

**SKY**word *The Association of Professional Flight Attendants*  
**Express**

June 2007



**RECALL NOTICE**

To: *Federated Flight Attendants*



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**Tommie Hutto-Blake** President  
**Brett Durkin** Vice President  
**Greg Hildreth** Secretary  
**Cathy Lukensmeyer** Treasurer

**Leslie Mayo** Editor  
**Darren Glenn** Graphic Designer

## President's Note

**T**he details below may not mean much to you yet, but by the end of this issue of *Skyword Express*, you will see just how substantial they have become.

Your Base Chairs, along with the four National Officers, who makeup the Board of Directors, voted unanimously in favor of Resolution #8. This Resolution committed our Union to undertake a more forceful effort to meet with AA and finally impact another recall of our furloughed members as well as attempt to extend recall rights for all of our furloughed FAs.

I applaud the efforts of your Base Chairs in their support of what is now known as Resolution #8 - the Resolution that reaffirms APFA's commitment to compel the Company to recall our members (pg. 7). Because of this Resolution, I was able to approach senior management armed with the necessary tool to help secure the first recall of American Airlines FAs in three years. Despite continuous understaffing, reassignments, increased workload, the stagnation of transfers and the Reserve list at an all time high, a recall would not have taken place when it did without this invaluable tool.

Resolution #8 was brought forth by former STL Base Chair Greg Bertolini and seconded by LAX Base Chair John Nikides. I would like to thank these two Base Chairs for taking the lead on this very important issue as well as the following Base

Chairs for their support in ensuring Resolution #8 contained the substance necessary to sustain results.

<b>Jennifer McCauley</b>	<b>BOS</b>
<b>Patty Moore</b>	<b>BOS-I</b>
<b>Tim Weston</b>	<b>DCA</b>
<b>Vicki Leahy</b>	<b>DCA-I</b>
<b>Chris O'Kelley</b>	<b>DFW</b>
<b>Colleen Brenner</b>	<b>IDF</b>
<b>Eric Hodgson</b>	<b>LGA</b>
<b>Suzanne Edwards</b>	<b>JFK</b>
<b>John Nikides</b>	<b>LAX</b>
<b>Clinton Breen</b>	<b>LAX-I</b>
<b>Cheri Washbish</b>	<b>MIA</b>
<b>Randy Trautman</b>	<b>IMA</b>
<b>Liz Mallon</b>	<b>ORD</b>
<b>Nancy Moehring</b>	<b>IOR</b>
<b>Peggy Turley</b>	<b>RDU-I</b>
<b>Dana Davis</b>	<b>SFO</b>
<b>Arlene LeWinter</b>	<b>SFO-I</b>
<b>Greg Bertolini</b>	<b>STL</b>

APFA's goal, as clearly stated in Resolution #8, is to not only extend the recall rights of the AA FAs, but to continue to encourage management to recall more of our members in the near future.

In Strength and Solidarity,



## Furlough and Recall Dates Since 2001

Furlough 10/01/01 .....1,296 FAs	Furlough 11/01/02 .....424 FAs	Recall 12/02/03 .....330 FAs
Furlough 10/07/01 .....300 FAs	Furlough 1/31/03 .....343 FAs	Recall 7/01/04 .....173 FAs
Furlough 11/01/01 .....243 FAs	Furlough 4/01/03 .....330 FAs	Recall 11/17/04 .....610 FAs
Furlough 1/31/02 .....199 FAs	Furlough 5/01/03 .....259 FAs	Recall 7/24/07 .....200 FAs
Furlough 10/13/02 .....164 FAs	Furlough 7/02/03 .....3,068 FAs	

UPDATE MAY 7, 2007:

The article below was written and submitted to APFA prior to American Airlines' announcement on May 7, 2007, that they did indeed plan to offer reemployment to the 200 most senior APFA members on the recall list.

We are thrilled to be welcoming back these fine women and men who will provide American Airlines and APFA with relief in the form of additional staffing. Welcome back one and all!

This "small step in the right direction" by the Company should be applauded; however, if the Company is truly serious about addressing the many staffing-related and customer service issues we currently face, they will continue to recall FAs in an ongoing, thoughtful and measured way.

The recent announcement of this recall in no way diminishes the message or the context of this issue of *Skyword Express*. In fact, the recall actually substantiates and proves our claims that we are desperately short FAs and, apparently, the Company has finally begun to understand and address that reality.

Please join us in welcoming back these FAs and continue to insist that American Airlines develops a staffing plan to accompany the scheduled improvements in customer service levels that, obviously, requires the recall of more APFA members.

In Unity,

Gregory L Bertolini

# "A Small Step in the Right Direction"

by Greg Bertolini, Former STL Base Chair and Maker of Resolution 8

## RECALLING FURLOUGHED FAs

*Skyword Express* was designed to deliver to you - the member - important, topical information in an expedited format. The inaugural issue of *Express* focused on Crew Rest. The second issue framed the pension struggle and the challenges we face on that front.

This third edition picks up on that same theme of immediate and important issues that many of us feel very strongly about: the recall of our furloughed members.

As the author and maker of Resolution #8, I have been invited to provide you with some background information. My hope is that by the time you finish reading this third issue of *Skyword Express* you will have a better understanding of the topic and be in a position to discuss and support this very important Resolution with your friends and flying partners. In addition to my comments, other APFA leaders have provided their own unique perspective on this issue and why they voted unanimously to support its adoption at the 2007 Convention.

## "TO PROTECT AND SERVE"

Although the founding documents of APFA do not specifically use this phrase and admittedly it is more closely associated with law enforcement organizations, it sums up quite simply the obligation a union has to each one of its members. APFA is the "police force" against the Company with regard to contract violations. They police the industry for trends and contract improvements at other carriers, and finally they police our nation's lawmakers on your behalf. They exist to watch out for you, the APFA member.

**The U.S. Supreme Court mandates that all unions represent members fairly. This is called the "Duty of Fair Representation."**

This is the most important job a union is charged with. It is the very reason you have a union and why you know you can count on your union when you need help. The APFA Constitution defines these principles and protections in Article I and II. It is the foundation on which APFA stands and one that any card-carrying union member believes and upholds. I mention these basic tenets and principles here because they are central to this issue and they are principles I hope that each of you also believes in and holds dear.

The horrific events of September 11, 2001, have forever changed our lives, our industry and our world. The U.S. airline industry has been very slow to recover and because of that, APFA furloughed members have sustained enormous hardships while waiting to return to the jobs they deserve and the work they love. The price paid by some of them has been through the loss of relationships, the loss of homes, complete financial ruin, and for some, literally their lives. **I refuse to believe that this outcome was by anyone's design but the results are true, nonetheless.**

There is still time to *protect and serve* our membership and to foster a positive outcome. The way forward is for the Company to begin recalling furloughed APFA members and to extend the recall rights for those not yet needed on the line or those who may have already been dropped from the recall list. The timeline that follows is a brief outline of the massive effort that has been undertaken by APFA thus far in an attempt to protect and serve all of our members.

## 2004

An approach was developed and begun early in 2004 by APFA in meetings with American to value and potentially resolve former IAM grievances and their associated monetary value for improvements in the area of recall rights. We felt this would have been a win/win for the employees and the Company. In addition to enhancing the benefits of APFA members with extended recall rights (without touching or opening up the Contract), it would have relieved the Company of future financial obligation to these inherited costly grievances. Further, it was our position that all furloughed FAs would fall under and be afforded these "new terms;" not just the former TWA FAs to whom the grievances specifically pertained. Initially, the Company seemed interested and while it was slow going, there was progress and we were cautiously optimistic.

After more than a year of on-again off-again discussions, the Company informed us they were no longer interested. They also clarified their position that if a deal was reached, it would only apply to the former TWA furloughed FAs and not those originally hired by AA who were also on furlough. For the Company to adopt such a punitive (and up to that point secretive) position was offensive and unacceptable to us. To say that we were shocked at the Company's callous disregard toward its employees would be putting it mildly. It was outrageous that after more than a year of discussions we were apparently no closer than we were when we began. We did not anticipate what appeared to be bad-faith bargaining by senior management. If you will remember, we were knee deep in "*Pull Together - Win Together*;" however we now know how lucrative that was - at least for 874. You pulled, they won.

There were additional meetings with several inadequate proposals by the Company but nothing containing real substance that we felt we could live with or bring back to the membership.

## 2005

With no breakthrough on the horizon, we hoped to improve our position by allowing the continued accelerated attrition and the industry trends toward a higher level of service to further erode the Company's staffing levels in hopes of bringing them back to discussing recalls. Early 2005 appeared to hold some promise.

By this point there had been a small recall in December 2003 and also in July and November 2004 totaling about 1,100, so we were optimistic that as additional recalls developed, the Company would reconsider its position. It just seemed obvious to us that, not only were flights understaffed daily, but that the Company would want to avoid paying potential damages via multiple arbitrations over these grievances. We believed we could still draft some type of mutually acceptable solutions.

Unfortunately for our beleaguered membership (both active and furloughed), the weather in the summer and fall of 2005 was not in their favor. Hurricanes Katrina and Rita destroyed any chance of additional recalls that year, and what little financial momentum the airline industry and AA had regained was quickly handed over to the oil industry in the form of higher fuel costs. The need for additional staffing dried up - literally overnight - as the flood waters receded.

## 2006

The APFA leadership was focused on avoiding additional concessions and possibly even more furloughs due to the enormous financial pressure on the Company by the seemingly unending rise in the cost of fuel. The Company's position was that there was no need to discuss recall since they "pulled down" the schedule by parking planes in the desert and returning others to lessors, and were doing everything they could to ride out this unprecedented increase in fuel costs. Their position had merit. We were forced to wait for the situation to improve.

In September, the APFA leadership met with the Company in yet another attempt to resolve this issue. There were no agreements reached. The Company was fully prepared to allow staffing and customer service levels to continue on a downward spiral. They simply did not care and would wait as long as necessary to avoid recalling FAs.

## TRANSFER OF BURDEN

For the Company to adopt such an intransigent position on recalls and the relief they would bring ultimately means that the hardship is actually now

*continued*



**APFA  
BOARD OF DIRECTORS 14<sup>th</sup> ANNUAL CONVENTION  
FEBRUARY 8 – 13, 2007  
EMBASSY SUITES – CHICAGO DOWNTOWN**

Y = Yes  
N = No  
P = Pass  
A = Abstain  
N/A = Absent  
PXY = Proxy Vote

**Resolution Tally Sheet**

**Resolution: # 8**  
**Maker: Bertolini**  
**Second: Nikides**  
**Date: 2/12/2007**  
**Time: 1207**

		Y	N	P	A	N/A
BOS	McCauley	√				
BOSI	Moore	√				
DCA	Weston	√				
DCAI	Leahy	√				
DFW	O'Kelley	√				
IDF	Brenner	√				
LGA	Hodgson	√				
JFK	Edwards	√				
LAX	Nikides	√				
LAXI	Breen	√				
MIA	Washbish	√				
IMA	Trautman	√				
ORD	Mallon	√				
IOR	Moehring	√				
RDUI	Turley	√				
SFO	Davis	√				
SFOI	LeWinter					√
STL	Bertolini	√				
PRES	Hutto-Blake (Tie Breaker)					

**YES: 17    NO: 0    ABSTAIN: 0    ABSENT: 1**

**STATUS: PASSED (√)    FAILED ( )    TABLED ( )    WITHDRAWN ( )**

**WHEREAS**, the APFA recognizes the enormous hardship placed on its flight attendants by American Airline's refusal to increase flight attendant staffing levels; and

**WHEREAS**, the continuous understaffing, reassignments, increased onboard work load without additional compensation, stagnation of transfer activity, and perpetual reserve duty, continues to cause significant damage to flight attendants including their personal health, their financial stability, and family or child care issues; and

**WHEREAS**, the APFA believes that recalling furloughed flight attendants is in the best interest of its individual members and the APFA; and

**WHEREAS**, it is the stated purpose of the APFA to protect the individual seniority and collective rights of all of the members of the APFA as stated in the December 2001 Seniority Integration Agreement; and,

**WHEREAS**, it is the stated position of the APFA to remain steadfastly outside of section six discussions;

**BE IT THEREFORE RESOLVED** that the APFA undertake an effort to meet with American Airlines and seed an agreement with American Airlines to immediately begin recalls and to the extent possible attempt to extend the recall rights for all furloughed Flight Attendants.

**BE IT FURTHER RESOLVED**, that any agreement reached by the parties will be approved by the APFA Board of Directors.

borne by you - the working FA. In other words, the burden has been shifted to you. It's true that those members who remain furloughed still suffer without a salary or benefits. But how do you suffer? How does this affect you? The language of the Resolution itself outlines the myriad of ways in which you have been subjugated, but here is a recap:

**You are the ones who suffer the reassignments on an increasing basis. It is you who suffer base transfer stagnation and perpetual Reserve despite having 20+ years of seniority at some locations. It is your family and loved ones who suffer when you are not at home when you should be or when you leave days in advance to commute to base or can't hold a holiday off. What good are unlimited PVDs when you can't use them?**

**You are the ones who have to apologize to your customers day in and day out when you are unable to provide the levels of service they expect or do your best to perform that service in the manner you know in your heart of hearts that they deserve.**

Why? How much must we all suffer? Just exactly when will it end?

**THE SOLUTION**

The time has come for APFA members to stand shoulder to shoulder and demand that the Company fix this and many other problems. We are asking for your assistance.

Contact your APFA Base Reps or email [lauri.curtis@aa.com](mailto:lauri.curtis@aa.com) or [gerard.arpey@aa.com](mailto:gerard.arpey@aa.com) and share your outrage with them. They should be reminded how their inaction affects the front-line employees; the very employees who spend the most amount of time with and have the ability to influence AA's best customers.

What we, the furloughed FAs want, is to once again be working for AA like those of you who are on the line today.

I hope this has given you a better understanding of this difficult issue and that you realize we were willing to "pay" for our own future and even to "buy" one for the originally-hired/furloughed AA FAs at the same time, but management refuses to allow APFA to help anyone when it comes to recalls.

Please stand solidly with us now and demand from American Airlines that **IT IS TIME** to begin recalling and extending the recall rights of our fellow APFA members and **IT IS TIME** to fix the operational inequities you are forced to endure on a daily basis.

**In Unity,**

**Gregory L. Bertolini**  
*Former STLISLT Chair & Vice Chair  
APFA Budget Committee Member 2006 - 2008*

# All for One, and One for All

by John Nikides, LAX Base Chair  
(John was the "Second" on Resolution #8)

**I**t is a widely-held belief, born from empirical evidence, that today's Corporation has no respect for the value of human assets. Not easily quantified on a balance sheet, the value of human labor is simply forgotten by management in their never-ending zeal for increased profits, improved revenues, and, as we have seen at AA, the enhancement of their own personal wealth.

AA has long been considered an industry leader in the way it markets itself to the public. But the Company consistently fails to recognize the value of the human side of the product delivery equation. The very same assets that enable the Company to deliver a consistent, professional service on a daily basis - the employees - are seen as nothing more than cost items and liabilities.

The concessions of 2003 impacted the human side of the product delivery equation greatly. Pay and benefit cuts; the loss of 40 years of collective bargaining momentum, and the furlough of thousands of our colleagues affected each FA on this property in a very personal way.

**For the active FA:** financial stability, the expectation of decent working conditions, and the flexibility that attracted so many to this job became distant memories.

**For the furloughed FA:** financial instability, health coverage concerns, and the loss of a job they loved and enjoyed turned an otherwise stable world into a nightmarish landscape of unanswered questions and dashed dreams.

Despite the seemingly bottomless chasm that separates the various interest groups among our workforce: active vs. furloughed; AA-hire vs. TWA-hire; senior vs. junior; NO-voters vs. YES-voters; we are all, at the end of the day, AA Flight Attendants. Regardless of our status, we are all AA, all APFA, and despite our differences, our interests are convergent. Each of us is on a quest for a dignified career with equitable pay and benefits, decent working conditions and, perhaps, a little appreciation from our employer.

However, AA learned long ago the value of playing divide-and-conquer and, perhaps, this is no more profoundly represented than in the AA/TWA acquisition where the Company effectively played one group against the other in a modern-day Hatfields and McCoys saga.

Suspicion between the two groups festered, and was fueled by a massive furlough, which further increased the gap between the AA-hires and TWA-hires. By then, the interests had become seemingly irreconcilable, and disconcertingly divergent. Caught up in this drama as well were the furloughed AA-hire FAs who, for the most part, were new to the industry, never having experienced or witnessed the type of industrial warfare that has characterized labor relations in the airline industry for many years.

Add to this scenario a background of corporate cries of poverty, threats of terrorism, cutthroat airline competition, ongoing and active litigation, massive bankruptcies at other airlines - the unease felt by both active and furloughed groups grew with each passing day. The Corporation, on the other hand, despite operating in an admittedly more difficult environment than before, managed to do what they were unable to do in the past: turn back the clock on 40 years of collective bargaining.

With AA's recent announcement of profits and the announcement of a recall of 200 furloughed APFA members in 2007, we arise from the long winter of our discontent. We must rebuild not only our Contract, but also our relationships. We must continue to fight for equitable pay, benefits and other forms of compensation. We must continue to fight for the recall of every remaining person on the furlough list. We must continue to fight to restore our unity, to realize that our futures are inextricably linked, and to fight the battles that most assuredly await us. And we must do this together.

Each week I receive numerous phone calls from the people I represent, my wonderful coworkers at the LAX base. They tell me of endless reassignments, excessive duty days, short layovers,

and understaffing. They tell me of the added stress of working on filthy, hot airplanes for long hours, the mechanicals, the inability to secure sustenance during their duty day, and their overwhelming feelings of despair over our deteriorating working conditions.

They tell me of their inability to plan their lives due to the dearth of Leaves being offered. They tell me of having to forfeit tuition already paid due to lack of educational leaves, the frustration of being placed back onto Reserve, and the frustration of realizing they may never get off Reserve. I know because I experience these things too - every single time I fly. Their frustrations are my frustrations.

**To the active FAs:** You are working under incredibly harsh conditions for an employer that knows the price of everything, but the value of nothing. You are flying exhausted, hungry, understaffed, sick, reassigned, and pushed to the brink. Our deteriorating working conditions can be attributed, in large part, to an employer that chooses to operate a full-service International airline with the slimmest of staffing margins, while the senior executives enrich themselves through your perseverance.

#### EACH TIME...

...you are denied a Leave;  
...you are denied a PVD;  
...you are forced on to reserve;  
...you are reassigned;  
...you are guilted into coming to work to "save the operation" even though you are sick:

#### TELL THEM...

...that we cannot continue this way;  
...that they MUST recall our furloughs;  
...that we are entitled to food and rest;  
...that just because they CAN schedule us to the brink does not mean they HAVE to...

We need relief and we need it now.

Please join us in pushing for additional recalls, as increased staffing will benefit us all. And please join me in welcoming back our much-missed furloughed members.

**To the newly-recalled FAs:** Welcome back! Please know that many of us have been eagerly awaiting this day. We have argued the need for recalls with an intransigent management intent on pretending that the system was not, in fact, understaffed.

Whether you are an AA-hire or a TWA-hire, we are truly happy to have you back. We know you will return with the pride and dignity you always displayed before your furlough, and I, personally, cannot wait to work with you.

You are forging a new path. The Company will be watching this recall closely and your professionalism will encourage future recalls. For my TWA friends, you represent the spirit of the "198" - a reference to the first group of TWA FAs to be recalled after their historic 1986 strike. I pray that your group will, as in the past, serve as the forerunner of many more recall groups to come.

**To those remaining on the recall list:** We will continue fighting for the return of each person remaining on the recall list. Your steadfastness and your resolve against incredible odds is remarkable. We know you want to come back, and we want you to come back. Personally, I, for one, am simply not willing to let go of the fight.

We must learn from our mistakes. We must not again buy into the Company's divide-and-conquer tactics. Airline management comes and goes. The names and faces change, but they all read from the same playbook.

As we enter our 2008 Negotiations, my dream is that we all enter together - as a unified group intent on addressing the concessions of the recent past.

We truly need each other. In the words of our nation's 16th President, Abraham Lincoln, "A house divided against itself cannot stand."

**To recent recalls and current furlougees alike:** YOU are US and WE are YOU. I look forward to standing with you as we face the inevitable challenges of the future... together.

# Why I Voted For Resolution #8

by the APFA Base Chairs



I voted Yes on Resolution #8 for many reasons. We all know how this stagnant environment has made our daily lives so difficult. We have watched the Reserve list grow more and more senior - not less; we have seen increased Reassignments and Reschedules - not less; we have seen more flights understaffed - not less; and we have seen almost no transfers in the past several years. We have all suffered. These issues are in direct relation to having no furloughed FAs return to our fold. This Resolution was intended to assist our National Officers in convincing AA to recall our furloughed colleagues.

APFA has not had furloughs for this length of time - ever! It is time to bring them back to their jobs, to give all of us the needed relief to our daily work lives and to give our passengers the service they deserve.

**Clinton Breen**  
*Former LAX-I Base Chair*

We have given up a lot over the last four years in order to keep this Company out of bankruptcy and bring American back to profitability. There is absolutely no reason we should continue to fly understaffed, be reassigned on a regular basis and watch Reserve seniority climb higher and higher. We have over 2000 FAs out of work. It is time for American to give us some relief and control over our schedules and lives by bringing back our furloughed FAs.

**Suzanne Edwards**  
*JFK Base Chair*

With constant reassignments of line FAs and a Reserve list that is out of control, the only quick fix for now is to bring back our furloughed FAs. It is the right thing to do not only for our relief but for those who have waited so long to return to what they love to do... fly.

American is operating so close to the wire with all of us, yet taking huge bonuses for themselves. Our people are tired. Many are exhausted. So many of the contractual concessions that senior management had to have are failing. And yet, they reward themselves.

The long-term fix of restoring our quality of work life must come - and come soon. It is the right

I supported Resolution #8 at the annual Board meeting because I believe recall rights should be extended. I would like to welcome back the 200 furloughed FAs and hopefully we will have more in the very near future.

**Peggy Turley**  
*RDU-I Base Chair*

This past February at the APFA Board of Directors Convention, we passed Resolution #8. I voted yes, because I realize the many hardships that this Company has placed on our FAs, and I believe that recalling furloughed FAs, while protecting the individual seniority and collective rights, is in the best interest of all.

**Chris O'Kelley**  
*DFW Base Chair*

The recall of our furloughed FAs will not only restore jobs, but will also facilitate movement in our system which has been literally "frozen in time." The shortage of FAs has created problems in all areas and International Reserves are continuously being put on domestic trips due to "lack of Domestic Reserves." The shortage of FAs is obvious to all and a large recall is certainly needed. This should help bring down Reserve seniority and facilitate base transfers.

**Nancy Moehring**  
*IOR Base Chair*

thing to do. We cannot continue to operate a business this way. Management cannot continue to do the same thing again and again and expect a different outcome.

I supported this Resolution in support of AA recalling the furloughed FAs, because management has not been replacing our FAs who have left the job. We have very few transfers or proffers, Reserve lists are sky high and, AA displays a total lack of regard for our hard-earned seniority and schedules.

**Liz Mallon**  
*ORD Base Chair*

Boston welcomes our furloughed Flight Attendants back to work as well as to our base. Recalls are positive for our entire membership, active and furloughed.

**Jennifer McCauley**  
*Boston Base Chair*

As a proponent of Resolution #8, I wholeheartedly support APFA's efforts to return our furloughed FAs back to work before their recall rights expire. APFA will continue to fight this battle, despite American's reluctance to bring our members back to work.

**Randy Trautman**  
*IMA Base Chair*

Due to a family emergency I was unable to vote on Resolution #8, however, I would like the record to reflect my full support of Resolution #8.

American Airlines must alleviate the enormous hardship it has placed on the FA group. The recalling of furloughed FAs is one small step in the right direction.

**Arlene LeWinter**  
*SFO-I Base Chair*

Former SFO Vice Chair Anthony Cataldo and I both firmly supported Resolution #8 for many reasons. First and foremost, it's obvious that it's time for AA to recall FAs and with such recall we hope to see a reduction in reassignments and can finally see Reserve seniority decreased. We also are in full support of extending recall rights beyond the current five-year mark.

The former TWA FAs are an impressive group of people who, along with our past leaders, fought

At the APFA 2007 Convention, Resolution #8 was passed unanimously to have furloughs recalled. I clearly realized it is time for all of us to come together and stand strong in solidarity.

**Cheri Washbish**  
*MIA Base Chair*

This Resolution commits us to doing everything possible to bring about recalls, outside of opening our Contract. I voted yes for Resolution #8 because it's the right thing to do.

**Eric Hodgson**  
*LGA Base Chair*

Recalling furloughees is way past due; the amount of understaffed flights and reassignments supports this. We cannot go on operating this airline without bringing back FAs. As long as we have FAs on furlough, the Union needs to continue putting pressure on the Company to get them recalled. I am proud of the APFA Board of Directors for unanimously supporting the Resolution that was brought forward by Greg Bertolini, former STL Chair.

**Patty Moore**  
*Former BOS-I Base Chair*

in the '70s and beyond to turn this job into a career. Now, we are going to have to fight to keep what we have and fight to get back things we've lost.

We could definitely use the support, resolve and unity of the former TWA FAs. They deserve to come back to the line and they deserve to be welcomed and treated with respect.

**Dana Davis**  
*Former SFO Base Chair*

## ARTICLE 16 - REDUCTION IN FORCE

### A. LEAVES IN LIEU OF LAYOFF

Prior to a reduction in force, the Company will, to the extent possible, make leaves of absence available to Flight Attendants who are not subject to furlough. Leaves granted under this paragraph A. shall not result in the involuntary transfer of any Flight Attendant.

1. Upon proper application to the Company, leaves of absence shall be granted in order of seniority for a period of not less than ninety (90) days and may be renewed in increments of not less than ninety (90) days. Leaves of absence, once granted, must be accepted.

2. Due to the requirements of the service, the Company may cancel leaves of absence granted under this provision at any time prior to the expiration date of such leave.

3. A Flight Attendant who has been granted such leave of absence shall file, in writing, his/her address with the Local Flight Service Base Manager.

4. Notice to cancel leaves of absence shall be sent by certified mail to the last address on file with American Airlines Flight Service Department. A Flight Attendant shall not be entitled to employment and shall forfeit his/her seniority with the Company if:

a. S/he rejects, in writing, his/her intention to return to the service or;

b. S/he does not signify, in writing, his/her intention to accept or reject employment within ten (10) days after receipt of notice or;

c. S/he does not return to the service of the Company on the date specified in the notice of termination of the leave of absence, which date shall not be less than fifteen (15) days after receipt of such notice.

#### 5. Seniority Accrual

a. A Flight Attendant on an Overage Leave will accrue Occupational Seniority and maintain all pass privileges applicable to active employees.

b. A Flight Attendant on an Overage Leave will not accrue Classification Seniority.

6. Flight Attendants granted a leave of absence for this purpose will have the option to maintain health benefits by assuming the Company's applicable portion of the cost in addition to the applicable employee contributions.

7. The provisions of Article 35-Group Life Benefits and Article 36-Retirement Benefit Plan shall apply to a leave granted under this paragraph.

8. The number of leaves granted at a base station shall be determined by the Company.

9. Priority will be given to leaves in lieu of layoff, other leave policies of the Company notwithstanding.

### B. FURLOUGH PROCEDURES/NOTICE

1. Furlough Procedures. When there is a reduction in force, the Flight Attendant(s) with the least system seniority shall be laid off.

2. Furlough Notice. A Flight Attendant laid off due to a reduction in force will be given four (4) weeks notice of such layoff, except in emergencies.

### C. SURPLUS/SHORTAGE AND RELOCATION

1. If, as a result of the furlough of junior Flight Attendants at a base station, there exists a shortage of Flight Attendants at that base, the following transfer procedures shall apply:

a. Flight Attendants at a base station(s) where a surplus exists who have a request to transfer on file to the base(s) with a shortage will have his/her request honored in order of seniority, notwithstanding a request on file by a more senior Flight Attendant at a base without a surplus.

b. Remaining vacancies at the base(s) with a shortage will be filled by honoring the written preferences of the remaining junior Flight Attendants at the base(s) with an overage in order of seniority, notwithstanding a request on file by a more senior Flight Attendant at a base without a surplus.

c. When no Flight Attendants or not enough Flight Attendants have indicated written preference for assignment to a base(s) where a shortage exists, assignment will be made in reverse order of seniority from the base(s) where there is a surplus.

2. A Flight Attendant subject to transfer or assignment under paragraphs C.1.a., b. or c. of this Article will be given two (2) weeks' notice of such transfer or assignment except in an emergency.

3. Flight Attendants subject to assignment under paragraphs C.1.b. and c. above will not be allowed to refuse such assignment.

4. Only those Flight Attendants accepting assignment under paragraphs C.1.a., b. and c. above shall be covered under the provisions of Article 18-Moving Expenses for purposes of this Article only.

5. A Flight Attendant on leave of absence whose seniority is such that s/he would have been furloughed had s/he not been on leave of absence shall be promptly notified that his/her rights under the Agreement have been changed to those of a furloughed Flight Attendant.

6. Thirty (30) days prior to a planned reduction in force, the Company will notify the President of APFA of the approximate number of Flight Attendants to be affected by the reduction in force and forward to the President of APFA a list of Flight Attendants who may be subject to layoff.

7. At the completion of the reduction in force, the Company will notify the President of APFA of the

bases from which flight Attendants were laid off, under paragraph B.1.; bases from which Flight Attendants were transferred or assigned under paragraph C.1.a., b., or c. and bases to which they were transferred or assigned and forward a list of Flight Attendants affected by the layoff, transfer or assignment.

### D. RECALL RIGHTS

A Flight Attendant who is laid off under paragraphs B. and C.4. above shall be placed on the Flight Attendant System Recall List, and hereafter his/her reemployment shall be governed by this paragraph D.

1. A Flight Attendant who has been laid off due to a reduction in force shall file, in writing, his/her address with the Manager Flight Service Administration, American Airlines, Inc., Mail Drop 1604, P.O. Box 619616, Dallas/Fort Worth Airport, Texas 75261-9616, of any change in address.

2. In the application of this paragraph D., furloughed Flight Attendants shall be re-employed in order of system seniority. When a furloughed Flight Attendant is recalled and placed on active Flight Attendant status with the Company, s/he shall have no prior right or claim to any vacancy or vacancies that have been filled during the period of such furlough or existing at the time of recall.

3.a. Flight Attendants assigned from a base(s) where a surplus existed to a base(s) where a shortage existed under paragraph C.1.b. or c. above shall have reinstatement rights to his/her former base station prior to filling of vacancies at that base under the provisions of Article 12 or recalling furloughed Flight Attendants under paragraph D.2. of this Article.

b. A Flight Attendant who rejects reinstatement to his/her former base station shall forfeit all reinstatement rights to such base.

4. Notice of reemployment under paragraph D.2. shall be sent by certified mail to the last address on file with the Manager Flight Service Administration. A Flight Attendant shall not be entitled to preference in reemployment and shall forfeit his/her seniority with the Company if:

a. S/he rejects, in writing, reemployment;

b. S/he does not signify, in writing, his/her intention to accept or reject reemployment within ten (10) days after the post date of notice, or;

c. S/he does not return to the service of the Company on the date specified in the notice offering reemployment, which date shall be not less than twenty-one (21) days after the post date of such notice.

5. A Flight Attendant laid off because of reduction in force and who has completed his/her probationary period shall continue to accrue seniority during such layoff for a period not to exceed five (5) years.

6.a. Seniority and preference in reemployment if

furloughed under paragraph B.1. of this Article shall be forfeited unless reemployed within five (5) years of layoff. Length of service credit for pay purposes shall not accrue during any period of layoff.

b. Reinstatement to a former base if assigned under paragraph C.1.b. and c. of this Article shall be forfeited unless reinstated to his/her former base within five (5) years of assignment.

### E. PRIOR SERVICE CREDIT AFTER LAYOFF

A Flight Attendant who has been laid off, including a Flight Attendant laid off during his/her probationary period, and who is subsequently reemployed by the Company within five (5) years of date of layoff, shall be given credit for prior service for all purposes.

### F. TRANSFER TRANSPORTATION

If a Flight Attendant changes his/her base station under C.1.a., b. or c. above, the Company shall furnish him/her space available transportation to such new base.

### G. RIGHT TO FILE REQUEST FOR TRANSFER

Flight Attendants reemployed under paragraph D. above may file a Request for Transfer in accordance with the provisions of Article 12 - Filling Of Vacancies of this Agreement.

### H. PREFERENCE IN RECALL/REEMPLOYMENT/REINSTATEMENT

The provisions of Article 12.C.2. shall not be invoked until all Flight Attendants on layoff/ furlough are offered reemployment, Flight Attendants on leaves of absence as provided in this Article are offered recall, and Flight Attendants who were assigned to a base with a shortage under paragraph C.1.b. or c. are offered reinstatement and have exercised their rights as provided by this Article 16.

### I. ARTICLE 17- EMPLOYEES

A Flight Attendant holding a position with the Company under the provisions of Article 17 and whose seniority is such that s/he would have been furloughed had s/he not been in such position, shall not be permitted to exercise his/her rights to return to line flight status at any base so long as there are Flight Attendants senior to this employee holding recall, reinstatement or reemployment rights under the provisions of this Article 16.

### J. EMERGENCY

"Emergency", as used in this Article 16, shall include but not be limited to such reasons as an act of God, a national emergency, revocation of the Company's operating certificate or certificates, grounding of a substantial number of the Company's aircraft, any strike or picketing causing a temporary cessation of work.

## A Note from the STL Base Chair

by Dixie Daniels, STL Base Chair

**M**y name is Dixie Daniels and I am the newly-elected St. Louis Base Chair. My Vice Chair Tim Hunter and I ran for these positions because we want to build relationships and solidarity with all members of the APFA. We will be preparing for Contract negotiations in the next few months and Tim and I are veterans of the labor wars at our former carrier, where we were successful in negotiating industry-leading work rules and flexibility, and we did so in a concessionary environment. We want to bring that experience to APFA as we hope to make a similar contribution here. We are team players and our goal is to build the most unified team we can possibly have, as the next round of negotiations promises to be very challenging.

The recall of furloughed members is a win/win situation for every APFA member. Recalls bring people back to the job and improve seniority across the board. Remember, seniority is not a matter of how many people are ahead of you on the seniority list, but how many are below you. The reassignments, the creeping Reserve factor, the denial of leaves and PVD's will all greatly improve when more people are back at work.

We know the Company is always pleased to exploit any division in the workforce because it saves them money during Contract negotiations. We have the power to take that opportunity away from them and demonstrate our solidarity with one another as we move into the next round of negotiations.

From now on, refuse to pass along misinformation that the furloughed FAs are too expensive and the Company cannot afford to pay them. It was the Company who unilaterally bestowed pay seniority on these members and it is disingenuous to use that excuse against us now. Just as management broke promises to share in the gain after we made concessions, they also broke promises of employment to us. We have all witnessed - for the second year in a row - that the Company is oh so happy to pay out the entire annual profit, but only if it goes to top executives, not workers.

**“It was the Company who unilaterally bestowed pay seniority on these members and it is disingenuous to use that excuse against us now.”**

I am looking forward to the furloughed members meeting the active members. We have far more in com-

mon than we have differences. The furloughed members are strong unionists and excellent workers who have always conducted themselves with pride and dignity. We will work together very well like the true professionals we all are. The FAs who have already fallen off the system seniority list and lost their employment rights have not been forgotten, and I am committed to seeing that they are considered for future employment before the Company hires off the street. This is simply a matter of family values and we owe it to all members of the American Airlines family. The management of this Company should do this as a matter of principle.

I look forward to meeting each and every one of you and working together for a better future for all APFA members.

## A Note from the STL Vice Chair

by Tim Hunter, STL Vice Chair

**M**y name is Tim Hunter. I am a furloughed American Airlines Flight Attendant and the newly-elected Vice Chair of the St. Louis Base. Because I have the duty to represent approximately 450 active and 2,100 furloughed APFA members, most people would not want my job. I actively campaigned for the job because it is an opportunity to build solidarity.

With the unanimous passing of Resolution #8 in February, APFA members have an opportunity to demonstrate to American Airlines that unity is more than just a phrase used in closing a message. Unity requires action and action is what I advocate. We must stand up and band together to put the brakes on the downward spiral in our wages and working conditions. We need relief from the constant reassignments and routine denial of PVD's. We need to put an end to seniority stagnation that forces 15, 20 and 25-year FAs onto Reserve. We need more people on the job. We need to recall.

Just as American Airlines broke their promise to “pull together – win together” so too have they broken their promise of employment to our furloughed members. As union members, we must demand the extension of recall rights for those whose jobs were sacrificed in the aftermath of September 11, 2001. It is high time the Company starts to behave like a good corporate citizen worthy of the name American. It is unconscionable for the Company to use a national tragedy as leverage to try to force us to open our Contract and make concessions for the jobs they freely promised to me and my fellow workers.

Please do not accept the phony rationale that it is too expensive to re-employ the furloughed members. American Airlines made the sole decision to give us pay seniority and, as Dixie stated in her article, “it is disingenuous to use that” as an excuse to renege on their promise.

Maybe you have even heard that if given the opportunity to return to the jobs that were promised, the furloughed FAs would simply retire and collect an unearned pension. This is another scare tactic in the divide and conquer arsenal. The former TWA FAs were granted seniority for the purpose of vesting but not accrual of pension benefits. In layman's terms, we will receive what we accrue from active service as American Airlines FAs from our occupational seniority date of April 10, 2001, forward. The year or so of accrued service at AA hardly represents a “run on the bank.”

The granddaddy of all misinformation is the oft-repeated and never substantiated suggestion that somehow a recall or the extension of recall rights would jeopardize the Seniority Integration Agreement. This is fear mongering at its worst. The reality is that neither has any bearing on the Seniority Integration Agreement. Every FA on the recall list is junior to all the active FAs, period.

The reason for addressing this misinformation is not to assign blame but to educate and unify our membership. We are heading into contract negotiations and American Airlines will repeatedly test our unity on a variety of issues. If the strong support from the membership that was demonstrated in picketing the executive bonuses on April 17th is any indication, I am confident we will pass any test with flying colors. **Enough is enough.**

**“The reality is that neither a recall or the extension of recall rights has any bearing on the Seniority Integration Agreement (SIA). Every FA on the recall list is junior to all the active FAs, period.”**





**Association of Professional Flight Attendants**

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