

July 14, 2017

ALLIED PILOTS ASSOCIATION APPEAL BOARD RULING

IN RE:

ARTICLE VII CHARGES

FIRST OFFICER LAWRENCE MEADOWS

v.

APA SECRETARY-TREASURER CAPTAIN PAM TORELL

Attached is the APA Appeal Board ruling regarding the Article VII charges by First Officer Lawrence Meadows against APA Secretary-Treasurer Captain Pam Torell.

The decision is unanimous.

For the Appeal Board,



Captain Charles Hepp
Appeal Board Chair



First Officer Katie D. Fletcher
Appeal Board Member



First Officer Lisa Heller
Appeal Board Member

TABLE OF CONTENTS

INTRODUCTION	1
BACKGROUND	2
CHARGES	3
PRELIMINARY ISSUES	4
DISCUSSION	5
RULING	16
LIST OF EXHIBITS	17

INTRODUCTION

On April 6, 2015, First Officer Lawrence Meadows filed Article VII charges against then-APA President, Captain Keith Wilson. Shortly thereafter, on April 14, 2015, FO Meadows also filed Article VII charges against APA Secretary-Treasurer Captain Pam Torell. The hearing on the charges against Captain Torell was stayed pending the resolution of the charges against Captain Wilson. With the agreement of the parties, the Appeal Board also deferred the resolution of FO Meadows's sixth charge against Captain Wilson, as it was more germane to the matter pending against Captain Torell.

The charges filed against Captain Torell by FO Meadows were as follows:

1st CHARGE; FO Torell violated Article III, Section 4, which requires APA Sec-Treasurer to sign and issue Membership cards to active members in good standing, or Special Membership Cards to inactive members, whereby she ignored and failed to honor my reasonable certified requests for personal issuance such APA membership card.

2nd CHARGE; FO Torell, acting in her capacity as APA Secretary-Treasurer unilaterally amended APA's proof of claim, without authorization or notice to members affected, and specifically excluded Meadows Grievance #12-011, which contained remedies valued at \$5.6M by an economic expert report, in violation Fiduciary Responsibility under C&B Article 10, ¶C., and *Misappropriating money or property of the Association*" in direct violation of Article VII. A.4.

3rd CHARGE; as a result of all the above violations, the FO Torell also violated C&B Article VII.A.7., by committing an, *"act[s] contrary to the best interests of the APA as an institution or its membership as a whole."* First, by adding and abetting denial of myself and 233 MDD members right of access of to union meetings; and Second, by stripping away my valuable grievance from APA's proof of claim #8331. Thereby, shifting the substantial financial burden of that grievances remedies valued at \$5.6M, from the Company directly onto the Association.

4th CHARGE; as a result of all the above violations the FO Torell also violated C&B Article VII.A.2., by committing

"Willful violation[s] of this [the APA] Constitution and Bylaws."

5th CHARGE; here FO Torell has willfully abstracted or converted property and assets contained in APA's proof of claim, thereby, "Misappropriating money or property of the Association" in violation of Article VII. A.4.

FO Meadows's 6th charge in the Wilson matter read:

Finally the APA President has failed to enforce the APA Constitution and Bylaws in violation of C&B Article IV, Section 8.A.3: specifically he failed to enforce Article III, Section 4, which requires the APA Secretary Treasurer issue Membership cards to active members in good standing, or Special Membership Cards to inactive members. My certified requests for a membership card have been ignored.

The Allied Pilots Association's ("APA") Constitution and Bylaws ("C&B") Article VII sets forth the internal processes and rules governing intra-union hearing and disciplinary procedures. Charges may be brought by any member in good standing against any other APA member under Article VII for any one of eight items enumerated in the C&B, Article VII, Sections 1-8. Both FO Meadows's membership status and his standing were at issue in this matter and will be discussed in greater detail below.

Article VII further directs that charges must be submitted in writing to the APA Secretary-Treasurer by certified mail within one (1) year after the alleged violation. The Appeal Board is tasked with hearing or reviewing cases filed under Article VII of the C&B.

BACKGROUND

FO Meadows was hired as a pilot by American Airlines on or about October 1991 after graduating from Embry Riddle Aeronautical University and flying in the United States Air Force, from which he was honorably discharged in 1991. He became disabled on or about June 2004 and began receiving disability benefits soon thereafter. FO Meadows's disability benefits were terminated on or about December 2007. Following multiple appeals and lawsuits, FO Meadows's

disability benefit payments were reinstated on or about December 2011. At the time of this writing, FO Meadows continues to receive disability benefits. On or about November 4, 2011, American Airlines removed FO Meadows from the pilot seniority list.¹

CHARGES

A hearing was held at APA Headquarters, 14600 Trinity Blvd., Ft. Worth, Texas on March 1st and 2nd, 2017, to hear FO Meadows's Article VII charges against Secretary-Treasurer Torell. Present at the hearing were the following:

- Appeal Board Chairman Captain Charles Hepp
- Appeal Board Member First Officer Katie Fletcher
- Appeal Board Member First Officer Lisa Heller
- Court Reporter Karen L. Shelton
- Accuser First Officer Lawrence Meadows
- Accused APA Secretary-Treasurer Captain Pam Torell
- Accused's Representative Captain Jeff Thurstin
- Witness: FO Kathy Emery

Prior to and during the course of these proceedings, both parties asserted numerous objections. These objections included (among others) complaints over timeliness of filings and failure to properly sign submitted briefs. (Exhibit 1, Tr. 14:24-16:24; Exhibit 2, Accused's Closing Brief, Exhibit 3, Accuser's Closing Brief). FO Meadows also alleged that the Appeal Board Article VII process is corrupt. The Appeal Board is not a court of law and, as such, elects not to penalize the parties for what it deems to be minor technical irregularities. As to the allegation that

¹ The Appeal Board ruling in *Meadows v. Wilson* dated November 19, 2015, is available on the APA website.

the Article VII process is corrupt, the Appeal Board defers to the National Officers, the Board of Directors (“BOD”), and the membership to address that issue should they so choose.

On the second day of the hearing, Captain Torell disregarded the Appeal Board’s request and elected not to appear. Instead, Captain Thurstin read a statement into the record citing a hostile and abusive environment created by FO Meadows as the cause for her non-appearance. While the Appeal Board had cautioned FO Meadows on more than one occasion on the first day with respect to his language (Tr. at 101:15-21, 107:8-10, 116:5-10), the Appeal Board also found that Captain Torell had been particularly uncooperative as a witness. Accordingly, FO Meadows was permitted to present the remainder of his case with no reply from either the Accused or her representative. Furthermore, at the conclusion of the hearing, the Appeal Board ruled that FO Meadows would be granted additional time to review Captain Torell’s post-hearing brief prior to submitting his own.

PRELIMINARY ISSUES

First, it is important to address the issue of FO Meadows’s standing to bring Article VII charges. Article VII B(1) of the APA Constitution and Bylaws (“C&B”) states that “Charges may be brought under this Article by any member in good standing against any other member.” (09/23/2009). Article VII charges against Captain Torell were filed by FO Meadows, who claimed at the time to be an “active member in good standing”. Was FO Meadows an active member in good standing?

At the time these charges were filed, FO Meadows’s status was that of a medically disabled pilot who was no longer a qualified operating crewmember of American Airlines. FO Meadows was no longer on the American Airlines seniority list, but he was receiving disability benefits in accordance with the Collective Bargaining Agreement (“CBA”). As a pilot receiving disability benefits, FO Meadows was not required to pay dues to the APA.

The Appeal Board had a lengthy discussion as to what we believed was the duty owed to this individual who claimed to be an “active member in good standing”. What emerged from that discussion was an agreement that there were potential ambiguities in the various APA governing documents and, given those ambiguities, the better choice was for the Appeal Board to err on the side of inclusion and grant access. In allowing FO Meadows to present his case, the Appeal Board does not state that the claim is cognizable. We heard both *Meadows v. Wilson* and *Meadows v. Torell* not because we necessarily believed FO Meadows to be an active member in good standing, as he opined. Instead, we allowed FO Meadows to bring his Article VII charges because the Appeal Board believed his basic question of membership status was not clearly answered within the governing documents of the APA. FO Meadows deserved a ruling on his membership status. The issue went unresolved (by mutual agreement of all parties) during the *Meadows v. Wilson* hearing with the understanding that the issue would be heard and decided during the *Meadows v. Torell* hearing. Thus, the Appeal Board heard the *Meadows v. Torell* case, in part, to decide the membership status of FO Meadows.

DISCUSSION

1st CHARGE; FO Torell violated Article III, Section 4, which requires APA Sec-Treasurer to sign and issue Membership cards to active members in good standing, or Special Membership Cards to inactive members, whereby she ignored and failed to honor my reasonable certified requests for personal issuance such APA membership card.

The Appeal Board first investigated whether FO Meadows could be considered a member of the APA. Article VII sets forth eight acts that may result in expulsion from the union, none of which was applicable to FO Meadows. He was never expelled from the APA, so he remained some sort of member. Article III, Section 5 is the only other section of the C&B that addresses expulsion from the union and pertains to nonpayment of dues or other financial obligations to the union. FO Meadows was always current in his dues while required to pay them and was never

placed in bad standing, so these sections of the C&B weighed in favor of the argument that he was an APA member.

Given the presumption that FO Meadows remained an APA member, there were two issues relevant to the determination of his membership status: (1) What class of member was he? (2) What was his standing? Article III, Section 2 of the C&B provides for four “classes” of membership: Apprentice, Active, Inactive, and Honorary. The Apprentice and Honorary classes were not applicable to FO Meadows, thus leaving the remaining decision whether FO Meadows was an Active or Inactive member.

The C&B states that “[a]ctive membership shall be assigned to flight deck operating crew members (including Check Airmen) who have completed the probationary period and meet the qualifications set forth in Article III, Section 1A, upon application and approval. (02/25/99)” The qualifications for active membership as set forth in Article III, Section 1A are:

[a]ny person of lawful age and of good moral character who is qualified as a flight deck operating crew member with American Airlines, Inc., who is accruing seniority, furloughed, or on a leave of absence, except for pilots who are employed by American Airlines in a management position for which total compensation is not defined by the collective bargaining agreement; shall be eligible for membership in the APA as hereinafter provided.

Certainly FO Meadows was an active APA member prior to his disability. However, at the time of the filing of these Article VII charges and during the pendency of this Appeal Board ruling, FO Meadows did not hold an active FAA medical and therefore could not act as a flight deck operating crew member. In November 2011, American Airlines removed FO Meadows from the pilot seniority list, so he ceased to accrue seniority. FO Meadows was never furloughed, nor was he on a leave of absence at the time of these proceedings, all of which weighed against considering him an active member. However, FO Meadows has claimed at different times during the course of his ongoing litigation against the APA in various forums that he should still be considered an active

member based on certain facts: he continued to receive voting ballots until 2012; he was issued an APA Active membership card until 2012; and language in a MetLife life insurance plan offered to APA members stated that disabled members were considered active until age 65 or retirement. In reviewing FO Meadows's claim, we determined that in fact the APA issues voting ballots to members who are not active members but whose status may change to active by the time the ballots are counted. The Appeal Board finds that while many of the facts cited by FO Meadows in support of his argument that he is an active member are true, they were a result of clerical errors or otherwise not persuasive, and FO Meadows does not meet the criteria for an active member.

The role of the Appeal Board in this matter was to interpret the governing documents of our union to ascertain whether FO Meadows met the criteria to be considered an inactive member. As noted earlier, there are ambiguities in those governing documents particularly with respect to pilots situated like FO Meadows. Moreover, FO Meadows received conflicting information from National Officers, Committee Chairs, and outside counsel as to whether he was or was not a member. In June of 2016, then-APA President Keith Wilson issued a constitutional interpretation specifically addressing this question and relevant to the determination of FO Meadows's membership class:

The C&B does not expressly address whether a member who has become inactive due to a twelve-month leave of absence on account of sickness or injury continues to retain his or her inactive membership after his employment terminates on account of Section 11.D or Supplement F(1)'s five-year cap on leaves of absences for sickness or injury. ...

A pilot who has become an inactive member on account of C&B Article II, Section 2(C) and later loses his or her seniority under Section 11.D or Supplement F(1) of the CBA *retains his or her status as an inactive APA member...* (emphasis added)

President Wilson's constitutional interpretation was corroborated by Captain Torell's

testimony during the hearing:

Q. Okay. Captain Torell, what type of member am I at APA?

A. Since the beginning of my term, you have been -- I consider and treat you as a MDD inactive member.

Q. Since the beginning of your term? And when did that -- that started in June of 2013?

A. It's actually July 1.

(Tr. at 90:5-14). Captain Torell's representative also substantiated FO Meadows's status as an inactive pilot during the Article VII proceedings: "APA has considered Mr. Meadows an inactive member throughout Captain Torell's tenure as secretary-treasurer." (Tr. at 27:6-10). The Appeal Board finds the evidence presented sufficient to show that FO Meadows is an inactive member.

Captain Torell testified that she considered FO Meadows an inactive member from the beginning of her term in July 2013. FO Meadows sent certified requests for a membership card beginning in December 2014; however, Captain Torell failed to issue him a membership card until December 2016, three and a half years after the beginning of her term. While there is no clear guidance in the C&B as to how often membership cards should be issued, three and a half years seems an unreasonable length of time by any standard. The failure to issue a membership card could possibly have resulted in the denial of entrance to union meetings to members who wished to have a voice in the many significant issues under negotiation at that time. FO Kathy Emery testified that she faced difficulties entering a Miami Domicile meeting and was not properly recognized to speak. (Tr. 548:9-553:4).

Given that FO Meadows is an inactive member, the remaining issue is his standing. Article III, Section 5(B) of the C&B defines good or bad standing:

A member in good standing shall remain a member in good standing as long as such member has paid current dues, assessments or other

financial obligations due to the Association. The Secretary-Treasurer shall transfer a member from good to bad standing if such member shall be delinquent in either dues, assessments or other financial obligations due to the Association. A member will be placed in inactive membership status by the APA Secretary-Treasurer when that member owes back dues and is not on active flying status. (03/18/2011)

During the time that FO Meadows was required to pay dues, he was never delinquent in paying dues, assessments, or any other financial obligations to the APA. FO Meadows was never transferred from good standing to bad standing. In his closing brief, FO Meadows asserts that he is a member in good standing and that “President Wilson further clarified that such disabled APA MDD members remain in good standing if they were current in their dues, and in good standing prior to going on a disability status.” The testimony he cites in support of this assertion is provided not by President Wilson but rather by Captain Rusty McDaniels, Chairman of the IT Steering Committee. As such, Captain McDaniels’ testimony does not provide support for FO Meadows’s assertion.² (Exhibit 4, AAA Arbitration *Meadows v. Wilson*, Tr. 178:2-7, 198:1-3).

As noted previously, while Article VII states that charges may be brought by any member in good standing against any other member, the Appeal Board did not determine FO Meadows’s membership status by hearing his Article VII charges. Instead, we heard the case in order to clarify a potentially ambiguous matter. What initially caused confusion for the Appeal Board was the fact that when the term “good standing” is mentioned within the C&B, it is either a stand alone reference of “good standing” or “member in good standing”, or it is mentioned as it relates to “active members”. Nowhere in the C&B or in the APA Policy Manual is the issue of standing for inactive members directly addressed. Sections in both the C&B and the Policy Manual documents

² The Appeal Board had the court reporter replay the audio file of the transcript and it was verified that the cited testimony was given by Captain McDaniels.

contain dates that indicate when the last revision was made to a particular section. Sections in the C&B and the Policy Manual that include the terms “inactive member” or “inactive membership” have dates that range from 1974 to 2011. There are numerous occasions within these documents to have assigned a standing to inactive pilots, but there seems to be a deliberate choice to exclude the term “good standing” with regard to an inactive member. Multiple BODs have had opportunities to assign a standing to inactive pilots for nearly four decades but have not done so. A further resolution of standing for inactive pilots, if any, is an issue that remains at the discretion of the BOD.

Based upon all of the evidence presented, it is clear that FO Meadows is an inactive member and, as such, he should have been issued a membership card in a reasonable period of time. Instead, it took three and a half years for Captain Torell to issue FO Meadows his card which reflects poorly on the office of Secretary-Treasurer. However, none of the APA governing documents specify a time period or how often membership cards should be issued. Therefore, the Appeal Board finds that while Captain Torell did not violate Article III, Section 4, she failed to reasonably and competently carry out the duties of her office as Secretary-Treasurer.

2nd CHARGE; FO Torell, acting in her capacity as APA Secretary-Treasurer unilaterally amended APA's proof of claim, without authorization or notice to members affected, and specifically excluded Meadows Grievance #12-011, which contained remedies valued at \$5.6M by an economic expert report, in violation Fiduciary Responsibility under C&B Article 10, ¶C., and *Misappropriating money or property of the Association*" in direct violation of Article VII. A.4.

FO Meadows accuses Captain Torell of violating her Fiduciary Responsibility as delineated in the APA C&B, Article 10, paragraph C. The Fiduciary Responsibility referenced here states that:

“[e]ach person should make necessary decisions using good judgment and ethical and moral considerations consistent with the Code of Ethics stated in the APA Constitution and Bylaws (C&B),

Appendix A. All decisions of the National Officers, BOD, National Committee Members and Staff are to be made solely on the basis of a desire to promote the best interests of the Association and membership.”

FO Meadows charges that Captain Torell violated her Fiduciary Responsibility as outlined in the C&B, and referenced above, by “unilaterally amend[ing] APA’s proof of claim, without authorization or notice to members affected.”

The Appeal Board disagrees with FO Meadows for the following reasons. First, Captain Torell acted in her capacity as the APA Secretary-Treasurer. FO Meadows filed his charges against Captain Torell in “her capacity as APA Secretary-Treasurer” (Meadows’s 2nd charge) and that is how the Appeal Board is responding to the charges. Although FO Meadows filed the charges against Captain Torell as Secretary-Treasurer, he attempted to clarify during the hearing that he is charging her as an individual member. The Appeal Board maintains that Captain Torell was charged as the APA Secretary-Treasurer and therefore bases its decision on Captain Torell being charged as the APA Secretary-Treasurer.

Second, Captain Torell, in her official capacity as APA Secretary-Treasurer, honored her Fiduciary Responsibility and job responsibilities by signing APA’s Proof of Claim under the direction of the APA Legal team handling the bankruptcy. The APA C&B defines the Secretary Treasurer duties in Article IV, Section 8(C) including taking charge of all books and effects of the Association. Captain Torell, as APA Secretary-Treasurer signed the Proof of Claim on March 7, 2014, as her duty and responsibility. The signature on the Proof of Claim was purely ministerial. Captain Torell did not fill out the Proof of Claim nor did she decide, individually or in her capacity as APA Secretary-Treasurer, what was to be included in the Proof of Claim. Those decisions were made by the APA BOD during the course of the AA bankruptcy.

Resolving grievances is not the right or responsibility of Captain Torell as an individual

National Officer nor Captain Torell as the Secretary/Treasurer. Article II of the APA C&B states the Objectives and Rights of APA including:

“B. To protect the individual and collective rights of the members of the APA and to promote their professional interests, including timely prosecution of individual and collective grievances.

C. To establish and to exercise the right of collective bargaining for the purpose of making and maintaining employment agreements covering rates of pay, rules, and working conditions for the members of the APA and to settle promptly disputes and grievances which may arise between such members and their employer. *APA maintains the right to resolve institutional and individual grievances in its sole discretion* as the collective bargaining representative of the pilots.” (emphasis added)

The APA C&B is clear that it is the APA’s right to resolve or dispose of individual and institutional grievances in its sole discretion. Upon further investigation by the Appeal Board it was determined that the grievances that were excluded from the APA bankruptcy Proof of Claim were chosen in compliance with APA policy by the National Officers and the BOD. This is in accordance with the APA C&B.

FO Meadows’s 2nd charge also includes a charge that Captain Torell “[m]isappropriat[ed] money or property of the Association in direct violation of Article VII A.4.” FO Meadows claims his Grievance #12-011 is valued at \$5.6 million and therefore, by excluding the grievance from APA’s Proof of Claim, Captain Torell misappropriated money or property. As explained above, Captain Torell performed a ministerial duty of signing a legal document that required the signature of a National Officer. Captain Torell never willfully excluded, discarded, or misappropriated \$5.6 million from FO Meadows, and the Appeal Board finds FO Meadows’s 2nd charge without merit.

3rd CHARGE; as a result of all the above violations, the FO Torell also violated C&B Article VII.A.7., by committing an, "act[s] contrary to the best interests of the APA as an institution or its membership as a whole." First, by adding and abetting denial of myself and 233 MDD members right of access of to union meetings; and Second, by stripping away my valuable grievance from APA's proof of claim #8331. Thereby, shifting the substantial financial burden of that grievances remedies valued at \$5.6M, from the Company directly onto the

Association.

This charge contains two parts. As to the first part, and as discussed under FO Meadows's first charge, the Appeal Board finds that Captain Torell did not adequately execute the duties of the office of Secretary-Treasurer. She did not issue FO Meadows a membership card until three and a half years after the start of her term, and despite his certified requests for a card beginning in December 2014, she did not issue his card until two years later.

As to the second part of this charge, the APA C&B states in Article II – Objective and Rights of APA B. that the APA shall “protect the individual and collective rights of the members of the APA and...promote their professional interest, including timely prosecution of individual and collective grievances.” Article II, Section C states that “APA maintains the right to resolve institutional individual grievances in its sole discretion as the collective bargaining representative of the pilots.” Decisions related to the APA are made by the members through their elected domicile representatives, collectively the BOD, and elected National Officers. It is APA's *sole discretion* whether to hear a grievance, move forward a grievance or terminate a grievance.

By virtue of the differences in the members whether it be age, geographic location, base, position, hire date etc., it is impossible for APA to always represent the rights and needs of every pilot collectively. There will inevitably be situations where one group of pilots will be represented to the detriment of another group of pilots. This is an inherent issue within the union. FO Meadows received a letter from then-President Keith Wilson in August 2013 notifying Meadows that his grievance 12-011 was not being continued. As stated above it is the APA's sole discretion whether to move forward a grievance. The APA C&B Article IV, Section 8 states the following regarding the duties and responsibilities of the President:

“The President shall conduct the affairs of APA consistent with this Constitution and Bylaws and with the policy and directives set by the Board of Directors. While the President's actions are subject to

review by the Board of Directors, the President's actions shall be presumed valid unless the Board of Directors elects to review and disapprove a particular action taken by the President. Such review and disapproval, however, may be taken at any time, and the President shall have the responsibility of keeping the Board of Directors informed about actions taken by him pursuant to this Article IV, Section 8."

In advising FO Meadows that his grievance 12-011 was not being forwarded, President Wilson was conducting the affairs of the APA. Furthermore, by not disapproving of this action, the BOD affirmed the action (*see* C&B Article IV, Section 8(A), stating that the President's actions are subject to review by the BOD but are presumed valid unless the BOD elects to review and disapprove a particular action).

The Appeal Board concurs in part and disagrees in part with FO Meadows as to this two-part charge. As to the first part, the record was incomplete as to whether FO Meadows or other MDD members were in fact denied entrance to union meetings; however, that potential harm did exist. FO Meadows should have been issued a membership card and the failure to do so for many years was a violation of C&B Article VII, Section A(7), an act contrary to the best interests of the APA as an institution or its membership as a whole.

The Appeal Board finds that the second part of FO Meadows's 3rd charge is without merit as explained above.

4th CHARGE; as a result of all the above violations the FO Torell also violated C&B Article VII.A.2., by committing "*Willful violation[s] of this [the APA] Constitution and Bylaws.*"

FO Meadows charges that Captain Torell "[w]illfully violat[ed] the APA C&B." As explained in the prior charges, the Appeal Board finds that Captain Torell did not violate the C&B Article VII, Section A(2) as charged by FO Meadows.

5th CHARGE; here FO Torell has willfully abstracted or converted property and assets contained in APA's proof of claim, thereby, "Misappropriating money or property of the Association" in violation of Article VII. A.4."

FO Meadows charges that Captain Torell "abstracted or converted property and assets contained in APA's proof of claim, thereby misappropriating money or property of the Association in violation of Article VII.A.4." As explained in answer to FO Meadows's 2nd Charge, the Appeal Board finds that Captain Torell did not misappropriate money or property of the Association.

Deferred charge from the Meadows v. Wilson hearing

"Finally the APA President has failed to enforce the APA Constitution and Bylaws in violation of C&B Article IV, Section 8.A.3: specifically he failed to enforce Article III, Section 4, which requires the APA Secretary Treasurer issue Membership cards to active members in good standing, or Special Membership Cards to inactive members. My certified requests for a membership card have been ignored."

As discussed under FO Meadows's 1st charge, the APA governing documents do not specify the frequency with which membership cards should be issued. Furthermore, it would be an impossible task for the President to oversee all of the daily duties of office of the Secretary-Treasurer. Former President Wilson's June 2016 issuance of a constitutional interpretation specifically addressing the question of inactive members was a creditable effort to clarify ambiguities within the APA governing documents. As such, the Appeal Board dismisses this remaining charge from the *Meadows v. Wilson* hearing.

RULING

The Appeal Board dismisses all charges against Secretary-Treasurer Captain Torell, with the exception of the first part of FO Meadows's 3rd charge. Captain Torell violated Article VII, Section A(7). The APA membership votes for the National Officers and expects them to competently perform the duties of their office. As the Secretary-Treasurer, Captain Torell was tasked with maintaining accurate records and issuing membership cards according to those records,

and Captain Torell failed to do this. The Appeal Board formally censures Captain Torell for violating Article VII, Section A(7) and for failure to carry out the Secretary-Treasurer duties entrusted to her.

LIST OF EXHIBITS

Exhibit 1 – *Meadows v. Torell* Hearing Transcript

Exhibit 2 – Accused’s Closing Brief

Exhibit 3 – Accuser’s Closing Brief

Exhibit 4 – AAA Arbitration *Meadows v. Wilson* Transcript