

# LBFO Q & A – Combined Operation

updated 8-17-12

## **Q. How does the company plan on accomplishing the International training for Domestic Flight Attendants?**

A. The company has described the tentative plans for dual qualification “DQ” training as follows:

- Bidlines will be offered (likely full replacement schedule with training absence/credit pre-plotted on AVBL days) that include DQ training, as well as AVBL days, that may include up to 15 days of training
- These bidlines can be bid by all non-DQ Flight Attendants, but “super seniority” will be given to Flight Attendants in the reserve seniority range (someone who has served reserve at least once in the prior 12 months)
- If not enough bid, then Flight Attendants will be drafted in order of juniority to fill training slots
- DQ training bidlines do not take the place of reserve
- DQ training bidlines will have a 70 hour monthly guarantee (no separate training pay, only stipend) [8-17-12]

## **Q. Regarding mixing of INTL and DOM. When will I be required to be dual qualified?**

A. It is unlikely that they will get to senior domestic Flight Attendants who are not INTL qualified very soon. The focus will be on those who serve reserve. [8-8-12]

## **Q. What about someone on the back up reserve list?**

A. The company plans to look back one year and estimate based on those who served reserve at least once. They are attempting to avoid training anyone they don't have to due to the cost. [8-8-12]

## **Q. When will the operations be fully combined?**

A. The company does not plan to fully combine the operation until PBS (Preferential Bidding System) is implemented. [7-20-12]

## **Q. How long is it likely to take to implement PBS?**

A. APFA anticipates it will take 18-24 months for PBS to be implemented, although AA has stated that their goal is to implement within 12-18 months. [7-20-12]

## **Q. What will happen prior to that time?**

A. Prior to PBS implementation, we will continue to bid as we do today in our assigned operation. Domestic Reserves will begin receiving the international qualification after DOS. Once an Flight Attendant is qualified in both operations, s/he will be able to fly reserve assignments in both operations and eventually to accept both open time and trip trades from the opposite division. [7-20-12]

## **Q. When will the first domestic reserves begin to be trained?**

A. Domestic Reserves will begin receiving the international qualification as soon as 90 days after DOS. [7-20-12]

## **Q. How long will it take to complete all training?**

A. The company intends to train all Flight Attendants subject to reserve within 12 months. [7-20-12]

**Q. Will the reserve training be proffered in seniority order by base and drafted junior?**

A. Yes. [7-20-12]

**Q. What about DCA, STL and SFO that don't have an adjacent international base?**

A. The company intends to focus on bases with both operations. After that training is complete, the training will be offered to the domestic-only bases. [7-20-12]

**Q. What about domestic Flight Attendants that are not subject to reserve?**

A. They can proffer for voluntary slots that will be made available on a system-wide seniority basis.

**Q. Once the first Flight Attendants are dual qualified, how will the company determine who is on reserve in a given month? In other words at DFW/IDF will it just be the most junior Flight Attendants at the combined base that serve reserve?**

A. At this time, AA does not plan to implement a combined reserve list prior to the merged operation which is linked with PBS implementation. It may be that the lists can be reduced slightly due to the increased utilization due to cross division flying. [7-20-12]

**Q. Does this mean the current language for use of International reserves for Domestic coverage is eliminated immediately and the company can use International on Domestic as much as they want?**

A. The limit to the use will be modified. Prior to the new reserve system of bidding for sequences/assignments, the company intends to assign flying within the reserve's respective operation and then across the division without the requirement that all international Flight Attendants must have flown one domestic sequence prior to being assigned another Domestic Sequence, as well as, that they will not need to meet the standard that it be a necessity to maintain the domestic operation. [7-20-12]

**Q. Is there any time someone other than a reserve with both the International and Domestic qualification could fly a trip in the opposite operation prior to fully combining the operations? If so, under what circumstances?**

A. The company intends to offer cross division flying after each operation to which the flying is assigned has been offered it. For instance, if a DFW domestic sequence is not covered in the MU or Option II run, it may be offered to IDF Flight Attendants. The company also intends to allow Trip Trades between divisions prior to completing the merger of Operations. [7-20-12]