



ASSOCIATION OF PROFESSIONAL  
FLIGHT ATTENDANTS  
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# BASEbrief

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APFA has begun printing a base brief for both Legacy American Airlines and Legacy US Airways. Some of the information contained in this base brief may be work group specific, but we urge you to take the time to read this valuable information and keep it in a safe place for future reference.

#### LAA / LUS

##### Salary Continuance for IOD

In addition to receiving Workers' Compensation benefits, Flight Attendants on IOD must select a physician from the Preferred Provider Network (PPN) from the state-specific network found in the IOD packet on the APFA Health Department IOD page and in the IOD packet from the company in order to be eligible for salary continuance, except in the following cases:

- Flight Attendant resides in a state where the Company chooses not to participate in a PPN;
- The state does not have a PPN;
- The Flight Attendant's primary residence is more than 45 miles from the nearest PPN provider.
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The amount of salary continuance will be equal to the six-month average of a Flight Attendant's salary, but in no case shall s/he receive an amount greater than one hundred and ten (110) hours per month. Salary continuance will be offset by the amount of Workers' Comp benefits. Flight Attendants are eligible to receive salary continuance for a minimum of six months, after which s/he has the option to apply for LTD (Section 27.D.1).

#### LAA / LUS

##### Location Delay Incentive

When a Flight Attendant is delayed departing from an International Premium Destination (IPD) station **for more than 10 hours from scheduled departure time, the Flight Attendant shall receive an additional 5 hours of pay and credit including all premiums in addition to the value of the sequence.** Once the delay is **longer than 24 hours from the scheduled departure time the Flight Attendant will receive an additional 5 hours as well.** In the event that any **further delays occur, the Flight Attendant will receive an additional 5 hours pay and credit for each 24 hour** (Section 14.M.7). Currently, LUS Flight Attendants receive the greater of location delay incentive or pay protection provided through: illegal through no-fault, last trip of the month, or crew substitution. This greater than principle will also apply to LAA Flight Attendants once the JCBA pay protections has been implemented.

#### LAA / LUS

##### Voluntary Duty Waiver

The Voluntary Duty Waiver option allows Flight Attendants to voluntarily waive their max duty day. Once the duty day max is waived, it cannot be rescinded. Additionally, once minimum crew agrees to extend their duty day, they will be paid the additional pay even if they don't exceed their duty day limitations. Section 11.O.1 (Domestic) and Section 14.D.1 (International)

##### Implementation:

LAA - Date of Signing

LUS - LUS Flight Attendants will be covered under the JCBA non-long-range duty day waiver provision no later than Flight Attendant Operational Integration (FOI)

**Domestic:** When a crew waives their operational duty day max, each crewmember who agrees to the waiver shall be paid (but not credited) an additional one (1) minute flight pay for every two (2) minutes on duty for the entire duty period. This additional pay is on top of any pay for the sequence.

For LAA, the max duty time limits are determined by the chart in the CLA On Duty Contract Guide (ODCG) page 9.

For LUS, the max duty time limits are determined by the LUS Red Book charts found in Section 11.E and Section 11.F.

**International:** The Voluntary Duty Waiver applies to all duty periods scheduled 12 hours or less flying time with a scheduled duty day max of 14 hours, i.e., Non Long Range Flying. If the flight in this duty period is delayed, projecting the crew to exceed their duty day of 16 hours, then Crew Schedule may offer the crew to exceed their max duty day of 16 hours. If the minimum crew agrees, they will receive pay for the duty period of 200%, including premiums, but the flight time will be credited at 100%.

## **LAA / LUS**

**CISM Program** As a part of our contractual language for the Critical Incident Stress Management Program, APFA's EAP Department understands that, whether it is a medical emergency, angry passenger or preparing for an emergency landing, being prepared for the unexpected can take its toll. Your APFA/LAA/LUS Critical Incident Response Team (CIRT) is available to you twenty-four hours a day seven days a week at 800.998.8194. The team consists of Flight Attendants who have been trained as APFA/LAA/LUS CIRT members and can assist you with your immediate needs in the hours and days following a traumatic event.

## **LAA / LUS**

### **Unscheduled delay greater than four hours**

If you have a scheduled or unscheduled ground delay that exceeds 4 hours you are entitled to a hotel room at your request. This provision is current contractual language for LUS Flight Attendants and new contractual language for LAA. (Section 6.B.1)

## **LAA / LUS**

### **Professional Standards:**

Remember that each base has representatives specifically designated and trained in professional standards. These reps are equipped to handle any problems you may have with other crewmembers while at work. Please take the time to call your representative prior to speaking to the company or HR. Chances are the problems can be solved internally.

## **LAA**

### **Thresholds**

There is no monthly/annual **threshold** to maintain company-subsidized health benefits. The employment threshold contained in the LBFO no longer exists. **The 420 hour threshold is still in place for vacation and sick accrual. You must be paid a minimum of 420 hours during the calendar year (or an average of 35 hours per active month), in order to accrue eligible vacation or sick for the year.**

## **LAA**

### **Makeup Procedures**

Each day at noon local time, the HISEND Make-Up round is processed. Flight Attendants who are on the Make-Up (MU) list and have submitted HISEND forms with either specific trip requests or generic specific trip parameters are awarded trips in seniority order. After 1330, MU is run again for trips that have opened after the MU HISEND round or that remain unassigned. HISEND requests submitted during the HISEND round continue to be valid and can be awarded prior to 1700 without first party contact if the Flight Attendant remains on the MU list.

Flight Attendants interested in being called for Make-Up (MU) after 1330 and who sent a HISEND for the HISEND MU round with specific sequences/requests also need to include "Call for other trips." If Flight Attendants do not include a request to be called on their HISEND, Crew Schedule will only award a sequence that matches the HISEND request up to 1700 in day before coverage and isn't obligated to call for other trips that become available during the day. At approximately 0600 the following morning, Crew Schedule will discard the HISEND and will call Flight Attendants on the MU list for same day make-up flying. At any time, if Crew Schedule calls and the Flight Attendant does not answer or return the call, Crew Schedule is not obligated to call again. Crew Schedule is only obligated to call the phone number under "H" for MU flying.

## **LAA**

### **Last Five Days Sequence Protection:**

If contacted prior to sign in, Flight Attendants are only required to be on the Make Up list and to participate in the HISEND MU Round for each Day Originally Scheduled To Fly (DOSTF).

Your Guarantee is NOT automatically protected. The Flight Attendant must participate in the applicable HISEND MU Rounds (and be on the MU list for all days originally scheduled to fly plus 8 hours which may require her/him to add their name to the MU list an additional day). The obligation window is indicated in the HI1 header after the cancellation. If s/he opts out of protecting the guarantee, the guarantee is incrementally reduced by the value of the sequence (if s/he is at or below guarantee in PPROJ).

Also, a Flight Attendant is only obligated to participate in the HISEND MU rounds on DOSTF and to accept a single trip of any length that signs in within the obligation window until midnight of the last day of the month (originally scheduled trip plus eight (8) hours after scheduled arrival time). If the Flight Attendant does not participate or does not bid enough (and doesn't state "plot to protect guarantee within obligation" on their HISEND message), the protection will be lost. If not plotted, s/he may choose to participate in subsequent MU/II/CC/AB proffer rounds and may decline proffered flying without losing protection.

For trips that do not meet the parameters of L5D, please follow the regular Misconnect, Illegality, and Cancellation (MIC) guidelines, which can be reviewed on the scheduling page of [APFA.org](http://APFA.org) or in the On Duty Contract Guide, page 17-19.

## **LAA**

### **Straight Reserve**

#### **Q: Will I be on straight Reserve if I was hired after date of signing (December 13, 2014)?**

A: The new JCBA Reserve rotation will not be implemented until PBS, which is expected to occur for LAA no sooner than January 2017. No Flight Attendant who is currently employed by American Airlines will serve straight Reserve once PBS is implemented, at this time of this Brief publication. When PBS begins for LAA, a Flight Attendant who has not completed 12 months with the company will finish out those 12 months on straight Reserve. ONLY new hire Flight Attendants hired in the same year of PBS Implementation will be subject to straight Reserve for the remainder of their first twelve months. JCBA SECTION - 12.A.3. Example: If a new hire Flight Attendant graduates from new hire training in February 2017, and PBS is implemented in May 2017, new hire Flight Attendants would be subject to straight Reserve from May 2017 until February 2018, which would be the completion of their 12 months after initial training. Example: If a new hire Flight Attendant is hired in June 2017 and PBS was implemented in May 2017, that new hire Flight Attendant will serve 12 months of straight Reserve.

## **LAA**

### **100% Sick Pay for ALL Sequences and 80/85-Hour Sick Cap Removed - Eff. May 2, 2015**

Beginning May 2, 2015, all trips, except Sick Make-Up (SM) for which a Flight Attendant calls in sick will now be paid, provided s/he has sick time available.

Also, effective May 2, 2015, the LAA Sick Cap of 80 hours max for Domestic Flight Attendants and 85 hours max for International and Reserve Flight Attendants will be eliminated. All sequences will be paid at 100% when calling

in sick, regardless of how many hours are on the Flight Attendant's schedule, provided s/he has sick time available. (Section 9.A)

## **LAA**

### **Training Pay**

(There are no changes for LUS Flight Attendants as these provisions are already in effect.)

JCBA - Section 29.E Training Pay - provides for the following:

- \$75 per day of classroom training
- \$75 for Recurrent Training online home study
- Distance/Online learning pay for non-Recurrent training:
  - \$25 for up to 2 hours
  - \$50 for 2:01 - 4:00 hours
  - \$75 for 4:01 - 8:00 hours

**Lineholders:** Sequence removal for training will be unpaid and your guarantee reduced, however, you will have access to open time to pre-plot a trip as if you lost time involuntarily. If a Flight Attendant has an illegality as a result of training, s/he can follow MIC procedures to protect Bid Line Guarantee or Adjusted Guarantee.

**Reserves/AVBL:** Applicable Reserve/Availability guarantee protected

**NOTE:** Current Training Pay language for LAA will remain in effect for the March and April contractual months, with the exception of CQ training which will be paid \$75 per day effective March 2, 2015. Changes to training pay as outlined above will not be implemented until May 2, 2015.

For example, with CQ training, Flight Attendants will now receive \$225 based on one day of online training and 2 days of classroom training.

## **LUS**

### **ATC Hold/Actual Out Time pay**

When the Captain elects to delay starting engines as a result of Air Traffic Control (ATC) delays, flight time pay and credit will be considered to have begun at the time the aircraft would have normally departed had there been no ATC delay. Also, if a flight's actual block-out time is delayed due to one of the below situations, Flight Attendants will receive the greater of the scheduled block-to-block time or the delay time PLUS the actual block-to-block time of the flight.

Actual "Out" Time (Code 59) situations include:

- Delay at the gate awaiting pushback, power back or taxi-out due to airport congestion or as a result of congestion on the ramp from deicing operations off the gate;
- Aircraft deicing; and
- Maintenance performed after departure from the gate but prior to takeoff.

In these situations, Flight Attendants:

- Should contact the Captain to confirm that Code 59 (the code used to identify an Actual "Out" Time event) is applicable and has been entered into Flight Deck computer; and
- Shall receive full flight time pay and credit.

## **LUS**

### **Diversion Pay:**

Such flight time is not included in block hour limitations, and does not run concurrently with holding time.

Diversion Pay went into effect for LUS Flight Attendants on February 1, 2015. If a flight is diverted and either the flight does not pull up to the gate or it does pull up to the gate but passengers are not allowed to leave the aircraft,

each Flight Attendant will receive full pay and credit for all time passengers are on board the aircraft. In essence the clock does not stop because of the diversion.

## **LUS**

### **Minimum number of hours per month in order to receive vacation accrual, sick time and medical benefits:**

There is no minimum annual or monthly threshold at LUS for vacation accrual, sick leave accrual or medical benefits' eligibility. However, Flight Attendants must be in an active status for at least fifteen (15) days in a given month in order to accrue vacation days and sick leave hours for that month. VLOAs are considered active status.

## **LAA / LUS**

### **From the Vice President:**

APFA and the Company have agreed to present the Presidential Grievance regarding Prefunding of Retiree Health Benefits on April 28-30, 2015. Arbitrator Richard Bloch will hear presentations from both sides during a three-day hearing to be held in Washington DC. We will update the timeline for a decision as it becomes available.