



January 2006
APFA ORD BASE BRIEF
Happy New Year to ORD!

2005 saw many highs and lows for us all. Every time we thought we could really turn the profit corner, we got slammed by one thing or another. However, there were some highlights.

Many ORD FAs became activists this past year. **Todd Cesa and Ingrid Obermeir** made 2 trips to Congress to lobby for our pensions, crew rest, the Wright Amendment and inflight safety training. They even got to participate in an evacuation from the Capitol! We are very grateful for their efforts and the efforts of IOR FAs **Jena Olsen and Veronica Hinke**. Those who have participated in the lobbying efforts have achieved success for us all. There have also been other ORD FAs who have gone to lobby in DC and have experienced first hand, our democratic process. These 4 are not only repeaters but are very active on our behalf in Illinois politics.

As we are all aware, we started from the bottom and worked our way up on the pension issue. With United defaulting, we were in great danger of a knee jerk reaction from Congress to lump us in with those carriers in bankruptcy. The Senate took notice and added language specific to airlines in their pension reform bill. Congress passed a bill that did not have any airline language but the two groups will meet in conference to come up with a joint bill. Had we not pressed so hard, these bills may not have come forward this year and we would have had to start from the beginning next year.

Two **Notices of Dispute (NOD)** were filed in ORD with reference to training. One addressed the issue of a FA's inability to get trained on aircraft not presently on our bidsheet; the other, a FA's inability to obtain the AFS qualification since ORD did not have AFS trips.

We filed them to get dialogue going with the hopes of creating a win-win situation. The discussions had stalled several times but thanks to APFA's SBA Department and Lauri Curtis, ultimately a solution was reached. This included AFS training being offered in ORD and a system wide test which allowed FA's to obtain equipment and service qualifications which were not available at their base.

ORD APFA's problem was that we experienced equipment changes to the 777 from the 767. If you are not 777 qualified, you lose the time.

AFS trips were appearing in open time with greater frequency. The vast majority of ORD is not AFS qualified, however, even without the qualification you can be rescheduled to an AFS trip. The changes allowed FAs to get training on equipment and service which may not have been available in the past. Good job done by all.

Trina Broda is the all time champion of the **all nighter PVD issue**. The problem was with back to back all nighters and PVD requests for a single trip. Long story short, thanks

to the endless determination and documentation gathering of Trina and her group, we now have the procedure in writing to ensure seniority is honored in line with the contractual language for being charged and awarded a single PVD for a single all nighter TA. This contractual language applies ONLY to TAs not multi day all nighters.

David Paulsen contacted ORD APFA upon arrival from his SFO 2 day. He had been reassigned to work to LGA, layover then DHD home. This removed him from his next day ANC trip. He questioned his pay protection. Our position was that he would be pay protected under **Article 8. I., RA pay protection**. Crew Tracking maintains that this was “tag on” flying, creating a MIC with no pay protection. When asked where “tag on” flying was in the contract, it, of course, could not be found. Crew Tracking is maintaining their position. In this situation, a line FA not only covered open time on a reassignment but then had to cover open time in order to make up his lost time. APFA ORD is adamantly opposed to using line FAs to cover open time in violation of our Collective Bargaining Agreement which is why we are vigorously pursuing this case. APFA ORD filed 3 NOD’s, one being a Mallon, et al Base Grievance. These cases are now in the System Board of Adjustment (SBA) awaiting arbitration.

Our SBA Department successfully arbitrated the **Mallon, et al and Carrigan et al 9 P 6** cases. These were in regards to changing departure times at home base to keep FAs “legal” for their last trip of the month. Article 9.P.6. prohibits this. During the last 5 days, it is up to the FA whether they choose to protect the value of their trip when their last trip of the month has a MIC (misconnect, illegality or cancellation). If the FA chooses not to protect the value of the trip then they have no obligation to fly and their guarantee will be protected. If the FA does choose to protect the value of the trip, they must go on MU and they must take a trip, if offered, that can depart up to 8 hours after the scheduled return of their original trip. A FA cannot be forced to fly into the next month and the pay protection is only for the current month.

This case came forward due to **FA Debbie Dent** reporting that crew sked would not put her on MU for her last trip until she called them. Crew Sked was changing the departure time stating that Dent was never illegal for her last trip. APFA prevailed and Crew Sked cannot change the departure time and force a FA to fly during the last 5 days, last trip of the month. Many thanks to our SBA crew! The full Arbitration award is in the fall issue of *Skyword* under the Vice President’s article.

Article 9.P.1. and 9. P. 2. cover the first 25 days of the month. Crew Tracking/Sked can change departure times in a rescheduling due to a MIC. Please remember, that with a MIC at home base, the FA MUST contact Crew Sked. There are 5 options that Crew Sked can utilize under 9. P. 2. They can pick one. One.

Minimum rest: To the many, many ORD FAs who continually submitted documentation regarding reduced rest and its effects, congratulations! Your persistence paid off! ORD and DFW had the highest percentage of minimum rest trips on their bidsheets. Our FAs were fatigued and strained. We now have “8 behind the door”, same as the pilots.

You must have 8 hours at the hotel, behind the door. If you do not, contact crew tracking and let them know what time you get behind the door.

We are still lobbying Congress to make this law. We should not have to negotiate proper rest.

Personally, our greatest disappointment has been the inability to resolve the ATC problem that is so prevalent and getting worse.

AA HDQ management maintains that if they change the departure time, they don't pay ATC until the new departure time.

APFA maintains that our contractual language states from the original departure time. What union would ever agree to changing departure times to circumvent payment that is guaranteed by our contract? (See Article 9.P.6. Arbitration for example).

We have worked with the Pilots Union on this issue for quite some time. We are all in agreement as to how we should be paid. This is very old contractual language.

Fortunately for APA and APFA both, many APFA Reps carry a great deal of seniority and knowledge. Our depth of experience was key in winning the 9.P.6. Arbitration.

I have now filed a Base Grievance on ATC. Subsequently, APA ORD has also filed a Base Grievance.

Until these cases are resolved, you should first contact your Captain to submit the proper code for pay and if denied, contact your manager for resolution. If that fails, then leave a copy of your HI3 and HI1, with an explanation, in the APFA ORD Lock Box across from the K19 elevators. Your claim will become part of the Base Grievance. You will notice that we do not use the term RFD. It is an ATC issue per our contract.

Quick Tips: When figuring on duty legalities, always remember to use the SCHEDULED flying time for the questioned leg. Sometimes you will see a different flying time on your HI3 as crew tracking is working on it. It does NOT matter if there are "good tail winds" or not. SCHEDULED FLYING TIME.

What is "**Diurnal Flying**"? It is another very old term that is used to distinguish between departure/arrival times and the amount of hours you can be scheduled in a day. These become very important with evening departures or very early morning departures. Look on Page 12 of the APFA On Duty Guide for the formulas.

FA Dirt Weinberger made us aware of a continual problem on the LAS MIA all nighter. Thanks to him, several FAs received additional pay for this illegal assignment. Remember, there is NO RSK with the 13 hour Scheduled On Duty Maximum. You can only "slide" to 15 hours.

MSP Satellite: It takes a great deal of hard work and cooperation to make a satellite work. Three FAs in particular have given it their all; **Jodi Peterson, Mary Slanika and Kim Russell**. Many thanks to them and all who are flying MSP trips.

Article 26 E., Severe Turbulence ID Benefits is still in effect. You do NOT have to have a Captain's report to verify a Severe Turbulence Claim. Our Safety Manual, along with our contract, defines severe turbulence. Article 26 E. provides for full salary continuance for 6 months. You MUST use a PPN Doctor for treatment.

Due to inspection requirements, a Captain cannot write up a severe turbulence report after the fact. If you experience severe turbulence talk with the Captain regarding a severe turbulence report. Get statements from the other FAS. Contact management immediately. If there is no severe turbulence report from the Captain, then follow your Safety Manual to determine if it qualifies. Flight Service must conduct an investigation. The difference in benefits is significant. Don't delay reporting.

Speaking of IDs, you do NOT have to consent to a taping of your conversation with SRS.

Transfer of flying: **Todd Breckenridge** is now a member of the Joint Scheduling Committee on the National level. He has been compiling months of N3Ds to track out of base flying by ORD FAS. Our position is simple. If a specific base cannot handle their own flying then give it to us on our bidsheet. Reserve coverage, with a guarantee of 75 hours, is expensive. Just move those hours over to ORD and we'll cover it with line FAs. ORD and DFW have the highest percentage of FAs on reserve. It's the whole middle of the country issue. Regardless, we should not be consistently covering other bases' flying with our reserves. Reserve problems are under continual discussion with management.

Passports: You must now have one and AA will pay for it. Do not leave home without it. You could be subject to RSK and may need it at any given time.

PO vs. PU: The PU is now used for FAs who may only need 1 day off and have a multi day trip. The PU is uncredited and unpaid but still a chargeable occurrence. It allows you to fly on those days not coded as a PU.

Passenger Arrest: Be aware that if you are part of a passenger arrest your day may be longer. You might have to spend some time writing reports for the various law enforcement agencies. Please don't let this be a deterrent.

New e-mail addresses: Liz Mallon: chord@apfa.org Geri Coleman-Foley: vcord@apfa.org. apfachord@earthlink.net will continue to be used for the ORD e-mail group. Send your e-mail address to join for daily posts!

The theme of this Base Brief has been FA involvement. We have very well educated FA activists at our base and we all owe them a "thank you". It is only through our Base's involvement that we get things fixed for the whole system as well as ORD. Staying educated and not giving up is the greatest protection of our work life we have. ORD is not the "prettiest" base in the system but we are second to none with our activism!

We face great challenges, no doubt. Our uncertainties have been overwhelming at times. We have no choice but to prevail. We have no choice but to insist that others respect that and act accordingly, from AA Headquarters to APFA Headquarters to ORD.

In Unity,
Liz Mallon
ORD Base Chairperson

Geri Coleman-Foley
ORD Vice Chairperson