



ASSOCIATION OF PROFESSIONAL
FLIGHT ATTENDANTS
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STL
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BASEbrief

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STL Flight Attendants,

Well it is an understatement to say that we have had a lot of changes since my last base brief. The question I get the most, "Is the base closing?" As of today, Flight Service still says that there are no plans to close our Flight Attendant base.

Benefits Enrollment for 2013 will begin November 1st and end November 16th, 2012. You will be automatically enrolled in the 401K Super Saver plan at a 3% contribution. If you have not done so already, increase your contribution in the 401K Super Saver plan (www.retireonline.com) up to at least 5.5% so you can get the company match, otherwise you will only be getting 3% from the company regardless, unless one chooses not to participate. I have included the new thresholds in this Base Brief that one has to maintain with the LBFO. You can find out your current and previous hours by going into your personal mode and looking under HISK and HISK/L.

I along with Monty and Nena are trying our best to keep you up to date. We have several ways of communicating by Facebook or email. If you are not getting this information or would like to know more, please email me or Monty.

I would like to Congratulate the STL Flight Attendants who took the VEOP. By now you know you know your exit dates and are getting your game plan ready. I have included the names of the FA's who are taking the early out.

I hope you take some time for yourselves during this hectic time of transition within our workplace and also with the upcoming Holidays and know that your STL APFA Base Representatives wish you all the very best.

In Unity,

Jay Fuller
STL Base Chair

Monty Purdom
STL Vice Chair

Nena Martin
Division Representative

Scheduling Items to be implemented on November 01, 2012:

New Domestic On-Duty Limits based on Local Base Time Diurnals:

Departure	Scheduled/Rescheduled On-Duty Max	Operational On-Duty Max
0600-2059	14 hours	16 hours
2100-0559	12 hours	14 hours

a) Elimination of Domestic Duty Aloft Limitation; b) New Monthly Limitation of 100 Hours SPROJ for both Domestic/International; c) New No-Option/Option

The implementation of the Monthly Limitation, of 100 Hours, created the need to address both Availability and Re-Assignments, so, the following will be implemented on November 01, 2012.

There will only be one (1) set of rules governing those Flight Attendants with AVBL days on their Schedules, and they Relief Rules (RL) will apply: a) No GTD Restriction; b) Ability to fly into/out of AVBL Days; c) No Pre-Plotting Restrictions; d) Crew Schedule/Crew Planning to Plot/Assign to 85 Hours [PROJ]; e) F/A may Plot to 100 Hours [SPROJ]; f) F/A may request to be RLSD from AVBL Day(s) when PROJ is at 80:01 or above; g) F/A may request to be RLSD from AVBL Day(s) when PROJ is at 82:01 or above, if F/A has an AVBL Day on the last day of a Contractual Month

The Following Re-Assignment (RA) Max will be implemented on November 01, 2012:

a) Re-Assignment Max of 85 Hours (SPROJ) for Regular Flight Attendants; b) F/A may be Re-Assigned over 85 Hours, so long as Crew Schedule can adjust your SPROJ back to 85 Hours (SPROJ) after the RA; c) The Re-Assignment Max will Increase to 90 Hours (SPROJ) on 01JAN13 until PBS is implemented; d) Current Contractual Language and Pay Provisions for RA still apply

NEW THRESHOLDS There are three with two different look-back dates and in all instances “paid hours” includes, but not limited to, paid sick, vacation and Optional Exchange:

- 1. Vacation and Sick Leave Accrual Threshold: 600 Paid Hours Annually (January 1 to December 31 Look-back).** The way we accrue vacation and sick time has not changed. The only change is that the new threshold is 600 paid hours in the previous year (January 1 to December 31) instead of 420 hours. Inactive months will not be eligible for accrual and your threshold will be reduced accordingly. In addition, paid hours in inactive months will not count toward your accrual. In January 2013, you must meet the current 420 threshold for 2012. In January 2014, you must meet the 600 hour threshold for 2013.
- 2. Employment Threshold: 420 Paid Hours Annually (January 1 to December 31 Look-back).** January 2014 will be the first time that the 420 hour minimum threshold to maintain employment will be calculated for 2013. That means every FA has the ability to meet the 35 hour average between January 1, 2013 and December 31, 2013. Mid January 2014, when our SK and VC accruals are posted, will be the first time that any FA can be terminated for failing to meet the 420 paid hours.
- 3. Health Insurance Benefit Threshold: 600 Paid Hours Annually (August 1 to July 31 Look-back)** As of August 1, 2013 every FA will have to have flown an average of 50 paid hours per active

month to qualify for subsidized benefits in 2014. On January 1, 2013 to July 31, 2013 we must fly an average of 50 paid hours per active month. On August 1, 2013, AA will look back and calculate if we meet the threshold. If we do, we will be eligible for subsidized coverage for the entire calendar/ benefit year of 2014. If we do not, we will have the option of purchasing the unsubsidized coverage for the entire year of 2014. Regardless of what we fly during the year of 2014, we will maintain the same subsidized or unsubsidized coverage. The remaining question is, how will the balance of time between today and January 2014 (when the new threshold for benefits applies) be treated? The answer is that it will remain as it is today. You must meet the rolling 12 month look back threshold of 420 paid hours until December 2013 to maintain subsidized coverage. The new thresholds do not begin until January 1, 2013; therefore these changes apply in the future. We all have a chance to maintain the accruals that matter to us.

MISCONNECTION, ILLEGALITY, CANCELLATION (MIC)

SEQUENCE ORIGINATION: Applies to every sequence at origination except schedule conflict and the last sequence during the last five days of the month.

A. Flight Attendant: 1) Must contact Crew Schedule as soon as possible and before leaving the airport for assignment or release; 2). May be entitled to call-out pay; 3) If PPROJ is above monthly maximum, HVBL days apply. See page 27.

B. Crew Schedule may do one of the following:

1. **Require Flight Attendant to deadhead to cover his/her return flight.** If this happens, Flight Attendant: **a)** Has no further obligation after return to base at termination of the sequence; **b)** Only guarantee is protected; **c)** No greater pay protection (not a reassignment); **d)** In addition to make-up, may pre-plot to recoup lost time.
2. **Assign Flight Attendant to airport availability duty.** If this happens, Flight Attendant: **a)** Cannot be held at airport for more than four (4) hours without being given another flight assignment that departs in the same duty period (does not have to depart within the four [4] hours). Four-hour period begins at original departure time or time of cancellation; whichever is later; **b)** Must be released at the end of four (4) hours if not assigned, will have no further obligation and is entitled to call-out pay; **c)** Only guarantee is protected; **d)** No greater pay protection (not a reassignment); **e)** In addition to make-up, may pre-plot to recoup lost time.
3. **Reschedule Flight Attendant to another trip or trip sequence.** If this happens, Flight Attendant: **a)** Has no further obligation after return to base at termination of sequence; **b)** Only guarantee is protected; **c)** No greater pay protection (not a reassignment); **d)** In addition to make-up, may pre-plot to recoup lost time.
4. **Hold Flight Attendant for duty on all days originally scheduled to fly.** If this happens, Flight Attendant: **a)** Must contact Crew Schedule for assignment on each day prior to a day s/he was originally scheduled to fly: 0800-1200 for Domestic/International; **b).** Is subject to multiple assignments that must: 1. Originate on days originally scheduled to fly (DOSTOF); 2. Not create a conflict with a duty-free period; 3. Not exceed monthly

maximum; **c)** May elect to have remaining days originally scheduled to fly converted to AVBL for self-plotting purposes; **d)** Has no further obligation once pay projection is at or above monthly guarantee; **e)** Only guarantee is protected; **f)** No greater pay protection (not a reassignment); **g)** In addition to make-up, may pre-plot to recoup lost time.

5. Release Flight Attendant from duty with no further obligation; guarantee not protected. Crew Schedule must ask Flight Attendant if s/he would like to protect guarantee. Flight Attendant may: **a)** Decide s/he does not want to protect guarantee and end further contact. 1) Flight Attendant is then eligible to pre-plot a trip(s) later in the month or use make-up to recover the lost time. 2) If using pre-plot, must not alter schedule until after pre-plotted trip(s) are obtained. (See Pre-Plot) 3) Time lost due to MIC will be treated as a trip trade down in time; **b).** Decide to protect guarantee by advising Crew Schedule at point of contact that s/he is going to use “comparable” days to protect guarantee.

1) Comparable days are unscheduled days off (DO's) later in the month on which s/he agrees to be AVBL for flying to recover time lost because of MIC.

2) Depending on number of DO's remaining in month, comparable days should be equal to number of days in original sequence.

3) If the MIC occurred after s/he had reported to the airport, the number of comparable days is one less than the number of days in original sequence. 4) To protect guarantee should contact Crew Schedule for assignment on each day prior to a comparable day: 0800-1200 for Domestic/International.

6.*If MIC occurs at the beginning of the Flight Attendant's on-duty period. If this happens, Flight Attendant: **a)** Cannot be held at airport for more than four (4) hours without being given another flight assignment that departs in the same duty period (does not have to depart within the four [4] hours). The four-hour period begins at original departure time or time of cancellation; whichever is later; **b).** Must be released to go to hotel to begin legal rest or field break at the end of four (4) hours if not assigned; **c)** May be entitled to call-out pay; **d)** Has no further obligation after return to base at the termination of the rescheduled sequence, may pre-plot to recoup lost time; **e)** Guarantee is protected (not considered a reassignment).

Congratulations to the Following Flight Attendants who took the early out. We will miss you!!

Sue Baumann, Allison Lemoine-Verde, Alison Shuler, Cindy Elliott, Meri Feist, Lois Phillips, Marjorie Jo Bender, Debbie Condon, Tammi Pearson, Robbin Pampinto, Joyce Kastner, Diana Cooper, Meg Mordecai, Noreen Robinson, Brooks May, Anne Morgan, Judy Adams, Nathalie Larner, Valerie Kinealy, Karen Kleinoeker, Barbara Bishop, Amy Ludwig, Donna Walker, Pat Church, and Sara Gillam.