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Flight Attendant Cabin Jumpseat Authority

*(See Page 26 of this Skyword for the Contractual History of the FA Jumpseat.
You may view all relevant documents at www.apfa.org.)*



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Next year could quite possibly become AA's first profitable year since '01. In order to be as productive as possible in our next round of negotiations, which is a little more than one year away, we need full transparency of the internal workings of this Company of ours. With that in mind, should we or shouldn't we continue to demand our rights to a seat at the business table of American Airlines - both on a local and a national level?

Why Wouldn't We?

Is there a quantifiable value when labor has a direct impact on the future of this Company? There is no question that there is a tremendous value. To be a part of fundamental change in

Why Wouldn't We? Why Shouldn't We? Why Aren't We?

such an old process by suggesting that labor is not always at odds with management is a very new concept to most unions. There is no doubt that when we are seated across from each other at the **bargaining table** our goals are very different; however, outside of collective bargaining our common interests must be recognized, valued and acted upon.

The APFA leadership has an obligation to its members to sustain the core labor principles of justice and equality. We are hopeful that if we can forge a new path with AA and update our own labor strategy by attempting to alter the old style of viewing management simply as "the enemy," AA will be compelled to reward our members for their efforts in helping sustain its profitability. I'm sure you will agree that the victim mentality serves no purpose. If we can instead, move forward

with restored energy and action, conceivably our workgroup can benefit from putting the tremendous setbacks of '01 and '03 behind us once and for all.

Some of our members have told me that, in their opinion, APFA is getting 'too involved' with management's responsibilities. I ask you to consider this: if APFA is **not** involved at the business table with AA management, will it be productive to relinquish the Flight Attendant (FA) labor voice in discussions over the future of American Airlines? For decades the labor voice in this country has been on the outside of the business model. Looking around, that just doesn't seem to be working. Look at United, U.S. Airways, Delta and Northwest, for example. AA and its unions are testing a labor/management partnership in an attempt to turn our Company around. As with any

true partnership, the interest of each of the parties must be represented at the business table. This is **our** Company. If we don't take responsibility and involve ourselves in the important decisions over the direction upper management takes, we lose both power and advantage at the bargaining table.

Why Couldn't We?

From the labor perspective, if the front line is responsible for true fundamental changes that contribute to the corporation's bottom line, then labor must be credited **and** rewarded for these efforts. On that note, APFA is researching a process whereby all employees who are essential to the success of AA are compensated accordingly. This process is called *performance-based incentive compensation* for all - not just a few.

As you are aware, only a small portion of upper management

receives such incentive today. (Remember the January announcement of the Executive Bonuses to 973 "elite" managers?) To fully engage in restoring AA's financial strengths, all AA employees should be rewarded. There should be an alignment of interests from the Counter, to the Ramp, to the Cabin, to the Hangar, to the Executive Suites. This concept is relatively new and the idea deserves replication. If the performance of labor directly impacts the balance sheet, then labor must be rewarded just like management is - even before sustained profitability is certain, since this action is what actually brings about the sustaining of profitability!

There are already some American corporations that have proven that this business model works (see my President's Report in the Fall '06 *Skyword*). Other U.S. companies are just beginning to test the waters. There are some, like American Airlines, that claim the existence of a

“ If we don't take responsibility and involve ourselves in the important decisions over the direction upper management takes, we lose both power and advantage at the bargaining table. ”

new labor/management business model, but when it comes to significant incentive compensation with full employee alignment - the action slows to rhetoric. Only those "at the top" are rewarded.

I am asking for your help in making this new incentive/compensation model a reality at American. Together, our actions will convince AA senior management, its stockholders and the financial investors that forging this path will produce a true return on the dollar for the entire Company both individually and collectively.

Why Aren't We?

The most relevant question we must ask together is: "Can we, the APFA membership, get past our personal and professional disappointments in the past five years, and instead direct our resources and energy toward improving the success of AA, and thereby enhancing our careers? I firmly believe that this collaborative action will directly impact the success of AA, and as a result, the success of APFA members. We want our collective voice to be heard. Having direct impact on sustained profitability will give us the voice to demand our piece of management's "Turnaround Plan."

In the months ahead, the APFA membership has the ability to become a driving force in changing this 80+ year-old Company of ours. For more than two years now, joint labor/management business teams have formed at the national and base levels. It is time for more of us to participate in this dialogue. Front line voices must be heard from all 18 bases. Convincing senior management to spread the wealth won't be easy, but without this type of motivation for all, we are destined to return to the old style of the

endless negative and angry battles with management. So far, AA does seem somewhat interested in charting a different path. It's up to each of us to be their constant reminder.

Do you want to be justly rewarded for having an impact on the bottom line? After all, there is no other workgroup that has more one-on-one time with the number one source of AA's revenue, the customer, than the American Airlines Flight Attendants. Focusing on this revenue source will give the FA voice the power to receive proper credit for our work. This

action is of significant value to our employer and most certainly to the restored success of our profession.

The concept of proving that our job has a direct impact on the Company's bottom line and, in turn, demanding a tangible return on our investment when the value manifests itself, is the name of this game. We have union activists at work developing a "scorecard" to record our successes. This is not an easy task. There are a handful of companies in the U.S. with this

“ So far, AA does seem somewhat interested in charting a different path. It's up to each of us to be their constant reminder. ”

style of performance-based incentive and it obviously can't succeed without management's cooperation. For those companies that have been successful with this process, it has produced a 13th-month paycheck for the hourly worker, significant profit sharing and/or stock options that can be held or cashed out.

APFA is asking for your assistance in convincing management that the positive impact our workgroup can have on AA's sustained success must be

valued and credited. You will be hearing more about our efforts in the near future. Urge your coworkers to at least think about this concept as we move forward with a campaign to reward the efforts of the front line.

Looking Toward 2007

APFA is fast approaching its 30th-year anniversary and with that, come some very important membership decisions.

Every two years, each of our 18 bases elects its Base Chair, Vice

Chair and Operational Council Reps (OCRs). The 18 elected Chairs make up the voting

members of the APFA Board of Directors, which is the governing body of our Union. The Board establishes the annual budget and the standing policy for APFA. Those member/leaders who step forward and are elected locally will represent their base making institutional decisions during a two-year term beginning April 1, 2007. If you are interested in getting involved, see the Willingness-to-Serve forms beginning on page 28.

Also, during 2007, and as mandated by the Constitution, APFA will begin to form and train the next APFA Negotiating Committee in preparation for our Contract's amendable date on April 30, 2008. This team is comprised of presidential appointees and elected members, both domestic and international, who hold either permanent or alternate positions on the Committee. According to Article 10 of the APFA Constitution, pages 53-56, the appointed portion of the team must meet very specific requirements. Due to union election standards set forth by the Department of Labor, no direct experience requirements can be mandated for the elected members of the team. The Committee is formed no earlier than 12 months and no later than six months prior to the amendable date of our Contract. All of these positions are wholly significant to the success of the APFA membership.

Casting a ballot in these elections is extremely important. Just like in the recent community, state and federal elections, races can be close and may even be decided by just a few votes. If you recall our last APFA presidential election, the ballots

Continued on page 26



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The Company first extended a family leave of absence to all of its employees on July 31, 1991. Under the terms of this policy, male and female employees were entitled to take unpaid leave to care for a newborn or newly adopted child or to care for a sick relative. The unpaid leave was available to any employee, regardless of seniority, and was "in addition to current maternity and sick leave policies." Two months later, on October 2, 1991, Managing Director of Flight Service, Janet L. Kraus, issued a memorandum to all FAs explaining how the new leave policy would be integrated with the Personal Leave of Absence (PLOA) that FAs were entitled to under their Contract.

A Brief History of the Origin of AA's Family Medical Leave Policy

Subsequent to these events, the federal Family Medical Leave Act (FMLA) was enacted into law on February 5, 1993. The new federal law mandated unpaid leave not just for the care of newborns, newly adopted children and sick relatives, but also for an employee's own serious medical condition. In addition, the duration of unpaid leave was to be not less than 12 weeks a year. The whole purpose of the FMLA was to ensure that all eligible employees would be afforded leave and job protection. Consistent with the requirements under the new law, American Airlines issued a revised Family Medical Leave (FML) Policy on December 15, 1993, that was applicable only to ground employees. On January 10, 1994, the Company expanded additional FML benefits to the FAs comparable to those benefits granted to ground employees.

After 1994, FAs became the largest single work group of employees utilizing the Company's FML benefits. This was basically due to the Company's Attendance Control Policy (ACP), the nature of our

job and the fact that FAs are a predominately female work force. The only eligibility requirement for FML was having 12 months of service and flying 60% of a full-time schedule during the year. (This 60% requirement was not clearly defined and almost all FAs qualified for FML.) Also, FAs continued to have their health and medical benefits paid for during FML and were allowed to use FML in addition to and separate and apart from Contractual Leaves of Absences (LOAs).

APFA Files Its First Family Medical Leave (FML) Presidential Grievance Case #SS-46-2001-APFA-6

On October 22, 2001, the Company made changes to its FML Policy. These changes were made without any notice to the Union and significantly eroded or negated valuable benefits to FAs. The Union filed its first FML Presidential Grievance on December 21, 2001. At that time Vice President Jeff Bott assembled the first FML Arbitration Team that would handle the case

before Arbitrator Roberta Golick. Carin A. Clauss¹ and Patt A. Gibbs were the two attorneys assigned to the team along with Jeff Bott. Susan French and Julie Moyer were assigned as Board members for APFA to the System Board of Adjustment. Additionally, the team included: Greg Hildreth, Leslie Mayo, Lynda Richardson, Jeff Crecelius, Brett Durkin, Lori Bassani, Patrick Hancock, Rebecca Kroll, Liz Mallon, Lenny Aurigemma and several other witnesses and APFA staff. Hearings were held on October 14, 15 and 16, 2002, and December 10 and 11, 2002.

Two issues were presented by APFA at the hearings for resolution: "(1) *Whether American Airlines had the right in October 2001 to make changes to its FML policy?* and, (2) *Whether, in making such changes, American Airlines violated its Collective Bargaining Agreement with APFA, and if the Company's changes were unreasonable because of provisions in the Collective Bargaining Agreement.*"

In October 2001 the Company implemented a requirement that FAs must meet an eligibility threshold of 720 on-duty hours in a 12-month look back period. The Company's rationale for this requirement was to achieve "consistency" with other work groups. AA claimed that 720 on-duty hours was 60% of the average of duty hours contained in bid schedules for FAs. However, this new formula significantly reduced the number of FML-eligible FAs based solely on their bid schedules. The end result caused denials of FML for some FAs causing them to advance under the ACP. Others lost Company-paid health and medical insurance while on Maternity Leave of Absence (MLOA) and other approved leaves.

Partial Arbitration Award in FML Case #SS-46-2001-APFA-6 Issued June 30, 2003

Under the Award the Arbitrator ruled that the new eligibility requirement of 720 on-duty hours violated the Contract by creating two classes of full-time FAs, with one class eligible for FML benefits and the other not, solely "by virtue of the bid lines flown." This part of the Award was

The results of the arbitration awards from both the Golick and Brown Boards represents two major victories for APFA and its members and is a significant win for those individuals who will share in the financial and disciplinary recoding remedy ordered by these Boards.

based on the Board's finding that by basing the "eligibility for FML upon a single measure with no deference at all to other factors governing flight attendants' schedules [the Company] effectively dismantle[d] the delicate contractual system...for maintaining balance among full time flight attendants so as to preserve internal equity despite wildly disparate flight schedules." The Board further found "that the pitting of full time flight attendant against full time flight attendant... to achieve FML eligibility seriously undermines the value of the contract's seniority provisions."

The Board did not award the Union a remedy for the Contract breach, but directed the parties "to sit down and discuss ways to structure a remedy." The Board "retained jurisdiction over the question of an appropriate remedy." Initial discussions between the Company and APFA resulted in the adoption of the 504 Paid Productive Hours (PPH) for eligibility and a reconsideration process to accommodate the approval of FML under the new 504 PPH. This process was supposed to correct any damage done to eligible FAs who should have been on FML. However, this did not occur.

FML I Remedy Arbitration Award #SS-46-2001-APFA 6 Issued July 28, 2006

According to the Golick Board: "The task [to fashion a remedy] proved to be more daunting

than imagined, and disagreements between the parties led, finally, to a breakdown in the remedial process. Ultimately, the Board reconvened for hearings in September 2005 and February 2006 to take evidence, hear argument and provide a final ruling on what the appropriate remedy should be."

Five issues were presented by APFA at the remedy hearings and the decision made by the Board is as follows:

(1) "What should be the appropriate eligibility standard for FML benefits for FAs going forward?" Decision: "The number... going forward will be 504 Paid Productive Hours. Paid Productive Hours include all paid hours, all training hours, and exclude all sick, vacation, jury duty, sick make-up, personal emergency, paid withholds, and IOD except that addressed in Article 26 E."

(2) "What is the remedy that should be awarded to FAs in the attendance policy class?" Decision: "In the Attendance area, ...the Employer is directed to recode as 'FML' absences people who were named on Company Exhibit #12 and to note same in the discussion record. The only absences in question are those that occurred between October 1, 2001 and December 31, 2003."

(3) "What is the remedy that should be awarded to FAs in the maternity class?" Decision:

"Accordingly, the group eligible for a remedy is as follows: 1) anyone who was on maternity status from 6/1/01 through 7/31/02 (Group I); and/or b) anyone who was on maternity status between 8/1/02 and 12/24/03 whose Paid Productive Hours fall between 504 and 720 (Group II). Excluded from the eligibility class is anyone who has already otherwise been remedied in the reconsideration process. In lieu of payment to those individuals in the eligibility class entitled to a remedy, a majority of the Board directs the Employer to provide one unattached vacation day, the vacation day to be taken within the fiscal year. The vacation day will be plotted by the Company in accordance with the collective bargaining agreement."

"Employees in the eligibility class who have left the Company are entitled to the following:

FAs who did not return to active employment after Maternity	\$0
FAs in Group I who left the Company 8/1/02 - 12/31/03	\$100.00
FAs in Group II who left the Company 12/25/03 - 12/31/04	\$100.00
FAs in Group I who left the Company 1/1/04 - 12/31/04	\$150.00
FAs in Group II who left the Company 1/1/05 - 12/31/05	\$150.00
FAs in Group I who left the Company 1/1/05 - 7/28/06	\$200.00
FAs in Group II who left the Company 1/1/06 - 7/28/06	\$200.00

Eligible employees who fall into both Group I and Group II are entitled to one remedy only."

With regard to the other two issues involving the manner in which the Company burns FML days and the issue of the

Company's good faith "The Board finds that these claims are not properly before it at this time. ...[W]e hold that the Union still possesses whatever rights it had to challenge what it perceives as conduct violative of the collective bargaining agreement; its rights are not diminished (or increased) ...nothing in this award should be construed as precluding the Union from pursuing its claims in another forum."

APFA Files Its Second Family Medical Leave (FML II) Presidential Grievance #SS-26-2004-APFA-003

In May 2004, the Company announced additional changes to the FML policy. The changes went into effect June 1, 2004, and APFA filed a Presidential Grievance on July 14, 2004, protesting a number of changes made by the Company.

The Union contended that these changes significantly altered the administration, interpretation and application of the Company's FML policy. As a result, large numbers of FAs were unable to obtain intermittent FML even where

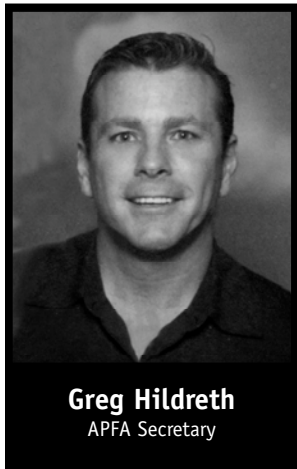
they had previously secured FML approval for identical conditions. Further, the Company adopted a three-prong test for FML requested by chiropractors, adopted more stringent timelines and requests for medical information for submitting applications and follow up information from the FAs healthcare providers, and burned FML time for FAs on IOD even if the injury did not meet the definition of a serious health condition under the Company's own policy.

Between June 1, 2004, when the change went into effect, and August 23, 2005, which was the first arbitration hearing before Arbitrator Susan Brown and the Board, an additional 291 individual grievances challenging FML denials had been filed². The parties entered into an "agreement to bifurcate [the] docket for quarterly system boards" in order to consolidate the issues within the Presidential Grievance and expedite resolution of the individual grievances. APFA presented the following issues to Arbitrator Brown and the Board for resolution:

1) Timeliness Issues

- 15 calendar days vs 15 business days
- Rejecting FML application despite FAs efforts to submit
- Refusing to amend FAs record if medical certificate is received outside of the time limits

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It's that time again at APFA. It's time for elections for Base Chairpersons, Vice-Chairpersons, Operational Council Representatives (OCR) and two of the five positions for AdHoc members of the Executive Committee. Included in this issue of *Skyword* (pg. 28) are Willingness-to-Serve for these positions.

The APFA Constitution defines positions, length of office, qualifications and responsibilities for each position. For a closer look at the Constitution, please refer to the new APFA Web site. Duties of the Base Chair, Vice Chair and OCR can be found in Article III, Section 7, and duties for Executive

OUR RIGHT TO



Committee members (AdHocs) are located in Article III, Section 4. Article VI of our Constitution governs nominations and elections.

While our Constitution is the governing law of our Union, APFA also has a Policy Manual that coincides with the APFA Constitution. For a detailed look at our Policy Manual, visit apfa.org and click on Policy Manual. Section 14 dictates elections, voting procedures and the National Balloting Committee (NBC). Items that are not covered in the Constitution are detailed in the Policy Manual. The Policy Manual outlines policy as dictated by the Board, but it must not conflict with the Constitution. The Constitution always trumps the Policy Manual.

For most of us, base elections are the most familiar since they affect us on a local level. Your

elected Base Chairperson sits as a member of the APFA Board of Directors (BOD). The Annual Convention, which takes place in the first quarter, is the meeting where the majority of the Union's mandatory business occurs. The BOD approves the APFA budget, appoints members to the Budget Committee and the National Balloting Committee (NBC) and elects members to the Executive Committee (EC). The BOD continuously sets goals and establishes policy for the Union. National Officers are members of the BOD; however, they are not voting members of the Board. Each base has one vote on the Board. Currently we have 18 voting members representing each base. In the absence of the Base Chair, if duly-elected, the Vice Chair assumes the duties of the Base Chair.


At the Annual Convention your elected Base Chair becomes

your delegate to elect AdHoc members to the Executive Committee. The AdHoc members, together with the National Officers, form the Executive Committee. This committee meets quarterly to handle the **ongoing** business of the Union.

Your Base Chair is required, per the Constitution, to organize and manage your local APFA Base Council. Base Councils are comprised of the Chair, Vice Chair and elected and/or appointed OCRs. Your Base Chair calls and conducts council meetings and base meetings, represents your interests in the dispute resolution process (Notices of Disputes, aka NODs) and Grievances with the Company. The Chair maintains files and records at the base, maintains the APFA Base Bulletin Board, provides information to the BOD and submits a quarterly report to the Executive Committee.

At the larger bases, the position of Chair and/or Vice Chair often becomes more than a full-time job. I feel that we owe our Union advocates a huge debt of gratitude for their efforts on our behalf, recognizing that these individuals often make significant sacrifices to serve the members of APFA.

There are many ways for you to become involved. In addition to the above elected positions APFA is always looking for new advocates who are eager to help. Consider submitting your Willingness to Serve and become an OCR at your base.

We, each and every one of us, are the APFA. 



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Your Dues\$ Dollars\$ at Work

tie breaker in the event of a split decision. Despite who votes and who doesn't, 22 of us make up the Board of Directors and we are each responsible for ensuring policy compliance.

Each section of the Policy Manual contains a Policy Statement. The Policy Statement for Section 5 reads as follows:

"The APFA encourages the voluntary participation of all members in the day-to-day running of the organization. It is anticipated that members who participate in APFA activities and functions will do so from a desire to help improve their working conditions and to better their Union. The APFA recognizes that the organization cannot function solely by the voluntary efforts of its members. Financial policies herein are structured to diminish any financial penalty that a member may incur as a result of providing Union services to flight attendants. It is not the intent of this policy for any individual to experience financial gain."

Let me take a moment to share some of the calls I've received

in the Treasurer's office. One was from a FA who was in dues arrears and was sent an 'Alert Letter' saying he faced termination if he didn't pay his dues. He acknowledged he owed the money, but nevertheless he asked: "Why don't you get a couple of volunteers to come down there and call to remind us?" (Mind you, he receives a bill from APFA monthly but said he hadn't bothered to open his mail.) Hopefully, he doesn't think that's what the

Union Reps, who are expected to be available to you in this 24/7 business, those costs add up. Most of their time is spent on the phone handling FA issues. As you can see, there are very clear and specific provisions for reimbursement for such expenses in Section 5 of the Policy Manual.

Now back to our Policy Statement: "It is not the intent of this policy for any individual to experience financial gain."

On that note, I received a call from a member who fully understood that FAs working for APFA were paid by trip removal. That wasn't so bothersome. Since she didn't expect anyone to work either full days at Headquarters or at their local base out of the goodness of their hearts. What did bother her, however, was overhearing someone say that reps were "able to load up their schedule with high-time trips, then be trip removed and paid for those trips." To clarify, the standard amount for one full-time trip removal is that which a representative's seniority can hold at their base. This is why full-time trip-removed Union Reps are required to bid. Earlier this year, in an effort to

clarify policy, I put forth a resolution at the APFA National Convention that stated: "A member's total trip removals for the month shall not exceed the value of their original bid award including applicable carry over time." This resolution passed unanimously by the Board. It was intended to clarify the provisions already in place by the Board of Directors that address "the membership's concern of potential abuse." Section 5.C.3.a. states: "Trip removals are not authorized for a flight assignment that is the result of a trip trade (a "Traded Trip"), or for an Optional Exchange or Option II trip, if such Traded Trip, Optional Exchange or Option II trip was added to the member's schedule after the time that the member was notified, or should reasonably have been aware of, an obligation to perform work for the APFA as provided in [paragraph] C.4..."

Budget Update

I promised you a report on just how each National Officer, Department Coordinator and Base Chair is doing with the managing of their budget, most of which is driven by trip removals. Each of these Reps is considered the head of their department and, as such, is

“...all are committed to bringing this Union back to financial health.”

Policy Statement means when it encourages volunteerism.

I received another call from a concerned FA over a request for reimbursement of out-of-pocket expenses and rightfully so. To quote the Policy Statement: "Financial policies herein are structured to diminish any financial penalty that a member may incur..." Expenses include phone calls made on behalf of the Union. Many Base Council members make phone calls but we rarely see an expense report from them (volunteerism). But as Council Members become full-time

How are your dues dollars spent and just who makes that decision?

The answer to this question is clearly set forth in the APFA Policy Manual. Never heard of the Policy Manual? Well, it can be viewed in its entirety on the APFA Web site - www.apfa.org. The Policy Manual contains 17 sections and is nearly 200 pages long. For purposes of this article; however, I will concentrate on only one section, **Section 5 – Trip Removal and Expense Policy.**

The voting Board of Directors, consisting of the 18 Base Chairs, sets policy for APFA. The four National Officers can make recommendations, but are not voting members of the Board. The President may act as

responsible for the spending of their respective budgets. The number of trip removals for each base is dictated by headcount. The number of trip removals at Headquarters is also determined by the voting Board. As department heads, Chairs can allocate any portion of their budgeted trip removals to cover either their schedule and/or the schedules of reps working at their base or in their department. As of this writing, I am very pleased to say that every budget has come in at or below budget with the exception of Negotiations. This is due to our current litigation expenses stemming from the four active lawsuits regarding the 2003 restructuring of our 2001 Contract. Hopefully, we can continue this trend through the end of our fiscal year. I know that each of us is committed to bringing this Union back to financial health. ▲

On A Leave? Dropping Trips?

Are you aware that if you drop most of your trips or are on Leave of Absence from American Airlines (Yes, you are still dues-obligated for the period of time you are on a Leave) that you can make arrangements with the Dues Department for the continued payment of your dues? It's easy to set up and you won't have to face a big bill when you come back on the payroll or receive those annoying billing notices from us.

Just notify our Dues Department (ext. 8152) and they will set you up with either automatic deduction from your checking account or automatic debit to a credit card. Once AA's Payroll Department notifies APFA that you are back on payroll, the automatic deductions are discontinued. This works particularly well for those of you who drop most of your trips. A credit card will only be debited when APFA doesn't receive your dues check-off deduction from AA because there wasn't enough money in one or both of your paychecks to cover it.





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Light, Sweet and Very Crude

By Leslie Mayo, APFA National Communications Coordinator
and Dan Akins, APFA's External Airline Economics Consultant – Akins and Associates

AVERAGE FUEL PRICES

MONTH	BARREL CRUDE	CRACK SPREAD PRICE	BARREL JET FUEL
October 2005	\$62.27	\$37.97	\$100.24
November 2005	58.34	12.68	71.02
December 2005	59.45	13.27	72.72
January 2006	65.54	10.87	76.41
February 2006	61.93	11.88	73.81
March 2006	62.97	15.72	78.69
April 2006	70.16	17.05	87.22
May 2006	70.96	16.04	87.00
June 2006	70.97	16.41	87.38
July 2006	74.46	15.92	90.38
August 2006	73.08	16.28	89.36
September 2006	63.90	12.18	76.08
October 2006	59.14	13.83	72.97
November 1, 2006	58.71	10.02	68.73

edited greatly from consolidation, which has led to lower supply (and price) competition.

What happened in 2004 that caused oil prices to double? China's demand was up marginally and the world supply was not curtailed, yet prices skyrocketed. The economics of the supply/demand case as the primary pricing factor just doesn't hold up.

If supply and demand were simply the echo for oil pricing, there would be a much more predictable price forecast. OPEC is not what it used to be now that it controls less of the

No other commodity is as important to the global economy as oil, yet the price of oil has become extremely difficult to understand and forecast.

The oil companies would like us to believe that they are incapable of controlling the price of oil. They contend that the Economics 101 pricing mecha-

nism of supply and demand is the primary factor when extracting oil from the earth. While there is undoubtedly a basic supply and demand component to oil prices, clearly,

there does not exist enough of an increase in global oil demand (or a cut in oil supply) to have caused oil prices to double over the past two years. Oil still costs about \$20 per bar-

rel to extract from the ground, and a huge amount of that supply is distributed, refined, retailed and otherwise controlled by a few mega oil firms. These large oil firms have ben-

2006 World Oil Reserves

Rank	Country	Proved Reserves (billion barrels)
1	Saudi Arabia	264
2	Canada	178
3	Iran	132
4	Iraq	115
5	Kuwait	101
11	United States	21
12	China	18
14	Mexico	13

(Source – infoplease.com)

World's Largest Refineries (Barrels/Day)

1. Paraguana Refining, Venezuela - 940,000
 2. SK Corporation, South Korea - 817,000
 3. Reliance I, India - 661,000
 4. GS Caltex, South Korea - 650,000
 5. Exxon Mobil, Singapore - 605,000
 7. Exxon Mobil, Baytown, TX, USA - 557,000
 10. Exxon Mobil, Baton Rouge, LA, USA - 493,500
- (Source: Oil & Gas Journal)

Leading Oil Consumers and Importers (2005):

Leading Oil Consumers	Leading Oil Importers	Leading Sources of U.S. Imports
USA (20 m barrels per day)	USA (12.4 m barrels per day)	Canada
China (6.9 m)	Japan (5.2 m)	Saudi Arabia
Japan (5.4 m)	Germany (3.1 m)	Mexico

(Source – gravmag.com)

From the Editor, continued

world's oil production. Oil companies have done a good job of convincing the public that the increases in their operating profits are related to supply and demand issues. Speculators have also pegged the future price of oil (hedging) with a "terror" premium of about \$20 per barrel as a hedge against future potential supply disruptions. There is no good supply/demand-related explanation over why oil prices have decreased 25% this fall (except for the ironic timing of elections), and no good reason why it should stay there or move based on basic supply/demand forecasts. Some experts claim

that high fuel prices or the lack of any new U.S. refineries in the past century is a major pinch point in the supply of refined products. This argument is flawed and ignores the expanded capacity that has increased several fold to meet U.S. demand.

It is very realistic to conclude that the recent consolidation/merging of oil companies in the past decade coupled with terror threats, increased price speculation and general global instability, have more to do with pricing than just basic supply and demand. ▲

Leading Oil-Producing States in the U.S:

Louisiana
Texas
Alaska
California
Oklahoma

(Source – gravmag.com)

Largest Oil Producers Worldwide (2004):

Country	Reserves (2006)*	'04 Production**
Saudi Arabia	267 bb*	10.4 mb/d**
Russia	60	9.3
United States	21	8.7
Iran	132	4.1
Mexico	13	3.8

* bbl = billion barrels

** mb/d = million barrels a day

(Source – gravmag.com)

FUEL FACTS:

- One barrel of crude oil contains 42 gallons.
- One barrel of jet fuel contains 42 gallons.
- The crack spread price is the cost of refining one barrel of crude oil into jet fuel.
- Today, there are less than 150 working refineries in the U.S.
- No new refineries have been built in the U.S. in 30 years.
- Saudi Arabia produces 10 million barrels of crude oil a day and consumes 4.5 million barrels.
- China produces 4 million of crude oil a day and consumes 7 million barrels (8% of world demand).
- The U.S. produces 7-8 million barrels of crude oil a day and consumes 20 million barrels (26% of world demand).
- The U.S. refines 15 million barrels of crude oil a day.
- The U.S. imports 60% of its oil - 18% imported from Canada and 12% imported from Saudi Arabia.
- It takes 776 gallons (19 barrels) of jet fuel to operate one Super-80 from Dallas to San Antonio (\$1,305 for fuel at 1 Nov. '06 prices - \$600 less than Oct. '05 prices)
- It takes 9,000 gallons (214 barrels) of jet fuel to operate a 767 from New York to Los Angeles (\$14,708 for fuel at 1 Nov. '06 prices - \$7,000 less than Oct. '05 prices)
- It takes 23,000 gallons (548 barrels) of jet fuel to operate a 777 from New York to Buenos Aires (\$37,664 for fuel at 1 Nov. '06 prices - \$17,000 less than Oct. '05 prices)
- It takes 32,000 gallons (766 barrels) of jet fuel to operate a 777 from New York to Narita (\$52,647 for fuel at 1 Nov. '06 prices - \$24,000 less than Oct. '05 prices)
- Amount of known oil reserves in the world is approximately one trillion barrels of oil.
- The world oil consumption is approx. 84 million barrels daily or 31 billion barrels per year.
- According to the ATA, Every penny increase in the spot* price of a gallon of jet fuel results in an additional \$195 million in annual fuel costs for the U.S. airline industry. In 2005 alone, the price of a gallon of jet fuel increased from \$1.33 in January to \$1.72 in December.
- According to the ATA, it is extremely difficult for airlines to be profitable when the average price for a gallon of jet fuel exceeds the \$1.67 threshold (\$70.14 per barrel of jet fuel).

* *spot price is the market price for oil products as negotiated by the buyer and the seller*

Percent of Total Annual Fuel Requirement Hedged and Hedge Cost

	(Q4) 2006 Average	2007 Average	2008 Average
Southwest	85% @ \$43 per barrel	85% @ \$49 per barrel	43% @ \$44 per barrel
Alaska	35% @ \$46 per barrel	30% @ \$55 per barrel	22% @ \$61 per barrel (1Q)
AirTran	47% @ \$75 per barrel	16% @ \$54 per barrel	Not Available
American Airlines	33% @ \$65 per barrel	10% @ \$67 per barrel	Not Available
JetBlue	63% @ \$75 per barrel	18% @ \$80 per barrel	Not Available
U.S. Airways	44% @ \$68-\$76 per barrel	Not Available	Not Available
Frontier	60% @ \$66-\$72 per barrel	4% @ \$69-\$82 per barrel	Not Available
Continental	34% @ \$74 per barrel	3% @ \$71 per barrel	Not Available
Delta	54% @ \$75 per barrel	Not Available	Not Available
Northwest	50% @ \$65-\$77 per barrel	15% @ \$55-\$72 per barrel	Not Available

(Source – Air Transport Association and AA)

Interesting oil statistics available online at:

www.gravmag.com/oil.html

www.eia.doe.gov/ncic/experts/expertanswers.html



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Some FAs have expressed their concern that too many tests are going on and that they only benefit the Company. What exactly is APFA up to?

As a DFW FA who serves Reserve when I am not working full-time at APFA, I can assure you that I work hard every day to find a way to improve the lives of my fellow FAs. I also believe that there are possible Contractual provisions we want to "date" before committing to "marriage" in future Collective Bargaining Agreements (CBA). *(Credit goes to Brent Peterson for the quote.)*

To the right are the tests that have been implemented during my appointment as APFA's Scheduling Coordinator along with a little background as to why APFA believed they are/were worth testing.

This Is Only a Test

Reserve Average Daily Utilization Buffer (ADUR)

Reserve ADUR has been renewed on several occasions and is currently expanded for the first 15 days of each month through April 2007. The goal is to improve the odds of Reserve preferences being honored by increasing the range of buffer hours from six to 25 hours when assigning Reserves to preferred trips.

BWI/IAD/PBI/SJC/EWR Reserve Coverage Test

Because the CBA dictates that Reserve assignments must be made in GTD (Greater To Date) order with permissible exceptions, FAs who desired flying out of specific airports could not be excepted from the GTD order and allowed to fly out of convenient airports, especially during day-of coverage. By allowing FAs with a designated airport preference to be assigned Reserve trips in GTD order for both day-before and day-of coverage, APFA hopes to allow more Reserves to fly out of the airport of their choice. This concept has been working very well in SFO, LGA/JFK and DCA/DCA-I. The only complaint APFA has heard is that there aren't enough FAs desiring EWR flying. This test is ongoing.

Cross-Division Flying During Holiday Months

This test is intended to allow FAs who maintain their International qualifications while on Domestic, and International FAs desiring an occasional opposite division trip (once all FAs within their respec-

tive divisions have been accommodated) to fly Option II trips in the opposite division. It is designed to improve coverage during holiday months and avoid the reassigning and rescheduling of line holders. This concept was first tested in Miami in the aftermath of a hurricane. Yes, it potentially helps AA avoid cancellations, but more importantly, it helps FAs who thought they were finished with their sequence from being rescheduled or reassigned.

Reserve Supplemental Flying When Considered "Regularly Scheduled"

This concept tests a procedure to implement Contractual language from 1979 that was never programmed allowing AA to honor the language while developing the necessary programming. It provides for FAs who meet the required provisions with the rights they are entitled to under Article 10,D.4 & 5.

Reserve Trip Trade Test

Obviously, this was generated in order to help FAs on Reserve fly a trip they desired instead of just what they were assigned. This test will continue through December '06.

Option II HISEND

The intention of this test is to allow those FAs who desire specific Option II assignments to make the request and be awarded the flying without any further contact with Crew Schedule prior to 19:00. It certainly helps AA to process the Option II list more

quickly, but most importantly, it improves the FA quality of work life.

2000 Series

This test was an attempt to avoid any increase in Reserve headcount during holiday months. It was not viewed positively and will not be renewed. It was designed as the framework for an improved Reserve system.

Bidding VC's of Less Than Ten (10) days

This test increased the number of relief lines offered, thereby creating more flexibility for Replacement FAs. This test is ongoing.

Conflict Drop at 72 Hours Instead of 48

This test allowed FAs to plot Open Time created by schedule conflicts through pre-plotting. It was also designed to improve coverage later in the month. It also adds an extra 24 hours for FAs to trip trade with Open Time.

Purser Flex Test

This test was intended to encourage pursers to maintain their qualifications (since bid denials were becoming increasingly senior) by addressing many of the Pursers concerns pursers.

PU (Personal Off Uncredited)

This test provides for a request by FAs for necessary time off without the time being credited. AA gets potentially increased utilization, and the FA has the opportunity to make the time up. This test is ongoing.

Relaxed Service Qual Check for TTOT

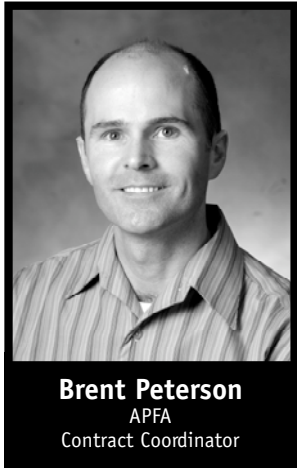
Prior to the test, TTOT was more restrictive in the service qualification check (for example, IFS for Caribbean). By relaxing the match, more trades are allowed as long as the FA has the required qualifications.

Reserve Voluntary Training on a Duty-Free Period

When the voluntary training program was implemented, Reserve FAs were not able to relinquish their duty-free periods. Expanding the language in Article 10.D.6. to allow duty-free periods to be used for training is intended to provide FAs with more flexibility.

Yes, we have been busy. As you can see, tests are an valuable way of trying ideas on for size. Concepts that look good on paper may not work for our members in real life. It is work to keep up with the new options as they become available. But in my opinion, and I hope yours as well, this research and collection of data is worth the effort as we look toward our next round of collective bargaining. ▲

To view the actual test language for each of these letters visit www.apfa.org - Departments - Scheduling.



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The Impact of Bid Leaves

answers to all of the questions you may have concerning Bid Leaves. This article is intended to provide comprehensive information concerning Bid Leaves. We will also post this information on the Contract Department page of the APFA Web site to make it easy for you to reference. Keep in mind that information regarding Company policy is subject to change and the Union may argue these changes and their impact on our members.

Bid Leave Defined – A Bid Leave is a type of unpaid Personal Leave that is seven consecutive days or more – up to a full contractual month. An exception is made for Bid Leave requests in conjunction with vacation when there are fewer than seven consecutive days for the contractual month in which you are not on vacation.

Requesting and Awarding Bid Leaves – Requests for Bid Leaves must be submitted to your Base Planner using either HIPVD or AVRS. The deadline to request a Leave is 0900 Central Time on the 15th day of the prior calendar month. If the 15th falls on a weekend or holiday then the deadline is 0900 the next business day. Bid

Leave awards are usually posted to your HI-10 later that same day. Occasionally Bid Leaves become available on short notice and/or after bids close. An HI-6 message would provide information regarding deadlines. If your initial request is not granted it will remain pending. Please delete any request you no longer wish to be awarded since it is not possible to rescind an awarded Bid Leave.

The dates of Bid Leave requests are considered and awarded on a contractual-month basis. Therefore, a full-month request for the month of February would be 31JAN-1MAR as opposed to 1-28FEB.

You are not eligible for a Bid Leave if you are on what is known as an open ended absence (e.g. sick list) on the date Bid Leaves are awarded. This is true even if your planned clear date is prior to the start date of your Bid Leave request. For example, if you are on the sick list on 15DEC with a planned clear date of 20DEC you are not eligible to be considered for a Bid Leave for January. Further, your qualifications must be current in order to be eligible for a Bid Leave.

In other words, if you are not eligible to bid, you are not eligible to hold a Bid Leave.

Bid Leaves are awarded by base in seniority order within each of the following categories:

1. Leaves requested in conjunction with vacation including those FAs scheduled for Reserve
2. Full-month Bid Leave requests for line holders
3. Partial-month Leaves in descending day order for line holders (e.g. 30-day requests, 29-day requests, etc.)
4. FAs scheduled for Reserve. (Full-month requests are awarded first followed by partial-month Leaves in descending day order.)

Note: Line holders include FAs on the Back-up Reserve list. FAs holding Relief and Availability schedules are also considered line holders.

If you requested a longer Leave and the full amount of time is not available, the Company will award the greatest amount of time still available. If you make more than one request for a month, your request will be considered separately, not together. For example, a request for a Bid Leave 1-15JAN and a separate request

for 16-30JAN will not be considered a full month request for 1-30JAN.

Reserve Rotation – If you bid onto Reserve after you have been awarded a Bid Leave it will not count as your Reserve rotation. If you were on the Reserve list and awarded a Bid Leave, then the month will count toward your Reserve rotation.

Bidding – You will not be removed from a carry-over trip that originates in the current month and flies into the next month if it was on your schedule at the time your Bid Leave was awarded. Your Bid Leave start date will be adjusted accordingly. Once you have been awarded the Bid Leave you cannot pick up nor can Crew Schedule assign to you a trip that conflicts with your Bid Leave – including carry-over trips.

You will be removed and credited without pay for any trips, AVBL days or Reserve days that conflict with the dates of the Bid Leave with the exception of carry-over trips previously mentioned. The time will be reflected in your PROJ and/or your SPROJ. The time will not be

Despite our wishes for the New Year, the projected fleet plan for American does not include growth. In fact, the Company announced their intentions this past summer to return nineteen 757-aircraft when their leases come due beginning in '07. As a result, we can expect that Bid Leaves will continue to be available, at least at some bases, in the foreseeable future.

Questions regarding Bid Leaves represent a significant portion of the calls received in the Contract Department. Though Bid Leaves stem from our Contract, there are specific procedures to be aware of once you place yourself in a non-pay status. Currently, you may need to refer to various sources for

reflected in your PPROJ. Just think of it as bidding for an unpaid vacation. If a trip were to conflict with both your vacation and Bid Leave you would be removed and paid based on the vacation.

If you held a carry-over trip that originates during your Bid Leave and flies into the next month, you will be removed from and credited for that trip. Paper legalities will apply when bidding for the next month. In other words, you will create a schedule conflict if there is a direct conflict between the trips. If there is enough time separating the trips to allow for debrief and sign-in (Paper Bid legalities) then you would not have a conflict with the first trip of the next month. Paper legalities would also apply to any Reserve or Available days in the next month.

Benefits – Any time you take a Leave or consecutive Leaves for more than 30 days, you become responsible for the full cost of your health benefits. You should receive a letter and a “Rules and Instruction” sheet from Employee Services shortly after your Leave begins informing you of the appropriate deadlines for continued coverage. If you do not receive this letter be sure to contact Employee Services to ensure

you don’t lose coverage. A Leave is now considered a **life event**. You can elect to continue or cancel some or all of your benefits. If you elect to continue your benefits, you must also remit payment by the deadlines indicated in your letter.

Pay very close attention to benefits such as

Pre-funding, Supplemental Medical and Long-Term Disability. Re-enrolling in Pre-funding is costly if not continued during your Leave. You must pay a \$250 re-enrollment fee as well as higher monthly premiums, and you must Pre-fund for a full ten years in order to have Retiree Health Care. If you do not continue Supplemental Medical it will be cancelled and you cannot re-enroll unless you marry. The ability to resume additional Life Insurance, Short and Long-Term Disability are not guaranteed and may require the submission of a Statement of Health. Be certain you fully understand the impact of a Bid Leave on your benefits and any associated deadlines. **The elections you make during your Leave could impact your coverage for the remainder of your career.**

420 Threshold – You must be in a paid status for at least 15 days of the month in order to be considered active for the purposes of Vacation and Sick accrual eligibility as well as the threshold for subsidized health benefits. Bidding a trip that conflicts with either the begin-

“Bidding a trip that conflicts with either the beginning or end of the Bid Leave could also cause the month to be considered inactive.”

ning or the end of a Bid Leave could also cause the month to be considered inactive. For example, if your Bid Leave is 1-15JAN and you bid a three-day trip on 15,16 and 17, you would only be considered active for 13 days if it is a 30-day month and 14 days if it is a 31-day month. The SK and VC accrual columns of your HISK would indicate an ‘N’ for the month and you would not be eligible to accrue Vacation or Sick time for the month. Since the month is not considered active it would lower your 420 threshold by 35 hours, and any hours actually paid for the month would not be included in the eligible hours to meet your threshold in your other active months.

NOTE: APFA currently has a dispute over the Company’s interpretation of active status when a FA is awarded a Bid

Leave in conjunction with vacation and holds a trip that conflicts with the vacation.

Travel – American’s interline agreements with other carriers do not apply to employees on Personal Leaves. In addition, the Company does not permit D1

travel while on a Personal Leave.

Keep in mind that a Bid Leave is a type of Personal Leave. The Company keeps track of our ability to use other airline and D1 travel privileges based on our being on payroll. Currently, the Company removes an employee from payroll if their Leave is expected to be greater than 16 days. If you take consecutive Leaves, all travel privileges will cease after the 180th consecutive day.

Seniority Accrual – A Bid Leave will affect your seniority as follows: Your bidding (or Occupational Seniority) will accrue for the first 180 days. Your Company Seniority, which determines vacation accrual and retirement eligibility, will accrue for the first 90 days. You

retain but do not accrue Pay, (Classification) Seniority on a Bid Leave. Generally the Company only makes the adjustment to Pay Seniority if the Leave exceeds the 16-day requirement, which should remove you from payroll. Although individual Bid Leaves are awarded in one month increments, consecutive Bid Leaves can impact seniority accrual.

I hope this article has answered most of the questions you have regarding Bid Leaves. Remember you can find the answers to many of your questions on the Contract Department page of the APFA Web site. As always, you can contact us via phone or e-mail at 817.540.0108, or contract@apfa.org.

The “Foundation Document,” APFA’s 2001 Contract as modified in 2003, can now be accessed in its entirety on the APFA Web site.



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The AA Cabin Aviation Safety Action Program (**Cabin ASAP**) is almost complete and should be ready to roll out to all FAs in early 2007. **Cabin ASAP** was developed collectively by APFA, AA and the FAA. It was designed after the AA pilots' ASAP program, which has been successful since 1994; however, ours has been modified to address the specific cabin safety issues exclusive to the FA work environment. This program is advantageous to our work force because it provides a vehicle for AA FAs to report safety and non-compliance issues **without** the fear of FAA civil penalties or Company discipline.

This is how it works...

Cabin ASAP - It Begins with You!

By Lonny Glover and Kathy Lord-Jones

The heart of **Cabin ASAP** is a three-member Event Review Team (ERT). The ERT consists of a designated representative (with alternates) from APFA, the FAA and American Airlines. Flight Service Managers will **not** be members of the ERT and ASAP reports will **not** be shared with individuals outside of the ERT. The ERT makes all decisions regarding whether a sub-

mitted report meets the **Cabin ASAP** acceptance criteria and recommends constructive actions to the reported cabin safety events and concerns. **Cabin ASAP** reports will be submitted via the American Airlines Safety and Security Reporting System. There will be a specific box to check if you want to submit a **Cabin ASAP** report. Once you have checked the ASAP box, your report and all the information contained in it will be "locked-out" of the usual event-reporting program and sent directly to the **Cabin ASAP** Program Manager. The **Cabin ASAP** Manager will de-identify the report and forward it to the ERT.

Reporting System) or, if no computer is available, by calling the **Cabin ASAP** hotline. Be advised that if you use the telephone hotline method for the initial contact, you will need to follow up with an electronic report. Once the report is received, the ERT will determine if the alleged violation was inadvertent and did not involve apparent intentional disregard for safety or security. The report must also not involve criminal activity, substance abuse, controlled substances, alcohol or intentional falsification. Finally, the reported event must be "sole-source." A sole-source event is one that would not have been discovered by any other means except by the report from the FA.

Understand the ERT has some latitude on the sole-source criteria. For example, an evacuation or an inadvertent slide deployment would not be considered a sole-source event. However, your actions during these types of events are sole-source. Therefore, we can include your reported actions in the **Cabin ASAP** program if you feel the need to file an ASAP report due to a possible non-compliance issue or FAR infraction.

If the incident is not a sole-source event (e.g. inadvertent slide deployment) and others are aware of the event itself, management retains the right to investigate the incident. However, the information that you provide in the ASAP report and the information that the ERT discovers during the ASAP investigation **cannot** and **will not** be disclosed to management for its investigation. It is our goal to train Flight Service Management to encourage FAs to file an ASAP report and let the ERT handle the event, thus discouraging a separate investigation.

Once the **Cabin ASAP** report has been accepted into the program by the ERT, you can expect a minimum of two separate responses from the ERT. The first will be acknowledgement of receipt of the report and the second will be a description of the constructive action(s) and closure of the report. If your report was excluded from the program by the ERT based on the acceptance criteria, you will be notified. If the ERT needs additional information from you, you will be contacted by the APFA member of the ERT.

Category Selection

Check all the following that apply to this Event.

<input type="checkbox"/> Aircraft Equipment	<input type="checkbox"/> FAA Inspector Onboard
<input type="checkbox"/> Announcement / Briefings	<input type="checkbox"/> Fire / Smoke / Fumes / Odor
<input type="checkbox"/> Boarding Procedures	<input type="checkbox"/> Inadvertent Slide Deployment
<input type="checkbox"/> Customer Injury / Illness	<input type="checkbox"/> Personal Equipment / Manuals
<input type="checkbox"/> Customer Misconduct	<input type="checkbox"/> Safety Compliance
<input type="checkbox"/> Decompression	<input type="checkbox"/> Scheduling / Duty Time / Layover Rest
<input type="checkbox"/> Employee Lost or Stolen Articles	<input type="checkbox"/> Security Threat / Security Concern / Suspicious Activity
<input type="checkbox"/> Evacuation / Emergency Deplaning / Ditching	<input type="checkbox"/> Turbulence

Do you want to include this report in the ASAP program?

mitted report meets the **Cabin ASAP** acceptance criteria and recommends constructive actions to the reported cabin safety events and concerns.

Cabin ASAP reports will be submitted via the American Airlines Safety and Security Reporting System. There will be

What are acceptable criteria for a **Cabin ASAP** report? First, initial contact by the reporting FA must be made within 24 hours after the event or after becoming aware of the event. This can be done in one of two ways; either through the electronic reporting system (Flight Service Safety and Security


Accidents and Incidents

By Lonnie Glover

Constructive actions based on the unanimous consensus of the ERT can include recommendations made to the reporting FA for skill enhancements and/or additional training. The constructive actions can also be submitted to AA to improve training, procedures and/or affect aircraft equipment modifications. Recommendations can also be sent to the FAA and the NTSB. A reporting FA's failure to participate in the recommendations of the ERT will result in the exclusion of the report from the **Cabin ASAP** program and all documentation in the report and the follow-up investigation conducted by the ERT will be discarded.

Reports received that contain conflicts between FAs or other work groups that do not include safety non-compliance issues or FAR violations will not be accepted into the program. The reporting FA will be encouraged to submit their concerns to Professional Standards or other alternative channels. However, if the report identifies a potential safety risk involving another work group, the **Cabin ASAP** ERT can submit the de-identified report to the other workgroup's ASAP program, if applicable.

APFA, the FAA and American Airlines are committed to making **Cabin ASAP** a successful program. Historically, non-compliance issues and FAR violations have been handled through reactive measures; specifically Company discipline and/or civil penalties. This program is a proactive program, based on a non-punitive and non-disciplinary approach, and is geared toward addressing voluntary self-reported safety infractions through constructive means and resolutions. Hence, the program developers acknowledge that you must have "trust" in the program. To achieve this, extensive training will be provided to Flight Service Managers so they can adopt the proactive **Cabin ASAP** concept. APFA Reps will be trainers in this process. The program will not work if you, the line FAs, don't participate. I encourage you to give it a try. When it comes to safety, you really can't afford not to.

Cabin ASAP... it begins with you. 

10/06, LAX/HNL, 757

Male pax experienced epileptic seizure then became violent. Pax had to be restrained using flex cuffs. Flight diverted into SFO. FA removed from flight after being exposed to bodily fluids. Pax transported to hospital.

9/06, ORD/SFO, S80

Flight diverted to DEN. Male pax experienced heart attack. AED was used 10 times to administer shock with no response. Pax transported to local hospital where he reportedly died.

9/06, ZRH/JFK, 767-300

FA struck by pax during a dispute over meal service. Local Port Authorities met flight and took pax into custody. Pax was denied further travel. FA transported to hospital for evaluation of bruises to chest area.

9/06, BOS/ORD, S80

FA was incapacitated during flight when coffee maker blew hot coffee and grounds on to face and neck. FA transported to local hospital on arrival and treated for burns.

9/06, DFW/RSW, S80

Male pax would not sit down or comply with crew instruc-

tions. Pax appeared to have Alzheimers and had to be flex cuffed. Paramedics and LEO met flight.

8/06, MDE/MIA, 757

Flight ground interrupted and return to MDE due to smoke and fumes in the cabin. Two FAs were taken to local hospital for smoke inhalation.

8/06, PHL/ORD, S80

Flight returned to PHL due to blown tire on take off. Metal debris was found on runway. Flight needed to burn fuel prior to landing to be below max gross landing weight. FAs had 30 minutes to complete emergency checklist. Flight landed without further incident. Pax bused to terminal.

7/06, UIO/MIA, 757

Group of 15 teenage pax experienced vomiting and diarrhea during flight.

Doctor on board suspected possible food poisoning. Physician on call (POC) was contacted. MIA Center for Disease Control (CDC) met flight to determine if quarantine was necessary. Group

leader of teens became agitated and was non-compliant.

7/06, LAX/LHR, 777

Flight diverted to JFK due to engine vibrations. As a precaution engine was shut down. Emergency was declared. A/C dumped fuel and landed overweight without further incident. Crash Fire Rescue (CFR) met flight and inspected aircraft. Incident received media attention.

7/06, JFK/DFW, 757

Pax left bag unattended at gate area. When pax returned another pax advised that he had placed a bomb in his bag. Port Authority responded and detained both individuals for questioning.





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The Hotel Hotline

The APFA "Hotel Hotline" is now being published on the Hotel page of the APFA Web site. This page will be updated once a month or more as events warrant. This is a no-cost item that keeps our membership apprised of hotel reviews and changes. If you would like to have the Hotel Hotline e-mailed directly to you, please send an e-mail with your name, employee number, base and e-mail address to hotel@apfa.org.

pink debrief sheet is received by my department it can be anywhere from several days to several weeks old. Once the written debriefs are received we either photocopy the debrief and forward it or e-mail it to AA for follow-up. By attempting to phase-out the debrief sheets and move toward electronic or phone debriefs over the next year, we can respond to your issues more quickly and your issues should be resolved faster.

In closing, I'd like to thank all of you who call or e-mail me with hotel questions and rumors. As I've said many times before, the answer that I provide may not be the answer you like, but it will always be the truth. In light of that I'd like to invite you to send me hotel questions or rumors you would like answered in the next issue of *Skyword*. Feel free to e-mail me at hotel@apfa.org or use the APFA Communique tear-out card on the back cover of this issue. ▲

This next change is one that I hope to phase in over the next year. Currently, there are many ways to submit reports regarding hotel issues to the Hotel Department. You can either phone us, send a Web debrief form found on the Hotel page of apfa.org, or you can fill out a pink Hotel Debrief sheet located in base operations. While each of these is effective, the most efficient is the Web debrief. The least efficient is the pink debrief sheet. I say this strictly due to the turnaround time. By the time a

Lately it seems that my life is all about change; big changes like getting married, medium changes such as moving thousands of miles away and small changes like having to find a new dry cleaner. As neurotic as this may sound, I like to get all of my upheaval done at once. It keeps life nice and neat!

In light of all of the personal changes I've experienced, I thought maybe I should also reassess a few things professionally.

News & Reviews

DOMESTIC

San Francisco (Long Layover) Crews with layovers over 16 hours will remain at the Hilton in Downtown San Francisco. Crews with layovers between 14 and 16 hours will go to the new mid-length layover hotel the Crowne Plaza Foster City. The review was necessitated by the end of the contract as well as a hefty room rate increase.

Nashville (Long Layover) Crews will remain at the Renaissance Nashville for another two years. Review necessitated due to contract's termination.

Charlotte (Long Layover) Crews will move to the Hilton Garden Inn Charlotte Uptown. The review was necessitated by the return of long layovers and the previous hotel's contract expiring.

Tampa (Short Layover) Crews will relocate to the Marriott Tampa airport. The review was necessitated by the contract's termination. The hotel is located within the airport and is close enough to walk. See HIDIR for more information.

Fort Meyers Crews will remain at the Holiday Inn Select. Review necessitated by the contract's termination.

INTERNATIONAL

Barbados Crews will move to the Accra Beach Hotel effective December 16, 2006. The move was necessitated by the contract's termination and the hotel's desire not to renew.

San Jose Crews will move to the Quality Inn. The move was necessitated by the contract's termination.

St. Thomas Crews will remain at the Wyndham. The review was necessitated by the contract's termination.



Patty French
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How do we as FAs deal with difficult events that change our lives and the way we see the world? Whether it is the death of a loved one, serious illness, pay cuts, Contract changes, the threat of bankruptcy or a terrorist attack, these challenging life experiences cause many of us to react with strong emotions and a sense of uncertainty.

Generally, we adjust pretty well over time to these events. How? It involves our ability to be resilient. Resilience is a set of beliefs, attitudes and behaviors that allows us to adapt to a situation in the face of adversity. It is an ongoing process that requires time and effort to develop. We are all comfortable with change, otherwise we would not remain at our job. However, our world and industry today challenges even the most adaptable among us. If we are to continue in our jobs and see our way to retirement, we may need to develop

Resilience: Taking Care of Yourself When No One Else Will

and strengthen our resiliency skills. The good news is that resilience is a trait that can be learned and developed by anyone. The more we practice these skills, the better we become at handling the twists and turns in our industry and in our lives.

Being resilient does not mean that we won't experience distress. Emotional pain and sadness are a normal part of adversity. It means that we have to develop behaviors, thoughts and actions that will help us weather the storm and bounce back from the stressful event. Research on resilience has shown that taking an active problem-solving approach to stressful events helps reduce any feelings of helplessness and restores a sense of control. In short, people who use active coping strategies adjust better after a crisis than those who take an avoidant approach. The avoidance results in greater amounts of distress for longer periods of time.

Strategies for Building Resilience

Developing resilience is a personal journey. What works for one person may not work for another. Consider some of the ways you can develop your own personal strategy.

- **Make connections with others.** Having good relationships with family, friends and co-workers is important. Talking with, and accepting help from those who care about you strengthens resilience and helps to reclaim hope.

- **Avoid seeing crises as insurmountable.** You can't change the fact that stressful events happen, but you can change how you interpret and respond to them.
- **Successful coping requires the ability to accept change as a part of life.** Accepting circumstances that can't be changed can help you focus on those circumstances you can change.
- **Develop realistic goals and do something everyday to move toward them.** Focus on what you can control. When problems develop on a flight, we do many things to control the situation. We sometimes forget just how much control of our work life we really do have.
- **Take decisive action to act in adverse situations.** Ask questions when in doubt about events on the plane. Reach out to fellow crew members for support and create a plan of action that makes you feel safe. This will help you develop confidence in your ability to solve problems.
- **Look for opportunities for self-discovery.** People often learn something about themselves as a result of their struggles. Overcoming adversity helps you grow in meaningful ways. It also gives you a greater sense of personal strength and increases your self-worth.
- **Keep things in perspective** and avoid blowing the event out of proportion.
- **Maintain a hopeful outlook** by visualizing what you want and not what you fear.
- **Take care of yourself and pay attention to your own needs.** Engage in activities that you enjoy and find relaxing. Exercise regularly so that your mind and body are ready to deal with situations that require resilience.

Other ways of developing resilience include journaling, meditation and nurturing your spirituality. The key is to identify ways that are likely to work well for you as a part of your own personal strategy for fostering resilience.

You can learn about which strategies for building resilience work for you by discovering how you have responded to challenges in the past. Ask yourself:

- How have I overcome obstacles in the past?
- Who have I successfully reached out to for support?
- What have I learned about myself during difficult times?
- What type of plan can I put into place that will help me feel safe?
- What helps me feel more hopeful about the future?

While we cannot control the dangers in our industry and the world today, we can use stressful events as an opportunity to

become stronger and more self-assured. People who build resilience and recover from trauma discover unexpected benefits. As they heal from their experience, they find that they have developed an inner strength and greater self-awareness. With this comes the ability to experience joy and serenity again.

Getting help when you need it is a critical part of building resilience. Many people use their own resources to build resilience; however, there are times when an individual might have difficulty making progress. A licensed mental health professional can assist in developing a strategy to help you move forward. To receive a referral to a mental health professional, call the American Airlines Employee Assistance Program at 800.555.8810, or the APFA Health Department at 817.540.0108, ext. 8290. ▲

Editor's Note: As a correction to the Fall '06 Skyword, proper credit was not given to APFA's health benefit consulting firm: The Segal Company who greatly assisted APFA before and during the 2007 health benefit enrollment period. They assisted us in creating the health plan comparison chart on the APFA Web site, the enrollment postcard mailing to our membership, and the enrollment ALERT! that appeared on pg 26. Health Coordinator Patty French was inadvertently credited for this pre-enrollment information in Skyword. The Segal Company is a recognized leader in the field of employee health benefits and a great resource to APFA as we continue to focus on maintaining the best possible FA health benefit coverage in the industry.

The Wright Amendment Concludes, Foreign Ownership Stall and the National Labor Relations Board Strips Workers of Their Rights

By Joan Wages, APFA Washington Representative

After a month's recess in August, Congress returned to handle a large stack of issues in September only to leave again at the end of the month to campaign for the elections. Here is a quick update on where Congress was at the time of this writing just prior to the November elections.

Editors Note: As of January 2007, the 110th Congress appears to be more labor-friendly. Only time will tell.

Wright Amendment Legislation Passes

Southwest Airlines (WN) launched a campaign two years ago to lobby Congress for changes to the provisions of the Wright Amendment. In short, this Amendment limited flying out of Love Field in Dallas to intrastate and contiguous states. WN decided that it now wanted to fly any-time, anywhere. American and other carriers saw WN's efforts as a route-grab and immediately began lining up members of Congress to oppose the plan. But WN did the same and had great success in promoting the lower airfares they were offering.

Last June, WN, AA and the DFW Airport came to an agreement that would allow WN to immediately begin service from Love Field to any state as long as the flight stopped in a state the airline is currently restrict-

ed to serving. It continues to disallow international traffic and would repeal other Wright Amendment provisions altogether in eight years. Available gates will be reduced from 32 to 20, with WN controlling the majority of them and the agreement limits access to new carriers.

After the agreement was reached, all parties turned to Congress for the new terms to be put into law. The limiting of access brought complaints from members in the House and the Senate, so a new antitrust provision had to be negotiated. In the final hours before Congress recessed, legislation passed the House and Senate changing the compromise agreement into law and closing this chapter of the Wright Amendment.

AA's press release stated: *"This new law, which now goes to President George W. Bush for his signature, will guarantee that citizens in North Texas have access to vitally needed air service, while those who live near Love Field in Dallas will not endure any additional noise, congestion and traffic for the next eight years. The measure also provides competitive air service from Love Field for passengers who live throughout the United States. We also acknowledge the support and dedication of American Airlines' employees and retirees, union leadership and community groups who have been involved with this*

legislative effort since the parties reached a compromise agreement last June."

Foreign Ownership

In November 2005, the Department of Transportation (DOT) proposed changing its policy on how foreign ownership is determined. The DOT declared that the changes were necessary in order to complete a new air service agreement with the European Union (EU). Some European interests declared that the proposal did not go far enough.

Members of Congress questioned exactly whose interest the DOT was serving. Since 1938, Congress has required U.S. airlines to be at least 75 percent owned by U.S. citizens. In 2003, Congress included an amendment restating its long-standing policy of only allowing 25% foreign ownership. APFA joined every labor group in the aviation industry in opposing greater foreign ownership that could jeopardize safety issues and CRAF flying.

The DOT's proposal last year was to separate economic and marketing aspects of an airline from safety and security – allowing the day-to-day operations to be placed in foreign hands. Many members of Congress strongly opposed this suggestion and felt that the DOT was attempting to circumvent Congress' authority. Eighty-five representatives

signed a letter to the DOT opposing these regulation changes. Continental Airlines' CEO testified that the DOT's proposal was unworkable in the real world. In May, the DOT issued revised changes to its proposal that were met with equal skepticism. Opposition continued to build even as the DOT made every effort to convince Congress that it was on the right course.

By September, DOT Under Secretary for Policy Jeff Shane stated that the DOT would not move forward to implement new regulations. With such strong opposition in Congress, the regulation would most likely be overturned and Continental's threatened lawsuit would tie it up in court. Rather, the DOT will continue to talk with members of Congress to achieve agreement on how to move forward.

NLRB Rules to Strip Workers of Rights

On October 3, the National Labor Relations Board (NLRB) voted along party lines (three Republicans, two Democrats) to redefine "Supervisor" as anyone who has the authority to assign or direct another employee and who uses independent judgment. Since supervisors cannot belong to a union, this decision will strip the rights of many employees from having union protection.

This "Kentucky River Decision" applies directly to nurses who are covered by the NLRB. FAs and other transportation employees fall under the Railway Labor Act (RLA) so, for now, FAs would not be immediately impacted by the NLRB decision. But an idea planted in one segment of the workforce often finds its way into other areas.

In the past, the NLRB has ruled that supervisors are those who have the authority to hire, fire, discipline, evaluate or promote employees and these supervisors are ineligible to be union members. The NLRB went so far as to state that an employee who spends 10-15% of their time overseeing other employees will fall into this category. This radically expands the number of employees who lose their right to union representation.

This decision is one more step toward undermining a union's ability to fight for and protect workers rights. Over the last few years, the NLRB has chipped away at the right of union protection by limiting the eligibility of disabled workers, teaching assistants, temporary workers and others to join unions. It's only a matter of time before this Administration turns its sights on those under the RLA.

There is recourse. Congress can overturn NLRB decisions, but there must be a Congress that supports union representation. ▲



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The APFA Retirement Department has been receiving many phone calls about the Qualified Pre-Retirement Survivor Annuity (QPSA). After some investigation I found that the change to the Contract that occurred in 2001 in reference to QPSA has not been thoroughly explained. Because it is a very important benefit, the following should help those of you who are still uncertain about the QPSA.


The QPSA provides your surviving spouse with a lifetime monthly benefit equal to the surviving spouse's portion of a 50% Joint and Survivor Annuity. It is based on your accrued benefit at the time of your death and would begin paying at the time you would have

normally retired. The 50% benefit is automatic, but you may elect an enhanced benefit that provides your spouse with a greater lifetime monthly benefit of 66 2/3%, 75% or 100%. This Pension Plan would automatically provide a pre-retirement survivor benefit for your spouse through a QPSA if you were to pass away before you began receiving your retirement benefit. For your spouse to qualify, you must be vested and have been married for at least one year at the time of your death. The QPSA was available before 2001 but there was a charge for this benefit. The charge was a permanent reduction in your pension benefit and applied even if you lived until retirement age and began your pension.

To find the form on Jetnet, go to the Benefits page - Form Finder, then in the "Select Category" drop box choose Retirement, then click on Pre-Retirement Survivor Annuity Benefit Election Form (Flight Attendant). You can fill out the form on your computer and then print. Click on the red and yellow exclamation point on the top for instructions.

Return the completed form to:
American Airlines, Inc.
Employee Services
Mail Drop #5146
P.O. Box 619616
DFW Airport, TX 75261-9616

Once this form has been received by Employee Services, you will see an indicator on Jetnet. Login and go to the Benefit Page - My Beneficiaries. For those FAs who filled out the form prior to this year, Human Resources is currently updating Jetnet to reflect they have you on file. If you are not sure whether you have filled this form out in the past, there is no harm in sending in another form. You must also complete a new form if you remarry. At the time of your retirement you may want to update this election to enhance your lifetime annuity.

If you have any further questions about the QPSA, please contact me at APFA Headquarters, extension 8490. I fly several weeks a month, so please understand I may not respond right away. If this is an emergency, you can call the Contract Department or the APFA Officer on Duty. 

Enhanced Pre-Retirement Survivor Annuity Retirement Benefit Plan for Flight Attendants

Enhanced Pre-Retirement Survivor Annuity Retirement Benefit Plan for Flight Attendants

Employee Number: _____ 123456 _____ Social Security Number: _____ 222-34-5678 _____
 Employee Name: _____ Jane Flight _____

If you die before you begin receiving your retirement benefit, the Plan automatically provides a pre-retirement survivor benefit for your spouse through a Qualified Pre-Retirement Survivor Annuity (QPSA) if you are vested and you have been married for at least one year at the time of your death. The Plan also provides your surviving spouse a lifetime monthly benefit equal to the surviving spouse's portion of a Joint and Survivor Annuity based on your accrued benefit at the time of your death. In lieu of a QPSA benefit automatically provided by the Plan, you may elect an enhanced benefit that provides your spouse with a greater lifetime monthly benefit by checking one of the boxes below.

I elect the following Enhanced Pre-Retirement Survivor Annuity benefit to be provided for my surviving spouse, if eligible, in the event of my death prior to commencement of my pension benefit from the Plan.

66 2/3% 75% 100%

Spouse Name: _____
 Spouse Social Security Number: _____ 455 _____ Marriage Date: _____ 10/07/1990 _____

I understand that I have elected an enhanced benefit for my spouse, if eligible, that is greater than the QPSA benefit automatically provided by the Plan. The QPSA benefit shall be payable to my surviving spouse, if eligible, in the event of my death prior to commencement of my pension benefit. Once my benefit commencement date has passed, this election will be binding on my pension benefit.

Signature of employee: _____ Date: _____
 Day time phone number: _____ or e-mail address: _____

Return the completed form to:
 American Airlines, Inc.
 Employee Services, Mail Drop #5146
 P.O. Box 619616
 DFW Airport, TX 75261-9616

(You may logon to Jetnet and go to the Benefit Page - My Beneficiaries and you will see an indicator once this form has been received by Employee Services.)

NOTE: In the last *Skyword*, I promised information on disability retirement. This information is now available and is posted on the APFA Web site - Retirement.

Two Common Measures of Profitability

by Dan Akins – Akins and Associates, APFA's Airline Economic Advisor

All publicly-traded companies report two measures of profitability. One measure is called *operating profit* (or loss), which is a more direct measure of the success of ongoing business operations, and the other measure is called *net income* (or loss), which is the bottom-line profitability after all taxes, interest and one-time adjustments have been made.

Simply put, *operating profit* is what is left after total operational expenses such as salaries, benefits, fuel and other costs are deducted from a company's gross revenue, which is the total money paid for that company's products and/or services. The result, operating profit, is commonly referred to as *Earnings Before Interest and Taxes*, or simply *EBIT*. In the airline industry, the success or failure of a company's business strategy is most readily and directly measured by the results from operations, also known as *above the line* operating profit. Above the line refers to results from operations vs. results related to a company's capital structure (debt level and interest rate).

However, Wall Street investors and lenders generally look at a company's net income to assess a company's overall performance. *Net income* is simply operating profit plus or minus additional expenses and revenue, which are not considered direct operating expenses, (known as *below-the-line* costs). The two most common of these additional items are taxes and interest expenses (or income). One-time payments or adjustments related to bankruptcy write-offs or changes in accounting practices are also deducted here. A company can have positive operating results and hugely negative net income as a result of the below-the-line adjustments to operating profit.

Both operating profit and net income are important measures of any company's performance, however since there have been so many bankruptcy-related "adjustments" included in the results of so many airlines over the past several years, it can be more useful to first look at operating profit as a truer measure of a company's performance within the marketplace.

AIRLINE EARNINGS In order of airline size from largest to smallest

by Dan Akins and Leslie Mayo

Operating Profit = The amount of profit after salaries, benefits, fuel, vendors, etc...

Net Income = Operating Profit +/- additional expenses and revenue not included in Operating Profit (bankruptcy attorneys, loans, etc...)

AIRLINE	'05 TOTAL EARNINGS 1st-4th Q		1ST QUARTER '06		2ND QUARTER '06		3RD QUARTER '06		'06 1st-3rd Q. EARNINGS TOTALS	
	Operating Profit	Net Income	Operating Profit	Net Income	Operating Profit	Net Income	Operating Profit	Net Income	Operating Profit	Net Income
American Airlines (AA)	-\$351m	-\$891m	+\$52m	-\$105m	+\$420m	+\$291m	+\$114m	+\$15m	+\$586m	+\$201m
United Airlines (UA)*	-\$241m	-\$21b	-\$168m	+\$22.4b	+\$263m	+\$111m	+\$335m	+\$190m	+\$412m	+\$23b
Delta Airlines (UA)**	-\$1b	-\$3.8b	-\$481m	-\$2b	+373m	-\$2b	-\$46m	+\$52m	-\$154m	-\$4b
Continental Airlines (CO)*	-\$92m	-\$65m	-\$2m	-\$65m	+\$237m	+\$198m	+\$146m	+\$237m	+\$381m	+\$370m
Northwest Airlines (NW)**	-\$895m	-\$2.3b	-\$7m	-\$1b	+\$300m	-\$280m	+\$252m	-\$1b	+\$545m	-\$2b
U.S. Airways (U.S.)*	-\$213m	+\$160m	+\$43m	+\$5m	+\$280m	+\$246m	+\$101m	-\$78m	+\$424m	+\$168m
Southwest Airlines (WN)	+\$820m	+\$548m	+\$98m	+\$61m	+\$401m	+\$333m	+\$154m	+\$48m	+\$653m	+\$253m
Alaska Airlines (AS)	-\$8m	-\$2m	-\$148m	-\$76.5m	+\$45m	+\$49m	+\$78m	-\$17m	-\$25m	-\$44m
JetBlue Airways (B6)	+\$62m	-\$21m	-\$25m	-\$31.5m	+\$47m	+\$4m	+\$628m	-\$1/2m	+\$650m	-\$28m
Frontier (F9)	-\$2m	-\$10m	-\$9m	-\$7.8m	+\$11m	+\$4m	+\$4m	+\$1/2m	+\$6m	-\$3m
America West (HP)	-\$120m	-\$397m	+\$83m	+\$58m	+\$61m	+\$68m	N/A	N/A	N/A	N/A

Numbers are rounded up or down to the nearest million/billion

* Previously Filed for Bankruptcy

** Currently in Bankruptcy

Three Tiers of Airlines Remain in the U.S:

The BIG THREE: AA, UA and DL. These three airlines have between 15% and 20% of the revenue, traffic and capacity. They have worldwide route networks and hubs in the biggest cities in the nation.

The SMALLER THREE: CO, NW and U.S./HP. These airlines mostly have between 7% and 10% of the revenue, traffic and capacity. They have smaller international networks and generally contain hubs in second tier cities (Minneapolis, Newark, etc...)

The LOW COST CARRIERS: WN, AS, B6 and F9. These LCCs have less than 5% of most of the "measures" and are almost exclusively focused on domestic networks.

With the hostile bid by U.S. Airways for Delta, the landscape may change and these changes will, no doubt, affect American Airlines.

Rumor Control

by Leslie Mayo, National Communications Coordinator

Throughout the year, APFA responds to rumors in the weekly APFA Hotline. These are some of the rumors that are worth repeating in the event you do not subscribe to the Hotline. If you would like to receive APFA's Hotline via e-mail, you can send a message to: member@apfa.org and ask to be added to the weekly Hotline mailing list. Also, please send any rumors you would like clarified to apfa@apfa.org.

Q: Are the pilots requesting the use of our jumpseats in their negotiations with the Company?

A: Among several items APA proposed to AA in exchange for flying the potential DFW-Beijing route, was a request that pilots be allowed to occupy a FA jumpseat "once all FAs have been accommodated." APFA issued a statement reminding all parties that contractually, APFA has Cabin Jumpseat Authority and that it is inappropriate for the pilots to include this in negotiations discussions with American. For more information, visit www.apfa.org.

Q: I received a letter from AA in October of '06 regarding our pension plans. Is AA trying to hand over our pensions to the PBGC like United Airlines did?

A: No. AA did not issue this letter to communicate its intentions to default on our pension plans. AA sent a letter to all participants of AA's Pension Plans in order to communicate its plan to take advantage of new legislation and extend its pension payments in accordance with the Pension Reform regulations recently signed into law.

Q: Is it true that I will not accrue vacation or sick time if I fly less than 420 hours in a calendar year?

A: The annual threshold for vacation and sick accrual is determined by taking half of a lineholder's 70-hour guarantee (35 hours) and multiplying that by the number of active months. For most FAs this results in a 420-hour threshold (35 hours x 12 months) since the majority of FAs are active for all 12 months. If you are inactive for a month then your threshold is reduced by 35 hours. Therefore, a FA who takes a full-month's Bid Leave would have their threshold reduced to 385 paid hours (35 hours x 11 months). As long as they are paid 385 hours in the other 11 active months, then they will accrue vacation and sick time for 11 active months. For a more detailed explanation on Vacation and Sick accrual, review the article in the 3Q 2005 *Skyword*. This article is also available online at www.apfa.org.

Q: If I am vacationing out of the country, does my insurance follow me?

A: Yes. If you have the Point of Service Plan, you or a designee should notify UHC within 48 hours of medical treatment. If you use an HMO plan you may want to contact your HMO provider prior to leaving the country to verify coverage. If you have Standard coverage, you simply submit your claims as you ordinarily would.

Q: Is APFA in talks with American to change the age at which we can retire?

A: No! Please refer to Article 36 of our Collective Bargaining Agreement for information on retiring or contact our retirement specialist at APFA, Jena Hopkins, at retirement@apfa.org.

Q: Will staffing be reduced on the 757/767 Hawaii routes?

A: The Company has told us that, currently, they have no plans to reduce staffing on these flights.

Q: Is APFA entering early openers with the Company for negotiations?

A: Absolutely not!

Q: I hear the Company and the Union are discussing giving furloughs unlimited recall rights. Is this true? If so, how will this affect my seniority?

A: APFA continues to meet with the Company in efforts to procure recall notices. APFA has not stopped requesting recalls since the last round of 610 recall notices went out in November of '04. Currently, AA has parked twenty-seven S-80s in the desert and announced that nineteen 757s will be returned beginning in '07. With this information, AA continues to maintain their position that they do not plan to increase FA headcount this year.

Without recalls, our workforce will continue to remain stagnant with fewer transfers, PVD's and Leaves of Absence, as well as higher Reserve numbers. Simply put, the only movement in seniority right now is attrition. In October 2006 over 1,100 furloughees permanently dropped off the APFA Seniority List in accordance with Article 16. By the end of this year there will be less than 2,700 FAs remaining on the recall list. The most senior furloughed F/A currently has a five-year date of July 2, 2008.

Q: Is there a new early out the Company is introducing to Flight Attendants?

A: The Company has given the Union no indication that they are going to offer any early-retirement incentives other than those that have been in place for years to FAs. This includes the 50/55-year rule which is AA policy and can be found on Jetnet, or the provisions of Article 30 in your Bargaining Agreement.

Q: Why aren't the FAs getting givebacks since I hear the pilots are getting everything they gave up in '03?

A: The facts are that all of the workgroups on AA's property received a 1.5% raise on May 1, 2004-2008 of every year as negotiated during the restructuring of the FA, pilot and ground contracts. Aside from what was negotiated in 2003 and is currently contractual for each of the labor organizations, there are no givebacks to any of the workgroups on AA's property. ▲

The Value of Volunteerism

By Steven Ellis, AdHoc Member of the Executive Committee and FA Champions for Children Volunteer

Perhaps you are asking yourself, "Why am I reading about volunteerism in my union newsletter?" since most articles in *Skyword* discuss workplace issues or problems and solutions directly related to our career as a FA. Without a doubt, service to others is a core component of our job on board the aircraft. It is our volunteer efforts in our local and the larger global community, however, that truly distinguishes us and makes us the unique and inspiring workforce to which we take pride in belonging.

Many FAs give of their time selflessly to a cause or organization that is close to their hearts. *Wings* and *Airline Ambassadors* are the two homegrown charities that we enthusiastically support because they provide us with meaningful avenues to show our solidarity and concern for our colleagues and the world at large. It is hard to overstate how profoundly our own lives can be impacted by the act of working to improve the lives of those less fortunate than ourselves. It provides meaning and purpose when we may be struggling to understand our

own life's meaning. Most FAs would acknowledge that their volunteerism helps to put into perspective the challenges and struggles we face in the workplace. It is not that these challenges diminish as a result of our activism. Rather, the insights we gain from work-

ing to better the lives of those in need help us to face these difficulties more objectively, and as a result of that objectivity, be happier and feel more fulfilled while at work.

It is with this as a guiding principle that the new *Unicef* "Champions for Children" program was developed by and for FA volunteers. The "Change for Good" program has been in place on board our international flights since 1994 as a result of the efforts of a small group of Miami-based FAs. In conjunction with our FA colleagues at our *OneWorld* alliance partners, our joint efforts have



From l. to r. Nancy Rivard - SFO-I, Christina Anderson - JFK, Leeanne Hansen - LAX, Steven Ellis - DCA-I, Kelly Lee - DFW and Sharon Stein - LAX-I.

raised over \$60 million dollars for the world's neediest children. At American alone, we have raised over \$2 million since the program's inception. This accomplishment speaks volumes about our power as FAs to affect positive change in the world through the smallest of efforts. Imagine what we could accomplish if we were wholly committed to this program!

All FAs are being asked to consider volunteering as a "Champion for Children." The program launched December 1, 2006, aboard all IFS/AIFS Duty-Free flights with rollout to

transcon, Hawaii, short-haul South American and Caribbean routes in 2007. FA Champions are asked to coordinate the delivery of a P.A., solicit donations, play a new in-flight video featuring six APFA member/Airline Ambassador mission coordi-

nators on location with *Unicef* in Peru, and collect donations from our passengers. New Champions will be provided with a volunteer manual, a distinguishing pin to wear on their uniform, a suggested PA card with relevant facts and figures about *Unicef* to share with interested co-workers and passengers along with extra collection pouches. All Champions will be entered into an annual lottery for the chance to visit a *Unicef* field site and will also be invited to determine the funding allocation of the monies collected on board our flights. In 2007, our collected monies will primarily fund HIV and AIDS

prevention and treatment programs in Latin America. The success of the new program is dependent on our efforts and it is completely FREE to join.

As a sponsoring partner of the new program, *Airline Ambassadors* is assisting in the recruitment of new Champions and is offering all Champions the opportunity to complement their on-board volunteer commitment with a special reduced membership rate of only \$25 for new and renewing members. Joining Airline Ambassadors affords you opportunities to participate in monthly humanitarian missions and medical escort opportunities where you can actually hand-deliver aid and see first hand the impact your service to others can make. ▲

To volunteer as a Champion, e-mail championsforchildren@aa.com, stop by your local MOD office to sign-up, or volunteer as a Champion and/or become an Airline Ambassador at www.airlineambassadors.com.

The 9/11 Flight Crew Memorial Foundation

By Valerie Thompson, DFW

In 2004, a competition was held nationwide to find the appropriate memorial in honor of the fallen Flight Attendants and pilots from Flights 11, 77, 93 and 175. From those entries came a design entitled, **"Valor Commitment Dedication"** by sculptor Bryce Cameron-Liston of Salt Lake City, Utah.

My husband Dean and I, along with dozens of our friends and colleagues from airlines around the country worked for several years to create the 9/11 Flight Crew Memorial Foundation. This non-profit organization is dedicated to building a historic public monument to the 33 unsung heroes of September 11, 2001, who showed remarkable heroism under extraordinary circumstances.

Thanks to developer Gary Hazelwood and his wife Leslie, we have a perfect location for the 14-foot statue beneath the northern approach flight path to DFW. This is located at the Southwest corner of Texan Trail and Northwest Highway in Grapevine, Texas.

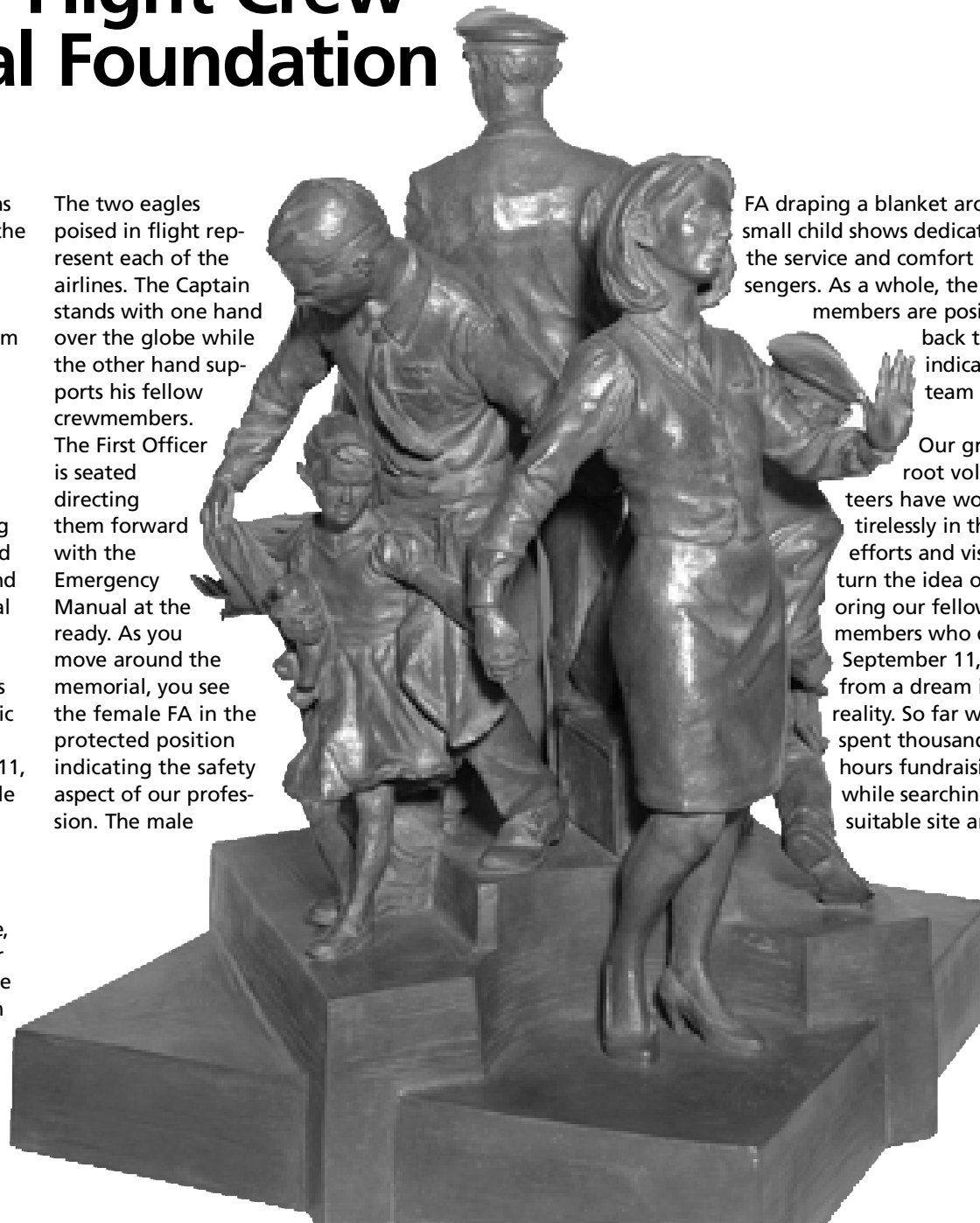
The two eagles poised in flight represent each of the airlines. The Captain stands with one hand over the globe while the other hand supports his fellow crewmembers. The First Officer is seated directing them forward with the Emergency Manual at the ready. As you move around the memorial, you see the female FA in the protected position indicating the safety aspect of our profession. The male

FA draping a blanket around a small child shows dedication to the service and comfort of passengers. As a whole, the crew members are positioned back to back indicative of team work.

Our grass-root volunteers have worked tirelessly in their efforts and vision to turn the idea of honoring our fellow crew members who died on September 11, 2001, from a dream into reality. So far we have spent thousands of hours fundraising while searching for a suitable site and an

artist that could evoke the professionalism and pride that "Our Heroes" deserve in a 9/11 Memorial. Many of you have helped us get to this stage by buying pins and other items as well as making donations online. Thanks to your donations, we have raised \$130,000 of our \$300,000 goal. ▲

To learn more about the memorial and how you can help, visit www.911flightcrewmemorial.org.



Dean Thompson, president of the 9/11 Flight Crew Memorial Foundation working on the statue.


were counted four times - finally by the Department of Labor - before the election was concluded and I was installed as APFA President. Our Union needs strong, balanced, experienced leaders to step forward and work within our very democratic process. Whether you are a current Base Representative or an up and coming activist, get involved! And most importantly, **VOTE! Each and every vote is important.** Be proactive and participate in deciding who will represent you.

I encourage each of you to stay informed in the months ahead. Pay attention to your base lead-

ership and what actions are occurring at your base. Read your APFA mailings and visit the new APFA Web site at least once a week. Participate in the fourth and final APFA Members' Opinion Survey administered by the Research Center of the University of North Texas beginning late winter. This members' opinion survey will be important research on many different fronts such as current scheduling tests, safety & security issues, FA fatigue, off-duty & in-flight rest, joint labor/management work, and so on.

Wear your APFA Union pin. Management pays attention

when pins are worn. Also, if you have not already done so please sign up to receive APFA's weekly e-mail updates - including the APFA Hotline by e-mailing apfa@apfa.org.

We must be more engaged in our collective task to protect, preserve and improve the APFA 2001 Contract, as modified in 2003. We can greatly influence this outcome if we do it together! 

With support and in solidarity,



The Factual/Contractual History of the AA Flight Attendant Cabin Jumpseat Authority Up To and Including Our Current 2001 CBA as Modified in 2003:

1976 - AA/TWU Local 552 - Flight Attendant Contract

Appendix T, May 4, 1976, Letter of Agreement [page 155] between Donna Forloine, President Local 552, and Jan L. Woodring, Senior Director Flight Service, confirms with ratification of the 1976 Contract that the AA FAs have the right to travel using a "flight attendant jump seat on a first come - first served basis."

1979 - AA/APFA - Flight Attendant Contract

Appendix Q, November 18, 1979, Letter of Agreement [page 229], between Kathy Knoop, President APFA, and Patsy Underwood, Senior Director Flight Service, confirms again with the ratification of the 1979 Contract that the AA FAs have the right to travel using the "flight attendant jump seat on a first come - first served basis."

2001-2003 - AA/APFA Flight Attendant '01 Contract as Modified in '03

Article 30-Letter IV, 1979 Letter of Agreement [page 316] retains the same November 18, 1979 letter which has been reprinted and confirmed via FA Agreement ratifications for all seven APFA/AA Contracts.

Current Flight Service "Safety and Service Manual"

Contract language is codified in the General Policies and Guidelines, Section 1.6, of today's FA Manual, under 'Jumpseats' as seen below. "Not authorized for cabin jumpseat travel at any time: AA pilots, Other airline FAs [other than AE FAs], Customers, Other airline pilots, including American Eagle or American Connection, AA employees from workgroups other than Flight Service."

APFA pledges to protect and preserve the right of the AA Flight Attendants to continue to have cabin jumpseat authority. This cabin jumpseat contractual authority is to be used only by APFA/AA active FAs, or, if no AA FA is requesting the use of an empty cabin jumpseat, an active AE FA has been granted this right by AA and APFA.

Executive Incentive Compensation Update:

As a correction to the Fall issue of *Skyword* in the Presidential Grievance Update on page 27, the Executive Compensation Presidential Grievance should not have been shown as 'settled.' This dispute was a collaborative effort by the three unions on AA's property - APFA, APA, & TWU. The case was argued in front of Arbitrator Robert O. Harris in a four-day hearing in March of 2006. At the conclusion of the oral and written arguments, Arbitrator Harris deferred his decision until after the AMR Board of Directors meeting on March 29, 2006. The AMR Board Compensation Committee independently chose to alter the 2006 payout of the Performance Unit Plan to eliminate the possible violation of the 2003 Annual Incentive Plan (AIP). The Compensation Committee also replaced PU: with a future Performance Share Plan. Based on the AMR Board's actions Arbitrator Harris ordered the Executive Compensation Consolidated Grievance to be moot and thus dismissed.

The complete order is published on the APFA Web site under Presidential Grievances - Awards - Executive Compensation.

Further, APFA must be prepared for the 2007 payout of the newly-designed Performance Share Plan. None of us will be happy once the numbers become more transparent in early '07, with the payouts coming on April 15, 2007. This plan produces stock for senior management and with AMR's stock at \$30+ at the time of this writing, it is speculated that the payout will be enormous.

Let this year's "incentive payout" to the executives of AA fuel our fire for incentive compensation for the front line employees of American Airlines!

2) Unreasonable Rejections

- Rejecting an application on suspected fraud without a tie-breaker, healthcare provider.
- Rejecting an application in violation of App. K of the RPA relating to a healthcare provider's eligibility under scope of practice.
- Refusing intermittent FML based on recurrent conditions prohibiting FA from performing their job.
- Requiring FA to apply for Block FML vs Intermittent FML for a condition that may not last more than 1-2 days

3) Unreasonable Requests for Additional Information.

- Denying FML or requesting more info when FA is clearly unable to fly.
- Requesting more facts when the healthcare provider has stated FA would not be cleared to fly.
- Denying medical certificate without clarifying details of what info is needed.

4) Unreasonable Method for Calculating Eligibility

- Using a rolling 12-month period that differs from method for other employee groups

The arbitration hearings consisted of eight days beginning August 23, 2005, and ending January 10, 2006.

FML II Arbitration Award #SS-26-2004-APFA-003 Issued September 1, 2006

Arbitrator Brown and the Board issued the following findings:

"The implementation of the Company's Family and Medical Leave policy effective 1 June 2004 did not meet a standard of reasonableness in that there were arbitrary or capricious outcomes in the following procedural areas:"

- Question 10 of the initial application for FML;
 - Unclear requests for additional medical information;
 - Failure to provide a venue for questions and clarifications regarding medical requests for information;
 - Review and/or appeal processes for both administrative and medical denials.
- "Within 60 days of the date of this award, the Company shall revise the identified procedures in accordance with the principles outlined in the above opinion and implement them, assuring that they are known to both bargaining unit members and to management personnel who are involved with the administration of the FML policy."*

Two portions of the 1 June 2004 FML policy constitute violations of the collective bargaining agreement:

- The treatment of IOD conditions for FML purposes.
- The failure to accept chiropractors' certifications for all serious health conditions that fall within the scope of their license as set forth in the Company policy pertaining to Covered Medical Expenses.

"Within 60 days of the date of this award:

- The Company shall revise its procedure so that it reviews all IOD absences under the same FML standards used for all other FML-coded absences, and designates as FML-qualified only those IOD absences that meet the stated standards. Flight Service shall no longer automatically code IOD as FML but will wait until AA Medical has certified the Leave as FML-qualified. The Company shall also notify FAs of the number of FML days burned for any given IOD absence."
- The Company shall revise its healthcare practitioner standards to accept chiropractors' FML certifications for all and any conditions within their scope of practice where the Company accepts fitness-for-

duty certifications, medical certificate requirements, etc. from those same practitioners.

- The Company shall review and recode all pertinent FML-coded IOD absences retroactive to one year from the date of this award plus any earlier codes where a change might affect the employee's ACC status.
- The Company shall review all pertinent FML applications that were rejected for the sole reason of a chiropractor's scope of practice retroactive to one year from the date of this award plus any earlier rejections where the employee's ACC status might be affected, and take appropriate action.

The Board retains jurisdiction for 90 days from the date of this award for the sole purpose of resolving any disputes arising from the implementation of the remedies found at the two final bullets above."

At the time that *Skyword* was being prepared for press, APFA had attended five formal meetings with the Company to iden-

tify members who may be eligible for a remedy under FML I or FML II and to ensure compliance with the Board's awards.

The result of the arbitration awards from both the Golick and Brown Boards represents two major victories for APFA and its members and is a significant win for those individuals who will share in the financial and disciplinary recoding remedy ordered by these Boards.

On behalf of the Union, I would like to personally thank every member of the FML arbitration teams, each individual FA who either participated in the hearings as a witness or a grievant, the APFA Executive Committee and the APFA Board of Directors, the APFA Staff and volunteers who helped the Union achieve these key FML arbitration awards. ▲

The full text of FML I and FML II arbitration awards can be found at www.apfa.org.

¹ Carin A. Clauss is a Professor of Law at the University of Wisconsin Law School, where she holds the Nathan P. Feinsinger Chair in Labor Law. Her areas of specialization are labor and employment law, administrative law and civil procedure. As U.S. Solicitor of Labor from 1977 to 1981, Ms. Clauss was responsible for enforcing the nation's labor laws. She writes extensively on employment law issues and is a frequent speaker to business, labor and legal groups.

² Attorneys Clauss and Gibbs, with co-advocates Barbara Rives, Cindi Simpson, Jena Hopkins and Vice President Brett Durkin along with Board members French and Moyer once again became the core arbitration team. Mario St. Michel, Kim Boyett, Jeff Creclius and SBA Administrator Susie Johnson comprised the FML support teams. Jeff Bott, Leslie Mayo, Patty French, Kim Coats, David Ransom, Brent Peterson and Kelly Gambello provided testimony and/or technical support information to the arbitration team.

ELECTION NOTICE

Pursuant to Article III, Section 4,J,1 of the APFA Constitution, Notifications of Willingness-to-Serve are now being accepted for **AD HOC MEMBER OF THE EXECUTIVE COMMITTEE PLACE #3 and PLACE #4** for the three-year term of office beginning April 1, 2007.

CANDIDATE INFORMATION

This election is open to all active members in good standing as defined in Article II, Section 4.B. of the APFA Constitution.

The Executive Committee Ad Hoc Member Place #3 and Place #4 will be elected at the APFA Annual Convention which will commence February 8, 2007, by the Base Chairs (or the Vice Chair in the absence of the Base Chair) who have been elected or duly elected as Delegates to the Convention pursuant to Article 1, Section 7,C. of the APFA Constitution.

When a candidate receives two-thirds (2/3) of the valid votes cast, that individual will be deemed elected to that Ad Hoc Member Place.

Refer to Article III, Section 4 of the APFA Constitution for details regarding the jurisdiction and duties of members of the Executive Committee.

ELECTION TIMETABLE

Members of the National Ballot Committee will retrieve the Willingness-to-Serve Notifications from the designated P.O. Box at **10:00 A.M. Central Standard Time on January 31, 2007**. The candidate's names will be recorded on the APFA Hotline and copies of their Notifications will be sent to each member of the Board of Directors and Executive Committee. Additional Willingness-to-Serve Notifications may be returned to the APFA Secretary or the National Ballot Committee anytime prior to the Convention.

NOTE: The National Ballot Committee accepts no responsibility for the failure of the U.S. Postal Service to deliver Express Mail, Certified Mail, or proper notification thereof, to the P.O. Box. Regular mail, posted in a timely fashion, is recommended.

Nomination Envelopes containing copies of all Willingness-to-Serve Notifications that have been returned to the APFA will be distributed to the Board of Directors and Executive Committee when the Convention is first called to order.

INSTRUCTIONS FOR WILLINGNESS-TO-SERVE

An active member may self-nominate her/himself or may nominate another member. Candidates are required to contact the National Ballot Committee to confirm their Willingness-to-Serve if other than self-nominated.

Only this form or a photocopy will be accepted, one form per envelope. Biographical information and personal statements should be submitted on a separate sheet of paper and attached to this form. A copy of each candidate's Willingness-to-Serve will be distributed to the Board of Directors and the Executive Committee. **It is the responsibility of the candidate to inform references that their names will appear on the Willingness-to-Serve that is sent to all members of the Board of Directors and Executive Committee.**

All Notifications of Willingness-to-Serve must be sent to: **APFA National Ballot Committee
P.O. Box 907
Euless, TX 76039-0907**

NOTIFICATION OF WILLINGNESS-TO-SERVE
Ad Hoc Member of the Executive Committee Place #3 and #4

CANDIDATE INFORMATION: All information must be typed or printed.

NAME:	POSITION DESIRED:	EMP#:	TELEPHONE#:
ADDRESS:	LENGTH OF SERVICE:	BASE:	PREVIOUS BASES:
CITY/STATE/ZIP:	SIGNATURE:		

Please complete the following information if nominating another APFA member.

NAME: _____ EMPLOYEE #: _____
SIGNATURE: _____ TELEPHONE #: _____

F/A REFERENCES: Supporters must be members in good standing. All information must be complete or reference will not be printed. (Limit 10)

Name _____ Emp# _____ Base _____ Phone# _____	Name _____ Emp# _____ Base _____ Phone# _____
Name _____ Emp# _____ Base _____ Phone# _____	Name _____ Emp# _____ Base _____ Phone# _____
Name _____ Emp# _____ Base _____ Phone# _____	Name _____ Emp# _____ Base _____ Phone# _____
Name _____ Emp# _____ Base _____ Phone# _____	Name _____ Emp# _____ Base _____ Phone# _____
Name _____ Emp# _____ Base _____ Phone# _____	Name _____ Emp# _____ Base _____ Phone# _____

Use a separate sheet of plain white paper for Biographical Information and Personal Statement.

BIOGRAPHICAL INFORMATION: There are four categories for biographical information:

**Labor Relations Background
Flight Attendant Credentials**

**Educational Background
Previous Business/Job Experience**

Biographical information will consist of no more than forty (40) items, to be divided in any combination of the four (4) categories. Each item will be limited to ten (10) words. Please do not create your own categories. If you do not use a category, that categorical title will not be printed.

PERSONAL STATEMENT: Personal statements will be limited to two hundred and fifty (250) words excluding the following articles and prepositions: a, an, and, at, before, by, for, from, if, in, into, of, on, or, the, to, upon, and with.

ELECTION NOTICE

BASE ELECTIONS

The National Ballot Committee announces that, in accordance with Article VI, Section 2.A. of the APFA Constitution, Notifications of WILLINGNESS-TO-SERVE are now being accepted for Chairperson, Vice Chairperson and Operation Council Representatives for the following bases: **BOS, BOSI, DCA, DCAI, DFW, IDJ, JFK, LAX, LAXI, LGA, MIA, IMA, ORD, IOR, RDUI, SFO, SFOI and STL** for a 2-year term beginning April 1, 2007.

Each elected or duly elected **Chairperson** will be authorized, in addition to their duties of the Chairperson:

- (1) to serve as a Delegate to the Annual or Special Convention(s) for the purpose of electing the Ad Hoc Members of the Executive Committee, and
- (2) exercise a vote to remove an individual from the position of Ad Hoc Member of the Executive Committee should such action be deemed necessary.

Each elected or duly elected **Vice Chairperson** will be authorized to serve as a Delegate pursuant to (1) and (2) above *only* in the absence of the Base Chairperson.

Per Article III, Section 7 of the APFA Constitution, each base shall be entitled to one OCR for each on hundred (100) members or fraction thereof, who is stationed at the base.

CANDIDATE INFORMATION

This election is open to all members in good standing. Each candidate for Chairperson, Vice Chairperson, and Operation Council Representative (OCR) must be a member in good standing as of January 17, 2007, and must be based at the base to which s/he is applying by February 6, 2007.

Any active member may self-nominate her/himself or may nominate another member. Candidates that are nominated by another APFA member will be contacted by the National Ballot Committee to confirm their Willingness-to-Serve. Withdrawals will not be accepted after January 22, 2007.

Candidates for either Base Chair or Vice Chair may run simultaneously for an OCR position; however,

- (1) If a candidate is duly elected as a Base Chair or Vice Chair, that candidate's name will not appear on the ballot for OCR, or
- (2) If a candidate for Base Chair or Vice Chair also has submitted a WTS for OCR, and an OCR election is conducted, and if the candidate is elected Base Chair or Vice Chair, votes cast for her/him in the OCR election shall **not** be considered.

VOTER INFORMATION

In order to be deemed eligible to vote, each APFA member must be in good standing (dues current) by the close of business on March 2, 2007, or on an APFA payment plan. Any member with a dues balance that was accrued during a leave of absence must execute a payment plan no later than February 6, 2007, to be eligible to vote in the Base Representative Election.

ELECTION TIMETABLE

Willingness-to-Serve Notifications must be received in the designated P.O. Box by 10:00 AM CT, January 17, 2007. The National Ballot Committee accepts no responsibility for the failure of the U.S. Postal Service to deliver Express Mail, Certified Mail, or proper notification thereof, to the PO Box. Regular mail, posted in a timely fashion, is recommended.

Ballots will be mailed to all Flight Attendants who are APFA members, including those who are furloughed, on February 6, 2006. Any member not receiving a ballot within a reasonable time after that date should request a duplicate ballot from the APFA National Ballot Committee at (800) 395-2732, extension 8311. Duplicate ballots will be issued, upon request, through March 3, 2007, which is five days prior to the ballot count.

Ballots must be received in the designated P.O. Box by 9:00 A.M. CT, March 8, 2007. The ballot count will commence immediately a location to be announced.

Newly elected base representatives will assume office April 1, 2007, for a two-year term ending March 31, 2009.

NOTIFICATION OF WILLINGNESS-TO-SERVE

Chairperson, Vice Chairperson and Operation Council Representatives for

BOS, BOSI, DCA, DCAI, DFW, IDf, JFK, LAX, LAXI, LGA, MIA, IMA, ORD, IOR, RDUI, SFO, SFOI and STL

INSTRUCTIONS FOR WILLINGNESS TO SERVE

Only this form or a photocopy will be accepted, and only one form per envelope. Candidates who wish to run for Base Chair and OCR must submit a separate WTS for each position. All information should be typed or printed. If additional space is needed, a separate sheet of paper may be used and attached to the form. Each candidate's information will be reprinted with a consistent format, excluding all graphics.

All candidate information is optional, including personal statements and references. There will be no corrections made to spelling, punctuation, grammar, capitalization, intent, or content. If limitations are exceeded, personal statements will be cut off at the limit and biographical information will be brought into compliance by deleting the oldest items. It is the responsibility of the candidate to inform references that their names will be printed in the ballot packet. As a reminder to all prospective candidates, the use of the APFA logo on campaign material is prohibited.

All Willingness-to Serve Notifications must be in the following P.O. Box by 10:00 AM CT, January 17, 2007: APFA National Ballot Committee, P.O. Box 907, Euless, TX 76039-0907

CANDIDATE INFORMATION: *All information must be typed or printed.*

NAME: _____ CURRENT BASE: _____ PREVIOUS BASES: _____

ADDRESS: _____ LENGTH OF SERVICE: _____ EMPLOYEE #: _____

CITY/STATE/ZIP: _____ TELEPHONE #: _____

SIGNATURE: _____

Please complete the following information if nominating another APFA member.

NAME: _____ EMPLOYEE #: _____

SIGNATURE: _____ TELEPHONE #: _____

SLATE INFORMATION List name(s) and position(s) of person(s) running with candidate and/or any slate slogan. A Willingness-to-Serve with corresponding slate information must be submitted by each member of a slate in order for the slate to be included in printed candidate information. Candidates not running on a slate may likewise use this category to express individual candidacy information including slogan. Limit thirty (30) words for each candidate, slate or non-slate.

F/A REFERENCES: *Supporters must be members in good standing. All information must be complete or reference will not be printed. (Limit 10)*

Name _____	Emp. # _____	Ph.# _____	Base _____	Name _____	Emp. # _____	Ph. # _____	Base _____
Name _____	Emp. # _____	Ph.# _____	Base _____	Name _____	Emp. # _____	Ph. # _____	Base _____
Name _____	Emp. # _____	Ph.# _____	Base _____	Name _____	Emp. # _____	Ph. # _____	Base _____
Name _____	Emp. # _____	Ph.# _____	Base _____	Name _____	Emp. # _____	Ph. # _____	Base _____
Name _____	Emp. # _____	Ph.# _____	Base _____	Name _____	Emp. # _____	Ph. # _____	Base _____

BIOGRAPHICAL INFORMATION: There are four (4) categories for biographical information. Biographical information will consist of no more than forty (40) items,

to be divided in any combination of the four (4) categories. Each item will be limited to ten (10) words. Please do not create your own categories. If you do not use a category, that categorical title will not be printed

FLIGHT ATTENDANT CREDENTIALS

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

- 6. _____
- 7. _____
- 8. _____
- 9. _____
- 10. _____

EDUCATIONAL BACKGROUND

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

- 6. _____
- 7. _____
- 8. _____
- 9. _____
- 10. _____

PREVIOUS BUSINESS/JOB EXPERIENCE

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

- 6. _____
- 7. _____
- 8. _____
- 9. _____
- 10. _____

LABOR RELATIONS BACKGROUND

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

- 6. _____
- 7. _____
- 8. _____
- 9. _____
- 10. _____

PERSONAL STATEMENT: Personal statements will be limited to two hundred and fifty (250) words excluding the following articles and prepositions: a, an, and, at, before, by, for, from, if, in, into, of, on, or, the, to, upon, and with.

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Speaker Phone

SMS Text Messaging

Various colors available



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*After \$150 instant savings

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Speaker Phone

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8311	National Ballot Committee	Leatha Harding-Berry
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8205	DIVISION TWO Kim Boyett <i>DFW, IDF, STL</i>
8208	DIVISION THREE Mario St. Michel <i>BOS, BOSI, ORD, IOR</i>
8209	DIVISION FOUR Barbara Rives (Anne Loew - Interim) <i>DCA, DCAI, IMA, MIA, RDUI</i>
8203	DIVISION FIVE Cindi Simpson (Laura Glading Interim) <i>JFK, LGA</i>

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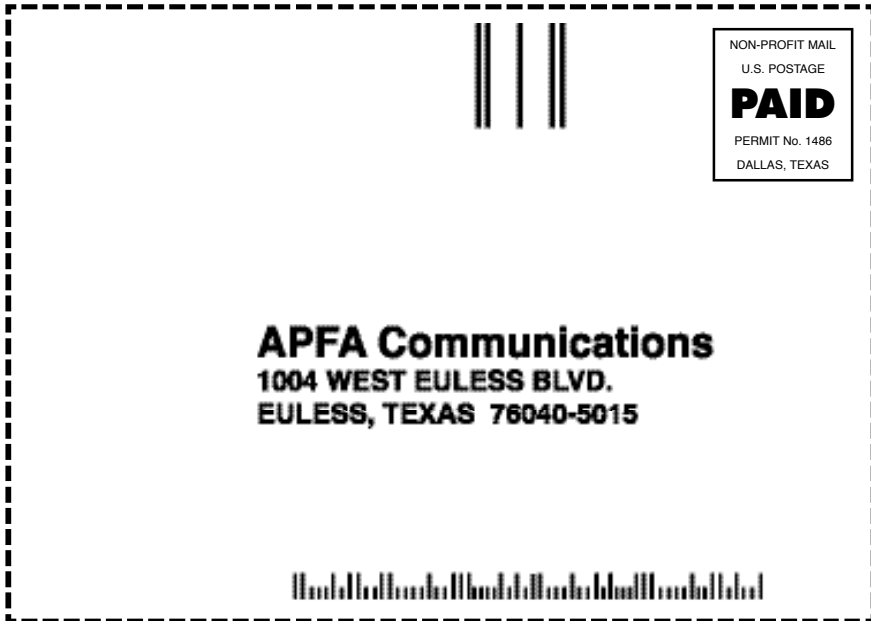
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