

APFA

BOARD OF DIRECTORS MEETING

2018 FALL BOARD OF DIRECTORS MEETING

October 9-10, 2018
Canopy by Hilton Dallas Uptown
Dallas, TX

Resolution Tally Sheet	Resolution #: 6
	Maker: Applegate
	Second: Schwarzbach
	Date: 10/10/2018
	Time: 6:07 p.m.

Resolution Name: Moving Expenses

AFFECTS POLICY MANUAL: 5.H.2 AND 5.H.4

YES = Yes	ABS = Abstain	PXY = Proxy Vote
NO = No	N/A = Absent	REC = Recuse
PASS = Pass		

COMMENTS:

	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	Sarnacki	Valenta	Pennel	Walsh-Martin	Nikides	Lewis	Trautman	Wroble	Kaswinkel	Babi	Sullivan	Schwarzbach	Applegate	Bassani
YES	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
NO	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" 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: 4 NO: 10 ABSTAIN: 0 ABSENT: 0

Status: *Passed* *Failed* *Tabled* *Withdrawn* *Show of Hands*

WHEREAS, portions of Section 5.H of the APFA Policy Manual have been updated multiple times over the past several years as the circumstances warranted change, with the latest revision at the March 2018 Annual Convention; and

WHEREAS, despite these updates to Section 5.H, the ten thousand (\$10,000) maximum amount allowed for relocation reimbursement in Section 5.H.2 is the original amount that was set in 1992, and if it was adjusted for inflation, would be over \$18,000 today; and

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WHEREAS, the Policy Statement of Section 5 of the APFA Policy Manual states:
The APFA encourages the voluntary participation of all members in the day-to-day running of the organization. It is anticipated that members who participate in APFA activities and functions will do so from a desire to help improve their working conditions and to better their Union.

APFA recognizes that the organization cannot function solely by the voluntary efforts of its members. Financial policies herein are structured to diminish any financial penalty that a member may incur as a result of providing Union services to Flight Attendants. It is not the intent of this policy for any individual to experience financial gain.

And

WHEREAS, the current language puts a member not residing in the DFW area at a financial disadvantage if he/she decides to run for a National Officer position and intends, if elected, to relocate to the DFW area in lieu of taking a corporate apartment; and

WHEREAS, the current language is inequitable because the fixed allowance fails to take into account the actual moving expenses based on the distance of the candidate/National Officer's primary permanent residence from the DFW area; and

WHEREAS, the current \$10,000 maximum fails to realistically allow for a round trip move both to, and from DFW; and

WHEREAS, Each National Officer that makes the decision to relocate to the DFW Metroplex creates an annual savings of membership assets estimated at \$20,000.00 per year which includes budgeted amounts for rent of corporate apartment and all associated utilities (which include but are not limited to electricity, water, cable, internet and phone) making the total savings over a four (4) year term to be approximately \$80,000.00 per Officer; and

WHEREAS, it is an enhancement to our steadfast representation to encourage Officers to reside in the DFW Metroplex providing the ability to be at APFA Headquarters five (5) days per week and on weekends as needed; and

WHEREAS, on March 2, 2018 at the Annual Board of Directors Convention in CLT Resolution 7 "Moving Expenses" was on the agenda and was to be addressed. Due to circumstances affecting our organization with regard to the resignation of APFA National President Robert Ross the maker of the resolution agreed to postpone until the next meeting, with a verbal commitment being made to the makers and the National Vice President, that the Board of Directors would take care of the moves back home for the two Officer's impacted by the election that was in process; and

WHEREAS, this verbal commitment was made by the RDU Base President and the ORD Base President ; and

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WHEREAS, at the Special Board of Directors Meeting on July 16-17, 2018 in DFW the resolution, which was only to be a formality, was voted down and the RDU and ORD Base Presidents would not speak on the record regarding the commitment they made for moving expenses in CLT on March 2, 2018; and,

WHEREAS, later, on a Board of Directors Conference Call the RDU Base President admitted she did in fact make that commitment and gave “her word”; and,

WHEREAS, the APFA Policy Manual Code of Conduct states, “The APFA strives for a standard of conduct and behavior wherein all F/As are treated with respect and consideration; and,

WHEREAS, this retraction of a verbal commitment by two members of the Voting Board of Directors as well as making gratuitous promises to any elected/appointed official or rank and file member of the organization is a violation of this very principle.

BE IT THEREFORE RESOLVED, that Section 5.H.2. of the APFA Policy Manual is amended to read:

2. If, on the date of her/his election, a National Officer does not reside in the DFW area, he/she may elect to be relocated to the DFW area from her/his permanent primary residence, and to either his/her previous residence, or future domicile at the end of his/her term. These moves shall be conducted by a moving company which is licensed, insured, and in accordance with the following:

a. Reasonable actual moving expenses (not to exceed one hundred and ten percent (110%) of the lowest of a minimum of 2 estimates) for household and personal effects up to sixteen thousand (16,000) pounds excluding boats, boat trailers, camping and utility trailers that cannot be transported in the mover’s van, lumber, cordwood and similarly unusual items. A self-service mover may be used but estimates from them will not be considered when determining the cost of the move.

b. Covered expenses will include the cost of packing, crating, unpacking, disconnection and reconnection of appliances (appliances will consist of the following: stove, microwave, convection oven, washer, dryer, refrigerator, television and antenna, computer equipment [excluding ISP], deep freeze and air conditioner).

c. Movement of more than sixteen thousand (16,000) pounds will be considered on an individual basis.

d. Storage for up to thirty (30) days.

e. Insurance up to three dollars and fifty cents (\$3.50) per pound.

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f. Expenses for vehicle moving shall be paid at the current published APFA rate for mileage for one (1) or two (2) vehicles, provided they are registered in the name of the Flight Attendant, Flight Attendant's spouse, domestic partner and/or Flight Attendant's dependent(s), for a distance no greater than the shortest American Auto Association mileage between crew bases from which and to which she/he is being transferred. Such car(s) must be moved within one hundred and eighty (180) days of the move of household effects to be eligible for reimbursement under this provision. Verification of travel must be provided, using either dated gas or toll receipts, or service station odometer vouchers.

Reimbursement for parking and tolls will be provided if substantiated by receipts. If the distance between crew bases is greater than one thousand and two hundred (1,200) miles, the Flight Attendant may elect to ship up to two (2) vehicles by car carrier. The total number of vehicles covered under either option shall not exceed two (2).

g. In the event a Flight Attendant who qualifies for a paid move in accordance with this Section must break her/his lease, APFA shall reimburse the lease cancellation fees and for up to one (1) month's rent and the non-refundable security deposit provided the Flight Attendant does not renew the lease beyond the lease expiration date in effect on the effective date of the displacement. To obtain reimbursement, the Flight Attendant must attach the following documents to the relocation reimbursement form submitted to APFA:

1. Copy of the original lease;
2. Copy of the letter notifying the landlord of the intention to terminate the lease;
3. Written confirmation from the landlord outlining the fees collected for lease cancellation.

h. APFA will not reimburse penalties or expenses incurred as a result of the following: forfeiture of deposit for damages or other causes, failure to provide the landlord with written notice of intent to vacate, damage, repair, or vacating condition requirements.

i. The provisions of H.2. above must be exercised within six (6) months following the end of the last term of office of the National Officer and must be substantiated by invoice or bill.

BE IT FURTHER RESOLVED that Section 5.H 4. Of the APFA Policy Manual be amended to read:

4. In addition to H.2 or H.3 above, the APFA will reimburse a National Officer / Chair for the cost of relocating one (1) personal automobile to / from the DFW area. Such reimbursement will be either for actual shipping charges or the applicable mileage rate by the APFA Board of Directors.

BE IT FURTHER RESOLVED, these changes shall apply to all elected National Officers in an active capacity, retroactively to those who vacated office July 1, 2018 who, under this modification, would qualify for reimbursement and all National Officer moving forward.