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Hello Everyone,

We understand today that social media, text & email are instant ways to deliver timely 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 as a reference. For the latest information related specifically to SFO, just “Like” us on Facebook, “SFO Base News”, or send us an email to join the SFO Base E-Group. Although not official forms of APFA communication, we use “SFO Base News” on Facebook & SFO Base E-Group to get relevant and important information to you immediately. In addition, the newly designed APFA.org website is your source for current APFA news, and where you can sign up for the APFA hotline.

ROADSHOW SCHEDULE:

Below is the schedule for the remaining APFA Roadshows with Laura Glading, the Negotiating Team, APFA reps and advisors. We look forward to seeing you there. Issues to be discussed include Interim Bid-Line Pay Protection, the antitrust lawsuit, the merger timeline, the US Airways bridge agreement (CLA), and other important topics.

- RDU** – Monday, October 28th – Hilton Garden Inn Raleigh-Durham/Research Triangle Park
- STL** – Wednesday, October 30th – Renaissance St. Louis Airport Hotel
- DCA** – Thursday, October 31st – Radisson Hotel Reagan National Airport
- LAX** – Tuesday, November 5th – Hilton Los Angeles Airport
- SFO** – Thursday, November 6th – Embassy Suites South San Francisco
- JFK** – Tuesday, November 12th – Hilton New York JFK Airport
- MIA** – Wednesday, November 13th – Miami International Airport (Concourse “D” Auditorium)
- ORD** – Tuesday, November 19th – Hyatt Regency O’Hare
- BOS** – Wednesday, November 20th – Embassy Suites Boston at Logan Airport

Please note: All meeting times are 11:00 a.m. – 2:00 p.m.

SFO Base Transfers:

We continue to emphasize the importance of clearing the SFO transfer list to the company. Working in conjunction with our SFO Manager of Flight Attendants, our Director of Flight Attendants and the head of Crew Resources, we have had lengthy and meaningful discussions on this topic. Crew Resources expects that, in the future, any loss of Flight Attendants at SFO through transfer out, Int’l proffers, VEOP II, etc., would be filled with a transfer into the base. In addition, moving ahead into the new year, Crew Resources committed to continue evaluating the manning at SFO to determine if “extra” transfers beyond this one-for-one filling of vacancies may be processed. We were encouraged hearing this news, as it indicates an understanding and acknowledgement of the frustration so many of us at SFO have been facing with seniority stagnation and a general feeling of our base simply “shrinking down.” This news means our head count will not diminish further that “transfers in” would soon be coming.

New Bid Leave Relief Option Test for SFO:

At our recent meeting with Crew Resources, one of the issues addressed was the open trips created by monthly bid leaves. In a joint effort, we have agreed to a three-month test period starting with the November bid run. A Bid Leave Relief line will be built for all bid leaves of 15 days or more. The Bid Leave Relief lines are awarded to the portion of another flight attendant’s bid award that falls within their bid leave. This effort will reduce the amount of open replacements and provide an opportunity for more flight attendants to hold a partial line (bid leave relief).

The Bid Leave Reliefs lines will be similar to the vacation relief lines. The difference is that the Bid Leave Relief lines will NOT be posted on the monthly bid sheet due to the timing of the bid leave awards, which are on the 15th of every month. The Bid Leave Reliefs lines will be posted on the 15th of each month at AAFlightService.com | Crew Resources/Monthly Master Bid Sheet Changes and an HI6 will be sent out for notification. The Bid Leave Reliefs lines will start with a 3500 number.

In order to bid for a Bid Leave Relief line, you must select Option 12 on your bid ballot and enter the ‘3500’ relief number(s). This is the same process as bidding for a vacation relief line. If bidding for both reliefs, enter 3300 and 3500 selections, then enter R2 after the regular bid selection to designate a relief is desired if seniority cannot hold the preferred selection. As with vacation reliefs, the remainder of the sequence(s) that is not within the bid leave relief will be covered in open replacement or other reliefs. The availability legalities apply to all reliefs.

Bid Line Guarantee Protection:

Beginning on November 1, 2013, the current line holder guarantee of 70 hours will be replaced with an individual bid line guarantee. Each flight attendant's guarantee will be equivalent to the **total flight pay hours** of his/her respective bid line. Availability (AVBL) flight attendants will have a 75-hour guarantee, which will increase to 80 hours once the domestic and international divisions have been combined. Additionally, a flight attendant awarded a low bid line will have a minimum guarantee of 70 hours. For detailed information on bid line guarantee protection, please visit the Scheduling page of the APFA's website at www.apfa.org

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 1301-2358 (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 sign in 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 you 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:

For the most up-to-date day before coverage timeline (soon to include the modified processes for Line Guarantee pay protection), please visit apfa.org and click on Departments – then Scheduling – then "Final Order of Open Time."

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.

From the Hotel Department:

We have 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 Company’s Attendance Policy. It can be found on the "Job Resources" page of the Flight Service website. A sick absence of seven (7) days or more will count as two (2) points. You can reduce it to one (1) point by contacting Call-A-Nurse within ten (10) business days from the date the absence closes. 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.

Attendance Policy Critical Period:

The critical period is defined as any flight assignment, reserve day, or available obligation that touches the period beginning December 22nd through and including January 3rd. Attendance points for an absence during this period are based on providing a valid Doctor’s note to your FSM.

If you had perfect attendance for twelve (12) months or more, **and** you had no chargeable absences during the critical period of the previous year, you will **not** need to provide a doctor’s note. Your absence will be counted as one (1) point.

If you had perfect attendance for twelve (12) months or more, and you did incur an absence during the critical period of the previous year, a doctor’s note **must** be provided in order to have the absence counted as one (1) point.

Profit Sharing:

On October 17th, American Airlines announced it has accrued a total of \$65 million for employee profit sharing this year. Per the new Profit Sharing plan of the LBFO, the Flight Attendants and other eligible employees will share in awards of equal to 5% of American’s pre-tax income (see Attachment D of the LBFO). If the merger is not completed by the end of the year, the profit sharing plan will cover 2013 and a distribution would be made no later than March 15, 2014.

The anti-trust lawsuit could have the following effects on the timing of the merger: the case could be settled with sufficient time to complete the merger before the end of 2013; or assuming the case is litigated, the merger would not take place in 2013 since the court has indicated a decision would not be issued before the end of the year.

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