

We the People

**SKY**word

the official publication of the association of professional flight .

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Article I

"This Constitution shall be the supreme law of the APFA."

-Article III, Section 1

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"Objectives of the APFA: To protect the individual and collective rights of the members of the APFA and to promote their professional interest and image."

-Article I, Section 2.B.





John Ward  
APFA President

## Putting Things In Perspective – A Comparison With United

One myth that I have heard advanced by some is that we would have done better in bankruptcy and that we have fared worse than our counterparts at United did in bankruptcy. This reflects misinformation regarding the American-United contract comparisons and significance of the bankruptcy process.

The American-APFA Restructuring Agreement provides for substantial pay cuts – no one will deny that. Neither can we ignore the pain that such cuts impose on all of us. However, despite these significant reductions, the American Flight Attendants' pay remains far in front of the United Flight Attendants' pay, and that will continue to be the case throughout the duration of the new American and United Agreements.

For example, over the next six years, the earnings of domestic American Flight Attendants at 80 hours per month will exceed those of United Flight Attendants by amounts ranging from approximately \$7,000 for the most junior Flight Attendants to approximately \$22,000 for Flight Attendants with 15 or more years of pay longevity. For international Flight Attendants at 85 hours per month, the differences are even greater, ranging from approximately \$12,000 for the most junior Flight Attendants to approximately \$23,000 for those with 15 or more years longevity. (See charts on pages 4-6.) The extent of these differences become even

greater as the monthly paid hours increase, because while American Flight Attendants enjoy incentive pay rates that exceed basic rates of pay, United Flight Attendants do not (all of their paid hours are at the same rate). (See charts on pages 4-6.)

Measured somewhat differently, the earnings for American Flight Attendants at 80 hours monthly domestic and 85 hours monthly international will exceed those of United Flight Attendants by 4.9 percent in 2003. Thereafter, the earnings will become even greater than at United, increasing to as much as 9.7 percent in 2006 and will still exceed United earnings by 8.6 percent in 2008, even after certain United increases kick in during the later years of their contract. Again, if we look at higher time flyers, these differences are even greater, reaching double digits in 2006. (See charts on pages 4-6.)

There are several important reasons why our wages at American remain so far out in front of United's. First – and this bears emphasis in light of recent developments – our earnings are so much higher because of the terrific contract we concluded in 2001. Recent events may have caused us to forget our recent accomplishments, but that would clearly be a mistake when we focus on the relative wage picture. The pay reductions in the American-APFA Restructuring Agreement are mea-

sured off of the 2001 contract. Because our 2001 contract provided such significant pay increases, our pay cuts were

applied against a much higher base than United's. Thus, even though our new pay cuts may be a greater percentage off of our contract rates than the percentage reduction in United Flight Attendants' wages, we remain considerably ahead of United because of our superior pre-restructuring agreement. This helps to demonstrate why what we accomplished in the negotiations leading to our 2001 contract was so important. It also is important to remember that until the 2001 contract, our wage rates consistently lagged behind United's; we were never industry leaders in wages. The reversal in that wage picture that we obtained through the 2001 contract continues to bear fruit even today as it will for the foreseeable future, despite the reduced terms provided under the Restructuring Agreement. I will say more about the 2001 contract later.

Second, had we not reached agreement with American outside of bankruptcy, we undoubtedly would have experienced far greater reductions than we did, as difficult as that may be for some to believe. **American made clear that if it filed for bankruptcy, it would have sought cost reductions that were nearly 40 percent greater than those contained in the Restructuring Agreement.** Indeed, it is clear that American intended to take a much more aggressive approach towards labor cost reduction in bankruptcy than had

United. Stated somewhat differently, had United pursued the same approach towards cost reductions in bankruptcy that American planned on pursuing, the wage cuts for the United Flight Attendants would have been even greater than they actually experienced, and the differential between American wage rates under our Restructuring Agreement and the United wages would have been even greater than they are today. Anyone who suggests that the interests of the American Flight Attendants would have been given high priority in a bankruptcy proceeding and that we would have fared better in a bankruptcy setting than we have outside of bankruptcy is operating under a serious misconception – and certainly not one on which the APFA could responsibly have relied in determining an appropriate response to the substantial threat we all faced of an imminent bankruptcy filing.

Another area in which we remain far ahead of the United Flight Attendants is retirement. American strongly desired that we agree to substantial reductions in our retirement benefits as a part of the Restructuring Agreement. We determined to resist any such efforts and were successful in that regard. As a result, we were able to retain our retirement benefit formula, by which the level of benefits is determined by multiplying 1.66 percent of final average earnings – measured by the average of the highest paid 48 consecutive months out of the last 120 consecutive paid months – by the number of years and months of completed service. In contrast, United's Flight Attendant retirement benefits were significantly reduced in their bankruptcy agreement. Their multiplier was slashed to

**F**rom the day we reached a tentative agreement with American Airlines on a Restructuring Agreement, the APFA leadership and I have made no attempt to ignore the fact that the changes to our existing collective bargaining agreement have substantially affected wages and working conditions and are far more extensive than we would have preferred. As I have repeatedly stated, I don't expect you to like the changes that have been made. I certainly don't and neither should you.

Instead, what I have attempted to do has been to share with you the facts, the pressures, the threats, and the realities that we faced and are continuing to face so that you will understand why we entered into the Restructuring Agreement. I consider it vital that you have this information, but that is particularly the case because of the widespread misinformation that has been spread regarding the events – often by individuals who are not familiar with the facts or who, for whatever reason, have chosen to ignore them.

1.48 percent of final average earnings, and their final average earnings are measured by the highest paid 60 consecutive months in the last 120 consecutive months, rather than the highest 48 months as at American. As a consequence of these differences, American Flight Attendant retirement income exceeds United's by 11.2 percent. This differential will continue throughout the length of the new American and United contracts. (See charts on pages 4-6.)

As with the wage comparison, the substantial differences in retirement benefits underline the importance of the wonderful improvements we achieved through the 2001 contract, not the least of which was changing the measurement of earnings from the highest consecutive 60 months in a Flight Attendant's last 10 years of service to the highest 48 months. That change substantially increases the likelihood of enhanced Flight Attendant retirement earnings.

This is not to say that we are ahead of United in all respects. As a result of the reductions to vacation contained in the American-APFA Restructuring Agreement, our vacation has fallen behind United's in terms of accrual. However, it is important to note that American Flight Attendants continue to have the ability to bid for their vacations on a "trips missed" basis, whereas United's vacations are now based on a daily value of 2.8 hours per day rather than being paid/removed from trips according to your bid award. We also lag in per diem and various premium pay categories. However, in the key areas of wages and retirement, we are far ahead of United and will be so for years to come. These two areas are the ones that the

American Flight Attendants indicated were the most important to them in the negotiations that led to the 2001 contract. In addition, even with the additional work rule reductions that our membership just voted to substitute for the underfly provision of the Restructuring Agreement, our maximum scheduled duty day, trip rigs ("E" and "F" time) and five-hour average day ("G" time) will be the same as United's.

By highlighting these comparisons with United, I am not trying to underplay the significance of the reductions to which we have recently agreed. They are painful; they make all of our lives more difficult and no doubt have caused and will cause financial difficulties for many of us. However, my point in reviewing the above is to help us place things in perspective and to take account of realities. One of those perspectives - one of those realities - is that we remain far ahead of United in key areas and will be operating from a much more favorable starting point when it comes to recapturing what we have lost and obtaining the necessary enhancements that we will deserve.

Now, I want to briefly return to the 2001 contract. I've already indicated the concrete significance to us of what we accomplished through that agreement in the area of wages and retirement - enhancements that are serving us well now and will in the future, despite the terrible times we have been experiencing. That significant success was achieved through the hard work and dedication of your elected leaders, your Negotiating Committee, and other APFA representatives, but it also was due to the substantial efforts

you, our members, made in support of that effort. Most importantly, it resulted from our Flight Attendant group remaining unified, sublimating our personal differences, and pulling together in one direction for the good of our Union and our entire Flight Attendant group. That's an important lesson to remember - another reality and perspective to bear in mind - in these difficult times.

I would respectfully suggest that those within our ranks who seem hell-bent on attacking others and on affixing "blame" take a deep breath, step back, and take another look at our 2001 contract and how we got there. The current efforts of some to cause or widen divisions within our ranks do nothing to forge the unity that our 2001 contract experience teaches us is so vital to moving us forward and to furthering the best interests of our membership and our Union. I'm confident the vast majority of you share my view that such efforts to divide us are destructive and a waste of time, resources, and energy. We have taken the difficult, yet responsible, course in dealing with the most trying of circumstances. By standing together, we make it far more likely that the road ahead will eventually be a less bumpy one, that our recent setbacks will be temporary, not permanent, and that we will be able to restore and indeed improve upon what we achieved in our 2001 contract.



Amounts by Which an AA F/A's Base Hourly and Incentive Earnings Will Exceed a UA F/A's Pay Over the Next Six Years		Amounts by Which an AA F/A's Base Hourly and Incentive Earnings Will Exceed a UA F/A's Pay Over the Next Six Years	
Domestic F/A at 80 Hours per Month		International F/A at 85 Hours per Month	
1	6,883	1	11,847
2	5,717	2	8,336
3	5,005	3	6,159
4	4,087	4	3,886
5	2,798	5	1,248
6	2,004	6	-1,879
7	5,255	7	3,290
8	7,998	8	7,425
9	10,232	9	10,355
10	13,182	10	13,858
11	15,786	11	16,833
12	17,935	12	19,184
13	19,583	13	21,081
14	20,973	14	22,097
15	21,956	15	22,894

Amounts by Which an AA F/A's Base Hourly and Incentive Earnings Will Exceed a UA F/A's Pay Over the Next Six Years		Amounts by Which an AA F/A's Base Hourly and Incentive Earnings Will Exceed a UA F/A's Pay Over the Next Six Years	
Domestic F/A at 85 Hours per Month		International F/A at 90 Hours per Month	
1	7,313	1	12,544
2	6,074	2	8,826
3	5,318	3	6,521
4	4,343	4	4,115
5	2,973	5	1,321
6	2,129	6	-1,989
7	5,583	7	3,484
8	8,498	8	7,862
9	10,872	9	10,964
10	14,006	10	14,674
11	16,773	11	17,823
12	19,056	12	20,312
13	20,807	13	22,321
14	22,284	14	23,397
15	23,328	15	24,241

**The New APFA Agreement as a Percent Better than the New UA Agreement in Terms of Base Hourly and Incentive Earnings for the Entire APFA Workforce at 80 Hours Domestic and 85 Hours International**

2003	2004	2005	2006	2007	2008
4.90%	6.40%	8.00%	9.70%	9.10%	8.60%

**The New APFA Agreement as a Percent Better than the New UA Agreement in Terms of Base Hourly and Incentive Earnings for the Entire APFA Workforce at 85 Hours Domestic and 90 Hours International**

2003	2004	2005	2006	2007	2008
5.60%	7.20%	8.80%	10.40%	9.90%	9.30%

## Examples of Normal Retirement Income Under the APFA Defined Benefit Plan Compared to the UA F/A Defined Benefit Plan

Year of Retirement	Years of Service	Estimated Final Avg Earnings	Annual Retirement Income			
			APFA 1.67%	UA 1.48%	Amount Difference	Percent Difference
1999	11	37,595				
2000	12	41,772				
2001	13	45,984				
2002	14	50,748				
2003	15	44,857	11,460	10,177	1,284	11.2%
2004	16	45,530	12,475	11,077	1,397	11.2%
2005	17	46,213	13,270	11,784	1,486	11.2%
2006	18	46,906	13,763	12,221	1,541	11.2%
2007	19	47,609	14,745	13,094	1,651	11.2%
2008	20	48,324	15,754	13,990	1,764	11.2%
1999	21	40,381				
2000	22	44,868				
2001	23	47,568				
2002	24	51,612				
2003	25	44,857	19,678	17,474	2,204	11.2%
2004	26	45,530	20,536	18,236	2,300	11.2%
2005	27	46,213	21,174	18,802	2,371	11.2%
2006	28	46,906	21,409	19,011	2,398	11.2%
2007	29	47,609	22,506	19,985	2,521	11.2%
2008	30	48,324	23,631	20,985	2,647	11.2%

**Key Assumptions:**

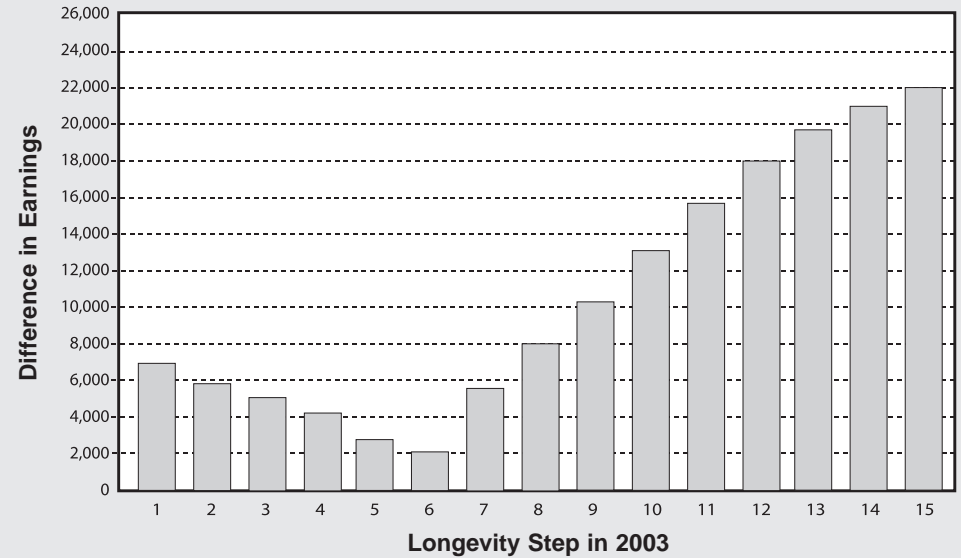
**The APFA:**

1.667% of final average earnings times the number of years and months of completed service  
Average of the highest paid 48 consecutive months out of the last 120 consecutive months

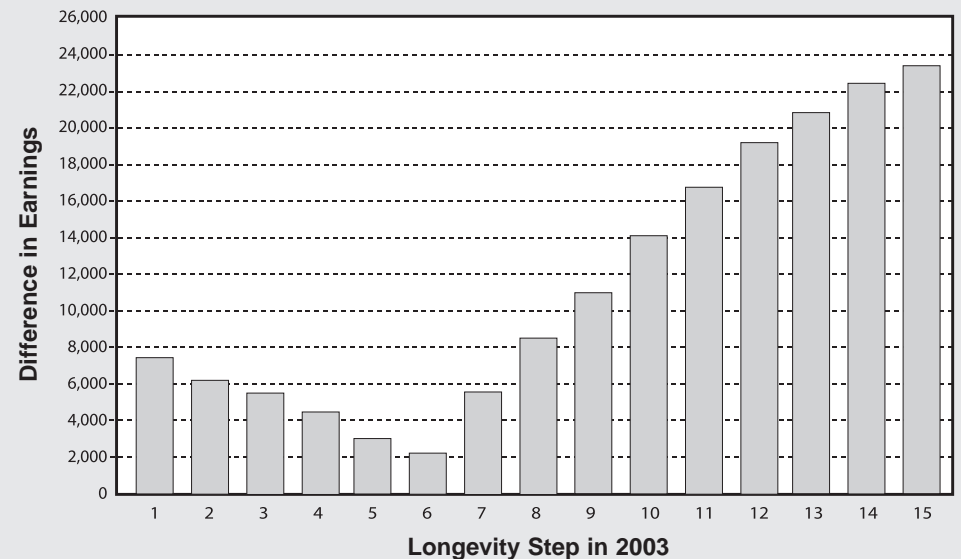
**UA AFA:**

1.48% of final average earnings times the number of years and months of completed service  
Average of the highest paid 60 consecutive months out of the last 120 consecutive months

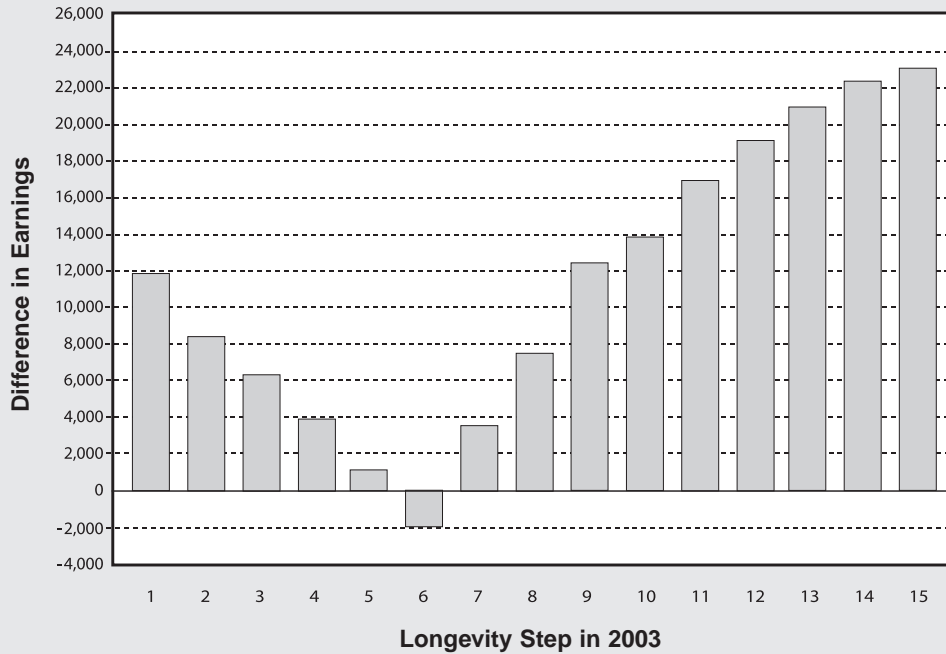
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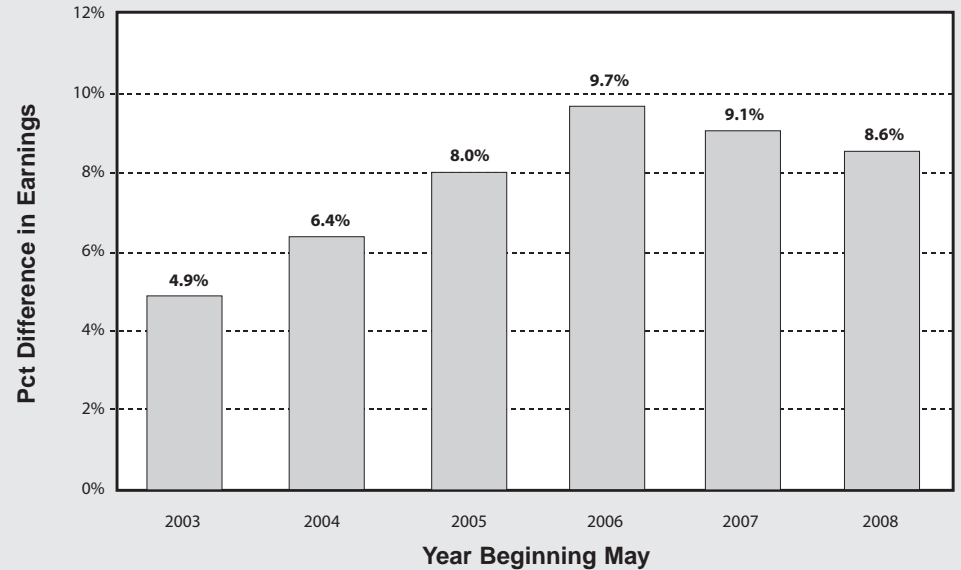
**Amounts by which an AA F/A's Base Hourly and Incentive Earnings  
Will Exceed a UA F/A's Pay Over the Next Six Years  
Domestic F/A at 85 Hours per month**



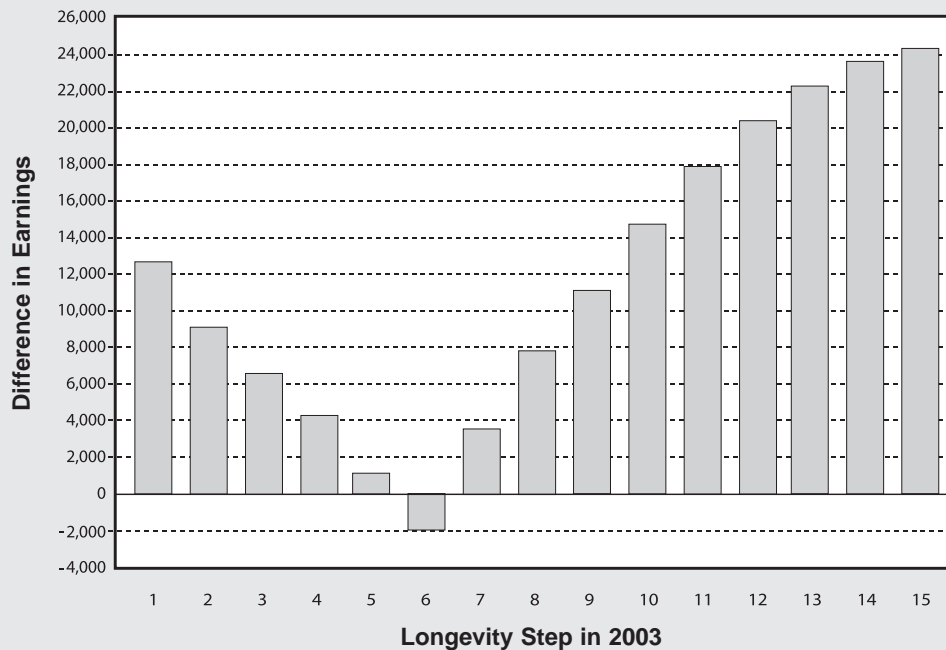
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International F/A at 85 Hours per month**



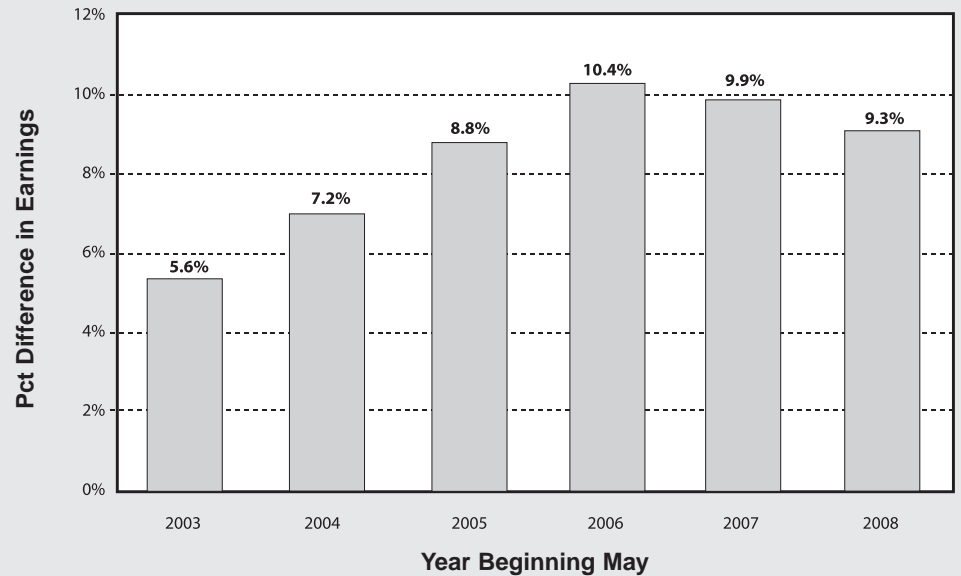
**The New APFA Agreement as a Percent Better than the New UA F/A Agreement in Terms of Base Hourly and Incentive Earnings for the Entire APFA Workforce – 80 Hours Domestic/85 Hours International**



**Amounts by which an AA F/A's Base Hourly and Incentive Earnings Will Exceed a UA F/A's Pay Over the Next Six Years  
International F/A at 90 Hours per month**



**The New APFA Agreement as a Percent Better than the New UA F/A Agreement in Terms of Base Hourly and Incentive Earnings for the Entire APFA Workforce – 85 Hours Domestic/90 Hours International**





Jeff Bott  
APFA Vice President

## Family Medical Leave Presidential Grievance Award

The APEA System Board Department, under the direction of the Vice President's Office, arbitrated the Family Medical Leave (FML) Presidential Grievance on October 14-16, 2002, continuing on December 10-11, 2002. Clearly, this was an incredibly important grievance for all APEA members due to the restrictions put in place by the Company after 9/11 that required 720 hours of active duty in a rolling 12-month period in order to receive FML benefits. The harm generated from these new restrictions impacted a large number of our Flight Attendants, and the APEA's goal was to provide an avenue of relief through arbitration.

The APEA challenged the Company's right to make unilateral changes and further challenged the actual changes made by the Company. Arbitrator Roberta Golick carefully reviewed our bargaining history going back to 1990 and found that the Company had the right to make changes to the policy but that such changes could not conflict with any established contractual protections. Arbitrator Golick determined that the Company had the right to require concurrent burning of FML time

with sick and IOD, as well as vacation if the FML was for the care of a family member. These provisions comport with applicable law, and the arbitrator determined that our contract did not provide benefits in this area beyond those mandated by law.

The other significant change made by the Company was to confine the class of Flight Attendants eligible for FML by establishing a threshold of 720 actual duty hours in the previous 12-month period in order to be qualified to use FML. The System Board found that this requirement was in violation of our collective bargaining agreement in that it was, in the Arbitrator's words, "at odds with important contractual underpinnings." Ms. Golick found that such delineation created a new definition of full-time Flight Attendant in violation of our contract. Again, in the Arbitrator's words, "the Company has excised from the established contractual class of full-time employee a category of Flight Attendant who, by virtue of the bid lines flown, is suddenly disqualified for benefits available to other full-time employees. Duty

hours flown has never been the defining characteristic of a full-time Flight Attendant." The Arbitrator found several other flaws in the 720-hour standard and upheld the Union's position on that, the most critical issue put before her.

In her remedy, Arbitrator Golick said, "The (System) Board does not underestimate the difficulty confronting the Company to 'undo' its contractual breach and reassess 18 months of eligibility issues for Flight Attendants who were denied FML benefits... to undertake such a task will require the active participation and cooperation of the APEA. It will also require the supervision and possible intervention by the (System) Board." The System Board has directed that the APEA and the Company report their progress every 30 days to the System Board until a resolution is determined. At the request of either party, the System Board will intervene and, as warranted, formulate and order a specific remedy.

In the coming weeks, the APEA and the Company will meet not only to determine a remedy for the contract breach, but also how

best to gather data from those Flight Attendants who were adversely impacted by the 720-hour requirement. This includes not only those Flight Attendants who were denied FML for administrative purposes due to lack of applicable credited hours, but also those Flight Attendants who were told by management not to bother applying for FML due to the employee's lack of applicable credited hours.

***The APEA asks all Flight Attendants to gather information related to previously denied and/or unapplied-for FML since October 22, 2001. Please do not submit your individual information until such time as the methodology for collecting and processing the data has been determined. As you can imagine, the collection process will be a monumental task. As soon as the APEA and American have established this process, we will alert you on how you should proceed. Continue to check the Hotline, the APEA Web site, and Skyword for further instructions on the submission process. Thank you for your patience.***

Following are the highlights of Arbitrator Roberta Golick's Award.

### **The Issues**

"Whether American Airlines had the right in October 2001 to make changes in its FMLA policy, and if not, what shall be the remedy?"

"Whether, in making such changes, American Airlines violated its Collective Bargaining Agreement with the APFA, and if so, what shall be the remedy?"

### **The Background**

"While negotiations were ongoing in 2001, the Company, in some financial distress, had begun to examine its Family Leave Policy. The Union was not involved in or aware of this self-examination. In the summer of 2001, American's Medical Department established a 'Family Leave Task Force' made up of managers of all the work groups in the Company to study possible changes, companywide, to the existing FML policy. Detailed analyses were completed and recommendations were made. Following the tragedies of September 11, 2001, when the Company's financial situation became even more dire, management decided to implement recommended modifications to the Family Leave Policy. On October 22, 2001, the Company formally announced the changes.

"Though the October 2001 changes impacted several terms of

the previous FML policy, **the major changes fell into three areas: the use of paid time during FML; the 'burning' of FML during absence attributable to IOD (Injury on Duty) for a serious health condition; and eligibility requirements for FML.** In a nutshell, where under the old policy employees taking FML could elect to take the leave unpaid (thereby preserving their accrued sick leave and vacation leave), as of October 2001, employees must concurrently burn accrued sick leave (for the employee's own illness) or accrued vacation leave (for family members' illness). Where under the old policy, employees on IOD did not simultaneously burn FML leave, under the new policy, each day of IOD for a serious health condition concurrently burns one day from the employee's FML bank. As for administrative eligibility for FML, under the old policy, the prerequisite for block FML was 12 months of active Company service, and the prerequisite for intermittent FML was both 12 months of active service and 60 percent of a full-time schedule worked in the 12 months preceding the start of the leave. Under the new policy, the prerequisite for both block and intermittent leave is 12 months of active Company service and a minimum of 720 on-duty hours in the 12 months preceding the start of the leave.

### **The Union's Position**

"The Union contends that even if it is determined that the Company had the right to make unilateral changes to its FML policy, the changes it elected to make violated existing rights protected by the collective bargaining agreement. Importantly, the changes wreak havoc with the contractual principle of equal pay for equal work governing the complex pay structure set forth in Articles 3 and 8. The change in the FML policy that now bases eligibility for the benefit on the basis of 'duty hours' undermines the leveling factors carefully incorporated into the contract's pay provisions. Further, the Company's new eligibility requirement of 720 duty hours creates a new kind of 'low-time flier' at odds with Articles 6, 26, and Appendix R of the agreement. The 720 duty-hour requirement divides the bargaining unit for purposes of FML in a manner that is inconsistent with the contractual meaning of full-time Flight Attendant. Finally, the new eligibility requirement negates the benefits of the contract's seniority provisions and diminishes other contractual protections.

### **The Company's Position**

"The Company argues that the Union has failed to identify a specific contract provision as a basis for its grievance. The FML policy

is certainly not expressly incorporated into the contract. The single reference to FMLA in the provision dealing with Purser's qualifications cannot be regarded a commitment to preserve the policy unchanged. Similarly, the FML policy has no contractual status as an enforceable past practice. The record indicates that at all pertinent times, the Company has been diligent in protecting its ability to make changes in policy as management deems fit. In fact, the Company has made numerous changes to the FML policy through the years, all without Union complaint. In the absence of any contractual limitation on management's prerogative to modify its unilaterally implemented policies, the grievance must fail.

"While the Company contends that the reasonableness of the FML policy changes is not an issue for the Board to consider, it stresses that the Company has acted reasonably in all pertinent regards.

### **Discussion**

"[The] issue ... before us focuses on the specific changes themselves. The Union is correct that even if the Company had the theoretical right to make unilateral changes in its policy, the changes must not conflict



with any established contractual protections.

“... Prior to October 2001, Flight Attendants eligible for FML were entitled to take the time *unpaid*, unless they *elected* to use accrued vacation, personal vacation days, or sick time in conjunction with the leave. Under the 2001 policy, Flight Attendants must use their paid sick time before going on unpaid status if the FML absence is for their own illness. If the FML absence is to care for a family member, Flight Attendants must use their available accrued vacation before going on unpaid status. In states where the law permits the use of sick time for a family member, Flight Attendants must use both their paid sick time and their accrued vacation time before going on unpaid status.<sup>1</sup> From the Union’s point of view, the attraction of the pre-2001 policy was the element of choice. A Flight Attendant could make a decision on a case-by-case basis whether or not to burn accumulated paid leave – an important consideration for Flight Attendants whose personal circumstances often impelled the conservation of accumulated leave (and associated pay) for other purposes. Also, before October 2001, absence attributable to on-duty injury was independent of leave available under the FML policy. A Flight Attendant who was injured on duty, incurring a seri-

ous health condition, retained the right to use FML at other times for other purposes. Under the 2001 policy, Flight Attendants incurring a serious condition as the result of an injury on duty must burn available FML at the same time.

“The Board finds that these modifications of the FML benefit insofar as they now require concurrent burning of benefits (both in the cases of family/personal illness and in the case of IOD) do not violate the collective bargaining agreement. There is no evidence to support an argument that the terms of the contract’s sick, vacation leave, or other provisions limit the Company’s statutory right to require that accrued paid leave be exhausted along with the FML that employees take at their option. At the same time, there is no evidence to support an argument that the terms of the contract prohibit the Company from exercising its right to require a Flight Attendant who is receiving IOD benefits to simultaneously exhaust available FML benefits. This is not a case where the terms of the collective bargaining agreement provide an enforceable benefit beyond that mandated by law.

“The third significant change in the Company’s FML policy is a revamping of the previous poli-

cy’s definition and application of the phrase, ‘60 percent of a full-time schedule.’ The concept is based upon the statutory requirement that to be eligible for benefits under the Federal Act, an employee must have worked at least 1250 hours in the 12-month period immediately preceding the start of the leave. Based upon an ordinary 40-hour per week employee, 1250 hours is roughly 60 percent of a full-time schedule. The Company, recognizing back when the federal legislation was introduced that the nature of the work of flight crew presents unique scheduling idiosyncrasies, selected 60 percent of a full-time Flight Attendant’s schedule to mirror the federal requirement. In the 1994 FML policy instituted by the Company, the 60 percent eligibility requirement was applied only to requests for intermittent or reduced schedule Family Leave. Block leave required either 12 months of active Company service prior to the leave or at least three consecutive months worked of the previous 12 months if the employee was on unpaid status at the time of the FML request. Though there was some inconsistency across the Company in the application of the 60 percent rule between 1994 and 2001, generally speaking, a Flight Attendant was deemed to have worked 60 percent of a full-time schedule if she or he worked full time for eight out of the previous 12 months.

“The 2001 FML policy preserved the *concept* of 60 percent of a full-time schedule as a threshold eligibility requirement, but with two critical changes. First, the Company modified the methodology for calculating 60 percent of a full-time schedule. American abandoned the previous ‘eight out of 12 months worked on a full-time schedule’ calculation and introduced a measure of 720 on-duty hours in the 12 months preceding the leave. On-duty hours do not include any crew layover time, vacation time, sick time, IOD time, or time spent on leaves of absence. Second, the Company extended the 720 on-duty hour requirement to block leave FML requests.

“It is in connection with these changes in FML eligibility requirements that the Union’s contractual arguments resonate, not because the threshold eligibility standard has been extended to requests for block time, but because the standard itself – 720 duty hours in the previous 12 months – is at odds with important contractual underpinnings.



APFA Division Rep Lynda Richardson and LAX Flight Attendant Tony Leonhardt, who was a witness for the APFA during the course of the FMLA Arbitration.



Professor Carin A. Clauss from the University of Wisconsin Law School, APFA Vice President Jeff Bott, and APFA SBA Advocate Patt Gibbs during the FMLA Arbitration

“The collective bargaining agreement does not contain a precise definition of a ‘full-time’ Flight Attendant, but it does define a ‘part-time Flight Attendant’ in Appendix R as ‘a full-time Flight Attendant who has been awarded a part-time proffer...’ Appendix R goes

on to detail the manner in which the Basic and Supplemental International Agreements apply to part-time Flight Attendants and an accompanying Side Letter confirms that the part-time program is ‘strictly voluntary.’ The parties acknowledge that there are currently no part-time Flight Attendants at American, but as an offshoot of this part-time concept, the parties negotiated an arrangement whereby so-called ‘low-time fliers’ have their eligibility for vacation and sick leave accrual calculated under the reduced flight time provisions contained in Appendix R.<sup>2</sup> Low-time fliers are, by agreement of the parties, Flight Attendants whose ‘average paid hours during the prior calendar year are equal to or less than 50 percent of the applicable monthly guarantee (or 426 hours per year for a Domestic Flight Attendant and 450 hours per year for an International Flight Attendant).’ Thus it may be said that the par-

ties have drawn a contractual distinction between full- and part-time Flight Attendants and have further agreed to carve from the class of full-time Flight Attendants a category of ‘low fliers’ whose reduced work output renders them eligible only for reduced benefits.

“The Company’s determination in 2001 that to be eligible for FML benefits a Flight Attendant must work 720 duty hours in the prior year creates a new definition of ‘full-time’ Flight Attendant. As was explained at the hearing, the Company based its 720 duty-hour calculation on what it deemed to be 60 percent of the average annual duty hour total for all Flight Attendant bid lines. The Company’s analysis indicated that the average number of annual duty hours in a Domestic bid line was 1240, and the average number of annual duty hours in International bid lines was 1140. Noting that there are about twice as many Domestic bid lines as International bid lines, the Company weighted the two averages and arrived at a weighted average of 1200. Sixty percent of that average is 720 duty hours.

“Accordingly, for a Flight Attendant to be eligible for FML post-October 2001 – that is, to satisfy the standard of what the Company has deemed to be 60 percent of a full-time schedule – the Flight Attendant must meet a

numerical threshold that has never been applied to the class of Flight Attendant formerly considered ‘full-time.’ In this way, the Company has excised from the established contractual class of full-time employee a category of Flight Attendant who, by virtue of the bid lines flown, is suddenly disqualified for benefits available to other full-time employees. Duty hours flown has never been the defining characteristic of a full-time Flight Attendant.

“If 720 on-duty hours is intended by the Company to reflect 60 percent of an average full-time duty load, then 1200 on-duty hours must be accepted as the average full-time load. Yet, the Company acknowledges that schedules of full-time Flight Attendants vary widely according to a host of factors, many of them outside the Flight Attendants’ control. There are hundreds of full-time bid lines that fall short, on an annualized basis, of the requisite 1200 hours and many more hundreds that fall short when adjusted for the fact that Flight Attendants are entitled to time off each year for vacation. Unlike full-time ground employees whose schedules are built upon a standard work year of 2080 hours, Flight Attendants have no standard work year and there really is no ‘average’ full-time Flight Attendant. What the Company has done is compress the broad spectrum of Domestic and International full-time Flight

Attendants into an artificial mold and label it ‘average,’ and in so doing has excluded from a major benefit nearly a third of the full-time bargaining unit. Statistically, there is something questionable about a calculation that results in such a disproportionate ratio.

“Though American’s oft-stated goal was to be *consistent* and *even-handed* across the labor groups in the Company – that was its specific reason for settling on an eligibility requirement for Flight Attendants that did not count sick and vacation time – a comparison of the effects of the new policy on the APEA compared to full-time ground employees demonstrates a colossal imbalance in terms of its exclusionary impact.<sup>3</sup> The discrepancies are attributable solely to the fact that ground employees’ hours of work are standardized, day-to-day and week-to-week, whereas there is no predictability at all to a Flight Attendant’s schedule. It is undoubtedly for that very reason that on-duty time is but one of several mechanisms for counting hours for pay and credit purposes under the Flight Attendants’ contract.

“As the record demonstrates, the APEA and American have negotiated an extremely complex system of counting time for purposes of pay and credit. There is

duty aloft time, E time (report time, flight time, airport sit time, and debrief time), layover time, F and P time (total time away from base), etc. These methodologies provide an elaborate contractual system for maintaining balance among full-time Flight Attendants so as to preserve internal equity despite wildly disparate flight schedules. For the Company now to condition eligibility for FML upon a single measure with no deference at all to other factors governing Flight Attendants' schedules effectively dismantles the delicate contractual system that has historically recognized the unique working conditions of flight crew. The Board finds that the Company has violated the contract by impermissibly changing the definition of full-time for purposes of FML eligibility. A Flight Attendant cannot be full-time for some purposes and not for others.

**“Further, the Board finds that the pitting of full-time Flight Attendant against full-time Flight Attendant in the race to secure sufficient duty hours to achieve FML eligibility seriously undermines the value of the contract’s seniority provisions. It goes without saying that seniority and the advantages that come with seniority are the lifeblood of any negotiated contract, and this is particularly so in this bargaining unit where seniority governs the awarding of trip selections. With**

seniority comes choice trip selection, yet the new eligibility requirement imposed by the Company eliminates all but one meaning of ‘choice’ for a senior Flight Attendant, and that is a bid line that produces that greatest number of on-duty hours. International fliers are even more disadvantaged, as their full-time schedules, while rigorous in other ways, generally result in fewer tabulated on-duty hours than the schedules of Domestic fliers. The evidence presented in this case indicates numerous examples wherein the trip selection benefits and other employment benefits that come with seniority are all but eroded under the Company’s method for calculating FML eligibility. Not insignificantly, the Company has hinged a critical benefit upon matters that even a determined Flight Attendant cannot control. Schedules are exclusively within the Company’s prerogative, both in the creation of the bid lines and in decisions about whether or not to cancel individual flights. Flights themselves are unpredictable in terms of duration. Other than the single most senior employee in the bargaining unit, Flight Attendants have no guarantee that their first choice bid selections will be awarded. Consequently, employees’ efforts to achieve schedules that will generate more than 720 on-duty hours remain largely a

matter of luck, requiring constant reshuffling and reprioritizing of other contractual rights. In many instances, Flight Attendants have to fly during their previously scheduled vacation months to preserve FML eligibility. Other Flight Attendants are forced to exercise what the contract deems an ‘option’ to exceed the monthly maximum of scheduled hours in order to qualify for FML benefits. These are not merely theoretical concerns.

**“The Board concludes, therefore, that the Company’s October 2001 reinterpretation of the phrase ‘60 percent of a full-time schedule’ as 720 on-duty hours violates the collective bargaining agreement.**

### Remedy

“The Board does not underestimate the difficulty confronting the Company to ‘undo’ its contractual breach and reassess 18 months of eligibility issues for Flight Attendants who were denied FML benefits as a consequence of the 720 on-duty hour requirement. To undertake such a task will require the active participation and cooperation of the APEA. It will also require the supervision and possible intervention by the Board. A starting point will be for the Company and the Union to sit down and discuss ways to structure a remedy.

“Rather than offer specific direction at this point, the Board will retain jurisdiction over the question of an appropriate remedy. We direct, as an interim measure, that the parties meet to consider options for final resolution, including the possibility of arriving at a mutually agreeable administrative eligibility standard for FML.

“The parties are directed to update the Board of their progress at 30-day intervals. At the request of either party, the Board will intervene and, as warranted, will formulate and order a specific remedy.

### Award

• **“American Airlines had the right in October 2001 to make changes in its FMLA policy.**

• **“The 2001 changes in FML policy relative to the concurrent burning of sick, vacation, and IOD leaves along with FML do not violate the collective bargaining agreement.**

• **“The 2001 change in FML policy relative to administrative eligibility does violate the collective bargaining agreement.**

• **“The parties are directed to discuss ways to structure a remedy for the contract breach. The Board will retain jurisdiction over the remedial portion of this award as discussed above.”**

*1 There are other aspects to this policy change, but these are the key features.*

*2 Flight Attendants who involuntarily become low-time fliers are guaranteed to be paid for 71/75 flight time hours in accordance with the contract and are not subject to any reduction in vacation or sick accrual.*

*3 Part-time ground employees working fewer than 1250 hours per year were excluded from FML prior to 2001 and after. The 2001 changes had no identified impact upon ground employees’ administrative eligibility.*



*I would like to thank the following individuals who worked with me on this arbitration preparing and presenting the APEA’s case: Lead Counsel Carin Klauss, Co-Counsel Patt Gibbs (IDF), Patrick Hancock (IDF), Liz Mallon (ORD Chair), Lenny Aurigemma (BOS-I), Becky Kroll (IDF), Tony Leonhardt (LAX), Brian Griset (STL), Cathlynn Brown (DFW), Vicki Morenoe (LAX), Emily Carter (Health Coordinator), George Berry (IDF), Bob Walker (IDF Vice Chair), Leslie Mayo (JFK), Greg Hildreth (IDF), Lori Bassani (DCA-I), Brett Durkin (LAX-I), Jeff Crecelius (MIA), Lynda Richardson (IOR), Susan French (IDF), Julie Moyer (MIA), Suzie Thorley (IDF), Skylar Turner (APEA Graphic Artist), and JMH Printing Company. The FML Presidential Grievance was a group effort, and I am very proud of the teamwork that went into prevailing in this Award.*

# The APFA Governing Bodies

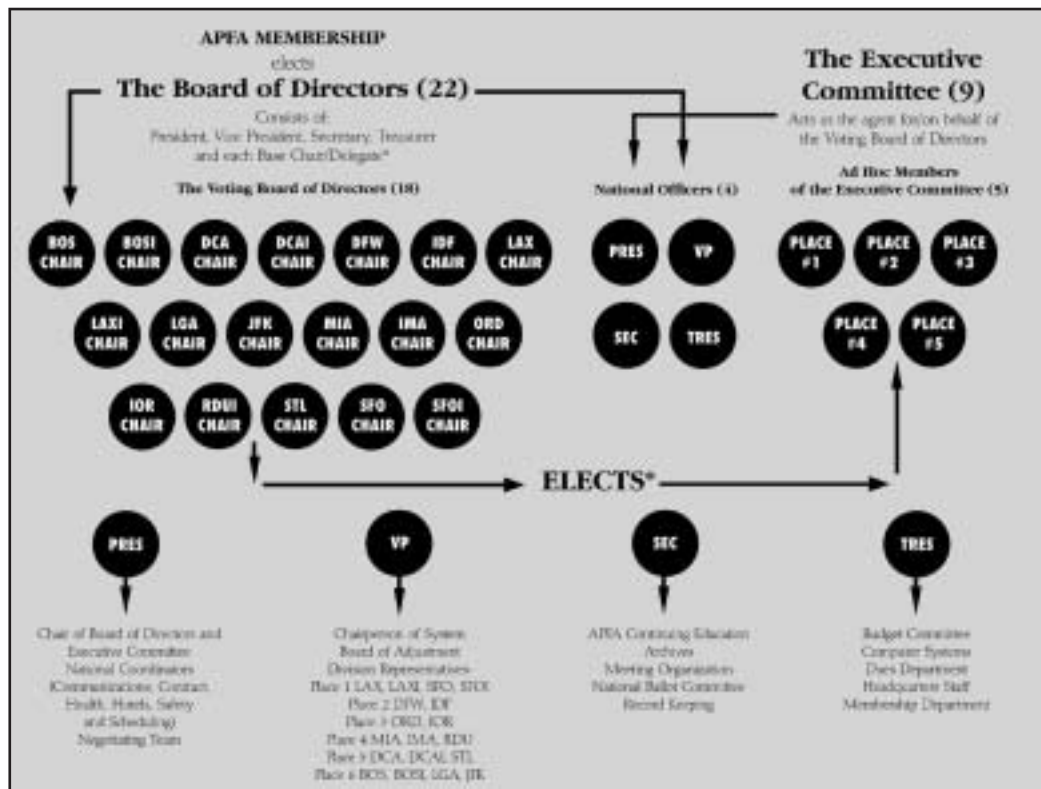


Linda Lanning  
APFA Secretary

Over the past few months, the membership has had a great deal to cope with. We have all had to digest a great deal of information in a very short period of time and make some extremely difficult decisions. Throughout this process, members have heard what the various governing bodies of the union were faced with and what actions they took. What I have heard on a number of occasions is that many members are unfamiliar with who the APFA Board of Directors and the Executive Committee are, who elects or appoints them, and what their responsibilities are. That is the focus of this article.

Each Flight Attendant was provided with a copy of the APFA Constitution in the new member packets. The Constitution is also available on the APFA Web site under "Resource Center." This document clearly outlines who each of the governing bodies of our union are, their responsibilities, the election process, the terms of office, and more.

In previous articles, I reviewed whom the Board of Directors and Executive Committee were and a bit of what they do. In this article, I would like to once again touch on this information and tell the membership exactly where to go in the Constitution to learn more about each of the governing bodies.



## The APFA Board of Directors

**Makeup:** The four National Officers and 18 Base Chairs. (Article III, Section 3.B. (1), page 11)

**Elected:** The APFA National Officers are elected by a majority vote of the members in good standing. The Base Chairs are elected by a majority vote of APFA members in good standing at each base. (Article VI, Sections 2 and 3, page 33)

**Term of Office:** The National Officers serve four-year terms. The Base Chairs serve two-year terms. (Article VI, Section 3, page 34)

**Meetings:** The Board of Directors meet in the spring each year at the Annual APFA Board of Directors Convention held in a city of the President's choice. (Article III, Section 3.D-J and Section 5, pages 11-13)

**Responsibilities:** (Article III, Section 3.A, page 11, Article III, Section 6.B-E, pages 21-25, and Article III, Section 7.H, pages 25-26)

## The APFA Voting Board of Directors

**Makeup:** The 18 Base Chairs. (Article III, Section 3.B. (2), page 11)

**Voting Rights:** Only the 18 members of the Voting Board have voting rights except in the event of a

tie, and then the APFA President must cast the deciding vote. (Article III, Section 3.B. (2), page 11)

## The APFA Executive Committee

**Makeup:** The four National Officers and Five Ad Hoc Members. (Article III, Section 4.B, page 15)

**Responsibilities:** Act as an agent for the Voting Board of Directors. (Article III, Section 4.A, page 14, Article III, Section 4.J. (11), page 17, and Section 4.K., pages 18-19)

**Meetings:** Quarterly. (Article III, Section 4.C-I, pages 15-16, and Article III, Section 5, pages 19-20)

**Election Process:** Ad Hocs are elected by the Voting Board of Directors at the Annual Convention. (Article III, Section 4.J. (1-10), pages 16-17)

**Term of Office:** Ad Hocs serve staggered three-year terms. (Article III, Section 4.J. (5), page 16)

I hope that this review will help you better understand a little more about each of the governing bodies of our union.

For future reference, remember that the full text of the APFA Constitution can be found on the APFA Web site under "Resource Center."





Juan Johnson  
APFA Treasurer

## Annual APFA Audit

This month's Treasurer's Report includes the Annual APFA Audit. The APFA Board of Directors voted in March 2002 to have the audit published in **Skyword** each year. Before that time, the annual audit was available only through an appointment with the APFA Treasurer or a base chairperson. The Board felt that the membership should have more accessibility to the financial information. Resolution #4 of the Special Board of Directors Meeting in March 2002 provides just that.

I have reported previously that the APFA Budget Committee has been meeting to review thoroughly the APFA Budget in order to make recommendations to the APFA Board of Directors. The Board will meet at the end of July to consider the Committee's recommendations. The APFA will take in over \$5 million less in annual dues as a result of furloughs, leaves, retirements, and attrition. We must make very serious budget adjustments so that we can continue to provide our membership with the services they have come to expect, meet

our financial obligations, and defend the union against litigation. I will report on the Board's decisions in my next **Skyword** article.

On the matter of dues, I feel the membership should be made aware of a few issues. I previously stated that we would realize a reduction in dues income of just over \$5 million per year due to furloughs, leaves, attrition, and retirements. This is significant considering what the APFA faces down the road, not to mention daily. We have had 6,150 Flight Attendants furloughed, and they are not dues obligated for the duration of their furlough period. There are approximately 2,800 Flight Attendants on some type of leave. These Flight Attendants are obligated to pay dues no later than 60 days after returning to active status. Retirees and those who have left the service of American for whatever reason are, of course, no longer obligated to pay dues but are obligated for any dues balance on the books at the time of their departure.

Our union has grown tremen-

dously over the past few years. We have made the necessary investments in our organization to provide our membership with base representation; headquarters representatives such as Contract, Scheduling, Safety, and Health that no other union provides; effective communications; and more. As the number of active members declines, the dues income that has funded all of our services will as well. It is one thing to create or adjust a budget based on real numbers. What is more difficult is trying to account for events and situations that are unforeseen. The APFA must be prepared to face situations created by corporate decisions made by American Airlines management. In most cases, these are things the APFA has little or no control over but must be ready to cope with.

I have been asked by members if our dues will be decreased. The fact is that the dues structure of the APFA is constitutional. Any change to the constitution can be brought about only through a majority vote of the membership. The APFA

Constitution Committee is in place now and has already begun to work on recommendations to update our constitutional language. Their recommendations will be presented to the Board of Directors. Once the recommendations are approved by the Board, they will be sent to the membership for a vote. As I said, the process has begun. The Constitution Committee hopes to complete its work within the next few months. Once the work is done, the Committee will update the membership through **Skyword**.



# FINANCIAL STATEMENTS AND OTHER FINANCIAL INFORMATION – INCOME TAX BASIS

Association of Professional  
Flight Attendants

Financial Statements and  
Other Financial Information –  
Income Tax Basis

Years ended March 31, 2003 and 2002

## The Board of Directors Association of Professional Flight Attendants

We have audited the accompanying statements of net assets – income tax basis of the Association of Professional Flight Attendants as of March 31, 2003 and 2002, and the related statements of changes in net assets and cash flows – income tax basis for the years then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 1, these financial statements have been prepared on the accounting basis used for federal income tax purposes, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets of the Association of Professional Flight Attendants at March 31, 2003 and 2002, and its changes in net assets and cash flows for the years then ended, on the basis of accounting described in Note 1.

*Ernst + Young LLP*

May 23, 2003

**Association of Professional Flight Attendants  
Statements of Net Assets – Income Tax Basis**

	March 31	
	2003	2002
<b>Assets</b>		
Current assets:		
Cash and cash equivalents	\$ 2,265,737	\$ 897,355
Restricted cash	4,595,859	3,515,905
Total current assets	6,861,596	4,413,260
Land, building, and equipment:		
Land	135,000	135,000
Building	1,180,021	1,180,021
Furniture and equipment	839,307	817,786
Automobiles	59,840	–
Equipment under capital leases	191,480	191,480
	2,405,648	2,324,287
Less accumulated depreciation and amortization	1,446,802	1,241,471
	958,846	1,082,816
Deposits	968	2,789
Total assets	\$ 7,821,410	\$ 5,498,865
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Accounts payable	\$ 688,759	\$ 392,917
Note payable	318,864	419,885
Accrued expenses	100,049	83,137
Current portion of capitalized lease obligations	65,192	55,856
Total current liabilities	1,172,864	951,795
Capitalized lease obligations, less current portion	19,352	85,210
<b>Net assets</b>		
Unrestricted and undesignated	2,033,335	945,955
Board designated	4,595,859	3,515,905
Total unrestricted net assets	6,629,194	4,461,860
Total liabilities and net assets	\$ 7,821,410	\$ 5,498,865

See accompanying notes.

**Association of Professional Flight Attendants  
Statements of Changes in Net Assets –  
Income Tax Basis**

	Year ended March 31	
	2003	2002
<b>Revenues collected:</b>		
Dues and fees	\$ 11,007,597	\$ 8,950,211
Investment and interest income	164,502	142,974
Other income	79,128	46,096
	11,251,227	9,139,281
<b>Expenses incurred:</b>		
General and administrative	1,736,523	1,526,496
Grievances	1,233,093	1,070,967
Contract administration	424,894	367,186
Negotiations	651,906	1,969,764
Data processing	229,300	218,067
Lawsuits	141,574	49,063
National committees	1,243,050	1,106,220
Communications	655,557	524,827
Board of Directors' meetings	381,345	514,991
Executive committees	185,665	136,817
New hire program	10,463	44,856
Base expense	2,190,523	1,944,269
	9,083,893	9,473,523
Revenues collected greater than (less than) expenses incurred	2,167,334	(334,242)
Net assets at beginning of year	4,461,860	4,796,102
Net assets at end of year	\$ 6,629,194	\$ 4,461,860

See accompanying notes.

## Association of Professional Flight Attendants Statements of Cash Flows – Income Tax Basis

	Year ended March 31	
	2003	2002
Operating Activities		
Revenues collected greater than (less than) expenses incurred	<b>\$ 2,167,334</b>	\$ (334,242)
Adjustments to reconcile revenues collected greater than (less than) expenses incurred to net cash provided by (used in) operating activities		
Depreciation and amortization	<b>205,331</b>	238,954
Net amortization of securities	–	(3,200)
Changes in operating assets and liabilities		
Deposits	<b>1,821</b>	–
Accounts payable	<b>295,842</b>	(167,213)
Accrued expenses	<b>16,912</b>	36,596
Net cash provided by (used in) operating activities	<b>2,687,240</b>	(229,105)
Investing Activities		
Building and equipment additions, net	<b>(81,361)</b>	(25,149)
Purchase of investments	–	(247,832)
Proceeds from maturity of investments	–	500,000
Net cash (used in) provided by investing activities	<b>(81,361)</b>	227,019
Financing Activities		
Proceeds from note payable	–	515,000
Repayment of note payable	<b>(101,021)</b>	(95,115)
Net increase in restricted cash	<b>(1,079,954)</b>	(425,160)
Payments on capitalized lease obligations	<b>(56,522)</b>	(47,055)
Net cash used in financing activities	<b>(1,237,497)</b>	(52,330)
Increase (decrease) in cash and cash equivalents	<b>1,368,382</b>	(54,416)
Cash and cash equivalents at beginning of year	<b>897,355</b>	951,771
Cash and cash equivalents at end of year	<b>\$ 2,265,737</b>	\$ 897,355

See accompanying notes.

### 1. Significant Accounting Policies

#### Organization

In May 1977, the Association of Professional Flight Attendants (the Association) was certified by the National Mediation Board as the exclusive collective bargaining representative of the craft or class of Flight Attendants employed by American Airlines (American).

#### Basis of Accounting

The accompanying financial statements have been prepared on the accounting basis used by the Association for federal income tax reporting purposes. Under this basis, dues revenue and the related assets are recognized when received rather than when earned. Expenses and liabilities are recognized when incurred.

Because the application of tax laws and regulations is susceptible to varying interpretations, amounts reported in the financial statements could be changed at a later

date upon examination and final determinations by taxing authorities.

#### Land, Building, and Equipment

Land, building, and equipment are carried at cost. Depreciation is computed on the straight-line method over the estimated useful lives of the assets of 5 to 45 years.

#### Federal Income Taxes

The Association is a non-profit organization and generally is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code.

#### Cash and Cash Equivalents

Cash and cash equivalents as reflected in the financial statements include cash in bank accounts and money market mutual funds.

### 1. Significant Accounting Policies (continued)

#### Restricted Cash

The Association's constitution requires that 25% of any dues increase ratified by the



membership be placed in a negotiations and negotiations-related fund (restricted cash). The funds in this account are designated as restricted by the Board of Directors of the Association and are, therefore, not contractually restricted.

During fiscal years 2003 and 2002, \$940,000 and \$663,000, respectively, have been added to the restricted cash account plus interest earned on the account. During fiscal years 2003 and 2002, \$- and \$350,000, respectively, was expended out of the fund to pay for negotiation expenses. All other negotiation expenses incurred during 2003 and 2002 were paid from unrestricted cash or through borrowings.

### Vacation Policy

The Association's policy regarding vacation for base staff personnel was changed during fiscal year 2001 as a result of a new staff employment contract negotiated. Prior to 2001, accrued vacation was based upon an employee's anniversary date and allowed unused vacation

to be carried over into the next period. The policy adopted during fiscal year 2001 provides for the accrual of vacation on a calendar-year basis and does not allow carryover of unused vacation past calendar year-end.

The Association has recorded a vacation accrual for \$39,687 and \$38,619 as of March 31, 2003 and 2002, respectively, which is included in accrued expenses on the statement of net assets.

### 2. Borrowings and Lease Commitments

In June 2001, the Association entered into a line-of-credit agreement with a financial institution. Under the line-of-credit agreement, which extends to August 30, 2003, the Association may borrow up to \$2,500,000. Interest accrues and is paid monthly at a rate equal to the bank's prime rate less .50 basis points on the outstanding balance. Principal outstanding and all remaining unpaid accrued interest is due at maturity. The line of credit is secured by the Association's restricted cash account held with the bank of which the

loan-to-value ratio may not exceed 50%. There is no prepayment penalty to the Association on the line of credit.

As of March 31, 2003, the outstanding balance under the line of credit was \$318,864.

### 2. Borrowings and Lease Commitments (continued)

The Association has financed equipment through capital leases and several of its vehicles, buildings, and corporate apartments through operating leases. Future related lease payments are listed in the chart below:

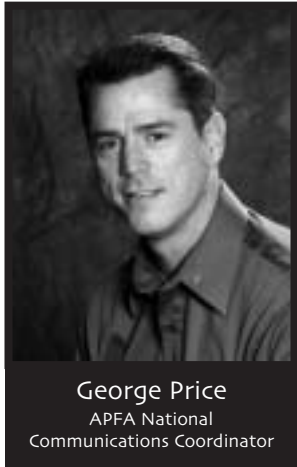
Interest expense related to the note payable and capitalized lease obligations was \$33,410 and \$39,958 and rent expense was \$53,610 and \$73,908 for the years ended March 31, 2003 and 2002, respectively.

### 3. Contract Negotiations and Contingencies

The Association is involved in claims arising in the ordinary course of business. Management believes the ultimate resolution of these matters will not have a material effect on the financial condition of the Association.

On September 12, 2001, the Association ratified its contract with American.

	Capital Leases	Operating Leases
Year ending March 31		
2004	\$ 72,953	\$ 48,192
2005	13,263	844
2006	6,556	-
2007	-	-
2008	-	-
Total future minimum lease payments	92,772	\$ 49,036
Less amount representing interest	8,228	
Present value of minimum lease payments	\$ 84,544	



## The Transition

**O**n July 8, 2003, the APFA changed servers for the APFA Web site. For several weeks prior to the transition, the union notified the members of the change and the fact that the change would result in little or no disruption to service through the APFA and InfoRep Hotlines. I am happy to report that through a great deal of hard work and diligence on the part of our computer department and our Webmaster, the transition was completed successfully with only minor glitches. By the time this magazine reaches the membership, it is my hope that these “glitches” will have been worked out. Just in case they are not, I want to point out what members can do to resolve problems they may be having.

If you have attempted to access the site and received a “404 error,” please follow the instructions at the top of the opening page of the site to clear your cache. Due to a programming issue, AOL users may experience difficulties specific to AOL. If you are an AOL user, we ask that you use Internet Explorer or Netscape to access the site until we can adjust the pro-

gramming to accommodate AOL issues. Finally, if you have attempted to sign onto the APFA e-board and have encountered problems, please be aware that you now only have to provide your employee number and your password. Other issues should be reported to the APFA Webmaster by clicking on “Report Login Problems” under the “Contact Us” icon on the opening page. Information has been posted to help members with questions they have about the site and resolutions to problems they may encounter with the site. Please be patient. The APFA is working to fine tune the site and the new e-board.

The change in servers was done for several reasons. First, it allows the APFA more control over the administration of the site. It also allows greater “bandwidth,” which will reduce the risk of outages at times of increased usage. More importantly, it will help reduce costs.

The APFA bulletin board or “e-board,” as it will now be referred to, is the most notable change to

the site. The format was changed, as were the topics. At the time of transition, all of the posts on the previous bulletin board were deleted as members were warned they would be. The e-board started fresh with new headers designed to steer members in a much more positive direction than the previous board. Unfortunately, a few members chose to continuously post negative remarks and some discussion degraded to the posting of personal attacks on individual members. The APFA Bulletin Board was not an appropriate forum for this type of unacceptable behavior. It caused many members to stop using the bulletin board. So, in addition to the changes to format, there will also be a much more stringent push for compliance of rules governing posts. Violating members will have their post removed and will be warned. Multiple warnings will result in restricted access to the e-board. In addition, the moderator will be provided additional tools to help protect the board and those posting to it.

One new feature that I am very

excited about is the enhanced “search” function on the site. By typing in a particular word or phrase, you will be able to access information on specific topics of interest no matter where they are contained on the site.

Although we would like to make additional changes to the web site format, we must be mindful of costs. I will be working with the computer department and our Webmaster Bill White to make changes that will make it easier to navigate the site and continuously update and add information to make the site more interesting. Members will be kept apprised of any changes as we move forward.

### **SKY**word

I continue to receive suggestions from members who say we should no longer print **Skyword**. Instead, we should make it available only on-line. One of the things I did as soon as I assumed the position of Communications Coordinator

was to create the “**Skyword On-line**” program. This provided members a choice whether to read **Skyword** on the APFA Web site or continue to receive a copy at home. A sign-up card has been available in the center section of each issue of **Skyword**. Although the initial response was encouraging, we have not seen many members signing up over the past few months.

Although it certainly would be less expensive to publish **Skyword** only on-line, we must be mindful of the fact that not all 26,000 members have access to the Internet. **Skyword** is a membership service the cost of which is included in our union dues. It must be made available to all members. Until we are assured that each member has Internet access, we must continue to print **Skyword** and send it to all who do not opt to read it online.

As for the publication of **Skyword**, I have presented a proposal to the APFA Board of Directors and Executive

Committee for a revised publication schedule. The proposal calls for the publication every other month or quarterly. Obviously, the savings would vary depending on the schedule. Between issues of **Skyword**, we would print what I have referred to as “**Skyword Express**.” It is an abbreviated publication in a very different format that can be published at a fraction of the cost of **Skyword** magazine and would require a much shorter production period. The Board of Directors is scheduled to meet in July to consider very serious budget cuts for our union. I will report on the hotline and in a future **Skyword** article just how the decisions made will affect the Communications Department.

#### **APFA Hotline**

The Communications Department receives a number of e-mails and phone calls from members asking questions about information that was included on previous APFA Hotlines. We bring this fact to your attention in an effort to encourage regular calls to the hotline.

The APFA is a very unique organization in that we have live representatives at headquarters who field calls in order to assist members. It is impossible to take calls from 26,000 members on issues affecting the entire membership. For that reason, we use the hotline to disseminate information. This frees up our in-house representatives to take calls of a more individual nature. In order to squelch the rumors and misinformation, it is important that we all get into the routine of calling the hotline each week.



## **Highlights of American Airlines Announcement July 16, 2003**

- A second quarter loss of \$75 million after special item as compared to a loss of \$1.04 billion for the first quarter of 2003 and a \$720 million loss for the second quarter 2002
- Reduce flights offered by American, American Eagle, and American Connection in STL by November 1, 2003 from 417 to 207 per day serving 68 cities
- By November 1, 2003, American will offer 53 departures from STL
- Not closing Flight Attendant crew base
- 80 former DFW Flight Attendants, 40 former LAX Flight Attendants, and 10 former MIA Flight Attendants forced into STL will be offered reinstatement to their former bases effective August 2003
- By the end of 2003, the STL flying will require approximately 600 Flight Attendants as compared to the 925 that are currently based in STL
- No additional aircraft groundings other than those previously announced, which were 57 planes in 2003 and 57 planes in 2004
- No information on additional Flight Attendant furloughs
- Closing of the STL reservations office on September 15, 2003

# The B-752 Mini-Evac

By Robert Valenta, APFA Safety Representative

door exits in addition to four over-wing exits. The B-752 has a total of eight door exits, with one being a type new to American. It is a hatch type door that is located just aft of the wings and is labeled 3L and 3R. Because this is a new exit type, American is required to demonstrate to the FAA that the Company has an effective training program for crewmembers on the B-752. In order for American to be able to operate the B-752, it had to prove to the FAA that 50 percent of the useable exits could be opened with slides fully inflated in less than 15 seconds.

The mini-evacuation took place in late June, in Kansas City, Mo. Sharon Harville, Lance Drew, Lonny Glover, and I participated as a part of our involvement with the APEA Safety Department. The other participants' names were offered by Flight Service systemwide. There was a "pool" of 12 Flight Attendants who participated in this exercise. Since the FAA would be using a minimum crew complement of four, they required that there be three potential "crews" present.

We began by completing a home study on the differences. We then attended training at the Flight Academy on the operational differences of the "hatch" door. We were required to pass a written

quiz and perform a satisfactory drill on the new type of door. This served as "qualifying" us on the B-752.

The following day, we flew to Kansas City and were briefed by American's Flight Safety Department. While we knew that this would be an exciting event, if we were chosen, it really raised our level of anticipation and adrenaline when we heard the significance of our potential performance. Any wrong move or stalling to get the door open could cause a failure and potentially prevent American from being able to operate this aircraft. No stress at all! Much like Emergency Procedures Training (EPTs), we discussed the possible scenarios. There was no doubt that we would rely on our training and good judgment.

After a short, sleepless night, we were driven to the maintenance hangar. We were not permitted to see the aircraft unless we were called to be part of the crew. We were sequestered for the day. After a briefing by the FAA inspectors, we sat in the room, waiting for the names to be called.

The initial attempt was not a success as there were mechanical malfunctions. Once the problem was addressed to the FAA's (and

American's) satisfaction, the second crew was selected. I was to be the number 1, Sharon Harville was Flight Attendant number 2, Tammy Laws was Flight Attendant number 3, and Heidi Erby was Flight Attendant number 4. We were escorted to the aircraft and boarded just as if we were departing for a trip, full uniform and tote bags in hand. The obvious difference was the large crowd that had gathered outside the aircraft to watch our departure (and performance).

Once on board the aircraft, we performed our routine pre-flight checks of emergency equipment, jumpseat operation, and cabin familiarization. We took our jumpseats and sat for what seemed like an eternity...hearts pounding. Suddenly, the emergency lights lit up, and that sent a shot of adrenaline through us. We came out of our jumpseats, assessing the exits, just like we are taught in training.

As much as every one of us has thought about actually operating an exit and what the sensation will be like, nothing prepares you for the sound and feel of actually doing it. The adrenaline made the doors seem "light" - the sound that the slide made caught our attention - it's loud. The powdery residue from the slide pack was



From left to right:  
CA L. Dunn, Sharon Harville, Robert Valenta,  
FO K. Terry, Heidi Erby and Tammy Laws



B - 752 Mini-Evac Team

noticeable. We went right to work - the slides inflated and in that instant, it was over. The horn sounded, indicating that our time was up. We quickly looked through the cabin at one another and waited for the FAA's determination. After their review, they determined that we had successfully completed the mini-evacuation. It was an exciting event. It made me proud to know that we were part of making it happen.

The B-752 looks to be a fairly Flight Attendant friendly aircraft. Let us know what you think. Fly safe.



B - 752 Aircraft after  
successful Mini - Evac Test



Nancy Archer  
APFA National  
Contract Coordinator

## Reserve Revisited by Brent Peterson, APFA Contract and Scheduling Representative

The furlough of so many of our coworkers has certainly had a dramatic impact on their lives. These furloughs have had a ripple effect on the entire system. Many Flight Attendants who have not served reserve recently are now finding themselves back on reserve. For that reason, we want to revisit some of the rules and provide answers to the most frequently asked questions by reserve Flight Attendants.

**“MAXED OUT”** – The number one question asked by reserve Flight Attendants is, “When am I maxed out?” You may be flown up to 85 hours in your PROJ. Crew schedule does not look at your SPROJ when you are on reserve. Therefore, you would be released from any future reserve day, other than the last day of the month, once your PROJ is 80.01 or greater. This is due to the fact that even the lowest time sequence based on the new minimum day of five hours would cause you to be over-projected. You would not be released from the last day unless you were at exactly 85.00 hours. This occurs because you could be awarded a trip that departed close to midnight that would

force the majority of the time of the trip into the following month. For example, if you were good on the last day of the month and your PROJ was 84.45, the Company could legally schedule you to a flight that departed at 2345, as only 15 minutes of that sequence would credit in the current month.

**PAY** – The reserve guarantee remains 75.00 hours and consists of 70.00 hours of base pay and 5.00 hours of incentive. Any carry-over time from the previous month will not go on top of the guarantee. This is true whether the trip is a regular trip, Optional Exchange, or even a make-up trip. For pay purposes, carry-over time is added to the PPROJ, and you will be paid the greater of your PPROJ or guarantee. Reserves may relinquish up to four duty-free periods to fly Limited Option II, sick make-up (limited to two duty-free periods), and/or Optional Exchange. Again, the pay for any supplemental flying is not paid on top of the guarantee.

**DUTY FREE PERIODS** – One of the 12 duty-free periods on a reserve schedule is a Moveable Duty-Free Period, designated as

M2 on your schedule. While you have the right to request a move-up of other duty-free periods, the M2 may only be moved by crew schedule. The contract requires that the M2 be attached to other duty-free periods when it is bid. However, when moved, the M2 may become a stand-alone duty-free period. Crew schedule must notify you at least 12 hours prior to the start of the duty-free period if they plan to move it. The M2 can be moved to a date earlier or later in the month. Once moved, the M2 would show as an X2 on your schedule, and it could not be moved a second time by crew schedule. The X2 would then be treated as any other duty-free period for purposes of duty-free period move-up.

You may request to move-up a duty-free period. You will find the procedure for making the move-up request in the HIDIR. Crew schedule should consider all requests. Of course, they will not be able to approve all requests. They will not approve a request that would create a period of reserve obligation of seven or more consecutive days.

You may also request to trade

duty-free periods with another reserve. Again, you will find the procedures to submit the request in HIDIR. One of the contractual restrictions on duty-free period trades is that it may not create an obligation of seven or more consecutive days or less than four consecutive days. The trade must involve an entire block of duty-free periods and be for an equal number of days.

**ASSIGNMENTS** – Reserve assignments are made using the First In/First Out principle at the beginning of the month. Once the month has begun, assignments are based on the Time Accrued Reserve System (TARS). You may now enter assignment preferences and/or ready reserve preferences when on reserve. You will find a detailed explanation of these two options on the Contract Department page of the APFA Web site. Keep in mind that assignment preferences will be honored if you are within the average daily utilization as specified in the contract on page 151 or 517. If you are outside the utilization range, your preference would still be considered if there are two or more trips of equal time that you would be assigned



APFA Scheduling Rep Terry Karanen

according to TARS. You may not trade a reserve assignment other than to effect a position swap on the same sequence. You may, however, drop the assignment as an Optional Exchange. If you do drop the trip, you will be credited with the time, and you will retain all legalities related to the dropped sequence. Your guarantee would be reduced by the scheduled hours of the trip.

Contractually, crew schedule may override TARS for reasons of qualification and/or utilization.

**CALLING THE TAPE** – The designated hours for calling AVRS to receive your reserve assignment is between the hours of 1900 and 2300 local base time. If you are on vacation or a duty-free period and you elect not to call in for your assignment, you must contact crew schedule at the end of the vacation or duty-free period for your assignment.

If you have completed an assignment and your home base rest encompasses the entire call-in period, you may elect not to call the tape for your assignment. However, you must then make two calls to crew schedule, one call to inform crew schedule that you will not be calling the tape

and another call immediately following the end of the rest period.

If your duty ends during the call-in window, you must call the tape.

If your duty ends after the call-in window, you have no obligation to call AVRS or crew schedule; however, you must be available to crew schedule at the conclusion of your rest.

**STANDBY** – The contract provides that a Flight Attendant will not be assigned to a second standby assignment in a given month until all other reserve Flight Attendants who are legal and available have been assigned their first standby. Subsequent assignments are made in the same manner. The key wording here is legal and available. The Company will not consider someone to be legal for a standby assignment if she/he does not have all the aircraft qualifications needed for a specific standby time or if she/he is not good for multiple day trips.

**ROTATIONS** – Flight Attendants may change their reserve rotation by exercising senior bump. Keep in mind that

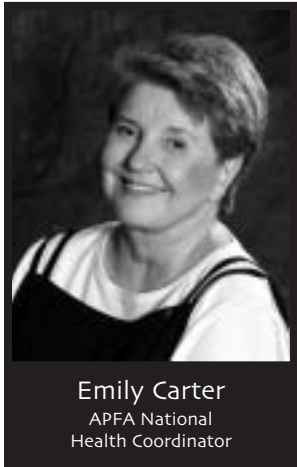
you will not be considered to have satisfied your reserve obligation if you bid onto reserve in a month in which you have a known planned absence. In other words, if you have been awarded a bid leave or are scheduled for vacation and you bid onto reserve, it will not count as having fulfilled your reserve obligation. This includes being on the Back-up Reserve list and bidding onto reserve. If your reserve rotation naturally falls on your vacation, it counts as fulfilling your rotation. If you are scheduled for reserve and you are awarded a bid leave, it would count as fulfilling your rotation.

We hope this review of the most frequently questioned reserve topics eliminates some of the confusion of being on reserve. Please give us a call or send an e-mail if you have further questions.



## Reserve Information

Due to the overall reduction in headcount at most bases over the past few months, many Flight Attendants are serving reserve again after being off for some time. In order to familiarize Flight Attendants with the current reserve system, we have added a new page to the APFA Web site entitled “Reserve Information,” which can be found under “Hot Topics.”



Emily Carter  
APFA National  
Health Coordinator

## Traveler's Amnesia

**N**o, this is NOT forgetting that awful trip last month. This is certainly not as useful. See if any of this sounds familiar.

You remember watching the well-dressed young lady in the boarding lounge as she said goodbye to her boyfriend. She animatedly described the business presentation that she was planning to give when she arrived at the destination of the transcon flight. When she boarded, she was pleasant and calmly stowed her belongings. After a couple of white wines and dinner, she elected to sleep rather than watch the movie. Nothing about this passenger alerted you to what happened next.

Shortly after the movie ended, you noticed the woman's seat partner struggling to crawl over her to go to the lav. She raised up to let him by and then followed him to the back of the airplane. Immediately you were aware that she was stumbling. She ran into a seat and fell onto its occupant. When he attempted to help her, she raised her fist to hit him. Fortunately, her uncoordinated movements landed on the seat back, and she growled at the man. After some effort, you reinserted her into her seat and fastened her seat belt. Unfortunately, she really did need to go to the

lav. Happily, she finally returned to sleep. Upon arrival, she was still groggy and dropped her luggage when retrieving it. When you walked through the terminal later, you spotted the passenger asleep on the floor of the boarding area. Your crew and the agents did your best to assist the lady. She was placed in a wheel chair and parked until more assistance arrived. Since she did know where she was, she was allowed to "sleep it off."

After talking it over, you and the crew agreed that she had only been served two drinks. Then why this personality transformation? She must have had more drinks before she boarded, but she looked so well put together, so normal.

She may have had drinks before boarding, but a more likely scenario was the use of a hypnotic sleep medication like Ambien (Stilnox) or Halcion combined with the white wine. Even without the drinks, being awakened before the medication has cleared the system can cause memory loss or "traveler's amnesia." All sleep medications carry warnings to devote a certain amount of time to sleep. For Ambien, this is seven or eight hours. Described as the businessman's friend, Sonata is a faster acting soporific and lasts for only four or five hours. Although uncommon, the following cognitive

and behavioral changes can occur:

- \_ More outgoing or aggressive behavior than normal
- \_ Loss of personal identity
- \_ Confusion
- \_ Strange behavior
- \_ Agitation
- \_ Hallucinations
- \_ Suicidal thoughts

Drowsiness, dizziness, lightheadedness, and difficulty with coordination are common side effects of sleep medications. Rebound effects, withdrawal, dependence, and tolerances are always possibilities. Exceeding the recommended dosage and combining with other central nervous system depressants like antihistamines and tranquilizers increases the possibility of harmful side effects.

Thirteen years after its introduction, Halcion (triazolam) has been removed from the market in the UK. Delusions, aggressiveness, anxiety, psychosis, seizures, and amnesia have been attributed to Halcion. The National Academy of Sciences and the FDA concluded in 1996 that Halcion was safe if taken as prescribed.

The over-the-counter sleep aids like Unisom (doxylamine), the pain relievers combined with

diphenhydramine (Nytol, Tylenol PM, Excedrin PM, Sominex) and Benadryl contain antihistamines and can cause daytime sleepiness, dry mouth, drunken movements, blurred vision, and dizziness. Even the natural remedies like valerian root, kava kava, and melatonin have been associated with dry mouth, blurred vision, and dizziness.

The short-acting hypnotics like Ambien and Sonata are very useful sleep aids, and the metabolites will not appear on a random drug test. Even though "hurry up and sleep" will always be a part of our workplace, the action of these medications cannot be controlled or limited to fit into excessively short sleep times and cannot be combined with alcohol or other medications that depress the central nervous system. Traveler's amnesia might then be the least of our worries.



### The Federal Aviation Administration

800 Independence Ave,  
S.W.  
Washington, D.C. 20591  
1-800-255-1111  
[www.FAA.gov](http://www.FAA.gov)



Jena Hopkins  
APFA National  
Scheduling Coordinator

## Option #2, it is...

**W**ith 7,535 votes, Option #2, it is. This package contains:

**a.** An increased duty maximum for domestic Flight Attendants from the current 12 1/2 hours scheduled and 13 hours rescheduled on-duty to 13 hours scheduled and rescheduled. The maximum on-duty period in actual operations would increase from 14 hours to 15 hours.

The diurnal duty maximums (trips departing between 1800-0559) contained in Article 7.K. will remain intact.

**b.** An increased scheduled duty aloft maximum for any sequence of 8.59 from the current eight-hour scheduled maximum limit for multi-day trips.

**c.** A change to the e-time formula of one (1) minute flight time pay and credit for each two (2) minutes of a duty period (1:2). The current e-time formula is 1:1.75 – one (1) minute of flight time pay and credit for each one and three-quarters (1 3/4) minutes of a duty period.

**d.** An improvement to the g-time rig to provide a guaranteed five-hour average per duty period rather than the current 4.45. The three-hour minimum day is still in place.

Because the cost savings associated with including the underfly provision in the Restructuring Agreement were substantial and we therefore received significant “credit” for that towards the required annual cost reductions, it was necessary to identify substitute changes of comparable cost significance. That explains the inclusion of the increase in duty day limits and raising the eight-hour duty aloft maximum in Option #2. There were several alternatives for providing for increased duty days that would have provided more “value” towards meeting the required cost reduction figures. They were not considered because they had the potential to have a much more negative impact on schedules.

With the eight-hour duty aloft maximum raised to 8.59, trips will potentially contain more flying time. This may have the positive impact of reducing the number of days necessary to fly to reach the monthly maximum. By maintaining a limit to the hours flown within a duty period, the Company is prevented from building transcon turnarounds. In comparison to the new domestic duty limitations that would be provided under Option #2, the international operation currently has a 14-hour schedule maximum and a 16-hour actual maximum with no duty aloft limit.

Protecting the duty limitations and capping the duty aloft were, by themselves, insufficient to provide all the credit necessary to achieve an exchange for the underfly provision. To obtain the additional savings, it was also necessary to include the change in the e-time duty rig, which we only were willing to include if it was accompanied by the improved five-hour average.

Many may remember the interest arbitration award in 1995 where the APFA argued for the restoration of our duty rigs after Company-imposed concessions and sought a five-hour average. A principal argument we made for our position was based on internal equity as we believed we were entitled to the same rigs as the Pilots enjoyed. The arbitrators did not accept this position and instead determined that the appropriate comparison was with Flight Attendant work rules at other airlines, specifically United and Delta. The arbitrators noted the 1:2 e-time at both airlines and gave us a choice of keeping the 1:1.75 duty rig and foregoing a 1 percent raise or taking the 1:2 e-time rig. The arbitrators also did not rule in our favor on the five-hour average. Currently, Delta Flight Attendants have a 4:45 average with a three-hour minimum day guarantee and a 1:2 e-time rig. United has a five-hour average, 1:2 e-rig and no

minimum day guarantee. Continental and Southwest have no e-rig or average day guarantee. Northwest has a 4.45 minimum guarantee day.

Although the reduction of our e-time rig was something we never wanted, the APA accepted the 1:2 rig during the restructuring negotiations, which left us as the only group in the industry with 1:1.75. We really felt that the rig was in jeopardy in future negotiations, and we seized on the first opportunity to secure the five-hour average in conjunction with the new rig. While nothing in the last few months seems like a win, the five-hour average is an item we have not been able to secure previously. We are now on par with the Pilots on all of our rigs.

The reduced rest provision of the restructuring plan along with the new extended duty day and increased duty aloft is certainly going to make us work harder each day, and we are going to be tired. To keep this in perspective, these rules together equaled about 4 percent of our pay. We would have been in the 20 percent range of pay cuts without these productivity changes.

Following are three examples of how the e-time rig in conjunction with the duty period average works compared with the previous rigs:



**Domestic Sequence**

**Former 1:1 3/4 and 4.45 average**

DT	EQ	FLT	STA	DEP	M	STA	ARR	AC	FLY	GTR	GRD
SKD	18	1534	DFW	1456	MEM	1620			1.24		0.51
SKD	18	1255	MEM	1711	DFW	1846			1.35		0.59
SKD	18	885	DFW	1945	MTY	2135			1.50		
				P/C	0.00		TL		4.49		
SKD	ONDUTY	7.54	ODL	9.35							
SKD	18	1310	MTY	0825	DFW	1010			1.45		3.45
SKD	18	551	DFW	1355	MTY	1536			1.41		
				P/C	1.23E		TL		4.49		
SKD	ONDUTY	8.26	ODL	14.14							

SKD	18	544	MTY	0705	DFW	0850			1.45		2.22
SKD	18	1726	DFW	1112	MSP	1334			2.22		0.37
SKD	18	1949	MSP	1411	DFW	1640			2.29		
D/P SKD	6.36			P/C	0.00		TL		6.36		
SKD	ONDUTY	10.50									
				P/C	1.23		TL		16.14		

**New 1:2 and 5.00 hour average**

DT	EQ	FLT	STA	DEP	M	STA	ARR	AC	FLY	GTR	GRD
SKD	18	1534	DFW	1456	MEM	1620			1.24		0.51
SKD	18	1255	MEM	1711	DFW	1846			1.35		0.59
SKD	18	885	DFW	1945	MTY	2135			1.50		
				P/C	0.00		TL		4.49		
SKD	ONDUTY	7.54	ODL	9.35							
SKD	18	1310	MTY	0825	DFW	1010			1.45		3.45
SKD	18	551	DFW	1355	MTY	1536			1.41		
				P/C	0.57E		TL		4.13		
SKD	ONDUTY	8.26	ODL	14.14							
SKD	18	544	MTY	0705	DFW	0850			1.45		2.22
SKD	18	1726	DFW	1112	MSP	1334			2.22		0.37
SKD	18	1949	MSP	1411	DFW	1640			2.29		
D/P SKD	6.36			P/C	0.00		TL		6.36		
SKD	ONDUTY	10.50									
				P/C	0.57		TL		15.48		

There would be a loss of 26 minutes to the value of this sequence because the e-time minimum for the second duty period is 4.13 versus 4.49 today. The minimum g-time value for three duty periods would total 15.00. The scheduled flying time in this case is greater than the time the g-time rig would generate.

**International Short-haul Sequence**

**Former 1:1 3/4 and 4.45 average**

DT	EQ	FLT	STA	DEP	M	STA	ARR	AC	FLY	GTR	GRD
SKD	02	B8	2115	MIA	1915		MEX	2142		3.27	
							P/C	0.00		TL	3.27
SKD	ONDUTY	4.57	ODL	12.13							
SKD	03	B8	2198	MEX	1125		MIA	1522		2.57	1.48
SKD	03	B8	625	MIA	1710		PLS	1854		1.44	
							P/C	0.00		TL	4.41
SKD	ONDUTY	7.59	ODL	11.18							

SKD	04	B8	464	PLS	0742		MIA	0924		1.42	2.01
SKD	04	49	979	MIA	1125		POP	1335		2.10	1.30
SKD	04	49	978	POP	1505		MIA	1724		2.19	
							P/C	0.13E		TL	6.11
SKD	ONDUTY	11.12									
							P/C	0.13		TL	14.32

**New 1:2 and 5.00 average**

DT	EQ	FLT	STA	DEP	M	STA	ARR	AC	FLY	GTR	GRD
SKD	02	B8	2115	MIA	1915		MEX	2142		3.27	
							P/C	0.00		TL	3.27
SKD	ONDUTY	4.57	ODL	12.13							
SKD	03	B8	2198	MEX	1125		MIA	1522		2.57	1.48
SKD	03	B8	625	MIA	1710		PLS	1854		1.44	
							P/C	0.00		TL	4.41
SKD	ONDUTY	7.59	ODL	11.18							
SKD	04	B8	464	PLS	0742		MIA	0924		1.42	2.01
SKD	04	49	979	MIA	1125		POP	1335		2.10	1.30
SKD	04	49	978	POP	1505		MIA	1724		2.19	
							P/C	0.00		TL	5.58
SKD	ONDUTY	11.12									
							P/C	0.28G		TL	15.00

There would be a net gain of 28 minutes to the value of this sequence. There would be a loss of 13 minutes for the third duty period because the e-time minimum is 5.36 versus 6.11 today. However, the minimum g-time value for three duty periods would total 15.00, which is greater than the scheduled time of 14.32.

**International Long-haul Sequence**

**Former 1:1 3/4 and 4.45 average**

DT	EQ	FLT	STA	DEP	M	STA	ARR	AC	FLY	GTR	GRD
SKD	20	AF	66	ORD	1815		LHR	0805		7.50	
D/P SKD	7.50						P/C	0.00		TL	7.50
SKD	ONDUTY	9.20	ODL	24.55							
SKD	22	AE	87	LHR	1030		ORD	1255		8.25	
D/P SKD	8.25						P/C	0.00		TL	8.25
SKD	ONDUTY	9.55									
							P/C	0.00		TL	16.15

**New 1:2 and 5.00 average**

DT	EQ	FLT	STA	DEP	M	STA	ARR	AC	FLY	GTR	GRD
SKD	20	AF	66	ORD	1815		LHR	0805		7.50	
D/P SKD	7.50						P/C	0.00		TL	7.50
SKD	ONDUTY	9.20	ODL	24.55							
SKD	22	AE	87	LHR	1030		ORD	1256		8.25	
D/P SKD	8.25						P/C	0.00		TL	8.25
SKD	ONDUTY	9.56									
							P/C	0.00		TL	16.15

There would be no change to the value of this sequence, because the e-time minimum for the first duty period is 4.40, the second duty period is 4.58, and the minimum g-time value for two duty periods would total 10.00. The scheduled flying time in this case is greater than the time the rigs would generate.

Call if we can answer further questions. Always carry your contract. See you next month.





Patty Bias  
APFA Hotel Coordinator

## 'Potpourri'

This article will include several items you have requested I address in **Skyword**.

A reminder: it is NOT in our Flight Attendant contract that the APFA reviews and approves VM layover hotels. My department has never seen, and from what I'm told, would never approve, many of the hotels being used. If there are safety issues, health hazards, and noise preventing crew rest - please do send me a written report. Mr. Steve Gundy (Manager of Hotel/Limo Desk at American Airlines) chooses these hotels and has been very responsive when I've contacted him with a substantial number of complaints about a particular hotel. Steve removes the hotel from "his list." Next contract, please let's all put this on our list of "wants" - we want the APFA to review and approve ALL hotels a Flight Attendant would be placed in. Period!

"Meals To Go" - No, I'm not a short order cook - yet. However, this has become a necessity with the Company's removal of our Flight Attendant crew meals. "Meals To Go" is up and running at the Hyatt in Paris at a reduced price. This idea has proven to be popular, and the hotel General Manager has let the crews choose the menu.

I recently returned from London, where I went to review airport hotels for our short layover. We were extremely lucky and found a great new crew only hotel. (I'll do this review in the next issue of **Skyword**). I mention this only to tell you that we will have a "Meals-To-Go" program in place there also. As most of you know, our Frankfurt hotel has done this for several years now, and it has been most popular with those flying there.

While in LHR, we visited the long layover hotel. The hotel has installed a new computer with complimentary Internet service in our airline crew lounge. The PC is configured with Microsoft Internet Explorer and will additionally provide access to web-based e-mail (MSN, Hotmail, Yahoo-online, etc.). As you know, at our request, the hotel has made the airline guest lounge accessible 24 hours a day with secure pin coded access. The complimentary Internet service is a great enhancement for our crewmembers. We thank Gower Tan and Jonathan Walker at the hotel for providing this important service to us.

My department will do all we can when the Company is canceling many long layovers and placing crews at airport locations to fight this ridiculous procedure.

I know, after taking huge wage cuts, negative work-rule changes, loss of our vacations, and on and on and on, that our layovers are just about the only thing we have left.

Till next time,

Patty 

## Hotel News and Reviews

**Detroit, Long;**  
*as reviewed by Scott Meehl*

There is good news for those of us who layover in DTW. The Sheraton Novi, our new long layover hotel, brings welcome change. In fact, the rooms of this former Hilton were refurbished last year, and they positively shine. Sheraton has installed throughout the hotel its brand of deluxe-pillowed mattresses. The oversized king sleigh beds looked cozy and inviting. All room furniture is new, functional, and comfortable.

During our site review, the Sheraton team demonstrated the effectiveness of their blackout drapes at midday. Light sensitive sleepers will appreciate knowing that the darkened room was pitch black. This is the kind of hotel

room we appreciate: clean and comfortable, a quiet and efficient climate control, total darkness at noon, plenty of pillows, and king sized sleigh beds. Sleep well!

The Sheraton has seven floors and was built in 1985. Despite being in Novi, Michigan, the same town as the Doubletree, our former layover hotel, it is seven minutes closer to the Detroit Metropolitan Airport, which should shave off some travel time to and from the airport. Other airline crews that layover at this hotel are FedEx, UPS, and Continental.

The property has 24-hour room service with a 20 percent discount extended to airline crewmembers. For restaurants, there is Da Vinci's Market, serving breakfast, lunch, and dinner, and the Sports Edition Lounge for libations and pub fare such as hot appetizers, burgers, and salads while watching your favorite team play.

There is an indoor pool and exercise room. Should guests want more complete facilities, there is Gold's gym nearby, which charges \$5 a day use rate. The hotel has said that it will drive crewmembers to any one of five nearby golf courses.

The Sheraton has two shuttle vans to take guests to four nearby shopping malls, restaurants, and movie theatres. Within walking distance of the hotel are several restaurants: Benihana, Chili's, and On the Border.

The Sheraton's inviting rooms, pro-active managing staff eager to please, nearby restaurants within walking distance, and a hotel property that is well maintained all add up to positive improvements for our DTW layovers. During our review, the Sheraton management said they are willing to do whatever it takes to take good care of our crewmembers. That is good news indeed.

*A local anecdote:* Do you know where the name Novi came from? Way back when, the town used to be the sixth stop for the train out of Detroit; i.e., the Number VI (in Latin numerals) or No VI, for short. This was misread as Novi. Weird, huh?

### **San Jose, Costa Rica, Short;** *as reviewed by Scott Meehl*

The Mélia Cariari Resort is owned and operated by the same group as our former layover hotel, the Tryp Corobici. The Cariari is closer to the San José airport (3kms) and so is ideally situated for the short SJO lay-

over. It is described by its owners as a traditional (Costa Rican hotel/resort with several swimming pools, one of which is Olympic-sized, a full health club, and an 18-hole golf course. The 200 plus room hotel is on two levels, with beautifully landscaped open-air walkways leading off the central reception area to the guest rooms.

The 28-year-old Cariari has undergone a major face-lift, and the large rooms have all been fully renovated. The soft beds are very comfortable. The rooms have two phone lines, wireless Internet, a work desk, separate sitting area with either a large armchair or two person sofa, full length mirror, minibar, coffeemaker, huge closet with iron and board, plus a full length mirror. Room floor coverings are either tile on the main floor or carpet on the second floor to reduce sound.

The bathrooms are equally spacious and new, with great lighting, a hairdryer, makeup mirror, and lots of counter space.

Besides 24-hour room service, the Cariari has two restaurants; one offers buffet/à la carte dining poolside for breakfast, lunch, and dinner; the other is a steakhouse for dinner only. The hotel also has a gambling casino open evenings, and there is a mall and

movie theatre complex five minutes from the hotel via complimentary hotel shuttle. The mall has the usual assortment of fast food restaurants open until 10 p.m.

The Cariari's owners call it a five-star luxury resort whereas our former hotel, the Tryp Corobici, is considered a four-star hotel primarily geared toward the business traveler. It is always a pleasure to upgrade a layover property for our crewmembers, and this site visit confirmed that the Cariari resort and golf center would offer better rooms, a nicer environment, with more things to do than the Corobici. We sincerely hope you enjoy this property.

### **San Jose, Costa Rica, Long;** *as reviewed by Scott Meehl*

I am pleased to say that the Inter-Continental San José offers much more compared to our former long layover hotel, the Tryp Corobici. The ride to or from the airport via one of the hotel's four shuttle vans takes about 20 minutes. Although the ride is longer, the advantages this hotel offers are well worth an extra 10-minutes' drive.

This Inter-Continental was built eight years ago and has 260 rooms on five floors. This is a "die and go to heaven" hotel where crewmembers will not want to leave at pickup time. The quiet

rooms are good sized, cozy, with triple sheeted soft beds and feather pillows. The climate control is efficient, and one of the windows opens to allow fresh air.

The well-lit bathrooms are well stocked with Inter-Continental's quality amenities: large sized soap bars and assorted toiletries, plenty of towels, a hairdryer, and makeup mirror. The extra deep bathtub framed by gray marbled walls is perfect for a long, hot soak. The hotel has its own water purification system, and there are placards in front of the bathroom sinks stating that the tap water is purified.

The lobby business center is open 24 hours...great for Internet access. The hotel manager is offering American crewmembers one hour of free Internet access.

Hotel safety and security are world class. The property has sprinklers throughout; guest rooms have sprinklers and smoke detectors. The stairwells allow re-entry access to all guest floors. Security cameras monitor each wing of every floor, in addition to monitoring the entryways and common areas.

Should you ever decide to leave your room, which may be hard to do during the layover, there is a complimentary fitness center on

the lower level with modern equipment, his and her saunas, and massage rooms. Behind the hotel in a park-like setting is the outdoor pool with plenty of patio area for sunning and lounging, as well as a tennis court.

In addition to 24-hour room service, the Inter-Continental's main restaurant, called "Azulejos," offers buffet and à la carte dining for breakfast, lunch, and dinner. There is also a formal restaurant open for dinner only. American crewmembers receive a 15 percent food discount.

For those who want more, there is the Multiplaza Shopping Center, San José's largest, most upscale shopping mall, directly across the street from the Inter-Continental. The mall has a supermarket for food and several stores offering products unique to Costa Rica.

The Inter-Continental's safe location, quiet, comfortable rooms, complimentary health club, quality buffet, 24-hour business center, superbly landscaped grounds, and proximity to shopping all combine to give you a great layover in San José, Costa Rica. Disfrute!

### **Mexico City, Long;** *as reviewed by Scott Meehl*

Enter the wide spacious halls of

the Camino Real Hotel, and you feel you are visiting the Guggenheim art museum in Bilbao, Spain. This museum-like property has artwork and contemporary styled sculpture everywhere. The front entrance has a dramatic stormy wave pool. Unusually colored exterior walls reflect their warm tones and illuminate the hotel lobby and complement the lobby sculptures. Don't forget to take a look at all the artwork surrounding you, for this property is unique.

In contrast to the other hotels in Mexico City, the Camino Real is a low-rise five-story hotel spread out over one full city block. The rooftop health club is complete with four tennis courts, workout rooms, his and hers steam rooms, with massage available by appointment. The large pool is located on ground level in the park-like central courtyard.

There are three rather pricey, upscale restaurants: Le Cirque, China Grill, and La Castellana, serving French, Asian, and Spanish food, respectively. The fourth restaurant, however, is a buffet / à la carte style coffee shop open 24 hours a day. There is also 24-hour room service with a 20 percent discount on all food and beverage purchases. For crewmembers who desire to eat out, there are restaurants and food stores on the adjacent city blocks.

Guest rooms are large and comfortable with either a sliding glass double paned door and balcony or double paned windows that open. The beds are triple sheeted and feature comforters. Each room has a coffee maker and minibar. The hotel offers wireless Internet for \$12 US per 24-hour period.

The bathrooms are in dark marble and have large glass enclosed shower stalls. There are no tubs. There are the usual hair dryers and makeup mirrors, with plenty of towels and toiletries.

There are two lobby lounges, one of which has a dramatic water theme with a "floating floor"...actually a transparent floor suspended several inches above the water. It makes for an interesting environment to unwind and have a drink. We hope you enjoy your stay at the Camino Real on your next layover in Mexico City.

**San Antonio, Long;**  
*as reviewed by Kerri Pieper*

We have moved to the St. Anthony, a Wyndham Historic Hotel, effective July 31. The hotel is located one and a half blocks from the famous Riverwalk and 15 minutes from the airport. The hotel was built in 1909 and has gone through many renovations, the most recent in 2003.

All rooms have either a king-sized bed or two queen beds. The rooms themselves are nice, clean, and spacious with HBO, USA Today, and Golden Spa bath amenities. The windows do open, but you need maintenance to open them. The connecting doors must be opened by house-keeping. There are two phone lines, and high speed Internet access should be installed by the time we get there. All local, 800, and credit card calls are free.

The hotel restaurant is open from 6:30 a.m. to 10:00 p.m. and offers a 25 percent discount. The lounge is open from 4:00 p.m. to 1:00 a.m. and extends a 25 percent discount on food. Room service is open from 6:00 to midnight and does NOT extend a discount. The Riverwalk has various types of restaurants.

Other amenities include a business center and an ATM in the lobby. The hotel has an outside pool, Jacuzzi, and a small fitness center.

The management and staff are excited to have us there, and we are all lucky that we could get into a property so close to the Riverwalk.

**San Francisco, Short;**  
*as reviewed by Patty Bias*

The new short layover hotel in

SFO is the Sheraton Gateway Hotel. The Sheraton is privately owned with 404 rooms and is located right on the water/bay. The hotel has newly renovated rooms with the Sheraton Sleeper beds (like the Heavenly beds). The sheets used are 240 thread count, a step above regular hotel sheets. The crews will be placed primarily on floors 9 thru 14 – the hotel's "preferred floors." Rooms come with nice robes, 27 inch TVs, and Starbucks coffee. In addition, the baths are big and bright and contain all the amenities. Local calls and 800 numbers are free. Rooms have high speed Internet (there's a charge for this) and speaker-phones. Room service is 24 hours, and the hotel has offered to do a crew only menu in room service at a lower rate than normal room service prices. Crews will receive a 20 percent discount in room service, as well as in the hotel's restaurant, "Windows on the Bay." The hotel has provided a crew lounge for our crews. The hotel security is in house, 24 hours a day, and way above par, and the rooms and halls all have state-of-the-art fire protection in place. The hotel has an indoor pool, Jacuzzi, and sauna and an exercise room.

Being located on the water, there is a beautiful walk path along the water for miles for jogging or just walking and enjoying the

scenery. A favorite place to walk to is the Kincade Restaurant, located on the bay, with a floor to ceiling bar. The hotel offers a free shuttle to Burlingame – a darling little city located on the peninsula. Burlingame has many quaint shops and restaurants. I've personally spent many hours enjoying this little town, as I am based and live in San Francisco. The hotel management is anxious to have our crews and has promised to do everything to make our crews enjoy their stay at the Sheraton Gateway Hotel on the bay.

**Baltimore, Long;**  
*as reviewed by Kerri Pieper*

We will be staying at the Sheraton Barcelo only for long layovers. The Sheraton Barcelo is one of two hotels that we use for BWI currently, and we have received no complaints from crewmembers. Due to the need for a low number of rooms, we have decided to keep all long layovers in one hotel. The Sheraton Barcelo is located in Annapolis; however, it is not in the historic area. The hotel does offer a shuttle service to the historic area from 8 a.m. to 10:30 p.m. daily. It is about a 10-minute ride. The rooms themselves are beautifully decorated with the "sweet sleeper beds" and all the basic amenities of coffee makers, hair dryers, iron/ironing board, and USA

Today. There are two phone lines and all 800 and local calls are free. There is an indoor pool and Jacuzzi with a nice workout room. The hotel restaurant and room service close at 10:30 p.m., but the lounge is open until midnight and offers food. All extend a 20 percent discount on all food items. A number of restaurants surround the hotel and a large shopping mall with a food court and multi-movie complex is just across the street. Iceland Air also stays here.



Sandy DiSalvo

I began my career as a Flight Attendant almost 17 years ago at Eastern Airlines, where I was based in Atlanta, Georgia. I was a member of the TWU local 553.

In March of '89, I honored the IAM Machinists picket line and went on strike, never to return to Eastern. I was without a job for about six months, and I found out during this time that "flying was in my blood." I would drive by the airport and get a whiff of jet fuel and get a pang in my heart. I not only missed flying, but I missed the good times and the fun trips. We had a very special group of people at Eastern, and I have memories from my "Eastern Days" that I will forever hold close to my heart. It was just an unexplainable camaraderie that the employee groups of Eastern had with each other.

I thought I was the "cat's meow" when I was hired by the very prestigious American Airlines in 1989. I had always heard, while at Eastern, that at American if a Flight Attendant checked in for a trip and had a blemish (zit) on his/her face they were sent home. We all know how humorous and untrue that is! Just wanted to share that tidbit of humor with you.

I graduated from the "charm farm" at American in September of 1989, class # 89-32. I started my career with American in Chicago flying domestic trips. In 1992, I transferred to Dallas and commuted to Tucson, Arizona. In 2001, I grew tired of domestic

flying and went back to Chicago to fly international. I loved every minute of IOR. The base, the crews, and the trips were just awesome. After Sept. 11th, the flying changed so much that I found myself being bid denied to fly Purser trips with not much control over my schedule. The commute grew tiresome, and so I was lucky enough to be awarded a transfer back to Dallas domestic in March of 2002.

In the summer of 1995, I moved to the Dallas area and bought a home where I currently reside. After moving to Dallas, I started attending local base monthly meetings and soon after became a member of the DFW council. I then became an InfoRep and volunteered my time to the union. I have worked in the local DFW base office since APFA President John Ward was our Base Chair. I started the week of Sept 11, 2001 on the scheduling desk at APFA headquarters and have previously worked both the scheduling and contract desks. I was lucky enough to be selected for the hotel committee in 2000. I enjoy working under Patty Bias. Patty is a little "spitfire" and works 24/7 fighting for the Flight Attendants. "If Patty can't get it done, no one can."

I guess I was born with "union blood." Both my grandfather and father were strong union supporters.

I grew up on the Gulf Coast of Florida just outside of Tampa in

Dunedin, Florida, a sister city to Stirling, Scotland. I guess that would explain how a nice, full-blooded Italian girl would learn to play the bagpipes and win awards for Scottish dancing! Go figure! My parents and brother still reside in Dunedin. Since I miss my family and the beach dearly, I make frequent trips home to visit, go to Super Bowl Champion Tampa Bay Buccaneer football games, and stick my toes in the sand at the beach. I enjoy spending time with my family, friends, and the love of my life, Ottis, my boyfriend, better known as "Big Daddy." Ottis and I enjoy traveling, especially to beach destinations. I guess that would explain why my all time favorite layover would have to be The Sherry Frontenac, in Miami. It is like my home away from home, and you won't find me lounging poolside, but, yep, you guessed it, I will be on the beach with my toes in the sand!

I generally fly about 80-85 hours a month and like to be in a nice hotel on my layovers. That is "our" time to get away from it all and relax.

I enjoy doing hotel work, although it has gotten more challenging lately. I still believe that our Flight Attendants deserve a nice, clean, quiet hotel with plenty to do in a safe area,

and I am honored and proud to represent the APFA Flight Attendants on hotel reviews. If you have any comments or suggestions, please let the APFA Hotel Department know.

### Flight Attendant Suggestion:

Steve from IMA says we all must pull and carry with us a copy of the "Flight Leg Notes" found on HIHTL – very interesting and useful info.



Update from Capitol Hill

# Fatigue ... We Hear You!

By Joan Wages, APFA Washington Representative

The APFA's Contract, Safety, and Health Departments have been bombarded with complaints about minimum eight-hour rest layovers, long duty days, and no food available. The airlines are headed towards becoming 21st century sweatshops. We are reaching out to the FAA and Congress to review these practices. In the meantime, we need your feedback. Please continue to let the Safety Department know of situations where, due to little rest and long duty days, you feel that safety is jeopardized. Please forward a copy of your H13 and any other pertinent documentation to the APFA Safety Department at APFA Headquarters.

### Flight Attendant Certification

Flight Attendant certification moves ahead as the FAA Reauthorization bill goes to conference. The FAA bill easily passed the House and Senate - both bills contain certification language. In conference, discrepancies between the House and Senate bills will be ironed out. Conference is expected to meet in July with the transportation committees targeting it to be completed by early August when Congress leaves for a month-long recess. APFA President John Ward wrote congressional members who will be at the conference table urging them to include Flight Attendant certification in the final bill.

### Security Issues

FAA Reauthorization contains several security-related provisions. The House bill contains changes to the crewmember security training, but none exists in the Senate version.

The House bill also has language to

"close the back door" at airports. This provision addresses employees who access the secure airport areas through employee parking lots or other means and never go through security checkpoints. Some members of Congress are demanding that this gap be closed, but TSA and the carriers are opposed to making all employees go through screening. TSA opposes this because its budget has been tightened, and it has fewer screeners. With fewer employees, they do not want to increase the numbers coming through the checkpoints. Carriers don't want longer security lines frustrating passengers.

Various compromise proposals are being floated. The remedy seems to be biometric IDs containing an iris or finger print, which would provide reasonable assurance that the employee is who she/he says. The technology is available, but we are a long way from having biometric identification - primarily for cost reasons. The many factors that contribute to making up the political animal are at work on this issue. It remains to be seen where it will end up.

### Pension Funding

Congress has discussed changes in pension funding as a way of ensuring that company pension funds remain viable and limiting the liability of the Pension Benefits Guarantee Corporation (PBGC). Legislation under consideration would spread out a company's ability to fund a pension from 20 to 30 years, thereby decreasing the company's yearly liability. Air carriers and unions support this change. There has been no effort to change PBGC's guaranteed pension payout.

## Underfly Balloting

July 11, 2003

BASE	OPTION #1	OPTION #2	OPTION #3	VOID	BLANK	TOTAL VOTES COUNTED	VOID DUPLICATE	VOID DUES ARREARS	VOID NOT IN SECRET ENVELOPE	TOTAL BALLOTS RECEIVED
BOS	55	223	94	3	0	375	0	3	6	384
BOSI	16	179	16	0	0	211	1	0	0	212
DCA	105	116	57	0	0	278	0	0	1	279
DCAI	15	59	1	0	0	75	0	0	0	75
DFW	265	965	549	3	6	1788	0	12	20	1820
IDF	116	843	41	1	1	1002	0	3	6	1011
LAX	158	490	212	1	1	862	1	5	9	877
LAXI	20	246	7	1	1	275	0	2	1	278
LGA	115	365	182	1	0	663	0	9	14	686
JFK	117	1022	67	0	3	1209	0	2	15	1226
MIA	139	488	203	1	3	834	1	4	11	850
IMA	55	658	31	1	0	745	0	2	9	756
ORD	154	565	375	0	2	1096	0	9	17	1122
IOR	65	723	40	0	0	828	3	4	4	839
RDUI	6	67	6	1	0	80	0	1	1	82
SFO	93	308	120	1	0	522	0	3	5	530
SFOI	8	110	5	1	0	124	0	1	9	134
STL	914	108	88	10	11	1131	0	63	10	1204
<b>TOTAL</b>	<b>2,416</b>	<b>7,535</b>	<b>2,094</b>	<b>25</b>	<b>28</b>	<b>12,098</b>	<b>6</b>	<b>123</b>	<b>138</b>	<b>12,365</b>



# Furlough Update

By George Price

American Airlines currently has 6,150 Flight Attendants on furlough. This number may vary a bit in that some of those originally furloughed have resigned their recall rights or retired. However, the fact is, this is the number of Flight Attendants who were furloughed by the Company, and it serves as a reminder that they are out there. Many of them are anxiously awaiting the time they will receive a recall notice from American.

Since the official notice of furlough in May of this year, the APEA has worked with the American Airlines Outplacement Development Office and the various state Work Force Development Offices to coordinate rapid response meetings at each base in the system for employees who were scheduled for furlough. Unlike previous furloughs, the Company took a very proactive position in getting such meetings planned in advance of the date of furlough in order to get employees the information they needed to get started in the transition process much earlier. In addition to the rapid response meetings, job fairs were held in New York, St. Louis, and DFW. Dozens of employers were in attendance, and many employees were hired on the spot.

The APEA has heard from some potential employers who have told us they wanted to hire furloughed American Flight Attendants, but

those they were considering told them they were expecting to be recalled in a short period of time. The APEA has received no information from American that would confirm this claim. As a reminder, the order of recall is the termination of Partnership Flying, then recall of all Flight Attendants on Overage Leaves. This encompasses approximately 1,500 Flight Attendants. Only after this does recall of furloughed Flight Attendants begin. Despite recall of some IDE, JFK, and IMA Flight Attendants dropped back to domestic from international as part of the international long-term reduction in force and the staffing difficulties that resulted in July, due primarily to sick calls, the Company has given the APEA no indication it plans the recall process to begin anytime in the near future.

Furloughed Flight Attendants have also contacted various APEA Representatives regarding unemployment claims. The APEA has been told that Flight Attendants are to file in the state of their base. There are "interstate claims," but the individual would have to contact state unemployment offices to inquire about such claims and how they are filed. Also, the issue of the total amount of weekly compensation and how much income American reported to the states has been raised. The APEA has been told that most states base compensation on a "base period." In Texas, for instance, this is total wages in four of the past five

complete quarters. If someone was working for American and had a second job, for example, the combined income would be considered. A furloughed Flight Attendant can request a report of the reported wages. If the Flight Attendant disputes the amount, she/he will have to contact the unemployment office she/he originally filed with to file an individual complaint. The APEA is not permitted to do this for the Flight Attendant.

As furloughed APEA members, Flight Attendants will continue to receive **Skyword** and have access to the APEA Hotline, the InfoRep Hotline (if they are an InfoRep), and the members' only section of the web site. Even if someone is on furlough status, it is vitally important that they stay informed as to what is going on at the APEA and at American. Because furloughed employees will have their access to most Company communications restricted during furlough, the APEA will serve as their primary source of information during this difficult period. Furloughed Flight Attendants are encouraged to continue to call the APEA Hotline weekly and visit the web site for updates.

The APEA continues to receive job offers from around the country from good employers. When they have been checked out, the offers are posted on the Furlough Page of

the web site. Some are time sensitive and area specific. They are the ones that do not stay posted very long. We are now working cooperatively with the Outplacement Development Office to share job offers in order to ensure they are accessible to all furloughed Flight Attendants through the APEA Web site and **www.aacareers.com**. The APEA also provides links to other airlines. It is up to the Flight Attendant as to whether she/he would like to pursue a career with other carriers. It is important to remember that other airlines (other than AMR Eagle) may require resignation of recall rights as a condition of employment. The APEA has no control over such a requirement.

This has been a very tumultuous time for all employees at American. As I have said to various reporters in interviews, we all have given so much to help stabilize American. There are 6,150 people who were forced by the Company to give the ultimate — their jobs. The APEA is dedicated to continuously identifying resources and job opportunities to assist our furloughed members until they return to active status at American. If you are one of those who has been furloughed, please continue to visit the web site and call the hotline in order to stay informed.



# Base Field Reports

## MIA

Seems like there are a lot of reassignments lately. Please leave your HI3s in our lockbox if you are being reassigned. We would like to start a file on the number of times Flight Attendants are being reassigned. This will help us to evaluate the validity of the reassignments. Remember, reassignment is a sequence change when a Flight Attendant is legal and available for her/his original trip. You are entitled to be paid the greater of the two trips.

Please refer to the APFA bulletin board for up-to-date information. We strive to obtain all the information pertinent to ongoing issues. There are also Change of Address cards available. Fill in your current information and place the card in the lockbox, and we will make sure it gets to APFA headquarters. If you have hotel issues, there are also hotel forms that you can fill out and drop in the lockbox.

After the recent seniority shuffle, we have received calls regarding changes in your occupational seniority. If you have taken a personal leave, which includes

proffered and leaves following Maternity-M-4, educational, and extended family leaves over 180 days, your occupational seniority will be adjusted. Please check your HI8 to make sure the dates of your leaves and subsequent loss of seniority are correct. If you have any questions, call us with your concerns.

Once again, we find it necessary to remind everyone that Professional Standards is still alive and well. PLEASE, take advantage of this internal method of resolving conflicts with coworkers. We are seeing a rise in the number of people taking their issues to the Company. We know stresses are high these days; we just ask you to think carefully before taking the serious step of going to the Company. Please feel free to contact either one of us if you would like to discuss a situation.

If you are detained by corporate security personnel, you have the right to have a Union Rep as a SILENT witness. You contractually have the right to wait up to

ONE hour for the Rep to make it to the airport. If a Rep is not available, you can ask ANY Flight Attendant to be with you as a SILENT witness. If this is not possible, you may call a union rep. If you are ever asked to witness a search for a coworker, please take notes to give to the Union Rep later.

In Unity,

**Cheri Washbish**  
*Chairperson*  
**Barbara Rives**  
*Vice Chairperson*



## IOR

This month, we would like to highlight the correct procedures for you to use in protecting your pay should you encounter an illegality or cancellation for your last trip during the last five (previously seven) days of the month. The Flight Attendant must attempt to recover the flying through the procedures used in make-up flying. The Flight Attendant must place her/his name on the make-up list for each of the days encom-

passed by the time period of the obligation, which can be found on the header of your HI1. If you are needed, crew schedule will contact you during the run of make-up assignments. If you decline a trip, you will forfeit the pay protection for your last trip for the hours beyond your guarantee. If crew schedule contacts you and leaves a message, you then must return the call. If you wait to call back and the trip has been given to the next Flight Attendant on make-up, you risk losing your pay protection. Since this trip protection beyond guarantee is deemed voluntary and follows the procedures governing make-up flying, the assignments could be made during the time period of your legal rest. Should this be the case, you should make prior arrangements with crew schedule, because unlike reserves, you do not have the luxury of waiting until the end of your legal rest to return a call to crew schedule. Therefore, if you are trying to protect the hours of your last trip of the month, don't literally make this a case of "You snooze, you lose!"

We would also like to remind you that the FAA is out in

force and several Flight Attendants have been given personal fines. Although manual revisions /bulletins become effective on the first day of the month and must be inserted and logged in the manual by their effective date, they may be inserted as soon as they become available. If they are not available, notify the MOD office immediately.

**Nancy Moehring**  
*Chairperson*  
**Michael Meyer**  
*Vice Chairperson*



## DCA

As most of you have probably already heard, local management is undergoing its own "restructuring"; and we're happy to report that as of July 2nd, three flight service manager positions have been eliminated at DCA. We wanted to thank all of you, both in DCA and systemwide, who provided our regional manager, Sherry Poetsche, with your input regarding the over-bloated flight service staff. Both Sherry and our base manager were inundated



with your e-mails, which were vital in effecting these management cutbacks.

In a further effort by those remaining to justify their jobs, beginning in July, flight service managers will be conducting ghost rides on any market that fits their agenda. The Company has taken the mantra that these rides are necessary to report safety compliance. Nothing could be further from the truth. The FAA does not require the Company to do a ghost ride. Furthermore, some of the most frequent critiques that we've seen on these rides are that we did not market the meal properly in first class or that we did not spend the entire flight wandering up and down the

aisle. Should you receive a ghost ride and your FSM calls you in to discuss it, you are entitled to union representation. They frequently try to catch you before or after a trip for an "informal" discussion, and by the end of the conversation, you're left with the ride in your file and on the ghost ride list for six months. Our goal by being there with you is to prevent that from happening.

Unfortunately, rather than foster a positive work environment, the Company is continuing with the same old routine. While we are unable to force the Company to discontinue its ghost rides, we all can express our disgust to the Company at this waste of time and money each time

we're called into Flight Service to "discuss" one of these rides.

In Unity,

**Tim and Heidi**



## BOS

We'd like to let you know that effective August 1, 2003, Michelle will be taking a Maternity LOA through at least the end of March. During this time, she will not be doing union work. Julia will be handling all base work, with the assistance of several base council reps who have generously offered their assistance. An updated base council roster will be posted on the APFA bulletin board and web site prior to August 1st, and we encourage you to utilize the knowledge of these reps for questions regarding scheduling, maternity, professional standards, furlough, etc.

No base escaped the drastically reduced layovers of the July bidsheet. We remind you that although the "eight hours behind the door" provision is no longer in effect, the FAA minimum of eight hours still applies. On a layover, this period is measured from end of debrief to your sign-in. The downside to this (aside from the obvious) is the impact that late van transportation can have on your already dwindling layover time. Please remember that 30 minutes after scheduled or actual arrival (whichever is later), you are entitled to jump in a cab. DO IT. And keep the receipt,

along with your HI3 and NS, to submit to your FSM upon your return to base. You should also keep a copy of this documentation for your own records (and possibly for ours, if problems arise). Please let us know if you have any problems being reimbursed in a timely manner.

We hope you are able to enjoy the rest of your summer.

**Julia Carrigan**

*Chairperson*

**Michelle Brawley**

*Vice Chairperson*



DCA Flight Attendants Cindy DiBona and Emily McQuade on their last layover with DCA Flight Attendant Michelle Staley and DCA APFA Chairperson Tim Weston

.In Memoriam.

.july 17, 1996.

.the crew and passengers of TWA flight 800.

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