

# APFA

## BOARD OF DIRECTORS MEETING

### 2017 BOARD OF DIRECTORS CONVENTION

March 6-9, 2017

Embassy Suites Downtown  
St. Louis, MO

Resolution Tally Sheet	Resolution #: 14
	Maker: Britton
	Second: Eherts
	Date: 03/09/2017
	Time: 12:20 p.m.

Resolution Name: JCBA Implementation

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

COMMENTS: Re-written from original presentation on 03/08/2017

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

YES: 14      NO: 0      ABSTAIN: 0      ABSENT: 0

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

**WHEREAS**, American Airlines and US Airways approved a historic merger agreement in February 2013 creating the world's largest airline, which required the negotiation of a joint collective bargaining agreement for the Flight Attendants of both carriers; and

**WHEREAS**, the Joint Collective Bargaining Agreement (JCBA) includes a negotiated Implementation Letter; and

**WHEREAS**, the JCBA contains countless improvements for APFA members worth millions of dollars annually for both LAA and LUS Flight Attendants; and

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**WHEREAS**, the APFA entered into the implementation of the JCBA in good faith expecting that the Company would meet its commitments; and

**WHEREAS**, the Company has failed to deliver in a timely manner numerous items affecting all American Airlines Flight Attendants, despite the continuous, vigorous efforts of APFA's Joint Scheduling Implementation Committee; and

**WHEREAS**, the delay has been essentially caused by the Company's choosing to give Flight Attendants less priority on its corporate list of merger integration items; and

**WHEREAS**, these delays have created measurable negative economic, work rule and quality of work life impacts on Flight Attendants; and

**WHEREAS**, American Airlines has earned record profits since 2014 and has offered no plan to fairly compensate or make APFA members whole; and

**WHEREAS**, the membership is still waiting for the decision in the Wage Adjustment arbitration; and

**WHEREAS**, Flight Attendants have worked tirelessly to contribute to the success of the merged company, and expect the Company to deliver on the agreed-upon improvements; and

**WHEREAS**, the Company has asked the APFA Board of Directors to meet in April 2017 to review the Company's modified implementation timelines;

**BE IT THEREFORE RESOLVED**, after that meeting, the APFA Board of Directors shall convene to consider the appropriate next steps for APFA to take, including potential legal action.