

Making your choice

Read through all the plan resources available before making your retiree medical plan decision. There are pros and cons to electing either plan, which will vary based on your plan design preferences and your personal healthcare and financial situation. Make sure you understand how your healthcare needs are covered under each plan, as well as the impact your plan choice may have on your wallet—what you'll pay out-of-pocket for healthcare services and the contributions you will need to make before and after you reach age 65.

Important information regarding your benefits

American Airlines has the right to modify, amend and/or terminate any or all of the benefits offered under the Retiree Point of Service Medical Plan, at any time. However, the Retiree Standard Medical Plan is subject to the collective bargaining agreement and therefore cannot be changed without bargaining with APEA.

Questions?

This benefits material is provided to you as a summary of plan information only. It is neither as comprehensive nor as detailed as the plan documents on Jetnet. In the event of any particular welfare, benefit plan or policy, such plan or policy will govern. At a later date you will receive an updated and restated summary plan description for retiree benefits, which will include the terms and provisions of the Retiree Standard Medical Plan and the Retiree Point of Service Plan.



THE UNITY PIN

In April of 1978, the APEA newsletter announced the "Design the Unity Pin" contest. All members were encouraged to send in designs for what would become the first official union pin for APEA. The September 1978 newsletter announced that the APEA Board of Directors had chosen the pin designed by LAX Flight Attendants Jean Judy and that the pin was to be worn by all APEA members to symbolize unity. Twenty-seven years later, the "Unity Pin" is still the official union pin for APEA and since 1991, it has been recognized as the official insignia of APEA.



SKYWORD LOGO

The name *Skyword* was first used as the name of the official APEA newsletter in February 1984. Twenty-one years later it is copyrighted and owned solely by APEA. There have been eight *Skyword* Editors; Alan Fahringer who is credited with the name, Tamara Utens, George Price, Randy Edwards, Cliff O'Neal, Frank Buddes, Leslie Mayo and Liz Geiss.

Contract



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Bidding For Relief

The On-Duty Contract Guide included in the last *Skyword* is intended to be a resource to help you understand the work rules that affect you on a daily basis. The booklet is the first step toward this Administration's commitment to provide you with an up-to-date copy of your work rules. While efforts are still in progress on the printing of the entire Collective Bargaining Agreement, this small guide will be a convenient way for members to carry the contractual information most often needed while flying a trip. You should

think of it as a "no-go item." Former APEA Scheduling Coordinators Jena Hopkins and Becky Kroll headed up this project for the Union. We thank them again for this wonderful new resource.

In this article I'm going to review the procedures for vacation relief bidding. This topic generates frequent questions to our Department. I hope this article helps to eliminate some of the confusion surrounding this process.

The vacation relief bidding procedure implemented in 2002 as a result of the 2001 Collective Bargaining Agreement (Art.9. Letter III), eliminated our previous blind bidding system for vacation relief. The procedure allows us to tie a relief line bid to specific selections. The use of the "Selected Relief" option on the bid ballot and relief codes can eliminate most of the guesswork when bidding a vacation relief.

Selected Reliefs - A relief selection number will be assigned to each Flight Attendant who is scheduled for ten or more days of vacation and who is not on reserve. Relief selection numbers can be entered in the "Selected Reliefs" - Option 12 of the main menu of the bid ballot. It is only necessary to enter these selected reliefs if you are planning to use the R2 relief code. While these selected relief numbers refer to particular Flight Attendants, what you really should be looking at is not the name but the length or specific days of the particular vacation for anyone who

Chart A

Rlf	Sen	Emp	Name	Start	End
3300	1234	56789	JONES	03/02/05	03/22/05
3301	2345	67890	SMITH	03/16/05	03/30/05
3302	3456	78901	JOHNSON	03/02/05	03/12/05

is senior to you. If you are willing to be awarded only ten days of a bid line you want, then you should enter numbers for all Flight Attendants senior to you whose names are posted. If you want as much as possible of a line you bid, enter only those who have the highest number of vacation days indicated. More on this later.

Relief Codes – R1, R2 and R3 are relief codes. They are entered on the bid ballot after a selection or series of selections. Specifically, a relief code is entered after you enter the position, e.g., 5100 P124 R1. If you have not held a selection on your own seniority in the bid award process, the R1 and R2 relief codes direct the computer to recheck your ballot to see if you can hold a portion of a selection

you bid as relief. The relief codes allow you to determine how restrictive you wish your bid to be. Where and how often you place the relief code(s) in your ballot determine how your ballot is read in the bid award process.

-R1 will award any length relief for the selection(s) bid. If you have not been awarded a bid on your own seniority when an R1 is encountered, the computer will go back to the beginning of your ballot or the previous R1. The bid ballot will then be checked, in preference order, to determine if you can hold one of the selections as a relief. R1 is the least restrictive code as it is not tied to a particular selected relief. If the selection were bid by someone with only ten days of vacation, your relief could contain very little flying from the original selec-

tion. Basically, what you're telling the system with an R1 designator is that you really want to fly the selections you've bid to that point and are willing to fly any portion of those lines that are to be covered by a relief line.

-R2 will award a relief for a selection you bid only if that selection is held by someone you indicated in the Selected Reliefs (Option 12) portion of your bid ballot. If you have not held a selection on your own seniority, when an R2 is encountered, the computer will go back to the beginning of the ballot or to a previous R1 or R2. The bid ballot will then be checked, in order, to determine whether one of the selections you bid was held by someone in your Selected Reliefs. If so, you will be awarded that line, for the period indicated as that person's vacation, as a relief line. R2 is the more restrictive code, as it is tied to specific relief selection numbers. This allows you to select only those relief selections that are of longer duration or for specific days.

-R3 indicates you do not wish an individual selection to be awarded as a relief. It does not prevent the actual line from being awarded

based on your own seniority. Remember the codes are read only if you have not held the selection on your own seniority first.

Now let's look at an example that incorporates all of the vacation relief bidding options.

The bidsheet for this particular month shows the Vacation Reliefs referenced in Chart A on this page. You begin your bidding by entering Option 12 on the bid ballot. Once there, you enter the relief selections you want. Since 3300 and 3301 encompass 20 and 19 vacation days respectively, you know that if you hold one of those reliefs, you will have almost a full month of a trip you bid. You also know that if you bid relief line 3302, you will get only ten days of a line you would like to have. That may translate to only one or two trips and you decide you would rather go on to your next bid than to hold only half of a schedule you bid higher. Therefore, you enter only 3300 and 3301 under Option 12:

RELIEF SELECTIONS 3300 3301

Then you enter your selections, putting the proper R designator after the selections on which you

wish to hold a relief (Chart B). This ballot will be read as follows:

1. Selection 100 position 4.
2. Selection 101 position 4.
3. Selection 100 position 4 only if a part of relief 3300 or 3301.
4. Selection 101 position 4 only if a part of relief 3300 or 3301.
5. Selection 102 position 4.
6. Selection 103 position 4.
7. Selection 100 position 4 if in any relief.
8. Selection 101 position 4 if in any relief.
9. Selection 103 position 4 if in any relief.
10. Selection 105 position 4.
11. Selection 105 position only if part of relief 3300 or 3301.

Notice that although the R2 was entered after selection 101, the R2 checked the relief of selection 100 first. This is because R2's cause the computer to go back to the beginning of the ballot (or the previous R1 or R2) when it begins checking for vacation relief. If you had preferred the relief of selection 100 be awarded prior to being awarded selection 101, you would have simply entered the R2 code immediately after selection 100. Similarly, notice that although the R1 was entered after selection 103, the computer began checking the bal-

Chart B

SELECTIONS			SELECTIONS		
SEL	POSITION	R	SEL	POSITION	R
100	4		101	4	2
102	4	3	103	4	1
105	4	2			

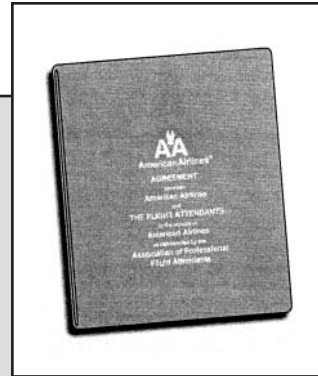
lot for any relief at selection 100. Again, this is because the R1 tells the computer to go back to the beginning of the ballot (or to the previous R1) before beginning to check for any relief on any earlier selection. Also note that selection 102 was checked to see if it could be held on your own seniority. The R3 only caused it to be excluded when checking for relief.

Let's say that there were no relief lines in any of the selections you bid until selection 105. You couldn't hold 105 on your own seniority but the R2 indication caused the computer to go back to the selection when you didn't hold it and check to see if the Flight Attendant on relief 3300 or 3301 (which you entered in your Selected Reliefs) held that line. Fortunately, Flight Attendant Jones (3300) held the trip you wanted. At this point, your seniority buys you her relief line. Your award now consists of the trips and duty free periods contained during her vacation – from 03/02 through 03/22. You are fortunate that you are now going to fly all of selection 105, a line you bid near the top, since the last trip of that selection goes out on the 22nd and is encompassed in Flight Attendant Jones' vacation.

If you are awarded a relief that is not a complete month, the Company will fill-in other trips and/or AVBL days. Planning may use the DO's during the vacation period to plot trips or AVBL days. You may enter codes in the Remarks section of your bid ballot to indicate your preferences for these trips. The specific codes may be found in HIDIIR. Requests for "no pre-plot" or specific duty free periods will not be honored if you are awarded a vacation relief. The bid award process tries to complete the relief lines with trips. If there aren't any available then AVBL days will be plotted. Vacation relief selections are considered Regular Replacement and, as such, are not subject to Open Replacement requirements for release or pre-plotting if they contain available days.

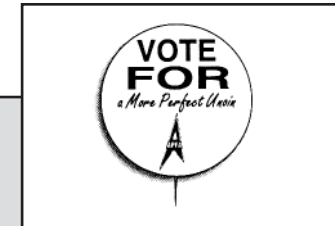
I hope this article takes some of the mystery out of vacation relief bidding. Once you get the hang of it, it's an excellent way to hold some, if not all, of a trip your seniority alone won't buy you!

Until next time, stay safe and be sure to pack your On-Duty Contract Guide before flying your next trip. ▲



APFA'S FIRST CONTRACT

In 1978, APFA began its first contract negotiations. Then-President Kathy Knoop chaired a diverse team. Permanent members were: Rebecca Beam BOS-I, Joann Donovan BUF, Frankie Garraton SJN, Becky Kroll DFW, Betty Metrick JFK, Ross Montgomery SAN, Pete Rivera SJU, Tamara Utens LGA and Brooke Biedermann JFK. Vice President Tommie Hutto-Blake served as the chairperson for the alternative team members that included Joetta Cunningham ORD, Leslie Egan Hoskins SFO, Joanie Derig McShane SFO, Bunny Young BOS, Meg Powers BOS, Michelle Chaisson BOS-I, Denise Hedges JFK and Carol Bunderla JFK. The APFA's Negotiations Counsel was Abe Levy. While the first attempt to ratify failed, ultimately the continued efforts of the Negotiating Team resulted in a history-changing agreement with the 1979 Contract.



THE NEW CONSTITUTION

On September 11, 1991, the members of the APFA ratified a new constitution – the first comprehensive change since APFA's certification. The APFA Board of Directors appointed a diverse group of union representatives to serve as the Constitution Committee. The members of that committee were jokingly referred to as the "Committee From Hell" because of their storied and often combative political differences. The committee members were Tim Burns, Patt Gibbs, Randy Edwards, Kip Fry, Michael Kelliher, Becky Kroll and Deborah Murphy. The passage of the 1992 Constitution played a major role in setting the stage for APFA's success during the 1992-95 negotiations.