

**APFA
FALL BOARD OF DIRECTORS MEETING
OCTOBER 11-12, 2017**

**Marriott Solana
Westlake, Texas**

0923 Call to Order

The National President called the Fall Board Meeting to order and thanked all for attending. He extended his heart and prayers to those affected by the California fires.

0924 Roll Call

The National Secretary was asked to take roll call. With the exception of the National Treasurer, all members were present.

0926 Agenda Review and Approval

Additions, revisions and removals to the agenda were requested.

0932 Resolution #1a – Amend the Agenda
Maker: Dunaway
Second: Valenta

Resolution #1A was put forth for a roll call vote and was passed. (14-yes, 0-no)

0934 Resolution #1 Approve the Agenda
Maker: Wroble
Second: Valenta

Resolution #1 was put for a vote and passed. (13-yes, 0-no, 1-absent)

0934 NATIONAL PRESIDENT'S UPDATE

0934 National President's Remarks/Update

The National President asked that the meeting be taken off the record for the initial portion of his update.

0936 Meeting Taken Off the Record

1159 Meeting Back On the Record

The National President continued his update on the record by requesting a briefing from JSIC. The Committee was present and able to update the Board. The JSIC was asked for an estimated

length of their presentation. It was determined that the Active Litigation Update from Legal would be presented prior to JSIC and lunch.

1200 Active Litigation Report

Legal Counsel briefed the Board on a recent lawsuit filed by a single Flight Attendant alleging discrimination. A motion to dismiss was filed by APFA and the case against APFA was dismissed; however, it is still pending against the Company. Also mentioned was the DOL lawsuit, which had previously been discussed off the record. The National President stated that the Board is still discussing the DOL lawsuit and the process for the re-run election. A decision has not been rendered at this point.

1201 Lunch Break

1305 Meeting Back on Record

1305 JSIC Update

Two members of the JSIC were present. A general update was provided in addition to information given to the Board yesterday. A slide presentation was used to discuss the following problematic issues the JSIC is facing:

- Training Department
- Communications
- Company "Re-baselining" without JSIC/Union participation
- Hours of Service Implementation for November 2017
- Deadheading

The issues with the Training Department were discussed first. There has been a lack of coordination across the department concerning training manuals, power points, and web-based training and the lack of continuity among them. The Committee feels that the Company's Training Department is in crisis.

The Communications issue was discussed. JSIC described a breakdown in the Company communicating important information to them. JSIC has requested a distinct process that is adhered to prior to any communication being disseminated.

The JSIC representative spoke to the re-baselining issue and of being told meetings were cancelled when they were being held without JSIC's participation because the JSIC members were deemed disruptive. The Company re-bundled sections of the JCBA that were to be implemented together and separated pay protection into three (3) phases without JSIC input or participation. The re-baselining was presented as the Plan of Record (POR) with no regard to previous participation of the JSIC.

Discussed next was the deadheading changes coming in December for LAA Flight Attendants. All deadheads will be A1s. The unscheduled deadheads back to domicile will be confirmed A1s, but the process has yet to be determined. JSIC explained the only time a Flight Attendant will be

an A3 is to go to training from a commuter city. All other transportation for work or training will be A1. A grievance was filed concerning the change on last leg deadhead to a commuter city, which the Company is stating is an A12. APFA disagrees and feels it should be an A3 according to the JCBA. Nothing changes for LUS concerning deadheading until FOI.

The changes concerning Hours of Service pertain only to LAA. No changes will affect LUS until FOI. The JSIC discussed the changes that would be occurring regarding Domestic On-Duty Limitations, Domestic Minimum Layover Rest and ODAN (On Duty All Nighter) rules covered in tables 11E and 11F. JSIC reviewed the upcoming changes via power point. A point was made that all Mexico flights are considered international with international rates of pay. There has been some confusion as to when to use Chart E or Chart F. Chart E (for Domestic only) is used for sequence construction and allocations as well as sequences that are built beyond day of or day before. These charts are based on report time, not departure time. Report time, sign in time, and check in time are all synonymous and are used interchangeably in the contract. Table 11F covers a trip that is rescheduled or repaired with operational duty maximums.

JSIC spoke to the increase in LAA domestic minimum rest periods which have increased from 9 hours to 9.5 hours of “pure rest.” The definition of “pure rest” is considered the period from release to report. If the Flight Attendant has less than 9 hours of pure rest, they are given 11 hours of compensatory rest. Compensatory rest is never reduceable by anyone and must occur within a certain timeframe. If the situation arises where the rest behind closed doors is less than 8 hours, the flight departure must be rescheduled. If this does not happen, it is considered one duty period.

The JSIC discussed the definition of red-eye sequences. If a duty period touches 0100 to 0101 home base time, it is considered a red-eye sequence and subject to those limitations.

The ODAN (On Duty All Nighter) sequences were discussed. This encompasses the hours between 1 AM and 5 AM and is a standalone duty period with restrictions. There will be no more than two flight segments and neither can be longer than 2.5 hours.

1418 Meeting Taken Off the Record

1438 Meeting Back On the Record

1439 DEPARTMENT REPORTS

1439 Communications Department

Written reports were submitted by all Chairs. Questions for the Communications Chair were requested. A question was raised regarding the number of Flight Attendants utilizing the “Live Chat” option on the Website. According to the Chair, the analytics through July were included in his report but he will provide numbers through September for the Board Member. The National President introduced the Web Content Manager/Graphic Designer for APFA. Additionally, gratitude was extended by a Board Member to Greg Bentley for doing a great job assisting the Communications Chair.

1442 Government Affairs

Peter Goelz and Allie Mallis were in attendance and gave a brief report to the Board. The FAA Bill, the law that will authorize the continuation of the FAA's services, has once again been extended. The original bill was extended 23 times so it is not unusual for the current bill to have been extended for a third time. The issue of contention is the privatization of the air traffic services part of the FAA. The FAA is broken into three parts: air safety; airports, and air traffic controllers. The privatization of the air traffic controllers is extremely controversial. A new administrator of the FAA is expected to be appointed in the next few months and will most likely continue to push for privatization.

The next issue Mr. Goelz discussed was what evolved from working with the Safety & Security Chair following the incident in Chicago. The Flight Attendants did an outstanding job and saved lives by initiating the evacuation themselves. It was determined; however, that there was difficulty reaching the cockpit during this time and APFA submitted a report to the NTSB. The intercom systems used to alert the cockpit crew in emergency situations vary by aircraft and it was suggested they be changed to a single code or sequence for all aircraft or to make sure it is posted and easily visible in darkness or a smoke situation.

The third issue discussed was the Supreme Court. They will be acting on a case that, if ruled in the affirmative, will undercut public sector unions' ability to collect dues.

The Legislative Affairs Specialist spoke to the Cabin Air Quality Act. She appreciated the training offered yesterday and will convey this information as she is lobbying on Capitol Hill. She has offered to organize a Lobby Day on Capitol Hill.

The question was raised to exactly what position unions are taking on privatization. The Controller's union has not been specific on their position, the Pilots' union has been opposed to it and Flight Attendant unions, including APFA, have also not taken a firm position. The airlines are the primary supporters of this effort and the general and business aviation people are opposing this. Additionally, a few smaller cities are concerned that this is an effort to eliminate air service into these smaller cities.

Legal Counsel gave an extensive explanation of the case coming before the Supreme Court regarding unions', both public and private, ability to collect dues both from members and non-members (agency fee payers). Under this case, workers can demand the representation without paying the dues. He cited current and past cases challenging union dues and its relationship to the First Amendment defense.

The question was raised regarding the Cabin Air Quality Act and the support it is receiving from Congressional Representatives. Specifically asked was if action should be begun now regarding lobbying or if the Bill has enough support to move forward? The Legislative Affairs Specialist stated that there are co-sponsors of this Bill to whom she will speak as to timing of lobbying efforts.

A conversation began regarding the anticipated changes to seat pitch and the impact that will have regarding safety and evacuation of aircraft. A Bill has been introduced to ask the FAA to

do several things with the first being the re-doing of evacuation requirements with the new seat pitch. Secondly, the Congressional Representative putting forth the Bill is asking for medical studies of the effects of the 28 and 29-inch seat pitch.

1517 Health Department

There were a couple of questions for the Health Chair. A meeting was requested by the Company to discuss a "benefits change" they wished APFA to sign off on. This was to reduce the price of the Core Plan because this plan and the Standard Plan are in our Contract. There was a small amount of difference in dollars in the two plans. The Core Plan has the highest deductibles and for a small amount more, participants could have the Standard Plan and have a better plan and coverage. The Chair felt that all should be aware of how the high deductible plans work (Core Plan) even though they may be attractive at a lower cost. It is important that this information be made available to the Flight Attendants.

The question was raised why the Union Benefits staff was still not allowed in Operations even though they are allowed on property with TWU and CWA. It was explained that the HR person representing those work groups is a different individual than the one representing Flight Attendants and she does not feel it should be allowed. The Health Department will be disseminating information via a postcard with enrollment information. Enrollment must be done online and there will be a phonenumber for questions.

A Cobra question was asked for those Flight Attendants being terminated for drug issues. There is a time limit for this coverage and the procedure has been difficult for some to obtain this coverage. There is supposed to be a special site and the Chair explained the process and stated that several steps must be taken. The Chair feels the EAP representatives from both the Union and the Company should be working together on this to solve any problems and delays that may occur with a crucial deadline at stake.

1526 EAP Department

The Chair was not present but had submitted a written report to the Executive Committee, which was forwarded to the Board. The National President stated that the EAP Specialist wished to add an additional EAP representative to assist while she was out with a health issue.

1528 IOD Department

A written report was submitted by the Chair. There were no questions for the Chair.

1529 Hotel Department

A written report was submitted by the Chair. The Hotel Chair wished to address the hotel situation in San Juan. All four properties used for layovers in San Juan were inspected and three of the four properties were found to be 100% operational, but the infrastructure of the entire city is extremely damaged. The APFA Hotel Chair, Company Representative and the APA Representative all agreed that no layovers should take place until the curfew has been lifted, the power is reliable and traffic lights are fully operational. Communication continues to be a

problem. The bid packet contained San Juan layovers but those will not happen. There is only one hotel property recommended for any off-schedule operations. A question was raised regarding a dedicated line for Travelliance making contact easier. A question was raised regarding accommodations in Barcelona. The wait for a room has become very long with some crews waiting 3-4 hours in the lobby. The Chair is not aware of this problem.

The Chair gave a brief history of changes that have taken place within the Company and Travelliance concerning layover properties. In August, they were informed the Company decided to give the hotel sourcing to the Purchasing Department. The Chair feels this is a violation of Section 6 of the Contract. The Chair wishes intervention from the National President and perhaps a Presidential Grievance. Pop-up properties were discussed and the how long they are to be utilized. There has been a problem in Paris with hotels being changed and lengthy waits for rooms. Additionally, some pick-up times in Europe have been changed to 15 minutes earlier.

1545 Safety and Security Department

The Chair will make her presentation at tomorrow's meeting.

1546 Archives

A written report was submitted by the Historian. There were no questions for the department.

1546 Retirement

A written report was submitted by the Retirement Specialist. He spoke to his report given at the Executive Committee Meeting regarding the lump sum pension buy-out that was offered to LAA Flight Attendants with relatively small pensions. He stated that the window has closed for this election. Four hundred sixty-five (465) Flight Attendants elected the lump sum option, thirty (30) fell into an auto rollover as they had a pension of less than \$5,000, seven (7) elected an early annuity and 1732 did not respond to this solicitation. Also, 295 were returned as undeliverable.

The Specialist spoke to a situation he rectified involving a Flight Attendant transferring to American from a regional carrier who was not receiving the Company contribution to his 401k for his first year after the transfer. Company time should follow you and the Company has agreed to review similar situations to ensure all are receiving their Company contribution.

He spoke about Retirement Seminars that are scheduled through the end of the year. A question was raised regarding a reduced health premium for the Flight Attendants 62-65 years of age who are staying only for the health coverage while awaiting Medicare. The Specialist stated that he had a meeting with the Health Department and the Company concerning this issue. The Company stated it was not something they were prepared to do now, but had thought about looking at in the future.

1554 Break

1613 Meeting Back On the Record

1613 NATIONAL VICE PRESIDENT'S REPORT

1615 SBA Update

A written report was submitted to the Board. The National Vice President stated that there are currently 119 open grievances in the field which is down from 375. The National Vice President spoke to the scheduling of the Pre-Arbitration for the Presidential Grievance on FOI, which is October 26-27, 2017. There is one current QSB case in Chicago which has been prepped and the decision will be made whether to take it forward. At the Annual Convention, there were 143 termination cases that have been handled by the SBA department in the last year. Since the Convention, there have been 41 terminations, of which 23 have been returned to work.

On August 22, 2017, the SBA team met with the Company Regional Managers. The AdHocs received a briefing on this meeting and should have forwarded to Base Presidents.

The current DRC five-day reminders and all reports are in the binder along with the current Dashboard. The National Vice President asked to take the meeting off the record briefly.

1616 Meeting Taken Off the Record

1627 Meeting Back On the Record

The National Vice President's update was concluded off the record.

1628 NATIONAL SECRETARY'S UPDATE

1628 Uniform Update

The National Secretary stated that one year ago, on August 11th, the uniform reaction form had been created and posted on the website. To date, APFA has received 4,782 reports from 4105 individual Flight Attendants. September 20, 2017 was the one-year anniversary of the wearing of the new uniform and APFA continues to receive new first-time reaction reports. Last week, 60 reports were received. APFA continues to monitor and collect information concerning these reactions. APFA has moved the uniform question phonenumber to the Health Department.

Due to the constant efforts of APFA, there have been some significant turning points regarding the uniform problems. The Company has agreed to totally replace the Twin Hill uniforms. Initially they stated that the process could not take place until the end of the Twin Hill contract; however, the process has started already and is moving swiftly. It will take time to accomplish this but in the meantime, all options are still available to Flight Attendants. The reporting form has been revised to focus on specific problems and situations. Reports have been received regarding reactions to Twin Hill uniforms worn by other Flight Attendants and the reporting form has been updated so APFA can collect that data. A Hotline was released listing all the chemicals that were found in American's testing, along with an extensive amount of data and resources. The Presidential Grievance is proceeding and meetings have been held with the Company on various issues particularly the Flight Attendants who were unable to work due to this issue. The National Vice President has been instrumental in these efforts.

Concerning the vendor selection process, the Company put out an RFI (request for information) to vendors who had expressed an interest in doing business with American and 22 responded to the request. A committee comprised of the Company and Unions will be deciding the vendor. The National Secretary has additionally asked Brian Morgan, former AFA MEC Uniform Chair, to participate. The National Secretary feels his knowledge is invaluable and is appreciative of his willingness to participate. The National Secretary would like the Base Presidents involved in the process as well. APFA has requested a more extensive wear testing process, both in length of time and number of testers. The uniforms will also go through extensive chemical testing. The National Secretary explained in detail the process used for a basic selection for a “short list.” One vendor makes the uniform in the U.S.; however, fabric is sourced from overseas.

A meeting will be held on Friday with the Company with various vendors being presented. The goal is to narrow it to two potential vendors.

Lawsuits have been filed by groups of Flight Attendants against Twin Hill. These are totally independent of APFA.

The uniform discussion was opened for questions. A Base President asked if the reporting process remains the same on the website as the calls are now forwarded to the Health Department. There is no change to the process. A question was asked about whether the new uniform would be a new design. The National Secretary explained there may be some modifications made to the existing design, but APFA has been adamant the new uniform not look anything like the current uniform. Once new uniforms are rolled out, it needs to be easily distinguishable as something new so that Twin Hill can no longer be worn. Questions were raised about Aramark and some negative reports have been filed but not everyone has received the shipments yet. The Company has backed off their demand that only Aramark or Twin Hill be worn. A question was asked about the Made in USA requirement. The National Secretary Dunaway explained that it does not mean the total process occurs in the United States. Only 17% of the total production cost must be completed in the USA to qualify as “made in USA.” Only one vendor advertises a made in the USA product; however, the fabric is sourced from overseas. The National Secretary has found that not many fabrics are made in the U.S. anymore.

1647 Policy Manual/Constitution Review Committee

These Committees are temporarily on hold. Some information has already been received from these Committees. They provided some proposed changes and these will be forwarded to the Board Members.

The National Vice President reminded the Board that she has requested the names of Flight Attendants who were denied Family Leave or have attendance issues in conjunction with a uniform reaction for her discussions with the Company. Additionally, she is working with the Company to restore to whole those Flight Attendants who were harmed because of uniform reactions. The Flight Attendants need to provide supporting documentation including doctors’ statements.

1650 NATIONAL TREASURER'S REPORT

The National Treasurer submitted a written report to the Board including the most recent financials. Also included is the PAC Report.

1651 OLD BUSINESS

1651 Grievance Review Committee Training

A Base President asked to withdraw this agenda item brought forward by her predecessor.

1652 5 Hours Pay No Credit

This agenda item will be postponed until the next Board of Directors meeting.

1652 NEW BUSINESS

1652 787-9 – Will be discussed later in the meeting

1652 PBS Specialist

The Base President bringing this agenda item forth wished the Board to have a discussion on establishing this position for LUS Redbook PBS. This has been discussed several times and he wished to determine if the Board wanted to move forward. Candidates have submitted resumes and those will be shared with the Board. The Base President read his tentative job description to the Board and explained the experience he felt was necessary to be successful in this suggested position. The question was raised whether the previous discussion included two individuals, one for LUS and one for LAA. This would be the eventual plan, but initially there would only be one person on the LUS side. All resumes will be submitted to the Board and further discussed on the next Board Call.

1659 Hotel Reimbursements

This subject concerned the reimbursement for Base Presidents and Base Vice Presidents for hotel expense incurred when having to come to their base for meetings when they live out of base. The requesting Base President feels it should be reimbursed from the base budget. It is usually two or three times a month. Some shared opinions that it should be at the Base President's discretion and it should be part of the actual base budget as formulated each year by the Budget Committee. This created discussion amongst the Board regarding expenditures budgeted in the base budget. A Base President spoke on how various expenses were historically incorporated into policy, which was through a revision of the Policy Manual. The National President felt this should be discussed by the Board and the Budget Committee; however, any change to how budgets are utilized must be approved by the Board. The National Vice President stated that it should be acknowledged that the policy was not written for a commuting Base President or Base Vice President. The National Vice President was a commuting Base President and was told she could not pay for her hotel out of her budget. All felt that this should be addressed with the National Treasurer's input when he is available.

1711 Definition of Crew Schedule Error

A Base President inquired as to the contractual definition of crew schedule error. A crew at her base was “misplaced” by crew schedule and left in New York. When she tried to obtain compensation, she was told that crew schedule did not make a mistake. Another Base President cited an error at his base where a Flight Attendant lost a trip by crew schedule error. He feels this is a top priority. It was suggested that this be handled by the Joint Scheduling Committee at their quarterly meetings. A comment was made that the Company feels it is not crew schedule error until the sequence/trip begins. Several additional examples and comments were addressed.

1720 Pay Comp Info from Base Manager

A Base President stated that pay comp has been questioning Base Manager’s decisions on grievances to pay Flight Attendants. Flight Service has stated that pay comp should not be questioning these decisions. The National Vice President has also had these discussions with Flight Service, who assures her that pay comp should not be denying payment. If this occurs, the National Vice President would like to have the name of the Flight Attendant to take to management. Other payroll problems were discussed. The National President will address this interference from Pay Comp with management. This discussion continued with input from several bases regarding these payment problems.

1734 Motion to Recess

The APFA Fall Board of Directors Meeting was recessed until 0900 on October 12, 2017.

DAY TWO
APFA BOARD OF DIRECTORS MEETING
OCTOBER 12, 2017

0920 Call to Order

The National President called day two of the Board of Directors Meeting to order. The National President asked the Board to remain at the close of the meeting today to discuss the meeting with the Company scheduled for tomorrow. Additionally, the National Vice President stated she heard back from Stephen Howell regarding the 787 and he has set a meeting for next Tuesday.

0922 Roll Call

All members except the National Treasurer were present.

0925 Resolution #2 - Policy Manual Section 12.G.

Maker: Morgan

Second: Babi

Resolution #2 was read into the record by the maker, Morgan. This resolution speaks to the approval process of the Base Briefs. The Resolution states the approval process should take three (3) calendar days or less and outlines the approval process for a Base Brief deemed time sensitive and urgent by the Base President to be completed within 24 hours. The maker spoke to a specific incident that occurred with a brief. A National Officer responded to the example cited. The maker disagreed with the interpretation offered by the National Officer. The Base Brief was halted and not sent out. It was eventually posted on the Base President's Facebook page stating that they had not received APFA approval. This encouraged additional discussion amongst the Board. Comments were made that this was divisive and reasoning for this was discussed. Wording of calendar days versus business days was also discussed. The maker explained the wording of the resolution. Points were made both in support of the resolution as well as opposition to it. The National President spoke to the intent of the resolution and the result that the Communications Department would have to be on call 24-7, 365 days if the wording of this resolution prevailed. All agreed that if this were an emergency, it would immediately be taken care of. The discussion continued with varying opinions shared. The maker stated that he would be willing to revise certain language within the resolution. A request was made to change wording from calendar to business days.

The Parliamentarian was asked to clarify the procedure for amending this resolution. He stated that any member, including non-voting members, could request an amendment to the resolution on the floor. The maker wished to contact the individual who wrote the resolution concerning requested amendments. The National President spoke to the approval process and the many facets involved to ensure correct and accurate information is disseminated. With no objection from the Board, this agenda item and resolution will be postponed until the end of the meeting allowing the maker to revise and include amendments suggested by the Board.

The National President asked if the Board would agree to the presentation of the Safety & Security Department Report postponed from yesterday's meeting. There was no objection from the Board. The National President continued by stating that the Safety position is truly a 24-7 job and the Chair is doing a great job.

1001 Safety and Security Department

A written report was submitted to the Board. The report was opened to questions by the Board. A question was raised regarding the Fume Event Presentation given to the Board on October 10th. The Base President wished to know if individuals who had experienced fume related issues were invited to the presentation/training. The Chair stated that in line with the Policy Manual, this training is closed and only available to Board members. The speaker stated that he disagreed with this policy and felt their input would be invaluable. The Safety Chair explained that the gentleman doing the fume presentation has stated that he would be willing to conduct additional training sessions. There are numerous Flight Attendants who have been affected by these occurrences. Another Base President requested the answer to eight questions submitted to the individual who made the presentation and would like the Chair to follow up.

The statement was made by a Board Member that it was felt that communication between the Company and APFA concerning Safety & Security issues had deteriorated considerably. The Chair concurred with this and stated that both she and the National Vice President are attempting to rectify this. She continued by citing an example of a recent event which she felt was troublesome. The last six months have been extremely bad and a meeting has been scheduled next week to try and resolve this issue. A recent problem in Chicago was discussed. The Chair agreed with all comments from the Board and reiterated it is the communication process that is not being followed that is creating problems and must be resolved. A member of the gallery also commented on how serious she thought this problem was and that it should be resolved as soon as possible. Another member of the gallery spoke to the same issues when they occurred with US Airways. He felt these issues began when the Flight Attendants were transferred from Flight Operations to Customer Service. The Chair has been fighting this battle for six months. She noted APA is not experiencing the same issues. A lot of information is received from APA and not the Company directly. The Chair asked if the meeting could be taken off the record briefly for her response to a Board Member's question.

1023 Meeting Taken Off the Record

1105 Meeting Back On the Record

The Safety Department will hold training concerning Cabin ASAP. The program is designed not to just report inadvertent FAR violations, but also general or specific safety concerns. This is a voluntary program.

The wet galley floor issue is a safety issue and ASAP is an excellent resource and should be utilized to resolve these issues.

1111 Break

1140 Meeting Back On Record

1140 Online Training

A member of the Board spoke to receiving calls about the Elevate Training. Flight Attendants were having problems accessing it on computers. Flight Attendants have spent an inordinate amount of time trying to complete the online training and the Base President would like to see compensation for these efforts. The Base President attended the Elevate training in person and was paid \$346. Flight Attendants completing the online training are being paid \$75. Other Board Members' bases have Flight Attendants who have had difficulty completing this training, both on personal computers and Company computers. A grievance was filed regarding problems with the completion of online modules required for Airbus training. The Safety & Security Chair wished to share information with the Board that she felt should be off the record.

1147 Meeting Taken Off the Record

1149 Meeting Back On the Record

A Base President spoke to specific problems incurred by her base and thanked the National President for his assistance over a weekend. Another Board Member stated that this must be put to a stop. It is ludicrous that people spend so much time working on this training only to have it freeze or not record their work requiring them to start all over again. He stated that something must be done now concerning this situation. A Base President felt strongly that the membership should not be required to attempt this training as the Company has not assured that the program functions. It is not a safety and security issue and should not be a required course wasting the time of the Flight Attendants when it is not functioning properly. It was asked that the meeting be taken off the record briefly to ask a question of Legal Counsel.

1150 Meeting Taken Off the Record

1151 Meeting Back On the Record

A Board Member stated that the Flight Attendant is time stamped when beginning the web process. These problems are systemwide and involve most Flight Attendants. Many Flight Attendants have gone to the airport in desperation to complete this online training only to have it not work there either.

Legal Counsel stated that a NOD could be filed as a violation of the Contract when forced to keep doing it repeatedly. APFA does not want; however, to put Flight Attendants in the position of being disciplined. The National Vice President suggested a "Cease and Desist" and the National President asked for bullet points from each Base President with specific instances. The National Vice President stated these reports should be forwarded to Tandy Wheeler, who is supposedly in charge, putting her on notice of these problems prior to APFA filing a Cease & Desist request. A Base President explained the problem with filing individual NODs on these instances. He agrees with the direction of the Board.

The upcoming training for new hires was discussed.

1203 IRMA Pay Protection

The Board Member raising this discussion item wished to review the definition of transferred trip in relation to critical coverage. An email was finally received from the Company stating that they would omit trip trades, availability and reserve and their reasoning for this. The Base President agreed with reserves but did not agree with the availability trips. With research, it was determined that these originated from Miami. The Base President would like to file a grievance on this and is asking other bases if they have similar situations. Some bases did have similar situations. The National Vice President had a meeting with the Company last week and this problem was addressed. She has not heard back from them at this point. The Base President decided to file a grievance now rather than waiting. Copies will be sent to the other bases affected.

1209 AP Trip Removals

A Base President spoke to a reprimand received from the Company for using AP removals in a reserve month when bidding onto Reserve. The Company told the Base President they would increase the number of reserves at her base. An email was received from Labor Relations to which the Base President responded and eventually received an apology. She felt that it should not be the business of the Company how she uses the allotted trip removals. The Board talked about the impact on smaller bases. The holiday restrictions were discussed. A Board Member outlined some history of this restriction and felt APFA should strongly respond to this restriction. The National Vice President mentioned there were two different issues at hand. One issue is the holiday removals and it is not unusual for the Company to request the removals to be in by a certain date. If it was outside the window, a reason for the removal might be requested. The other issue is what has happened at this base. When the Base President's trip removal was sent in it was returned by the Company because the Base President had bid onto reserve and the plotting of the AP removals was going to cause the Reserve list at that base to go up. The Base President spoke to this explanation and disagreed. She felt that denying AP removals is a contractual violation. These were one-day trip removals. The National Vice President inquired whether this has happened again and the Base President stated she has received subsequent comments but no trip removals have been refused. The National President spoke to this issue and problems that he experienced at a small base. A Base President felt that there should be no questions asked when requesting an AP removal.

1226 Lunch Break

1336 Meeting Back On the Record

1336 International Access in Tablet – Withdrawn

1337 IPP Value

At the FOI Meeting held in April, the Company committed to work with APFA on the lost value of pay protection that was not implemented. The Base President wanted to know where this stands today. The Board has been told this does not have a lot of value. The National President

feels the value is increasing as the time keeps passing. It is felt this can be used in openers in 2018.

1341 AP Union Reps on Special Assignment

The National President thinks this should be defined. The Board began discussing the history of joint (Company and APFA) projects or efforts. A Board Member gave a brief history of how this began. The APFA President at the time believed in working jointly with the Company. There were furloughs and the membership was decreasing; thereby decreasing the dues monies. To have APFA participation, a special removal code, UJ, was established where APFA reps could be removed by the Company to participate. A Base President pointed out that this may occur once again with the uniform committee and other projects. It was suggested that this code could again be used instead of the SA (special assignment) code. A Board Member spoke to the necessary parameters needed for the UJ code as well as having a definition of service either to the Company or APFA. Conflicts of interest were discussed. Examples of conflicts were given and past practice of restricting certain SA assignments in conjunction with serving as an APFA rep. It was suggested that a case by case system be used. Many opinions and suggestions were offered during an extensive discussion by the Board. A Board Member spoke to a past program called QWL (Quality of Work Life). APFA adamantly objected to this program at that time. He felt this is becoming QWL-Part 2. There was discussion regarding Flight Attendants going to another base, under the guise of TDY, to work a special assignment. It was noted that the Flight Attendants lived in the base where the SA was required, but were based in another location.

1409 787-9 – Agenda item withdrawn

Information concerning this agenda item will be disseminated next week.

1409 Resolution #2 – Policy Manual Section 12.G – Continued

The revisions made to Resolution #2 were read into the record by the maker. The resolution was opened for discussion. The maker feels all requests for revision were met and asks for the support of the Board. The maker agreed to an additional suggestion to further amend the wording of this resolution. An explanation of the two instances were that created the need for this action item was requested. This created extensive discussion among the Board. This base appears to be the only one experiencing this delay causing problems in dissemination of information. Explanations of why the submitted briefing was questioned were given by those involved in the approval process. Clarification was requested on the intended role of the Ad Hoc members in this amended resolution.

The Parliamentarian stated that the Board of Directors had not voted to approve the amendments to Resolution #2. The National Secretary read the amended resolution into the record and a vote was taken to approve the changes to the original Resolution #2. The Board unanimously agreed to the changes. The National Secretary asked for a revision of a singular word. Additional requests were made for further revision and the discussion continued. The maker agreed to suggested changes. Once again, Legal Counsel assisted in the revision of this resolution. The question was called but was not voted upon as there were no Board Members on the list to speak. There was some confusion on what was being voted upon and the National Secretary re-read the

resolution into the record. A roll call vote was taken and Resolution #2 did not pass. (3-yes, 11-no)

Two resolutions were added to the agenda for consideration of the Board.

1445 Balloting Resolutions

1454 Resolution #3 – Elections By Mail Ballot

Maker: Dunaway

Second: Ross

Resolution #3 was read into the record by the maker. This resolution speaks to the balloting process to be utilized by APFA from this point forward. It calls for mail in balloting to be used for the run-off election and until the Board deems otherwise. This is a result of a ruling by the DOL and does not infer any wrong doing by the APFA or Ballot Point. The rerun process will be conducted by mail-in balloting. Legal Counsel requested a revision to a portion of this resolution so it would mirror the Hotline. This was agreed to by the Board. A roll call vote was taken and Resolution #3 was passed unanimously. (14-yes, 0-no)

1458 Resolution #4 – Mail Ballot Procedures

Maker: Dunaway

Second: Valenta

Resolution #4 was read into the record by the maker. This resolution speaks to the mail-in balloting procedures. This directs the National Ballot Committee to select an outside independent balloting agency or agencies to conduct the election of National Officers, Base Presidents/Delegates, Base Vice Presidents/Delegates as well as referendum balloting. This resolution revises the APFA Policy Manual. A roll call vote was taken and Resolution #4 was passed unanimously. (14-yes, 0-no)

1500 Break

1518 Meeting Back On Record

The National President thanked the Board of Directors for a good meeting. He also extended gratitude to Kristi Ontiveros for her work on this meeting.

1519 Resolution # 5 - Motion to Adjourn

Maker: Ross

Second: Martin

A motion was made to adjourn the Fall Board of Directors Meeting and was agreed to unanimously by a show of hands.