



ASSOCIATION OF PROFESSIONAL
FLIGHT ATTENDANTS
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BASEbrief

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ORD

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Hello Everyone,

We understand email is the fastest way to get you the most current and up to date information, however, from time to time we like to put out a base brief that will provide handy information that you can carry with you and use as a reference.

Reserve Issues:

We know many of you are frustrated about the reserve numbers for October. The main reason the reserve list went as senior as it did is that we have not had any new hires come to ORD, unlike other bases. IOR has a total of 48 new hires and these Flight Attendants are serving reserve on a one-on/one-off rotation allowing for a more junior reserve list. Also, we had a total of 132 Flight Attendants take the VEOP and unfortunately no one to replace them. In the meantime APFA continues to push the company into implementing a merged reserve list.

This past July, AA agreed to use adjacent base reserves but only when operationally necessary. We have seen utilization in both directions and heard some complaints related to specific incidents. The good news is after much consideration the company will be adding more international stand-by's at IOR to alleviate the immediate use of domestic stand-by's for short call. This does not mean that domestic stand-by's will never be used on an international trip, however, they will not be contacted first. Please keep in mind that when an ORD stand-by is used for an IOR trip APFA must be notified. This allows us to closely monitor stand-by usage.

AM/PM:

Daily ballots are submitted for next-day coverage via the Flight Service website. For example, if you wish to submit a bid for AM/PM on October 3rd, you would submit your ballot on October 2nd. AM/PM awards will be processed manually until AA's computers can be programmed to accommodate this new procedure system wide. It is important to note that when AM is awarded, the tape states simply that the FA is released until 2358. This does not mean the FA is released for the entire day. It means that the FA is released from 1300-2358 (due to the AM period of availability). Crew Scheduling may contact you two hours prior to the beginning of your period of AM/PM availability with an assignment but such assignment must depart within your obligation period.

From the Health Department:

It's almost that time again! Benefits Enrollment for 2014 will open on November 1, 2013 and close at midnight central time on November 15, 2013. While the changes to our medical benefits for 2014 will not be nearly as extensive as they were last year, there will be some differences, along with the inevitable price increases. It is time to start thinking about your health care needs and whether the plan that you are currently enrolled in is working for you. Here is some general information about the plan changes. More specifics will be coming soon.

This year the primary source for benefits enrollment information will be via my.aa.com. Although the union representatives from all work groups have told the company that employees like to have an enrollment guide mailed to their home, AA has decided not to do so this year. They will be sending a reminder card.

Health Insurance: What changes to expect:

- Co-pays will now be applied to the out-of-pocket max in both the Standard and the Value plans
- The In-Network out-of-pocket max for the Value Plan will increase to \$2000 (single)/ \$5000 (family) – this matches the out-of-pocket max for the Standard Plan
- The preferred provider in AZ will change from UHC to BCBS
- The cost for Spectera Vision Insurance will decrease by 20%

- There will be three new voluntary benefit options: Critical Illness Insurance, Accident Insurance, and Veterinary Pet Insurance

Health Insurance: What stays the same?

The cost for the following benefits will not change for 2014:

- Dental
- Life Insurance
- AD&D and VPAI
- Optional Short Term Disability and Long Term Disability
- MetLife Pre-paid Legal
- In-network preventive care for active employees will still be covered at 100%

Health Insurance: Changes as a Result of Health Care Reform

In 2014 additional health insurance options will be available through the Health Care Exchanges. It is a requirement of the Affordable Care Act for AA to provide notice to all employees explaining that the company sponsored health plans exceed minimum government requirements for being adequate, affordable based on current wages, and available to all employees. Because of this, AA employees will be unlikely to qualify for government subsidies / tax credits available through Health Care Exchanges. This required notice must be sent to employees by October 1 2013.

The implementation of the “Individual Mandate” also goes into effect in 2014. This means that if you can afford health insurance, but choose not to sign up for it, you could incur a fee. In 2014, the annual penalty will be \$95 per adult and \$47.50 per child, up to a family maximum of \$285 or one (1) percent of family income, whichever is greater.

From the Scheduling Department:

Day before Coverage Timeline:

05:00 – 12:00	Self-plot for availability
08:00	PVDs and mini-leaves awarded (PVDs are currently paid at 3 hours/day. They will revert to sequence pay with the CLA in the Bridge Agreement this fall.)
08:00 – 12:00	MIC Trip Pick-Up Window (For FAs who incurred an involuntary loss of time due to a Misconnection, Illegality or Conflict.)
11:59	Deadline for HISENDS for the Merged Make-Up Run
12:01	Sick Trips dump into open time
12:01 – 13:30	Round 1 Merged Make-Up for MU/AV/LO/HVBL (No phone calls will be made.)
13:30	Deadline for Availability FAs to be either assigned a trip or released (AVBL FAs are obligated to confirm assignments with scheduling.)
13:30	Round 2 : MU/Sick MU/Option Flying/Critical Coverage/Critical Reserve (HISENDS accepted or one call made to your “H” number)
15:30	Reserve PVDs awarded
17:00	Sequences awarded via HISEND are considered confirmed
17:00 – 21:00	Reserve Assignments on AVRS (Remember: if you’re on Ready Reserve that day, you must remain on call/ready for assignment on the current day until 19:00, even if you get a trip for the following day. Only after 19:00 are you no longer obligated to answer your phone.)

From the EAP Department:

Depression: Everyone feels sad or blue occasionally but these feelings are usually fleeting and pass in a couple of days. When they don’t pass and begin to interfere with daily life, it causes problems with relationships and can become a problem at work. Many people with depression never seek treatment but the majority of those who suffer with depression can get better with treatment.

Common signs of depression are:

- Persistent sadness or feeling “empty”
- Feeling hopeless
- Irritability, restlessness or anxiety
- Feeling guilty, worthless or hopeless
- Fatigue

- Thoughts of suicide
- Changes in Eating or sleeping patterns
- Persistent aches or pains that do not get better with treatment

If you or someone you know suffers from depression, your APFA EAP department can help you, a co-worker or loved one find treatment before the symptoms interfere with relationships and work. We are a confidential phone call away and can be reached at 817-540-0108 ext. 8701.

MAXIMIZE YOUR 401k!

Now that the Flight Attendant Pension plan is frozen, it is more important than ever that we each contribute to our 401k pension plan. You can contribute to two different 401k accounts:

1. You can contribute wages before they are taxed (pre-tax dollars) to the original 401k. Those contributions and the interest they earn will be taxed when you take them out in retirement. This is like getting to earn interest on Uncle Sam’s money.
2. You can also choose to contribute wages after they are taxed (post-tax dollars) to the Roth 401k. Those contributions and the interest they earn are NOT taxed when you take them out in retirement. That means that interest is “tax-free” money.

You direct to which account you are contributing on the JP Morgan website, where you set your contribution rate. *JP Morgan > ACCOUNT MANAGEMENT > CONTRIBUTION AMOUNT*
 (Be careful not to confuse “Roth” and “After-Tax”, you most likely want the “Roth.” Check with your Financial Advisor if you are not sure.)

GET A MATCH:

Under the LBFO, American Airlines matches your 401k contributions up to 5.5% of eligible salary. Regardless of which 401k account your contributions go into, (the Roth or original 401k) the company contributions will go into the original 401k account.

GIVE AMERICAN YOUR MONEY:

If you do not contribute at least 5.5% of your salary, American Airlines gets to keep the money they were going to give to you as a match. Do not expect a thank you card, but rest assured, when you don’t claim all the money you could have had, they Love It!

From the Hotel Department:

We have recently received several emails from Hotel GM'S concerning several crewmembers smoking in their rooms when it is a non-smoking room/hotel. Please be kind to your fellow crewmembers, and other guests, and remember to follow all hotel policies when on a layover. You could be charged the cleaning fee if found to have smoked in a non-smoking room. Please visit the Hotel Page at apfa.org for the current list of crew hotels by city, hotel amenities, temporary relocation assignments, hotel allocations, and more. The information is continually updated as needed.

From the Contract Department:

Take a few minutes to review the Attendance Policy. It can be found on the Flight Service page under "Job Resources". A sick absence of seven (7) days or more will count as two (2) points. You can reduce it to one (1) point by using Call-A-Nurse. Contact information can be found on the JetNet AA Medical page under "Return to Work Center". A conference with your FSM is now required when a Second Written Warning is issued. The meeting can be in person or over the phone, APFA representation is advised.

On Duty Limitations:

Departure	Scheduled/Rescheduled On-duty Maximum	Operational On-duty Maximum
0600-2059	14 Hours	16 Hours
2100-0559	12 Hours	14 Hours

In Unity,

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