

SECTION 34 - SAFETY AND SECURITY DEPARTMENT (SSD)

- A. The APFA will be advised of all areas relating to safety. As changes to the environment affecting the Flight Attendants are known, the APFA will be advised. The Company and Union will continue to work together in a cooperative manner regarding safety issues.
- B. The Company shall consider the recommendations of the SSD in all matters affecting the safety of Flight Attendants. The Company and the SSD shall meet quarterly at mutually agreeable times, dates and locations to study and evaluate matters relating to the safety, health and security of Flight Attendants.
- C. The APFA National President or a designee shall be invited to attend the annual mock Recurrent training session and offer suggestions for changes or improvements. The SSD Coordinator shall be notified of any new or modified security or safety training for Flight Attendants and provided an opportunity to make recommendations.
- D. The APFA National President or a designee shall be permitted to attend AA/FAA full or partial aircraft certification demonstrations, including new emergency evacuation procedures, and shall be notified promptly upon the event being scheduled.
- E. The Company will consult with the APFA National President or her/his designee on the cabin configuration and interior design of galley/safety areas as they pertain to Flight Attendant responsibilities and duties for any new equipment it may consider putting into service, prior to a final resolution of the equipment specifications. The Company will consult with the APFA National President or her/his designee, prior to a final resolution of the equipment specifications, when considering major modifications of the interior design of existing equipment that will impact how Flight Attendants carry out duties and responsibilities, such as, but not limited to, galley configurations, cabin seating configuration, jumpseat and lavatory locations, and the location of emergency equipment. The Company shall give due consideration to the Union's recommendations.
- F. Reasonable efforts shall be made to standardize the configuration of safety/emergency equipment on each series within a type of aircraft.
- G. The SSD shall be allowed to inspect any aircraft on which the Company requires a Flight Attendant to work.
- H. **AIRCRAFT ACCIDENT, HIJACKING OR TERRORIST INCIDENT, OR SERIOUS INCIDENT**
 - 1. The Company, upon notification of any aircraft accident, serious incident, or hijacking or terrorist incident in which a Flight Attendant is involved shall notify the APFA National President, APFA SSD Coordinator, and APFA EAP Representative. The Manager of Flight Service or her/his designee shall contact the APFA Base President when Flight Attendant(s) assigned to her/his respective base or involved in such incidents, emergency evacuation, or when a Flight Attendant is injured. If the APFA Base President is unavailable, the Flight Service Base Manager or her/his designee shall contact APFA Headquarters. By mutual agreement, the Company and the Union, may agree upon an alternate notification process. Names and employee numbers of the Flight Attendants will be provided to the Union. These incidents are defined below:
 - a. Aircraft Accident: Any and all occurrences associated with the Company's operation of an aircraft in which any person suffers death or serious injury, or in which the aircraft receives substantial damage.

- b. Hijacking or Terrorist Incident: Seizure or attempted seizure of a Company aircraft with Flight Attendants on board by actual or threatened force of violence.
 - c. Serious Incident: An incident with Flight Attendants on board a Company aircraft involving any of the following:
 - i. Serious injury to a Flight Attendant or any incident where medical personnel are called to an aircraft to assess a Flight Attendant;
 - ii. Actual evacuation or cabin preparation for evacuation;
 - iii. Fire and smoke on board resulting in injuries;
 - iv. Physical assault of a Flight Attendant by a passenger(s);
 - v. Aircraft decompression;
 - vi. Turbulence resulting in injuries to crew members or passengers;
 - vii. Bomb threats;
 - viii. Death on board; or
 - ix. Any specific terrorist threat assessment issued and permitted to be released by any government agency.
2. In the event of an aircraft accident, serious incident, or hijacking involving Flight Attendants, the Company shall release from duty at least two (2) SSD members or designees for purposes of accident investigation and at least two (2) EAP representatives, as designated by the APFA National President. Such Flight Attendants currently operating a sequence shall be released from duty as soon as possible, but no later than the last leg of the duty period on the same day that the Company contacted the Union about the aircraft accident. The Company shall provide those Flight Attendants with round trip positive space on-line transportation to and from the airport nearest the aircraft accident or other travel arrangements made by the Company to expedite arrival at the site for other Company personnel. The Company shall assume responsibility for lodging, meal and other expenses incurred by Union accident investigators. Such reimbursement will be consistent with Company policy.
 3. Subject to NTSB limitations, the SSD shall be allowed to inspect any aircraft accident crash site. In the event of any accident, serious incident, or hijacking involving Flight Attendants in a foreign country, the Company will make the necessary requests to include the APFA SSD Coordinator or designee and the APFA EAP Coordinator or designee among those with access to the site.
 4. In the event of any accident or serious incident as defined in Paragraph H, the Company will allow immediate access to Flight Attendant(s) by APFA EAP, with the Flight Attendant's consent, either in person or by phone if no APFA EAP is on site.
 5. A Flight Attendant has the right to request Union representation when she/he has been involved in an aircraft accident, hijacking or terrorist incident, or serious incident.
 6. Subject to NTSB limitations, the Company shall provide the APFA National President with copies of all reports prepared by Flight Attendants regarding any aircraft accidents, hijacking or terrorist incidents, or serious incidents. These reports may not be distributed by the

APFA National President to anyone other than the SSD without the Company's prior approval.

7. Following any aircraft accident, hijacking or terrorist incident, or serious incident, Flight Attendants will be provided with immediate medical attention, if necessary. The Union will be advised of the location of the Flight Attendant(s). To the extent possible, the Flight Attendant(s) shall be isolated from passengers and the media. The Flight Attendant crew will not be separated prior to de-briefing unless required by medical personnel, for purposes of drug/alcohol testing, or at the request of an involved Flight Attendant.
8. The Company shall promptly notify the designated emergency contact of each Flight Attendant involved in an aircraft accident, hijacking or terrorist incident, or serious incident in which the Flight Attendant suffers injury, if the Flight Attendant is incapacitated or requests the Company to do so. Family members of such Flight Attendants will be covered by the Company's post-accident family assistance program.
9. If hotel rooms are necessary for Flight Attendants involved in an accident, hijacking or terrorist incident, or serious incident, the Company shall provide single rooms, adjacently located if possible.
10. Following any accident, hijacking or terrorist incident, or serious incident, when Flight Attendants involved are ready to return, the Company will provide the Flight Attendants with transportation from the point of the event of their place of residence.
11. Following any aircraft accident, hijacking or terrorist incident, or serious incident, the Company shall release the involved Flight Attendant(s) from further duty if the Flight Attendant informs the Company she/he is unable to continue to perform her/his duties for the remainder of her/his trip, or for two (2) duty periods, if trips are back to back, whichever is greater, with full pay and credit. The Company may extend the number of days off in catastrophic or extreme situations. If additional unpaid time off is granted, the Flight Attendant will not be responsible for making up any time lost pursuant to this Paragraph.

A Flight Attendant who is not able to return to the back to back trip(s) after the time period stated above may claim sick time for the balance of the trip(s). Subsequent sick leave usage will be pursuant to Sick Leave, Section 9. A Flight Attendant who elects to be relieved in accordance with the above will not have that sick call recorded in her/his sick time totals for disciplinary purposes.

- I. Subject to NTSB limitations if applicable, in the case of the death of a Flight Attendant while on sequence away from base, the Company shall arrange for the timely return, at no cost, of the remains to the location requested by the Flight Attendant's designated emergency contact.
- J. The Company shall provide the SSD with reports regarding Flight Attendant on-the-job injuries on a monthly basis. The reports shall include the name of the Flight Attendant, employee number, date, aircraft type, tail number and nature of the injury.
- K. The Company will provide relevant information to the SSD related to complaints filed by Flight Attendants on specific flights regarding air contamination and noise level information that occurs in the aircraft environment.
- L. Unless prohibited by a governmental agency, the Company shall promptly notify the APFA National President upon receipt of information regarding hostilities, terror threats, political disruptions, or natural disasters that may present a danger to the safety of Flight Attendants at stations into which they are required to fly. At the request of the APFA National President, the

Company shall meet and review the impact that such hostilities or disruptions may have on Flight Attendants.

- M. The Company shall notify a Flight Attendant and the APFA National President upon receipt of information of any potential environmental hazards to which the Flight Attendant may be or have been exposed to while on duty.
- N. No Flight Attendant shall be required to perform a bomb search on an aircraft or to remain on board during such a search, unless a search must be performed while the aircraft is in flight and the Flight Attendant has received FAA approved bomb search training.
- O. The Company shall make earplugs available at no cost to Flight Attendants, which are the same quality as provided for mechanics and fleet service. Flight Attendants shall not wear earplugs in the presence of passengers. The Company shall post information regarding hearing conservation.
- P. The Company will work with the SSD regarding concerns over aircraft cabin temperatures.
- Q. The Company shall provide the Union with flammability results for any new uniform items if available from the manufacturer. The Company shall meet with the Union Uniform Committee regarding uniform flammability concerns.
- R. A Flight Attendant will not be required to lift, or assist in the lifting of weight which, in the Flight Attendant's best judgment, could result in an injury on duty.
- S. Flight Attendants who reasonably believe they may have been exposed to hepatitis while in the service of the Company will receive reimbursement for the screening and vaccination. This shall be done immediately at the Company Clinic, if there is one in base. If the Company Clinic does not have the treatment available, or there is not a Company Clinic in base, the Flight Attendant will be sent to another treatment facility.

Inoculations, vaccinations and x-rays required by public law as a condition of employment or continued employment shall be paid for by the Company.

- T. The Company and the APFA EAP recognize the Critical Incident Stress De-Brief Program (CISD) is a collaborative policy which is jointly managed and monitored. The parties agree to meet upon either parties request for the purposes of determining policy updates and/or revisions as well as resolving any current concerns regarding the policy. Under no circumstances will the policy be changed without the mutual consent of both the APFA EAP and Flight Service.
- U. The Company will provide each Flight Attendant with an individual Personal Resuscitation Mask. It is agreed that this mask will become part of a Flight Attendant's required equipment. If a Flight Attendant uses the mask as part of an emergency while on duty, a replacement mask will be supplied to the Flight Attendant at no cost. If the mask is stolen or damaged, then a replacement mask will be supplied to the Flight Attendant in accordance with Uniforms, Section 7. If the mask is lost by the Flight Attendant, then the Flight Attendant will be responsible for the cost of replacing the mask. Personal Resuscitation Masks will continue to be provisioned on the aircraft as part of the emergency equipment.