

**APFA
FIRST QUARTER
EXECUTIVE COMMITTEE MEETING
MAY 7, 2019**

**Unity Pays Conference Room
Euless, TX**

0940 Call to Order

National President Bassani called the 1st Quarter Executive Committee Meeting to order.

0940 Roll Call

National Secretary Hillman took the roll call of Executive Committee members. All members were present, with the exception of AdHoc Seeley.

0941 Agenda Review and Approval

Any changes, additions and deletions to the current agenda were requested. Additional agenda items were brought forth at this time for inclusion in the meeting.

0947 Resolution #1a – Amend the Agenda
Maker: Conners
Second: Hancock

Resolution #1A amending the agenda was put forth for a roll call vote and was passed unanimously.

0948 Resolution #1 – Approve the Agenda
Maker: Bassani
Second: Hillman

Resolution #1 approving the amended agenda was also approved unanimously.

0948 NATIONAL PRESIDENT’S REPORT

0948 National President’s Update

National President Bassani spoke to the Negotiations Road Shows, which began with SFO, LAX and PHX. The attendees were very prepared with questions for the negotiators and National Officers. These briefings were held between 11-2 at hotels near the airports. National President Bassani wished to commend and thank the local Base Presidents and Vice Presidents who were all in attendance. The PHX meeting was the largest with several changes taking place at that base in the near future. SFO was very vocal concerning reserve, the Hard 40 and the desire for a VEOP as was voiced at the other bases as well. Crew Schedule problems were a topic of conversation at all meetings. National President Bassani stated how important it is to the

membership to attend these Road Shows giving direction and concerns to the Negotiating Committee. She continued by noting that the newer flight attendants were not well represented and would encourage them to attend these Road Shows. All bases have been given tools to promote these Road Shows to encourage attendance as well as Hotlines and on the Website. The theme of these Road Shows and Negotiations is “the Power of Unity”. Bag tags have been issued and do show the support of the other Unions on the property who are negotiating contracts. The next three Road Shows will be held in ORD, STL and DFW.

In the monthly Flight Service meeting, the Company raised the issue of Flight Attendants abusing the scheduling system to broker trips. The Company further stated they have begun tracking and disciplining Flight Attendants for this issue. National President Bassani informed the EC of BOD discussions and a forming of an APFA Task Force to address these issues. This subject did create discussion amongst the EC members. An AdHoc stated that for most of his career, there has been Company sanctioned trip-trading services that are commercial brokers of trips. He wished clarification on why this is different and a problem now. National Vice President Geiss asked to speak to this off the record.

0956 Meeting Taken Off the Record

1109 Meeting Back On the Record

1110 Contract and Scheduling Facebook Page

The Scheduling Chairperson explained that they are transitioning the Facebook group to a Facebook page. A Q & A section will be included by reps and will be a good resource for flight attendants concerning contractual and scheduling items. This will not be time sensitive information rather consistent and easily accessible information that has been requested from flight attendant questions. The Facebook page will be open to all with no membership restrictions as with a Facebook group. Clarification questions were brought forth creating additional discussion. Some suggestions for utilization of this page were given. The main goal is interaction with the membership. National President Bassani asked that changes to the Q&A Facebook page be presented to the Board for further discussion and approval.

1128 Active Litigation Report

This report was given off the record.

1129 Meeting Taken Off the Record

1132 Meeting Back On the Record

1133 Department Reports

1133 Government Affairs

A written report was submitted to the Executive Committee. The only item not included in the report was a letter to Director Elwell (FAA) and replies from Senators regarding safety issues.

The implementation of items in the FAA Reauthorization Bill was discussed. There has been no movement on implementation of several safety issues within this FAA Bill. It was suggested to keep the public involved on the safety issues to apply pressure. The 10-hour rest is a key issue for the Company. It was suggested that the Activist Program be utilized to apply pressure concerning these implementations.

Julie Frederick of the Government Affairs Department did a power point presentation concerning a fatigue study by the CAMI Institute located in Oklahoma City.

1152 Strategic Communications

The Strategic Communications Specialist submitted a written report to the Executive Committee; however, there was some additional information he wished to share. Two videos were completed and shown at the Negotiations Road Shows this week. Additional updates included a Town Hall Meeting that has been confirmed for June 5th from 12:00 pm – 1:00 pm CT, and a meeting with the Company concerning New Hire Indoctrination.

1157 Meeting Taken Off the Record

1203 Meeting Back on the Record

1203 Scheduling Department

The Scheduling Chairperson spoke to the final check received for the LOA Pay Protections on the 7th of May. All flight attendants due have received their check and the Company is working on April. The JCBA pay protection should be paid on the 15th of May and the LOA pay protections will come in that check and some in a separate check. An AdHoc member asked for the definition of the term close-out that is used. The Chairperson stated that she would issue a more detailed explanation within a Hotline. The discussion turned to the add on position (only on certain flights) reaction from speakers. The Chairperson stated that it went over very well and was a great outcome. It was mentioned that the Company was having difficulty hiring Croatian speakers and alternate plans that may be in place for these positions. A question was raised regarding TTS and the low number of trips. The Company was approached regarding the lifting of restrictions with number of ballots. The point was made that many people are not participating as they have received the trips they want through PBS. Some enhancements may be forthcoming to enhance flexibility in TTS. The generic option was discussed concerning advantages and pitfalls.

1220 Contract Department

A written report was submitted by the Contract Department. A question was raised regarding equipment qualifications. Equipment substitutions have been a problem with seniority issues. This seems to be increasing. The AdHoc speaking feels this must be addressed and the APFA position determined.

1222 Lunch Break

1302 Meeting Back on the Record

1303 JCBA Specialist – briefly postponed

1304 JSIC

A written report was submitted by JSIC. There were no questions for JSIC at this time.

1306 IOD Department

A written report was submitted to the Executive Committee. There were no additions to this report. The Chairperson stated that members of the department would be attending a meeting on the 8th with Flight Service on family leave and the IOD reporting process. It will deal with filing IOD's online and on tablet. The Company is attempting to do this by the Third Quarter. More information will be available after the meeting. The state reimbursement amount versus standing bid award was discussed as pertained to increasing it from the default fallback of 71 hours. The AdHoc stated this information should be included in the IOD packet.

1311 JCBA

A written report was submitted to the Executive Committee. The Specialist highlighted updates to the report since date of issue. The generic bidding has gone live on May 2nd. There have been a couple of issues to date which she has resolved. The trips leaving between midnight and 0200 in PHX and LAX are not being captured and must be bid for as individual sequences. The next project that will be worked on is multiple trip trades. A problem with "conditional drops" was also resolved. It had to do with touching the screen at top to scroll down, the conditional drop icon was accidentally touched and activated. A Hotline has been put out with this information. ROTA was discussed as pertained to standby. Fixes are being worked on rather than enhancements. Work is being done on 12Q language with a meeting scheduled for May 8th. The Specialist put out a Hotline dealing with "release by". She explained that if you want a standby that releases by 1900, they can give you a shift that starts at 1815. The reason for this is ROTA does see 0015 as being the next day. She has been addressing this with the Company for quite some time and does not agree with how this is being handled. The 737 Max cancellations have created several problems with ETB. The mis-award process is still up in the air. The complications of this issue were outlined by the Specialist. Clarification questions were raised by members of the Executive Committee. She spoke to problems with Direct Connect denials and the numerous denials she has been able to have overturned.

1331 Health Department

1332 Meeting Taken Off the Record

1341 Meeting Back On the Record

A written report was submitted to the Executive Committee and there were no further questions for the Chairperson.

1342 Hotel Department

The 737 Max has caused problems for the Hotel Department as hotels for those destinations are not being assigned until approximately 24 hours prior. The Chairperson must deal with Traveliance during the 737 Max and weather crises. Traveliance will be taking over the Hotel & Contracts Department.

1344 Meeting Taken Off the Record

1358 Meeting Back On the Record

1358 Retirement Department

A written report was submitted by the Retirement Specialist. She did have some additional information to share. She shared the name of an expert who could assist concerning pension de-risking should the APFA wish to utilize his knowledge.

1400 Meeting Taken Off the Record

1411 Meeting Back On the Record

The specialist mentioned lobbying for HCTC through Rep. Mike Turner (R) of Ohio, who has a big group in his state that would benefit from the extension of the HCTC. This was done in April and she is hoping to once again participate in a lobbying event. She then spoke to the American Miners' Act of 2019, which is trying to prevent the collapse of a miners' pension plan that is floundering, United Mine Workers' of America, 1974, is on the road to insolvency by 2022. If this was given to the PBGC, it would bankrupt the PBGC. It is in our interest to support this effort.

1414 Archives

A written report was submitted to the EC. She spoke to the project of scanning graduation negatives into global search. She explained the process she goes through prior to the scanning project. A meeting will be held with the Company concerning the story to be told once the staircase addition to the CR Smith Museum is done.

1419 Meeting Taken Off the Record

1431 Meeting Back On the Record

1431 Negotiations

A member of the Negotiations Team briefed the Executive Committee on the Road Shows that had been held in SFO, LAX and PHX. The groups were not as large as expected but the meetings went well with a lot of input from attendees. The next meetings will be held in ORD, STL and DFW. The team is working on the reserve survey and should be completed by the end

of the day. It will be a thorough yet reasonable length. This will be followed by a scheduling survey.

1435 NATIONAL VICE PRESIDENT'S REPORT

1436 SBA Report

National Vice President Geiss spoke to the ADR Training scheduled for next week. A Calling in Well Meeting is scheduled for tomorrow. The National Vice President explained the details and her involvement. The monthly APFA/Flight Service Meeting was also discussed and the need for the Company to provide the Drug & Alcohol Guidelines for random drug taps CQ Training and the inclusion of non-recurrent training is an issue and a grievance has been filed. This case is scheduled for August 7-8 Quarterly System Board arbitrations. Also docketed is the Calling in Well – Caregiver Family Leave issue. Information/documentation is still being gathered on the 787-800 Premium Economy. Information was brought forward from an AdHoc member concerning individuals with knowledge of this problem. The SBA Department will continue to research this issue.

QSB arbitrations will be held May 20-21. Witness availability will determine when certain issues will be heard including pay sheets and hotel & transportation packet. All other issues were resolved.

A Remedy Discussion Meeting with our attorney and economist is scheduled for May 16th concerning Presidential Grievances. JSIC and Contract and Scheduling reps will be attending both the prep and the meeting. The issue is Phased Approach to Pay Protection. Prep will be held on May 17th for Improper Implementation of Contractual Language. Several issues are involved in this including: positive contact, transferring trips out of base and the call-out time for RAPS. The A3 Deadhead will continue on July 16-17. The first day of arbitration last week went very well. The ROTA/ROTA-D prep will be held in June. On June 12-14, the Attendance and Performance Policy arbitration will be held. The National Vice President asks that representatives encourage flight attendants to attend this arbitration being held at the DFW Hyatt. The Phased Approach to Pay Protection Arbitration is scheduled, if no resolution, in New York on July 24-25. Recognition & Scope will be held here in DFW on August 12-13. ROTA/ROTA-D arbitration is September 11-12. ETB, TTS, UBL Arbitration is scheduled for October 21-22. It is hoped that mediation will remedy the current termination cases; otherwise, they will be scheduled for arbitration as well.

Meeting taken off the record for an additional update.

1450 Meeting Taken Off the Record

1454 Meeting Back On the Record

National Vice President Geiss reiterated all that occurred during the last two weeks and the hard work that was put in on several issues.

1455 NATIONAL SECRETARY'S REPORT

The National Secretary submitted a written report to the Executive Committee including the Hardship Report. Questions regarding Hardship Requests were raised and the meeting taken off the record briefly.

1456 Meeting Taken Off the Record

1458 Meeting Back On the Record

The Secretary stated that the Fall Board of Directors' Meeting will be held at the Hurst Convention Center with accommodations being at the Hilton Garden Inn, Hurst, Texas. The dates for the meeting are October 13 - October 17, 2019. These dates do include the travel days.

1459 NATIONAL TREASURER'S REPORT

National Treasurer Gunter asked that the meeting be taken off the record briefly.

1459 Meeting Taken Off the Record

1503 Meeting Back On the Record

A written report was submitted to the Executive Committee. National Treasurer Gunter read the latest Financial Report into the record, which included reserves and savings; assets, liabilities and fund balances; dues and fees, and net income.

1505 Dues Forgiveness

This will be discussed later in the meeting off the record.

1506 NNRF Funds for Negotiations Roadshows

1506 Resolution #2 – NNRF Funds for Negotiations Roadshows

Maker: Gunter

Second: Hancock

National Treasurer Gunter read Resolution #2 into the record. This resolution speaks to the funds being withdrawn from the NNRF operating account which requires EC approval. These will be for low cost preliminary roadshows for the initial negotiations meetings. The cost will increase as these Roadshows progress through the negotiations process. Resolution #2 was put forth for a roll call vote and was passed (8 yes, 0 no, 1 absent).

1512 Resolution #3 – Late Expenses

Maker: Gunter

Second: Watson

Meeting taken off the record briefly; meeting back on the record.

The Executive Committee addressed the late submission of expense reports from an APFA representative accompanied by the explanation of late submission. These reports were 11 days late. Resolution #3 was read into the record approving the payment of the subject expense reports. Resolution #3 was put forth for a roll call vote and was passed (8 yes, 0 no, 1 absent).

1516 Dues Forgiveness – off the record discussions

1516 Meeting Taken Off the Record

1546 Meeting Back On the Record

1547 Resolution #4 – Dues Forgiveness
Maker: Gunter
Second: Watson

Resolution #4 was read into the record by the maker, Gunter. This resolution concerning dues forgiveness was put forth for a roll call vote and was not passed (0 yes, 7 no, 1 abstain, 1 absent).

1549 Department Reports – Continued

1549 Safety and Security Department

A written report was submitted by the Chairperson. He stated that he and Julie Frederick were now part of an FAA committee called Exit Seat Working Group (ESWG). In conjunction with the FAA Reauthorization Bill, Congress has been mandated to review the exit seat criteria, the policies and procedures and how the airlines are meeting these requirements. The directive was very specific about who should be involved. A discussion began regarding the marketing of the exit row seats, which have more room and cost more as well as are provided with free drinks. The free drink issue was discussed as pertained to cabin safety should there be a need to open/operate those window exits. National Vice President Geiss spoke to the “brown bag lunch” meeting being held at CQ. The Chairperson had spoken with a Company representative regarding this. This is not required attendance. A discussion began regarding the Diversity Training. It was requested this discussion be taken off the record.

1554 Meeting Taken Off the Record

1603 Meeting Back On the Record

At this time, the Chairperson updated the Executive Committee on the new NEO NX equipment and the 27 DEF situation onboard this aircraft. It is the location of these seats in conjunction with the door that was discussed. It is felt this is unsafe and the Company has been asked to remove this row; however, they have stated that it has been FAA certified. There have been many meetings and conference calls on this issue. The evacuation positions/procedures were revised and approved by the FAA. Several scenarios during an emergency were discussed concerning 27 DEF. The APFA has requested the entire row be removed.

1612 BREAK

1629 MEETING BACK ON THE RECORD

1629 NEW BUSINESS

1629 Budget Overages

The AdHoc spoke to the Policy Manual requirement that when a Headquarters Department remained 20% overbudget for a three (3) month period, an explanation should be received as to why. There was concern about a certain department but it was felt that explanations had been forwarded to the BOD and EC. National Treasurer Gunter acknowledged that it was his responsibility to monitor overages and will be vigilant going forward. An AdHoc spoke to the same requirement for the base budgets. He requested that the Treasurer also report his findings to the Executive Committee as well as the Budget Committee.

1633 Premium Economy Staffing

The AdHoc spoke to the increase in work onboard the aircraft with the “new” class of service, premium economy. It is felt the staffing should be increased. It was suggested that this project be undertaken. The National Vice President stated that they are beginning work on a data collection project.

1636 Meeting Taken Off the Record

1641 Meeting Back On the Record

1641 New NEO Emergency Exit – Withdrawn – Previously Discussed

1641 E190 CQ Malfunction Requiring FA’s to Return to Dallas

There was a malfunction with the E190 during CQ Training. Flight attendants were required to return to DFW to qualify. Payment for this additional time added to the CQ training must be addressed as soon as possible and will be addressed with management by National.

1645 Leave of Absence Double-ups

An APFA Negotiator familiar with this issue joined the Committee. The question was raised regarding NIPD flights. The solution that was discussed concerned domestic VE. The AdHoc was concerned about NIPD double-ups. The intent of the contract is that it would be done by duty period either domestic or international. There were several questions remaining after this brief discussion and will be addressed with the Company.

1652 Return to E190 CQ Malfunction

The E190 CQ malfunction issue was once again discussed with the Safety and Security Chairperson present. He stated that it involved only one small group of flight attendants who were affected by this. The flight attendants were paid an additional \$75 to return for this portion. There were 3 bases affected: PHL, CLT and DCA. There was one flight attendant who was

removed from her trip for being QI but was pay protected. There was a concern about getting these flight attendants trained prior to bidding opening on the 10th. There have been assurances that should the training not occur before the 10th, they would not be subject to bidding limitations involving the E190. A NOD has been filed for five (5) hours versus the \$75. This, as a reoccurring problem, was discussed and the problems it would cause.

1702 Resolution #5 – Motion to Adjourn
Maker: Watson
Second: Hancock

A motion to adjourn was unanimously agreed to. The First Quarter Executive Committee Meeting was officially adjourned.