



ASSOCIATION OF PROFESSIONAL
FLIGHT ATTENDANTS
1004 W. EULESS BLVD.
EULESS, TX 76040
www.apfa.org

BOS
April 2015



BASEbrief

An Official APFA Publication

BASE PRESIDENT

Amy Milenkovic (617) 233-3172
APFA Ext.: 8432
prbos@apfa.org

BASE VICE-PRESIDENT

Open
APFA Ext.: 8452
vpbos@apfa.org

APFA HEADQUARTERS

PHONE: 817-540-0108
FAX: 817-540-2077
NATIONAL HOTLINE:
1- 800-399-2732

Happy Spring!!!!

In this base brief I wanted to highlight some of the changes that have taken effect or will be, along with some of the pay protection procedures that many of us had to go through the last few months.

LAA/LUS

Location Delay Incentive

When a Flight Attendant is delayed departing from an International Premium Destination (IPD) station for more than 10 hours from scheduled departure time, the Flight Attendant shall receive an additional 5 hours of pay and credit including all premiums in addition to the value of the sequence. Once the delay is longer than 24 hours from the scheduled departure time the Flight Attendant will receive an additional 5 hours as well. In the event that any further delays occur, the Flight Attendant will receive an additional 5 hours pay and credit for each 24 hour (Section 14.M.7). Currently, LUS Flight Attendants receive the greater of location delay incentive or pay protection provided through: illegal through no fault, last trip of the month, or crew substitution. This greater than principle will also apply to LAA Flight Attendants once the JCBA pay protections has been implemented.

LAA/LUS

Voluntary Duty Waiver

The Voluntary Duty Waiver option allows Flight Attendants to voluntarily waive their max duty day. Once the duty day max is waived, it cannot be rescinded. Additionally, once minimum crew agrees to extend their duty day, they will be paid the additional pay even if they don't exceed their duty day limitations. Section 11.O.1 (Domestic) and Section 14.D.1 (International)

Domestic: When a crew waives their operational duty day max, each crewmember who agrees to the waiver shall be paid (but not credited) an additional one (1) minute flight pay for every two (2) minutes on duty for the entire duty period. This additional pay is on top of any pay for the sequence.

For LAA, the max duty time limits are determined by the chart in the CLA On Duty Contract Guide (ODCG) page 9.

International: The Voluntary Duty Waiver applies to all duty periods scheduled 12 hours or less flying time with a scheduled duty day max of 14 hours, i.e., Non Long Range Flying. If the flight in this duty period is delayed, projecting the crew to exceed their duty day of 16 hours, then Crew Schedule may offer the crew to exceed their max duty day of 16 hours. If the minimum crew agrees, they will receive pay for the duty period of 200%, including premiums, but the flight time will be credited at 100%.

LAA

LE / VE / PVD Processing Timeline

Pay Compensation adds the additional pay earned through Voluntary Duty Day Waivers (VE) and Location Delay Incentive (LE) within seven (7) to ten (10) days following the termination of the sequence. If you do not see the additional pay by that time, please contact Pay Compensation either by phone or HISEND for assistance. Dial 800-VIP-CREW and listen to the prompts to be connected to a company rep or send a message using HISEND Form 14 with the following information: sequence number and sequence origination date. As for Personal Vacation Days (PVDs), Pay Compensation manually adds the daily rate of three hours, thirty minutes (3.5 hours) within three (3) days from the date you are granted a PVD. If you do not see the addition of the daily rate on your schedule by that time, please contact a Pay Compensation agent via one of the above mentioned options.

LAA/LUS

Salary Continuance for IOD

In addition to receiving Workers' Compensation benefits, Flight Attendants on IOD must select a physician from the Preferred Provider Network (PPN) from the state-specific network found in the IOD packet on the APFA Health Department IOD page and in the IOD packet from the company in order to be eligible for salary continuance, except in the following cases:

- * Flight Attendant resides in a state where the Company chooses not to participate in a PPN;
- * The state does not have a PPN;
- * The Flight Attendant's primary residence is more than 45 miles from the nearest PPN provider.

The amount of salary continuance will be equal to the six-month average of a Flight Attendant's salary, but in no case shall s/he receive an amount greater than one hundred and ten (110) hours per month. Salary continuance will be offset by the amount of Workers' Comp benefits. Flight Attendants are eligible to receive salary continuance for a minimum of six months, after which s/he has the option to apply for LTD (Section 27.D.1).

LAA / LUS

CISM Program:

As a part of our contractual language for the Critical Incident Stress Management Program, APFA's EAP Department understands that, whether it is a medical emergency, angry passenger or preparing for an emergency landing, being prepared for the unexpected can take its toll. Your APFA/LAA/LUS Critical Incident Response Team (CIRT) is available to you twenty-four hours a day seven days a week at 800.998.8194. The team consists of Flight Attendants who have been trained as APFA/LAA/LUS CIRT members and can assist you with your immediate needs in the hours and days following a traumatic event.

LAA/LUS

Unscheduled delay greater than four hours:

If you have a scheduled or unscheduled ground delay that exceeds 4 hours you are entitled to a hotel room at your request.

LAA

Thresholds:

There is no monthly/annual threshold to maintain company-subsidized health benefits. The employment threshold contained in the LBFO no longer exists. The 420 hour threshold is still in place for vacation and sick accrual. You must be paid a minimum of 420 hours during the calendar year (or an average of 35 hours per active month), in order to accrue eligible vacation or sick for the year.

LAA

Makeup Procedures:

Each day at noon local time, the HISEND Make-Up round is processed. Flight Attendants who are on the Make-Up (MU) list and have submitted HISEND forms with either specific trip requests or generic specific trip

parameters are awarded trips in seniority order. After 1330, MU is run again for trips that have opened after the MU HISEND round or that remain unassigned. HISEND requests submitted during the HISEND round continue to be valid and can be awarded prior to 1700 without first party contact if the Flight Attendant remains on the MU list.

Flight Attendants interested in being called for Make-Up (MU) after 1330 and who sent a HISEND for the HISEND MU round with specific sequences/requests also need to include "Call for other trips." If Flight Attendants do not include a request to be called on their HISEND, Crew Schedule will only award a sequence that matches the HISEND request up to 1700 in day before coverage and isn't obligated to call for other trips that become available during the day. At approximately 0600 the following morning, Crew Schedule will discard the HISEND and will call Flight Attendants on the MU list for same day make-up flying. At any time, if Crew Schedule calls and the Flight Attendant does not answer or return the call, Crew Schedule is not obligated to call again. Crew Schedule is only obligated to call the phone number under "H" for MU flying.

LAA

Last Trip in Last Five Days Sequence Protection:

If contacted prior to sign in, Flight Attendants are only required to be on the Make Up list and to participate in the HISEND MU Round for each Day Originally Scheduled To Fly (DOSTF).

Your Guarantee is NOT automatically protected. The Flight Attendant must participate in the applicable HISEND MU Rounds (and be on the MU list for all days originally scheduled to fly plus 8 hours which may require her/him to add their name to the MU list an additional day). The obligation window is indicated in the HII header after the cancellation. If s/he opts out of protecting the guarantee, the guarantee is incrementally reduced by the value of the sequence (if s/he is at or below guarantee in PPROJ).

Also, a Flight Attendant is only obligated to participate in the HISEND MU rounds on DOSTF + eight (8) hours and to accept a single trip of any length that signs in within the obligation window until midnight of the last day of the month (originally scheduled trip plus eight (8) hours after scheduled arrival time). If the Flight Attendant does not participate or does not bid enough (and doesn't state "plot to protect guarantee within obligation" on their HISEND message), the protection will be lost. If not plotted, s/he may choose to participate in subsequent MU/II/CC/AB proffer rounds and may decline proffered flying without losing protection.

For trips that do not meet the parameters of L5D, please follow the regular Misconnect, Illegality, and Cancellation (MIC) guidelines, which can be reviewed on the scheduling page of APFA.org or in the On Duty Contract Guide, page 17-19.

LAA

Sick Pay:

100% Sick Pay for ALL Sequences and 80/85-Hour Sick Cap Removed - Eff. May 2, 2015. Beginning May 2, 2015, all trips, except Sick Make-Up (SM) for which a Flight Attendant calls in sick will now be paid, provided s/he has sick time available. Also, effective May 2, 2015, the LAA Sick Cap of 80 hours max for Domestic Flight Attendants and 85 hours max for International and Reserve Flight Attendants will be eliminated. All sequences will be paid at 100% when calling in sick, regardless of how many hours are on the Flight Attendant's schedule, provided s/he has sick time available. (Section 9.A)

LAA/LUS

Training Pay:

JCBA - Section 29.E Training Pay - provides for the following:

- * \$75 per day of classroom training
- * \$75 for Recurrent Training online home study
- * Distance/Online learning pay for non-Recurrent training:
 - \$25 for up to 2 hours

\$50 for 2:01 - 4:00 hours

\$75 for 4:01 - 8:00 hours

LAA

Lineholders: Sequence removal for training will be unpaid and uncredited and your guarantee reduced. The FA may pick up time from another FA or fly MU, II or CC to recover the time. APFA is working on additional procedures for accessing open time and will keep you updated. If a Flight Attendant has an illegality as a result of training, s/he can follow MIC procedures to protect Bid Line Guarantee or Adjusted Guarantee.

LAA

Reserves/AVBL: Applicable Reserve/Availability guarantee protected

NOTE: Current Training Pay language for LAA will remain in effect for the March and April contractual months, with the exception of CQ training which will be paid \$75 per day effective March 2, 2015. Changes to training pay as outlined above will not be implemented until May 2, 2015.

For example, with CQ training, Flight Attendants will now receive \$225 based on one day of online training and 2 days of classroom training.

LAA

Professional Standards:

Remember that each base has representatives specifically designated and trained in professional standards. These reps are equipped to handle any problems you may have with other crewmembers while at work. Please take the time to call your representative prior to speaking to the company or HR. Chances are the problems can be solved internally.

In Unity,

Amy Milenkovic
BOS Base President
Cell: 617-233-3172
prbos@apfa.org