testing is very expensive. APFA can do it on its own but not to the extent if done in a joint effort with the Company. APFA is continuing to work on a solution for alternatives for those having reactions to the uniform. The Company is proceeding with patch testing which is not necessarily endorsed by APFA. APFA wants each Flight Attendant to seek the advice of his/her own physician before proceeding with the patch testing. On February 28th, a fact sheet within a Hotline was distributed containing a chart listing all the chemicals that have been found by APFA's testing to date. Flight Attendants have filed reports with OSHA. APFA will continue to work with OSHA and NIOSH to provide any information needed. The National Secretary profusely thanked all the individuals who are working collectively on this issue and would not be as far without the help of all these individuals. This effort will not stop until all are safe and wearing a uniform they feel comfortable wearing. The question was raised why APFA is not involved in the Company's patch testing and the reason is that the Company made it clear this was not a joint effort. Frustration is being felt by Flight Attendants and those working on this as well.

Legal Counsel, who has been working with APFA in their talks with the Company, addressed the Board. Some of the information contained in the meetings with the Company is confidential and cannot be shared at this time. A member of the gallery spoke about a Flight Attendant who was being sent to an IME and the overall effects on this person. The details of the patch testing, and the concerns we have with it, were discussed by Legal Counsel. APFA raised their questions and concerns over the patch testing with the Company but has not received answers. Problems encountered by other airlines were discussed and the problems at Alaska Airlines that occurred. A synopsis of the information the Secretary has brought forth during this presentation was requested. The National Secretary will put this information in a report and forward to the Board as soon as possible.

National Vice President Martin spoke to the question of whether individual NODs have been filed regarding this issue. There have been five (5) base grievances rolled into the Presidential Grievance. Concerning pay loss and injury on duty, APFA has met with the Company and they have committed to no one being advanced to a termination level concerning attendance issue because of this. This is a verbal commitment. The problem concerning lack of medical documentation when filing an IOD was discussed.

1159 NATIONAL TREASURER'S REPORT

The latest Financial Report as well as the most recent PAC Report was submitted to the Board. There were no questions at this time.

1201 Budget Presentation

The Budget Committee presented their proposed budget to the Board. A different approach was utilized this year offering two options. Introductions were made of the individuals serving on the Budget Committee. At this time, questions were taken from the Board.

A question was raised regarding various figures shown under APFA staff. Clarification was given to the requesting Board Member. An additional question was asked why the JCBA Implementation budget had been cut. It was explained that it was felt fewer meetings would be held during the upcoming year. The question was raised if the National Treasurer could highlight the differences

between the two options. He and the Committee members explained some of the differences that were pointed out by the Board. Another Budget Committee member explained that only committees that had been voted on and approved were included. There was some concern by the Board about voting on a specific budget choice without knowing the numbers on certain approved committees. Once again, National Treasurer Vargas stated that only committees voted upon via resolution can and have been included in the budget. A decision was made to discuss this further along in the meeting. A motion was made to move this agenda item as the last discussion item under New Business. This was approved by the Board although the conversation did continue amongst the Board and Budget Committee. A member of the Budget Committee explained that she understood it was confusing as several line items had previously been lumped into one category and are now shown separately.

There was additional discussion regarding the placement of the Budget Presentation on the agenda and where to place it. This motion was passed by the Board.

1241 Lunch Break

1354 Meeting Back On the Record

1354 OLD BUSINESS

1354 Resolution #5 – Trip Removal Process
Maker: Story
Second: Britton

Resolution #5 was read into the record by the maker, Story. This resolution speaks to a change in procedure for trip removals making it the responsibility of the Base Presidents rather than going through the approval process by National Officers. Additionally, schedules will not need to be provided prior to this removal. Base Presidents will have the ability to contact Crew Schedule directly to request these removals.

This resolution was opened for discussion. The maker felt that the intent was to simplify the process during special situations. This was a procedure utilized by the LUS Base Presidents prior to the merger. A Board Member disagreed with this resolution and felt that 14 Base Presidents contacting Crew Schedule would make it more cumbersome. He further stated he has never had a problem reaching a National Officer, at any time, when the need arose at a last minute for a trip removal. A second Board Member also stated he could not support this resolution. A member of the gallery, a Base Vice President, spoke in favor of this resolution. A Board Member explained the methodology utilized by LUS with Crew Schedule, which was a special designation with their name and employee number. A motion was made to call the question and the topic was closed to further discussion. Resolution #5 was put forth for a roll call vote and failed (10-no, 4-yes). National President Ross stated that the word permission had been used instead of approval. This process is for approval only and the system is utilized for oversight only.

1420 Resolution #6 – Elimination of Regional Representatives - WITHDRAWN
Maker: Kaswinkel
Second: Britton

Resolution #6 was read into the record by the maker, Kaswinkel. This resolution speaks to the elimination of the positions of the Regional Representatives. This resolution suggests the use of Base Grievance Representatives instead.

The maker spoke to the resolution via a lengthy statement read to the Board in support of the resolution with several points being made for the creation of Base Grievance Representatives. The discussion began regarding Resolution #6. A clarification was made that each base would not receive a full-time trip removal. They would receive one trip removal per base per month. The National Treasurer explained that lodging, professional fees, and reimbursement were completely omitted from the Arbitration budget for the current fiscal year. The cost savings under a proposed budget was discussed at length. Several points, both for and against, were brought forth by Board Members involved in the discussion of the resolution. A Board Member commented that he would not have anyone at his small base to put into such a position and it would increase his workload exponentially. Another Board Member expressed his confusion over how the maker could praise and commend the work that is accomplished by the Regional Representatives while simultaneously wanting to abolish them. A clarification was requested by a Board Member concerning a previous statement by National President Ross about voting per party lines. This was discussed and clarified by both individuals involved in the exchange.

The maker stated that she had tremendous respect for the work that has been done by the Regional Representatives but felt that the workload has now decreased and perhaps a change would be in order via the Constitutional Review Committee. She would be willing to amend the agenda but wished to discuss this alternative. The invaluable expertise and experience of the current Regional Representatives was discussed by Board Members. The National Vice President stated that she had the history of the Regional Rep position dating back to 1977 to share as well as two case files that had been requested. The maker reiterated her respect for the work done by the Regional Reps and the importance of the position. She strongly feels the bases should be more involved in the cases and does feel the mediation process has lightened the load. Once again, the point was made by the maker that she would accept amendments but feels it should be addressed by the Constitutional Review Committee.

The maker was asked to withdraw the resolution.

The maker stated that because the Constitutional Review Committee will be formed and a survey would be conducted, she would like to withdraw the resolution at this time. Resolution #6 was withdrawn with no objection.

1449 Air Quality National Committee – WITHDRAWN

1450 Resolution #7 – Grievance Review Committee Training - POSTPONED

Maker: Seelye
Second: Britton

Resolution #7 was read into the record by the maker, Seelye. This resolution speaks to an additional requirement for grievance review committee training for the Regional Representatives at the beginning of each term. A question was raised asking the maker what training he is requesting in this resolution that is not in place now. Information was disseminated to the Board concerning this resolution being written by a former Regional Representative. The discussion continued regarding the subject of the training and the specificity of what was felt to be missing in this curriculum. Several comments were

received from the Board as well as participants in the gallery. The maker could not answer what training was missing or still needed for the Regional Representatives but he stated he was not calling in to question the training they currently receive. One speaker felt that the grievance review process is very complicated. The former Regional Rep who assisted with the resolution explained why she was asked to assist and said it was about the training another former Regional Rep says she did not attend. A current Regional Representative spoke to the merits and experience of the team of Regional Representatives. He also spoke to the qualities and capabilities of the former Regional Rep who did not attend the training under the former administration. The National Treasurer responded to a question about the training required according to the APFA Policy Manual. Questions continued about what training is envisioned for this resolution. The maker was asked to postpone until the next Board Meeting enabling him to provide some guidelines as to the specific type of training requested. The maker agreed to this request. Resolution #7 was postponed without objection from the Board.

1509 NEW BUSINESS

1509 Constitutional Review Committee Appointment

This agenda item, as well as Policy Manual Review Committee Appointments, was moved up in the meeting to clarify certain line items in the Budget Presentation held previously. There were some procedural discussions that occurred with Legal Counsel and the Parliamentarian as to how to proceed.

1513 Meeting Taken Off the Record

1644 Meeting Back On the Record

The Constitutional Review Committee and Policy Manual Review Committee appointments were determined while off the record as is past practice. A resolution is not required for these appointments. The appointees are as follows:

Constitutional Review Committee

Kelly Hagan – MIA
Cindy Laufer – MIA
David Adair – SFO
Joe Seeley – PHX
Ted Bedwell – DFW

Policy Manual Review Committee

Kimberly Smedley – RDU
Beth Story – CLT
Bobby Bulham – DFW

A member of the Board of Directors wished to thank all who submitted resumes and asked that they continue to step forward to be part of the work accomplished by APFA.

A brief discussion occurred regarding the insurance policy regarding the DOL lawsuit. National Treasurer Vargas would be sending a response to the individuals posing the question/request with the approval of the Board. A Board Member reiterated that once the deductible is paid, all legal fees are covered until reaching the max. Likely, the fees will not even come close to reaching the maximum.

An additional request was made to once again move the Budget Presentation agenda item. National Treasurer Vargas explained that it appeared that Option A was being favored by the Board. The Budget Committee needs to budget for the PBS Specialist based on a full month trip removal and lodging. It was suggested that funds be redirected from PHA5E and/or from the Fact Rep Program. An additional question was asked by the National Treasurer regarding JSIC and anticipated expenses.

The Live Chat budget was suggested for revision. The Budget Committee will incorporate those changes and additions as requested this evening for presentation to the Board after the APA presentation tomorrow.

1659 Resolution #8 – Contract/Scheduling Web-Based Training
Maker: Eherts
Second: Bedwell

Resolution #8 was read into the record by the maker, Eherts. This resolution speaks to web-based Contract/Scheduling training for Flight Attendants. The resolution also includes suggested format and curriculum. The maker spoke to the resolution and her reasoning behind it. Questions were raised by members of the Board regarding the format and curriculum. Some additional suggestions of methodology for teaching were brought forth by the Board Members. The maker was asked if she had consulted the Contract and Scheduling Chairs about this resolution and about possibly taking the training to the bases. The maker said she did not consult the Department Chairs, but explained how she thought this method would be less costly than taking classes to the bases. The maker explained she had two people in mind for this training module. The cost involved was discussed between members of the Board concerning the IT issues. The suggestion was made that a video of contract/scheduling rep training be made and posted on the APFA website. Another Board Member suggested the training be divided into modules specific to a certain topic. This discussion continued with several suggestions presented. The National Scheduling Chair expressed his willingness to make the PowerPoint presentation used in the Contract/Scheduling class readily available on the APFA website but he stated those who want to work the desks would still need to take the actual class and sit through the desk training. The question was raised concerning language in the Policy Manual concerning members in good standing receiving training. The National Treasurer recommended checking with the APFA web designer about maintaining the training on the secured side of the website. Some Board Members shared the importance of addressing various ways people learn. Rewording was suggested that this information be shown as a tool versus a training item or class. Another member of the Board concurred stating learning tools should not be restricted from anyone. All speakers supported the dissemination of this information and making it readily available to all Flight Attendants. The comment was shared that it is a difficult time as things are changing constantly and much information still pertains to either LUS or LAA at this point. A member of the JSIC spoke to her enthusiasm for this training for the Flight Attendants that has been suggested. The Company is planning for extensive training for all aspects for the JCBA. In theory, most Board Members supported the intent of the resolution but felt there should be amendments. The maker was willing to amend; however, wished it to remain an action item. The maker offered to postpone the resolution until tomorrow allowing some revision or amendment to the resolution. There was no objection from the Board.

A motion was made to recess for the day. Discussion occurred regarding an extension for one hour. It was decided to recess for the day. The meeting will reconvene at 0900 tomorrow morning.

1733 Recessed for the day.

DAY THREE
APFA
ANNUAL CONVENTION
March 8, 2017

1031 Call to Order

Day three of the Annual Convention was called to order by National President Ross.

1031 Roll Call

National Secretary Dunaway began the roll call of Board Members present. All Board Members or their representative were present at this time.

1032 Miscellaneous information

National President Ross spoke to confidential documents he passed to the Board that pertain to an upcoming agenda item. He asks that the information contained in these documents not be shared on social media. These documents will be collected later in the meeting as they are confidential.

1033 Budget Presentation – Continued

At this time, the Board-suggested revisions, additions, and deletions to the budget were discussed with the Board. National Treasurer Vargas highlighted the requested changes suggested and how they were accomplished. A question was raised regarding the base headcounts, which is accomplished in October. Additional discussion occurred regarding the JCBA budget. The discussion returned to the headcounts and increases that may occur after October. The National Treasurer stated that the Executive Committee can revisit those counts should a large increase occur. A Board Member shared that these increases should automatically be credited to the base. The National Treasurer felt that being done monthly could be extremely cumbersome. National Treasurer Vargas thanked all members of the Budget Committee for their hard work.

1047 Resolution #9 – Budget Approval

Maker: Vargas

Second: Bedwell

Resolution #9 was read into the record by the maker, Vargas. This resolution approves the 2017-2018 APFA Budget as presented in Option A. A roll call vote was taken and Resolution #9 was passed (12-yes, 2-no).

1051 NEW BUSINESS – Continued

1051 Web-based Training – Continued

1052 Resolution #8 – Contract/Scheduling Web-Based Training – AMENDED

Resolution #8, as revised, was read into the record by the maker, Eherts. This resolution speaks to the setting up of web-based training for Flight Attendants concerning the understanding of the Collective

Bargaining Agreement. These tools will target different portions of the Contract using the materials currently used by the Contract and Scheduling Departments. This program will be under the supervision of two members of APFA in good standing who have extensive experience in Contract and Scheduling issues. Amendments were requested to the wording of this resolution, which created extensive discussion. The National Treasurer asked the maker where the funds for this project should be charged. The maker stated the funds should come from the Contract and Scheduling departments. A Board Member suggested this be implemented with a limited number of topics on a trial basis. A member of the Board spoke to how cumbersome the website is today and feels once improvements are made to the website, Flight Attendants might be better equipped to access the material. The maker was asked if it was necessary to put this idea into the Policy Manual instead of asking for a commitment from the Board and the Contract/Scheduling Chairs. The maker felt it was necessary to include this in the Policy Manual. A motion was made to call the question, and without objection, the amended resolution was read into the record by the maker, Eherts.

1111 Resolution #8 – Contract/Scheduling Web-Based Training - AMENDED

Maker: Eherts

Second: Bedwell

Resolution #8 was put forth for a roll call vote and was passed unanimously. (14 yes, 0 no)

1114 BP/VP Training

This agenda item was delayed until the resolution could be printed and distributed.

1114 Payment of Benefits

The subject was the method of payment for benefits when a Flight Attendant is on an extensive leave as it must be a check or money order. The Board Member bringing this discussion item forward cannot understand why credit cards cannot be used. She feels it is unconscionable that the Company accepts credit cards on board the aircraft but not for medical coverage/benefits for ill individuals. National President Ross will work with the Health Department to try and have this changed. National Vice President Martin understood that these premiums were paid to a third-party vendor which is creating the problem. The Board Member reiterated that this is absurd that the Company will not pick up the credit card fee. This was discussed briefly when the Health Department report was presented.

1120 Deadheading – Sec. 16.H.5. – Temporarily Postponed

1121 BP/VP Training (previous agenda item)

Resolution #10 was read into the record by the maker, Eherts. This resolution speaks to the training for new Base Presidents and new Vice Presidents as soon as is possible after the election is certified; however, prior to the beginning of the transition period that is allocated per the APFA Policy Manual. National Treasurer Vargas explained the 10-day buffer in the current Policy Manual language and the necessity of the new Base Presidents and Vice Presidents to have been issued laptops prior to training. There is not a surplus of laptops that would allow for this to be accomplished. A member of the Board asked how this would be handled when there is a vacancy in a Vice President position and the Base President cannot appoint the Vice President until after s/he has taken office. The maker stated a separate training would be necessary. Various Board Members spoke both positively and negatively concerning this proposed resolution. The maker of the resolution spoke to the necessity of this

resolution especially for the large bases. A Board Member requested to call the question. Hearing no objection, the maker was asked to read a particular portion of the proposed resolution into the record as a number had been transposed during initial read.

1138 Resolution #10 – BP/VP Training
Maker: Eherts
Second: Kaswinkel

This resolution was brought forth for a roll call vote and was passed (10 yes, 3 no, 1 abstain). The discussion continued even though the resolution had been voted upon. Several Board Members stated that there must be a better definition of transition period and the responsibilities therein.

1144 Deadheading – Sec. 16.H.5. – Withdrawn

1144 Overpayment 3.P.1. – Withdrawn

1146 Break

1204 Meeting Back On the Record

1204 Resolution #11 – TT Bid Service – POSTPONED
Maker: Milenkovic
Second: Seelye

Resolution #11 was read into the record by the maker, Milenkovic. This resolution speaks to an employee or owner of a Trip Trade Service serving as an elected APFA representative. The maker spoke to the conflict of interest she feels exists under the circumstances as described in the resolution. Discussion began as to what positions within APFA should be included in this conflict. The topic of APFA's no-compete clause was discussed.

At this time, it was asked that the gallery be cleared for an attorney-client discussion.

1213 Meeting Taken Off the Record

1330 Meeting Back On the Record

The on-record discussion concerning the Trip Trade Services continued. A Board Member thought this point may be moot as various items within the JCBA are implemented. A member of the gallery disagreed with the resolution because it would be entering dangerous territory. These Trip Traders are certified and licensed by the Company. A clarification was requested if this was directed toward Trip Trade Services only and the maker stated yes. Another Board Member disagreed with this resolution. A gallery member disagreed with the intent of the resolution stating that you cannot legislate ethics. He cited examples of elected APFA representatives who had other businesses that served Flight Attendants. A Board Member spoke to the optics and perception of this situation that could be troublesome. The far-reaching effect of the statement "receives money from APFA" was mentioned by a Board Member. A Board Member asked if an LUS Board Member could explain the term "cartel." LUS does not have licensed trip trade services. When PBS was implemented at LUS, they have the ability to bid up to 110 hours so long as your seniority can hold it. What began happening was that senior Flight Attendants with no intention of flying that much, still bid that high and then

would give their trips to their friends or junior Flight Attendants. Philadelphia began referring to this practice as “cartels.”

The maker was asked to consider withdrawing the resolution. The maker stated that she would not. The dismantling of the trip trade services as pertains to the implementation of PBS was discussed. A member of the JSIC believes that the contracts with the trip trade services will be terminated when TTS and ETB are implemented prior to FOI. The question was raised if the trip trade services could take over the Flight Attendant’s PBS bidding. The JSIC member explained that they could exist within ETB by processing private trades. The Company has stated they will be terminating agreements with the trip trade services. The exact date has not been determined. A Board Member asked the maker to postpone this resolution until after the meeting with the Company in April. The maker agreed to this request. Resolution #11 was postponed.

1351 Flight Service Managers Flying Trips

This was a discussion item concerning the Flight Service Managers removing Flight Attendants on the LAA side and flying the trip. The Board Member thought there was a Letter of Agreement covering this. National President Ross stated he may have a copy of that LOA. National President Ross had a copy of this Letter of Agreement dated November, 8, 2016, however, it was not agreed to or signed by APFA as there was opposition from the Board. This proposed LOA was read into the record. Flight Service Managers were not happy that this letter had not been signed. A Board Member stated that her concern was they would only displace the most senior Flight Attendants and fly the best trips. The Board Member continued by saying that it is a good idea for them to experience working an actual trip and having to deal with the issues that arise. Another Board Member stated that his base Flight Attendants appreciate seeing management out on the line especially on very difficult trips. The point was made that the Flight Service Managers considered to fly a trip must have completed the full training curriculum and not the condensed three (3) week version. Additionally, the statement was made that it should be a trip that their seniority holds, not picking and choosing the best trips. Another member of the Board stated that only managers whose name is on the seniority list should be flying these trips. There were several comments both for and against this issue. A Board Member spoke positively regarding this issue. He felt it was very important for a Flight Service Manager who is in a position to discipline a Flight Attendant to experience the realities of the job. In New York, this was used as a reward for Flight Attendants for various reasons to be displaced and paid for the trip. It was reiterated that having a real-life Flight Attendant experience is very important. Additional Board Members spoke in favor of this policy. National President Ross stated he would be willing to speak to the Company regarding this LOA with certain amendments. This debate continued as this had never been experienced by LUS Flight Attendants. There used to be a requirement that qualified Flight Attendants who moved to management positions in Flight Service were required to fly a certain number of flights per year both at LAA and LUS. This is no longer in place. Several members of the Board expressed their disappointment about this being lost on the LAA side as it was a benefit to the Flight Attendants. At this time, it was requested that a straw poll be taken to determine the interest of the Board in continuing this LOA discussion with the Company or dropping the issue completely. A majority of the Board wished that discussions continue with the Company concerning this LOA, which will be undertaken by National President Ross.

1432 Uniform IOD’s – Withdrawn – Previously Discussed

1432 Scheduling Reserve/Availability Numbers – Withdrawn – Previously Discussed

1432 Charter Flying Letter

This was discussed briefly at the Fall Board Meeting. This concerned sign-in times. On charters, the boarding process is totally different. This proposed Letter of Agreement involves the Flight Attendants signing in two hours prior to departure with the extra hour of pay/no credit on top of the daily pay. Questions were raised by the Board concerning changes to the original letter. There are two different types of charters – preplanned that can be bid upon and 10% last minute sports charters. Questions were asked/answered creating additional discussion. The JSIC was consulted regarding this issue. The point was made that the planned charters can be contained within 2-3 day trip sequences with no particular designation to make it stand out. The added hour on the 10% hand-picked charters, a select group, was addressed as causing problems with Flight Attendants flying the planned charters. The letter being discussed spoke only to those charters requiring sign-in two hours prior. A member of the Board stated the requirement to be there an extra hour early should only be for the 10% charters, not all charters. National Vice President Martin stated she thought that was the intent of the Letter of Agreement. An additional comment was made by a Board member who wanted to make sure the extra hour was included in the duty day. JSIC member offered assistance if that was necessary. A request was made for clarification for any Flight Attendant assigned to fly a charter flight outlining specific requirements of service to be included in the bidsheet. National President Ross felt the Board wanted additional clarity on the letter and he will report back to the Board.

1455 Attendance Policy

An update was requested by a Board Member concerning the current state of this policy. National Vice President Martin addressed this question. The Company provided a draft to the National Officers to which they made changes and returned to the Company. Additionally, APFA requested that the Board be present for the next meeting concerning this. As of this date, nothing further has been received from the Company but once it is, a meeting will be set up and the Board will be invited. A member of the Board spoke to the Company using IT man hours on CATS programming on something that could be used to discipline Flight Attendants. The Company should not be pulling IT resources from any programming that still needs to be done on things that benefit the Flight Attendants. The JSIC explained that the Company has denied programming projects that could benefit the Flight Attendants. Some changes requested by APFA were mentioned briefly. Several comments were brought forth from the gallery. It was asked that the differences in the current attendance policies between LAA and LUS be recognized and discussed. The questions and comments raised will be addressed with the Company during the April meeting.

1511 Pilot Crew Meals

With current manning and service requirements in First Class, serving crew meals has created a problem on certain flights with short flying time. It has resulted in many problems occurring between Flight Deck and cabin crews. It is not a matter of not wanting to serve the Flight Deck; it is a matter of having the time to do so. It also concerns the staffing of the cabin. The Board Member read a settlement agreement obtained in 1996 by LUS Flight Attendants to the Board. National President Ross will discuss this with the Company and requested a copy of the settlement. He will try to include APA in this solution as well. On the LUS side, the domestic flying is all FAA minimum crews and staffing should be increased. The minimum staffing was discussed concerning rumors of food being brought back to the main cabin. National President Ross has had conversations with the Company concerning staffing and most recently the 787. National President Ross was advised that they would

be considering changing the staffing on the 787 versus changing catering details. National President Ross emphasized that it is important to follow FAA rules and mandates at all times.

1525 Resolution #12 – Live Chat

Resolution #12 was read into the record by maker, Kaswinkel. This resolution speaks to a revision to the Policy Manual concerning Live Chat and the Communications Department responsibilities. The maker spoke to this resolution. The Board Member felt that definite policy should be established if Live Chat is to be utilized and continued. The Communications Chairperson was asked to clarify what is currently incorporated into the Live Chat and his duties as outlined in the proposed resolution. Several requirements listed in the resolution are currently being provided and accomplished. It was suggested that a Live Chat rep be located on the West Coast. The current staffing is two full-time LAA reps and one part-time LUS rep. These reps also rotate to the desk as well. A clarification was requested concerning transcripts of the Live Chat calls. A calendar is published for the Live Chat reps and can be provided to the Base Presidents upon request. An amendment was made to this resolution with the approval of the maker.

1539 Resolution #12 – Live Chat - AMENDED
Maker: Kaswinkel
Second: Story

Amended Resolution #12 was put forth for a roll call vote and was passed (12 yes, 2 no).

1543 Break

1606 Meeting Back On the Record

1606 Resolution #13 – Policy Manual 12.G.6 - WITHDRAWN
Maker: Kaswinkel
Second: Britton

Resolution #13 was read into the record by the maker, Kaswinkel. This resolution speaks to rewording of the approval process for Base Briefs in the Policy Manual Section 12.G.6. This rewording speeds up the process from five calendar days to two calendar days. The maker was open to amending this resolution when asked to make changes. It was pointed out that the entire Executive Committee should be copied on these approval requests. Also, the Department Chairpersons must be consulted if the briefing involves their department. The approval process and dates involved were discussed extensively. The statement was made that a Policy Manual Review Committee has just been formed and that time would be better served letting them make the necessary revision during their review and the maker was asked to withdraw the resolution. Discussion continued for quite some time regarding the procedure currently used. This resolution was withdrawn by the maker.

1628 Basic Economy Service

The Board Member raising the issue stated that she has received numerous complaints from Flight Attendants on how the Company is marketing this product. The seats are scattered around the aircraft and are boarded at the last minute. There is concern about the seating at the last minute and Flight Attendants being charged with delays. This problem usually involves families.

An additional question was raised about receiving calls from Flight Service or the Tower asking why boarding was taking so long. A Board Member responded who had dealt with this issue at DFW. They were told to stop doing this and if anyone experiences this, they are to alert the DFW Base President.

1633 Board Call Procedures

The Board Member bringing the agenda item forward was looking for clarification regarding timelines for submitting agenda items and attachments by 1000 the day prior. This deadline is outlined in the Policy Manual. It was agreed that there should be some flexibility regarding this issue. The intent of the resolution regarding the Policy Manual was an attempt to streamline the Board calls.

1640 JCBA Implementation

The Board decided to move to the next non-action item on the agenda, ADR Facilitators, while copies of the resolution were passed around.

1633 ADR Facilitators

It was explained that the Base Manager was to act as the Facilitator for Dispute Resolution Conferences. It was further explained that in small bases this was a conflict as the Base Manager is involved in the disciplinary action and then acts as the facilitator. The facilitator should not be involved in the case. The definition of facilitator as pertains to the DRCs was discussed. A Board Member spoke to the negatives of the program as it stands now compared to past practice. Discussions were shared concerning conversations with the Company and various Base Managers. Several Board Members spoke to the list of facilitators for each base distributed by the Company. A Board Member stated that there were names on this list that were totally unacceptable. A list was requested of the management individuals who would be attending the ADR Training on March 14th – 16th. The list that was distributed contained names of individuals who have received the advanced ADR training.

1651 Resolution #14 – JCBA Implementation
Maker: Britton
Second: Eherts

Resolution #14 was read into the record by the maker, Britton. This resolution speaks to the implementation of the contract and FOI. It speaks to the monies lost by the Flight Attendants due to the numerous delays in implementation of the JCBA. This resolution states that a Presidential Grievance will be filed to challenge the Company's failure to adhere to the Implementation Schedule and to seek just compensation for the Flight Attendants for the Company's implementation failures. A Board Member asked JSIC to address how filing a Presidential Grievance would affect their efforts with the Company. The JSIC stated that they felt it would be support offered to the JSIC. They have worked for 2.5 years and welcome the support and do not see this as harmful. Board Members spoke in favor of this Resolution.

1701 Meeting Taken Off the Record

1803 Meeting Back On the Record

Resolution #14 will be postponed until first order of business tomorrow morning. Additionally, the meeting was extended one hour.

1804 Resolution #15 – Elimination of Executive Committee - WITHDRAWN
Maker: Foust
Second: Trautman

Resolution #15 was read into the record by the maker, Foust. Because the size of the APFA Board of Directors has decreased with the merger of the domestic and international bases and because of scheduled bi-monthly Executive Committee / Board of Directors briefing calls provide additional communication, the resolution speaks to the elimination of the Executive Committee. The resolution adds that the use of teleconference meetings provides the Board the ability to conduct official business and unscheduled issues. The maker feels that quarterly Board Meetings would be more effective. This resolution directs the newly formed Constitution Review Committee (CRC) to evaluate what changes need to be made to the Constitution to eliminate the Executive Committee. These recommendations from the CRC will be presented to the Board for further evaluation of the termination of the Executive Committee. Amendments were requested to this resolution and were accepted by the maker. Several Board Members spoke to this issue. The point was made that the Constitution Review Committee will be charged with several issues to review and miscellaneous resolutions at this point may not be necessary. A member of the Board suggested the Board collectively decide on a list of parts of the Constitution they want reviewed. The maker was asked to withdraw the resolution at this point and agreed to do so. The maker had no objection to withdrawing the resolution.

1818 5 Hour Pay No Credit

This is an LUS issue that was discussed at the October 2016 Board of Directors Meeting. This concerned PPO and the maximum of 105 hours. Several opinions were brought forth by Board Members. Examples of this usage were discussed and the point was made that it is very infrequent. The differences between LAA and LUS procedures concerning this issue were extensively discussed. Clarification of the actual issue was requested. The National Treasurer explained that his understanding from the Board's discussion and decision at the last meeting was that the extra 5 hour pay cannot be paid to an individual on a PPO. This is a challenging issue due to differences that exist at this point between LUS and LAA. The National Treasurer asked for a yes or no answer for the individual involved. The Parliamentarian was consulted as to how to proceed at this point. It was determined that the question could be called closing the debate. It was decided to continue the discussion. It was stated that the National Chairpersons are paid simply what their seniority holds for 18 days of work although they often work 24 or more days. They should be considered during this discussion. This discussion became more and more complex as it continued. It was agreed to pay the two individuals in question and this issue will once again be addressed at the next meeting.

The meeting hourly maximum had again been reached. The Board was asked to vote on extending the meeting for an additional hour. A majority of the Board voted in the affirmative to continue.

1855 Awards Recognition Banquet

National Treasurer Vargas asked for the Board's input regarding the elimination of the banquet and utilize a smaller gathering or reception for the Awards Recognition. National Secretary Dunaway wished to clarify that no membership dues were utilized to pay for the event. All expenses for the Awards Banquet were covered by donated funds.

1856 Section 5 Policy Manual

National Treasurer Vargas asked if the Board wanted him to research “corporate” cell phone service. A Board Member stated that for large bases this would be advantageous as several reps are involved with varying costs for their cell phone service. He felt that one plan would save a large amount of money with the Corporate discount. Several Board Members were not enthusiastic about having to carry two cell phones. This suggestion was voted down. The National Treasurer stated that the cell phone bills must accompany the expense reimbursement request when 100% is expensed. When less than 100% of cell phone is expensed, all billing pages, less the itemized call sheets, must be included for reimbursement. When MEA is paid, the rep is not entitled to lunch or dinner expenses. The time limit involved in submitting expenses is capped at three (3) months. The three-month terminology is based on contractual months, not calendar months. An additional request involved supporting documentation not submitted and what the time limit for that should be. Another issue discussed was gogo service and the fact there is not a policy governing this yet. The National Treasurer asked for schedules or paper bids as soon as possible.

1910 Resolution #16 – Budget Committee
Maker: Vargas
Second: Adair

Resolution #16 was read into the record by the maker, Vargas. This resolution speaks to the appointment of a member of the APFA Board of Directors to the Budget Committee. Effective April 1, 2017, Jennifer Welpott will be appointed to the Budget Committee replacing Kimberly Smedley. This resolution was opened to discussion. Several Board Members felt that someone with more Union experience be appointed to the open position. Another member of the Board was concerned that there may be an election in SFO soon. A member of the Board expressed her desire to see a list of candidates before these types of positions are appointed. An explanation was made about the requirement the Budget Committee has a sitting member of the Board on the Committee. A Board Member volunteered to fill the position, although with the caveat he was not interested, but was willing. The discussion continued regarding experience and enthusiasm for service on the Budget Committee. The eligibility of the appointee was discussed however, as of April 1, 2017, she will be a sitting Board Member. The National Treasurer pointed out the past practice of the National Treasurer appointing the Budget Committee and the Board approval was only a formality. The outgoing member of the Budget Committee spoke to her support of the National Treasurer’s nominee. A roll call vote was taken and Resolution #16 was passed (7 yes, 3 no, 4 abstain).

A motion was made to recess for the evening. The Annual Convention will continue on March 9th at 9:00 AM

1930 Recessed for the day.

DAY FOUR
APFA
ANNUAL CONVENTION
March 9, 2017

1215 Call to Order

National President Ross called the meeting to order.

1215 Roll Call

National Secretary Dunaway took the roll call. All members of the APFA Board of Directors or their representative were present.

1220 Resolution #14 - JCBA Implementation – Continued

Maker: Britton

Second: Eherts

Resolution #14 was read into the record by the maker, Britton. This resolution speaks to the implementation of the negotiated JCBA and American Airlines failure to comply with the implementation schedule. This resolution also speaks to compensation owed to Flight Attendants. This resolution also calls for the Board of Directors to convene following the April 19, 2017 meeting with the Company. A Board Member stated her gratitude for all hard work on this resolution. Additional support of this resolution and the JSIC was shared by many Board Members. Resolution #14 was brought forth for a roll call vote and was passed unanimously. (14 yes, 0 no)

1223 Lunch Break

1603 Meeting Back On the Record

A brief discussion concerning an item discussed off the record was held.

1607 Ad Hoc Election Results – National Ballot Committee

The election process was held off the record. The National Ballot Committee Chairperson announced that Steve Watson was elected to Ad Hoc Place 1 and George Price was elected to Ad Hoc Place 2. The delegates who participated in the election were all elected and allowed to sit at the voting table. The following are the base assignments for the Ad Hoc representatives:

BOS	Jennifer McCauley	MIA	Steve Watson
CLT	George Price	ORD	Paul Hartshorn
DCA-AA	Kirsten Taylor	PHL	Jennifer McCauley
DCA-US	Paul Hartshorn	PHX	Paul Hartshorn
DFW	Steve Watson	RDU	George Price
LAX	Kirsten Taylor	SFO	Steve Watson
LGA	Jennifer McCauley	STL	Kirsten Taylor

National President Ross thanked the Board and gallery. He wished to thank those individuals leaving the Board for their hard work and willingness to step up to do Union work.

1610 Resolution #17 – Adjourn
Maker: Bedwell
Second: Smedley

A motion was made to adjourn the 2017 Annual Convention of the APFA Board of Directors. This motion was unanimously passed.